

Supply Chest

August 25, 2000 Navy Core Values: Honor, Courage, Commitment Vol. 52, No. 9

Navy activities to begin more A-76 studies

The Department of the Navy recently issued a formal notification to Congress of its intent to conduct Office of Management and Budget Circular A-76 competitions on 5,511 positions. The announcement includes 1,569 positions at six Naval Supply Systems Command (NAVSUP) activities. The affected activities are the Naval Inventory Control Point (NAVICP), Philadelphia and Mechanicsburg, Pa., sites; Fleet and Industrial Supply Center (FISC) San Diego, Calif.; FISC Puget Sound, Wash.; FISC Pearl Harbor, Hawaii; FISC Norfolk, Va.; and FISC Jacksonville, Fla. The announcement also includes positions at detachments of FISC San Diego, FISC Puget Sound, FISC Norfolk and FISC Jacksonville.

The functions to be studied include retail supply at the FISCs; the Navy Integrated Call Centers at FISC San Diego and FISC Norfolk; administrative and clerical support at NAVICP; and systems design, development and programming services at NAVICP.

The A-76 study process begins with a commercial activity study team at each affected activity. Employee representatives will be included on study teams. Teams develop performance work statements and management plans. Ultimately, the government's in-house proposal will be compared with the best-value private sector proposal. The cost comparison will result in either im-

(See Navy A-76 studies on page 4)



Eleven people to share Admiral Stan Arthur Award money

Retired Navy Admiral Stan Arthur (left) stands with some of the people who will share \$10,000 from the Stan Arthur Award for logistics excellence recently awarded to the NAVSUP Integrated Call Center team. Beginning 2nd from left are former FISC Code 100 Director, Cmdr. Cathy Alexander; Ms. Dianna Klein, FISC site NICC Supervisor; Rear Adm. Linda Bird, NAVSUP Vice Commander, FISC San Diego's Bill Rice; and Cmdr. Kurt Kunkel, former FISC Norfolk Special Projects Officer.

FISC Norfolk's South Philadelphia site closes – 14 employees affected

Fleet and Industrial Supply Center Norfolk's Philadelphia Detachment recently handed out 14 reduction-in-force (RIF) notices to employees supporting the FISC South Philadelphia Site. The move was for financial reasons and did not result from an A-76 or outsourcing initiative. The South Philadelphia Site provided material support to the Naval Surface Warfare Center (NSWC) at Carderock, the Norfolk Naval Shipyard Foundry and Prop Facility, and the Inactive Ships Program – they will now be supported by NSWC Carderock.

Among the 14 employees affected by the RIF, four were reduced in grade,

one was reassigned, and nine will actually be separated. Sharon Strauss and Wanda Hatcher of the Human Resources Services Center (East) spent two days with the Philadelphia employees to counsel them and place affected individuals in the Priority Placement Program (PPP). The PPP helps those federal employees who have received a RIF (reduction-in-force) notice, or those who have been separated from their jobs, to find positions in other federal agencies.

Three of Philadelphia's separated employees have already been placed into other federal job.

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Bravo Zulu



Petty Officer 3rd Class Anjella Meiklejohn is congratulated by FISC Material Operations Department Director, Capt. Phil Pfeil, upon her receipt of the Navy and Marine Corps Achievement Medal. Petty Officer Meiklejohn, a storekeeper and Naval Reservist, has been on an extended active duty at FISC for almost two years, and received the medal for her superior work in helping organize the Naval Reserve Supply Corps Conference held in Williamsburg, Va. A Richmond resident, Petty Officer Meiklejohn was born in Kingston, Jamaica.



**SK2 Georgia T. Taylor
FISC Sailor of the Quarter**

Petty Officer 2nd Class Georgia T. Taylor from FISC's Customer Service Division (Code 105) was recently selected as the center's Sailor of the Quarter for the 2nd quarter of year 2000. A storekeeper and eight-year Navy veteran, Petty Officer Taylor has been at FISC since 1995, reporting from the floating drydock OAKRIDGE (ARDM 1) in Kings Bay, Ga. This is her 2nd selection as Sailor of the Quarter as she was also FISC's Sailor of the Quarter for the 1st quarter of 1998.

Ocean Air Elementary School thanks FISC

"The students and staff at Oceanair Elementary School would like to thank Norfolk Center, and especially Sandy Harris, John Garcia, John Cochran, and Bev Cruz for a magnificent summer birthday party! More than 100 smiling faces enjoyed cake, punch, pencils, and your hospitality. Thanks again!

"The fifth grade students and their teachers would like to thank Norfolk Center for supplying three large delicious cakes for their promotion ceremony. They really enjoyed having these goodies to help celebrate with their guests. Thank you, again!"

CFC is coming!

Supply Chest

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Bravo Zulu

Sometimes 100 percent is not enough

Quarterly awards presented to top FISC team and individual workers

At the quarterly awards presentations held on July 25, Fleet and Industrial Supply Center, Norfolk, recognized several outstanding employees whose work performance went beyond simply “doing their jobs.” Recognized were FISC’s general schedule Employee of the Quarter, supervisory Employee of the Quarter, and the Work Team of the Quarter.

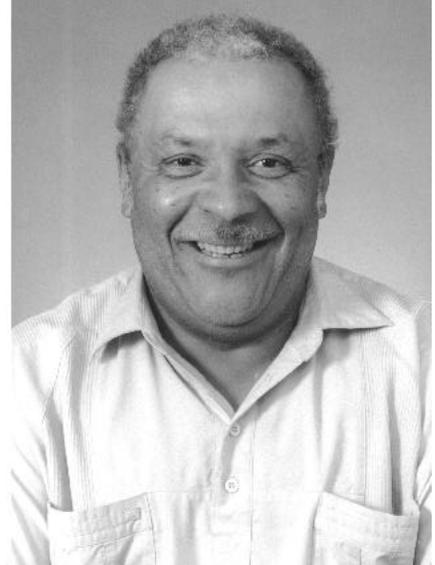
Nominees for the general schedule Employee of the Quarter were Mr. William H. Shearer Jr., a contract specialist with FISC Acquisition Department, Code 201, and Mr. John A. Burrell, a mail clerk with the FISC Navy Mail Center, Code 308.

Mr. Burrell was selected as the general schedule Employee of the Quarter for his outstanding efforts in providing daily and correct meter readings and reports for more than 600 commands in the mid-Atlantic Region. He also processed Federal Express and United Parcel Service billing reports for area type commanders and ensured quarterly billing cycles were promptly circulated for appropriate reimbursement and payment.

Nominees for Supervisor of the Quarter were Ms. Vanessa M. Kissel, an equipment specialist in FISC’s Material Operations Department, Code 300F, and Ms. Valaida P. Anderson, a supervisory general supply specialist in FISC’s Special Material Supply Division, Code 304. Ms. Kissel was selected as the Supervisor of the Quarter, being recognized for developing and implementing several service agreements for the quarter, successfully completing (on time and under budget) in-house overhaul of material handling equipment assigned to the Navy supply ship USS ARCTIC, and for providing EMACS training aboard several ships.

Meanwhile, the Work Team of the Quarter was also recognized, and members were Ms. Ernestine Schultz, Ms. Kathryn C. Hatfield, and Ms. Ruth N. Perkins, all from the Acquisition Business Management Division, Code 207. The team was recognized for its superb assistance to other FISC departments in dealing with Purchase Card transactions, providing Purchase Card support and training, and eliminating a need for other departments to spend time researching Purchase Card regulations and processes.

“Bravo Zulu!” to all those selected and to the nominees.



***Mr. John A. Burrell, Code 308
FISC General Schedule
Employee of the Quarter***



***Ms. Vanessa M. Kissel
FISC Supervisory
Employee of the Quarter***



Pictured at left is the Fleet and Industrial Supply Center's Work Team of the Quarter, from the Center's Acquisition Business Management Division, Code 207. Team members are (from left to right) Ms. Ruth Perkins, Ms. Ernestine Schultz, and Ms. Kathryn C. Hatfield.

Navy A-76 Studies

(Continued from Page 1)

plementation of the most efficient organization for the continued in-house performance, or contract performance by the best-value private sector source. The competitions are scheduled for completion two years from the official study start date.

Career employees affected by a conversion to commercial contract will be given maximum assistance in continuing their federal careers through reassignment to other positions in the Department of Defense or other agencies. Affected employees will also be given the right of first refusal for employment openings under the contract in positions for which they are qualified. Additionally, the U.S. Department of Labor and state employment services will assist employees in locating positions in private industry or retraining programs to qualify them for jobs available in local labor markets.

Logistics Conference scheduled Nov. 14-16

Don't forget the upcoming Naval Logistics Conference November 14-16, 2000 at the Marriott Waterside, Norfolk, Va. Get conference information at <http://www.nlc2000.org/>. The theme for the year 2000 conference is "High-Yield & Precision Logistics."

It will have three general tracks: Technologies and Weapon Systems, Logistics Reform, and Life Cycle Logistics. The symposium and exhibition provide the opportunity to come together for discussions on a broad range of professional and career issues of interest and concern to the naval logistics and engineering communities.

The conference will address topical issues and present innovative solutions to tomorrow's logistics challenges.

The deadline for submitting material for the next issue of the Supply Chest is noon on Thursday, Aug. 31., for the Friday, Sept. 8, edition.

Navy/Marine Corps embraces e-commerce

Vice Commander to head new operations office

The Commander of the Naval Supply Systems Command, Rear Admiral Keith W. Lippert, recently appointed NAVSUP Vice Commander, Rear Admiral Linda J. Bird to head the Department of the Navy's newly created e-Business Operations Office. Rear Adm. Bird will remain NAVSUP Vice Commander while heading the new office.

Rear Adm. Bird and a Senior Executive Service (SES) deputy – with a small group of senior military and civilian personnel – will staff the office, which will also have contractor support. The e-Business Operations Office is scheduled to be operating fully by early October 2000, and will be located at NAVSUP headquarters in Mechanicsburg, Pa.

Applying electronic business technologies is rapidly impacting all areas of the Navy and Marine Corps, resulting in more efficient exchange of business information and improved responses to mission and war fighter requirements. Recognizing the opportunity to gain

even more benefits through collaboration and teamwork, the e-Business Operations Office is being created to identify emerging electronic business capabilities with the potential of making Navy and Marine Corps business processes more efficient and effective. The office will also centralize operational control of several existing electronic transaction and credit card systems.

"The appointment of Admiral Bird to lead this effort is indicative of the high priority we place on it," Rear Adm. Lippert said and he noted the project was undertaken in close coordination with the Deputy Under Secretary of the Navy, the Department of the Navy Chief Information Officer, the Assistant Secretary of the Navy for Research, Development and Acquisition, and the office of the Deputy Chief of Naval Operations for Logistics. The office's charter and concept of operations are also being developed in collaboration with key stakeholders throughout the Navy Department.

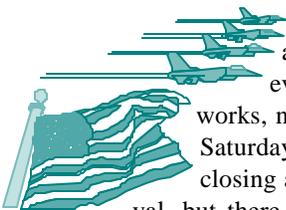
Supply Center Federal Credit Union changes its name and expands membership eligibility

On Aug. 1, 2000, the Norfolk Naval Supply Center Federal Credit Union became PortAlliance Federal Credit Union.

Founded in 1958, the credit union initially served personnel assigned to what was then the Fleet and Industrial Supply Center. As the center evolved into the current Fleet and Industrial Supply Center, the credit union expanded its membership field to include numerous other organizations which include FISC contractors, employees of companies located in the Norfolk Industrial Park, and employees of merchants located in the Janaf Shopping Center. Active duty and retired military men and women – and their dependents – are also eligible for membership.

Neptune Festival air show begins Friday, Sept. 22

The 2000 Neptune Festival begins Friday, Sept. 22, at Naval Air Station Oceana. Gates open at 5 p.m., and evening activities include dazzling pyrotechnics, fireworks, night flying, and a free concert. The show will continue Saturday and Sunday and gates will open at 8 a.m. each morning, closing at 5 p.m. The Navy Blue Angels will highlight the festival, but there will be many other aerial demonstrations, along with numerous ground displays of aircraft and military vehicles.



"A woman is like a tea bag – only in hot water do you realize how strong she is.

– former First Lady Nancy Reagan –

Beware of those attachments!

It is not only what you download, but also what you “open”

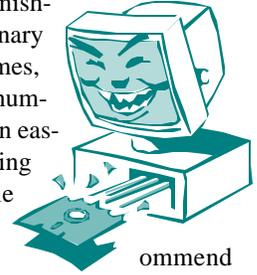
Nearly half of computer intrusions seen by Navy Computer Incident Response Teams could have been prevented had users followed two simple rules. First, do not click on attachments which are weird or unknown to you, or which come from an unknown sender (actually you need to be wary even when getting attachments from a known source!). Secondly, use strong passwords (passwords which are not common to anyone but you and which cannot easily be “deciphered”). Please read on.

Many of the humorous jokes, cards and cartoons circulating over the Internet carry a malicious payload. While the

cartoon or game is keeping the user occupied, a “backdoor” is electronically installed on the computer. Hacker software scans for the most frequently used backdoors and hackers use this to gain access to the machine. Once in, it is quite easy to exploit the entire network. Clicking on attachments also spreads viruses and worms – as was the case with the March “loveletter” from the Republic of the Philippines, or the more recent “life_stages.” Such attachments often not only delete files but also can render the system unusable. The bottom line: clicking on E-mail attachments, even from a known user, is risky unless you are expecting the file.

The number of intrusions that are the result of a hacker guessing a password is astonishing.

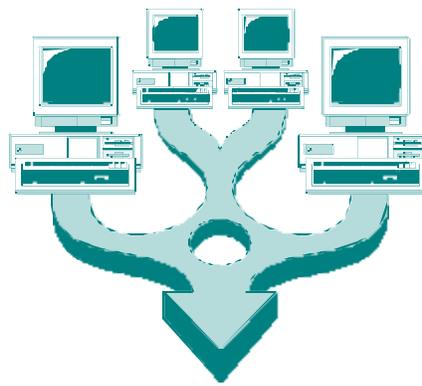
Dictionary words and names, with or without numbers attached, can easily be broken using readily available hacker software. We recommend using the first letter of each word in a easy-to-remember phrase, putting a non-alphanumeric character somewhere in the middle, and capitalizing one or two of the letters.



NMCI: It is a Navy-wide initiative that will ultimately affect every military and civilian within the Department of the Navy

What is it? The Navy Marine Corps Intranet (NMCI) is a strategic capability the Department of the Navy (DON) will use to meet the challenges of executing our warfare doctrine in support of Joint Vision 2010, the Revolution in Military Affairs, and support to the Revolution in Business Affairs. Replacing the Navy’s numerous shore-based networks, NMCI will equip us with the access, interoperability, and security for our information and communications by providing voice, video and data services to all Navy and Marine Corps personnel. Coupled with the Navy’s shipboard Information Technology for the 21st Century and the Marine Corps’ embarked Marine Corps Tactical Network (MCTN), NMCI will provide a worldwide reachback capability for our deployed forces.

Our People! Our people are our most important assets. NMCI is not an initiative to down size our workforce, but rather an initiative to make our workforce more efficient, more productive and better able to support the critical war fighting mission of our Naval Forces. We will make every effort to retain our Information Technology (IT) personnel in knowledge creation, man-



agement related activities and security oversight as we implement NMCI. For civilians, the contract includes the right of first refusal for any IT worker whose job is impacted by NMCI. **How will we pay for it?** The Navy budgets for the operation of hundreds of networks and network services each year. The FY01 IT budget submission for the Navy is \$3.46 billion. A detailed analysis of the FY01 Budget submission by the DON indicates that approximately \$1.62 billion of the total FY01 IT Budget could be applicable as the NMCI source funding, which exceeds the projected funding requirement.

A new approach! NMCI, an adaptation of what is commonly practiced in the commercial sector, represents a new

approach to acquiring IT services for the government. NMCI will be a performance-based, enterprise-wide services contract that incorporates future strategic computing and communications capability and is managed much the same as any “utility.” It will be purchased from the commercial sector just as we buy other types of utilities (e.g., water, telephone, gas and electricity) paying for the service as it is delivered. In addition, the NMCI contract requires that the prime contractor use small businesses for at least 35% of the work, and includes incentives for exceeding that figure. To facilitate visibility of small businesses, the Department has identified and publicized its current small business IT contractors in good standing.

The ultimate objective! NMCI is an all encompassing information/communications solution. It will leverage the National infrastructure and connect the “E” in Enterprise Resource Planning. Bringing the Department together in an unprecedented way, this global connectivity will enable our civilians, sailors and Marines to reach the rich intellectual resources that extend throughout the Naval Enterprise.

Super SERVMART e-commerce is in full swing

Super SERVMART has been busy supporting Fleet and Ashore procurement requirements by providing “one stop shopping” services, including everything from a first-class full product line store, and staging and delivering products pierside, to developing and hosting an on-line ordering system with access to more than 500,000 products from multiple vendors, from via a secure, easy-to-use website.

Before deploying in mid-July, CWO Guanalo, S-1 Stock Control Officer board the nuclear aircraft carrier *USS HARRY S. TRUMAN (CVN 75)*, worked with Allied Enterprises, one of the Super SERVMART vendors, and processed a multi-department order. The supply department consolidated orders from numerous shipboard departments and submitted them to Super SERVMART on July 12 – employees staged the order on July 13 and 14. Using Super SERVMART and vendor delivery trucks, the supplies were delivered pierside on July 18. The consolidated order included more than 50 line items on 55 pallets.

Super SERVMART On-line, the e-commerce ordering system, is now in full production. The Web site provides on-line access to Grainger.com and Office Depot.com as well as thousands of items available from other local ven-

dors. Super SERVMART conducted training and worked with Senior Chief Ewens-Pierre and other SIMA Norfolk supply personnel to establish internal procedures for ordering and approving all Super SERVMART orders utilizing the website. SIMA registered all users to shop the on-line service. All orders are placed and authorized on-line and delivered next day to a central receiving area. The process will reduce man-hour requirements and support existing SIMA processes and procedures, ensuring all procurements are authorized and accounted for.

The Super SERVMART is a 3PL (third party logistics) partnership between FISC Norfolk, EG&G Logistics, and Virginia Industries for the Blind. The 25,000-sq.-ft facility is on the Norfolk Naval Station across from Pier 4.

Expanded customer services include the special order desk to place by phone or fax. Non-stock items can be ordered directly from participating vendors. Super SERVMART also offers delivery service to any destination in the Hampton Roads area. Super SERVMART On-line offers an easy-to-use Web site designed providing on-line access to more than 500,000 products from many vendors, such as Grainger.com and Office Depot.com. Orders placed before noon are staged and delivered to your destination on the next business day. Super SERVMART On-line offers many workflow management tools that can be customized to suit customer’s internal ordering procedures. For Super SERVMART on-line information, call (757) 451-8032, or correspond via E-mail at mbragg@egginc.com.



Forklift driver and receiving group leader, Mr. Jesse Hill, positions Super SERVMART material for delivery to waterfront customers.

NAVSUP awards 2nd “reverse auction” contract

The Naval Supply Systems Command (NAVSUP) recently awarded a \$9.8 million contract to Spec-Built Systems, Inc., of National City, Calif., through NAVSUP’s 2nd online reverse auction. The reverse auction took place on June 30.

The Naval Inventory Control Point (NAVICP), NAVSUP’s largest field activity, received offers via the Internet from two potential suppliers for lightweight modular berthing used as crew/troop bunks on board Navy ships. These berths are part of a habitability upgrade program.

The reverse auction, conducted in conjunction with FreeMarkets Inc., of Pittsburgh, Pa., lasted 30 minutes and the Navy awarded the contract to the lower bidder after an administrative review of the auction process. The contract is a firm, fixed priced contract with one base year and four option years. The Navy realized a 22-percent savings over the government estimate for this material.

A reverse auction employs secured Internet-based technology to allow online suppliers to compete in real-time for contracts by lowering their prices as they see other offers.

Reunion planned for Charleston workers

The Charleston Naval Shipyard seeks former workers for an April 2001, reunion. Closed in 1996, the shipyard and base held a highly successful 1st reunion in October of 1999. The 2nd reunion will commemorate the shipyard’s 100th anniversary. All military members and civilians who had worked at the shipyard or naval base are cordially invited to attend the upcoming reunion, and to spread the word about it to fellow former Charleston workers.

For more information, contact Ms. Charlene Kennedy at (843) 218-4763.

“...Focusing on the fleet...”

New Chief of Naval Operations stresses leadership

On July 23, I relieved Admiral Jay Johnson as Chief of Naval Operations. Under Admiral Johnson's leadership, our Navy has established a stellar record of mission accomplishment in combat and peacetime operations. His inter-deployment training cycle reform and his efforts to improve quality of life for sailors will benefit our Navy for a long time to come. Admiral Johnson has done great things for our Navy, and we are going to build on his legacy.

My vision for our Navy is simple. We are the greatest Navy in the world, and we are going to get even better. The way ahead involves focusing on the fleet; organizational speed, and agility; commitment to our proven strengths and values; and commitment to our people as the Navy's most important resource. The Navy starts with the fleet. Although there is more to the Navy than the fleet, the fleet must be the center of our thinking and action. We have many significant challenges to deal with in fleet readiness, and we will meet these head-on. Planning, organizing, and modernizing for the future requires quick and agile response to change. New circumstances demand that we think and act in new ways at every level of the Navy – from work center to Navy headquarters. Time and tide wait for no one. People join and stay in the Navy for a wide va-



Admiral Vern Clark
Chief of Naval Operations

riety of reasons. but whatever the reason, our profession is about service.

In all that we do, we should live and breathe service to country, to fellow citizens, and to each other. We prize leadership as the foundation for mission success in our profession. I expect every Navy leader to uphold the highest standards of leadership – that's a given. As shipmates and colleagues in service, we are bound by a voluntary covenant to our country and to each other, up and down the chain of command. As part of that covenant, leaders promise respect, clear direction, meaningful work and

the tools and training to do that work, recognition for a job well done, and opportunity for personal and professional growth.

The measure of any leader is the extent to which he or she fulfills that promise. All Navy leaders – from petty officer to admiral – must remain committed to our people. We will be a Navy that holds quality of service for our people – sailors (enlisted and officer) and civilians – as a top priority in readiness and mission accomplishment. Quality of service is a balanced combination of quality of life and quality of work. We have done much to improve quality of life, and we will continue to do so. We will likewise work hard to improve quality of work. Quality of work means having proper tools and facilities, excellent training, and the opportunity for personal and professional growth.

In a nutshell, this is who we are: credible, combat-ready, forward deployed naval forces, manned by well trained sailors motivated by a sense of mission and a desire to serve, committed to their Navy as their Navy is committed to them. We sail anytime, anywhere, as powerful representatives of American sovereignty.

I am truly honored to serve with you, and look forward to working the challenges ahead.—*Admiral Vern Clark*

FERS or CSRS – that is the question . . .

Federal agency human resources officials may soon have to spring into action and review workers' personnel records if those records have not been reviewed recently. The reason is recent passage of a measure which should bring relief to thousands of federal employees who were inadvertently placed in the wrong retirement system in the mid-1980s.

Often neither the agency nor the employee was aware of the error – some federal workers who had not had their personnel files reviewed for many years did not discover the error until after they had announced their retirement.

The errors occurred in the mid-1980s when the federal government created a new retirement system, the Federal Employees Retirement System (FERS) while leaving the old Civil Service Retirement System (CSRS) in effect. As a result, many federal employees who should have been retired in FERS were inadvertently retired under CSRS, and those who had been in CSRS years were erroneously retired under FERS. There was even one case before a congressional committee in which the employee was informed of his erroneous retirement plan at his retirement party!

Two FOSSAC employees need donated leave

Two Fitting Out and Supply Support Assistance Center (FOSSAC) employees, Ms. Gerri Yancey of the Budget Division and Mr. Doug Scherer of ISSOP Jacksonville, have entered the donated leave program and would appreciate any leave donations. Both are dealing with long-term medical issues.

Leave donors can contact Ms. Maria Tillery at 443-5017.

Shafts, Props pose big challenge at Cheatham Annex

The care and storage of 131 propellers and 167 ship propulsion shafts at the Navy Depot in Cheatham Annex near Williamsburg, Va., is no small job. The problem is one of size and weight. Insuring the packing, marking, and preservation of these very expensive items is a job the Fleet and Industrial Supply Center employees at Cheatham Annex take seriously. With propellers costing as much as \$2 million and shafts valued at up to \$630,000 each, preservation of these Naval Sea System Command assets is certainly cost effective and makes good business sense in today's environment of fiscal restraint. Improper care and storage can lead to deterioration of propellers and shafts and increase ship repair costs of today's Naval fleet.

Their size and weight makes moving the propellers and shafts inside existing buildings (circa 1940s) an impossibility – the buildings are too low and cranes which would normally be large enough to lift 60 tons or more are unable to enter the buildings.

The challenge is to secure and protect these items in an open yard capable of supporting the propellers, shafts and the cranes necessary to move them. One consideration for storing these huge shafts is their orientation to the earth's



“Igloos” covering ships’ propellers dwarf two workers and a heavy duty forklift (lower left in photo) at Cheatham Annex.

magnetic field. That may sound bizarre, but it's true – these shafts are balanced and the earth's magnetic field can have an effect on that balance.

One of the depot's new initiatives is to have new cradles built to replace the existing aged and deteriorating cradles. The cradles support and protect the shafts from damage and corrosion. Covers were also made for the cradles and shafts to protect both from the elements. The covers also provide added security.

Building a cradle for a 60-plus-ton propulsion shaft is not easy or cheap. Currently costing between \$8,000 and \$10,000 per cradle, each cradle is hand built at the Norfolk Naval Shipyard. Propellers provide their own unique storage and preservation challenges. In addition to being heavy, they are big and susceptible to damage if not properly handled or stored.

Although made of brass, a propeller doesn't rust but its lifting apparatus does and can deteriorate to a point where it is unsafe to lift the propeller. “Igloo” styled covers were designed to protect the propellers from the elements and provide added security. The covers are made of waterproof material and are essentially built around the propeller once it is firmly at the location where it is to be stowed.

These changes will ensure proper preservation of our customer's assets and reduce possible increased repair costs,” said Capt. Cliff Davis, Regional Supply Officer for the Peninsula and the Officer-in-Charge for FISC Norfolk's Cheatham Annex.

Our job is to take care of assets in our custody, and you can count on it, added Capt. Davis.



Workers at Cheatham Annex survey the stowage of several ships' shafts. The shafts must be stowed in alignment with the earth's natural magnetic field, since the shafts are “balanced.”