



Supply Chest

September 28, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 17

CO offers praise for initial response from FISC family



Editor's note - these words were written by Capt. Kowba after the previous issue of the Supply Chest went to press. They are presented here in their entirety, as he wrote them the week of Sept. 17.

To: FISC Norfolk and CNRMA Supply/Logistics Program - Military Personnel, Civil Service Professionals, Partnered contractors in Hampton Roads, Craney Island, Cheatham Annex, FISC Annex Norfolk Naval Shipyard, FISC Det. Washington, D.C., FISC Det. Philadelphia, FISC Det. Earle, RSO Norfolk, RSO Oceana, Norfolk Naval Air Terminal.

We are coming to the close of an extraordinary week. Over the past five days, we have witnessed the very best and the very worst in our fellow man. Our world has been changed by ungodly acts of terrorism. It is clear that our nation is realigning its priorities and international relationships. In the days and weeks that follow, our lives and the events that unfold will be directly influenced by the United States' resolve to bring the terrorists to justice.

I salute each and every one of you for your unselfish and dedicated contributions in response to Tuesday's tragedies. The oldest and largest Navy Supply Center has a long tradition of standing tall and being engaged when it counts. You all looked taller than ever this past week. Every one of you played a real and meaningful part regardless of paygrade, profession, or position. We cannot be the "Atlantic Fleet's One Touch Provider" without all of us doing our duty.

You were all integral to getting the fleet to sea to provide air defense and humanitarian relief. The "bullets, butter, and gas" that make the fleet go were delivered by the professionals of the FISC and the CNRMA regional supply program. The LSCs in Norfolk and Earle expedited the food. The Ocean Terminal stevedores loaded the ordnance, the Craney Island Fuel Terminal pumped the gas. FISC Detachment Washington, DC has been procuring emergency support in the wake of the Pentagon destruction. FISC Detachment Philadelphia has been coordi-



nating port services for ships in the greater New York area. FISC Det. Earle is functioning as a local logistics hub. RSOs Norfolk and Oceana have been providing pack-up kits for the carrier squadrons and fueling the aircraft. The Norfolk AMC air terminal is handling inbound and outbound planes, passengers, and cargo in support of the contingency operations.

As I note your accomplishments with pride, I am sobered by the fact that this may have been the dress rehearsal. Our commander-in-chief and senior DoD leadership are moving us to a war footing to punish the criminals. Even as I write this, the first mobilization orders have been written to recall reservists. I expect that the operating tempo will accelerate and we will be intimately involved in what Rear Adm. McCarthy, our commander, calls "delivering combat capability through logistics." We must be focused and flexible and ready at a moment's notice to deliver the goods and services.

As I reflect on the logistics operations of the past days, I want to share a few thoughts with you. Once again the LSC has validated its existence. It is not merely the customer's first touch for support. In times like these, the LSC must function as the customer's crisis response center. It's ability to manage the data flow for both requirements and deliveries has provided positive control over operational execution to meet customer needs quickly and decisively.

The partnership with DDNV is that and more. Their problems

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From the Commanding Officer: Validating Our Focus, Goals, & Priorities



By Capt. Bill Kowba
Commanding Officer, FISC Norfolk

Centerites,

Every so often, we need to validate our focus, goals, and priorities. This applies in both our professional and personal lives. As the environment around us changes, each of us must assess whether or not we are “on the right track” or are in need of some course correction. Case in point, at FISC Norfolk we periodically make mission ad-

justments stemming from customer need such as the roll out of the Logistics Support Center last Fall to enhance fleet support. Similarly on an individual basis, as you proceed through your federal service, you modify your career objectives as you gain in time and tenure.

In the NAVSUP claimancy, we have reached one of those crossroads where we need to make a decision about which direction to take for the next part of our journey. During my most recent round of town hall meetings, I relayed that Rear Adm. McCarthy relieved Vice Adm. Lippert as the Commander of NAVSUSYSCOM in the first part July 2001. I noted that our new Chief has stated that his priorities are people, combat capability, quality of service, and joint logistics. He views technology, business practices, and communications as enablers. Since his assumption of command, Rear Adm. McCarthy has devoted a lot of time and energy to validating the claimancy focus and goals. This validation process has included a review of comments from various stake-

holders including senior DoD leadership, customers, and the workforce. He held a stakeholder advisory group gathering in early August 2001 and a NAVSUP strategic off-site conference August 28-29 that centered, to a large degree, on what is the purpose of the claimancy, how are we perceived by outside organizations, and where we should be headed. At the stakeholder meeting, the Chief invited representatives from CINCLANTFLT, CINCPACFLT, NAVAIR, NAVSEA, USMC, the Joint Staff, Joint Forces Command, and DLA to provide their views on three questions: 1) How is NAVSUP doing in supporting them?; 2) How do they see the future changing (10-15 years out)?; and 3) Are we positioned to support those changes? At the strategic off-site sessions, the senior leadership at NAVSUP HQ and the field activities considered the discussions of the stakeholder gathering, more than 300 customer survey responses, and Rear Adm. McCarthy’s observations in reshaping the claimancy

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Supply Chest

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This appropriated funds newspaper is an authorized publication for military and civilian personnel of the Fleet and Industrial Supply Center (FISC), Norfolk, and the Defense Distribution Depot (DDNV), Norfolk. It is published by the FISC Public Affairs Office, located in building W-143, Naval Station Norfolk. Contents of the Supply Chest are not necessarily the official view of, or endorsement by, the US Navy. The Supply Chest is a bi-weekly publication published in compliance with the provisions of NAVSO P-35. It is a member of the American Forces Press Service and is available on line at www.nor.fisc.navy.mil. Material may be reprinted if proper credit is given. Submit material to the FISC Public Affairs Office, Code 01, or call (757) 443-1014 DSN 646-1014; FAX (757) 443-1015. All material is subject to editing.

With NMCI transition looming, here's what it means to you

By Andy Christensen

Director of Information Technology

The Navy Marine Corps Intranet (NMCI) is coming to a command near you soon, namely FISC Norfolk. How soon you ask? The process kicks off officially on October 1, 2001. In this article I will describe NMCI, give you an idea of who the players are, and provide everyone with an idea of what NMCI will mean to each of us.

NMCI is a long-term contractual agreement to have the commercial sector provide desktop, Local Area/Wide Area Networking (LAN/WAN), telephone, and Video Teleconferencing (VTC) services to the Navy. The goals of NMCI are:

- Enhanced Network Security - NMCI will fully integrate with IT-21, the new shipboard infrastructure; to provide a more secure operation environment.

- Interoperability - NMCI will fully integrate with IT-21, to allow seamless communications with the war fighter.

- Knowledge Sharing Across the Globe

- Increased Productivity
- Improved Systems Reliability and Quality of Service

- Reduced cost of Voice, Video, and Data Services

As you can see this is quite a tasking, but what does it all mean? The Navy has decided that Information Technology (IT) is not part of the core mission; rather it is an integral part of supporting the Navy mission. As such, a commercial contractor can appropriately service desktop computers, networks, and electronic communications. The primary contractor is EDS. I say primary contractor because EDS has partnered with a number of companies such as Cisco,

Dell, Raytheon, MCI Worldcom, and other providers of IT services. The resulting partnership is called the Information Strike Force (ISF).

Ready, set, go

It is October 1, and we have achieved AOR. Oh, that's right I haven't explained AOR. The term AOR means "Assumption of Responsibility." This means that the ISF will be responsible for the desktops, laptops, and the networks in our present "as is" environment. At the start you will see no change. The people who presently provide desktop support will begin to turn over the support requirements to the ISF. The key word is BEGIN. The transition process will take time, time for the ISF to learn our systems, users, and specific issues and concerns; in other words, time to become part of the FISC Norfolk team.

The "times they are a changing"

Once we initiate the transition on October 1, the ISF must be included in all our IT thought processes. In fact, in most cases, the command can no longer buy IT equipment and software from anyone else but NMCI. This means that we must change our planning process. The ultimate goal of this process will be for the ISF to fully integrate and the service provider for all desktop, laptop, and LAN/WAN support, and to reach all those goals stated above.

There are many tasks that must be accomplished during this AOR period. The ISF will bring personnel on board to:

- Survey each and every desktop/laptop computer. These technicians will come and spend time with each em-



ployee at their desk and will need to take some of their time. The ISF needs to know what kind of computer you use now, what software you use, where your data is stored, and any special issues. Yes, I know government personnel have already done this, but the ISF are new and need to validate what has been done for themselves. The ISF is taking on a huge responsibility and wants to do the job professionally.

- Survey the LAN/WAN infrastructure.

- Work with the Information Security personnel to ensure we maintain a good security posture for INFOSEC.

- Review all Legacy Systems. The ISF is aware that many of the key tools we use to accomplish our mission are the Legacy Systems/Applications. ISF review is needed to maintain the ability to use all applications/systems needed for mission performance. This effort will require support of some FISC personnel.

Out with the old, in with the new

When all of these tasks are completed, the rollout will begin. New computers will be issued to each employee, one computer

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are our problems and our solutions are their solutions. Including them in operational meetings has been invaluable. The joint duty officer roles ensures our military are familiar with each other's operations, facilities and personnel. FISC Norfolk and Defense Depot Norfolk are a very capable and responsive team of waterfront logisticians.

The concept of regional supply officers and the FISC Detachment network has not proven awkward. Rather, it has provided a powerfully synergistic organization that is ready to handle both immediate homeport needs and fleet and shore operational requirements along the Eastern seaboard of the United States. The ability to work closely with the fleet and TYCOM staffs has been essential for that success.

Our military and civilian people have proven themselves responsive, resourceful, and yes, ready for sea. Without exception, they have not asked "why do I need to do this?" but rather "what else can I do for you?" They have been confronted with problematic issues, ranging from the mundane like finding lunch, to the complex, like figuring out how to make local delivery during threatcon delta. Most importantly, they have supplied the solutions.

In the days ahead, we will undoubtedly continue to hear of the very personal impact of these acts of terrorism upon members of the FISC family, both immediate and extended. Our prayers go out to them and their loved ones. As life goes on, we must continue to do our part by excelling in the execution of our missions. We know that this is the best way for each of us to help the country to counter the threat of terrorism.

Capt. Bill Kowba
Proud Commanding Officer

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goals.

Let me refresh your memory on where we have been relative to goals. For the past three years, our strategic plan has been based on four points: 1) CUSTOMER - responsive customer focused support; 2) VALUE - best value products and services; 3) PROCESS - streamlined processes which reduce cost and cycle time for delivering products and services; and 4) PEOPLE - our people deliver and sustain world-class performance. These remain very relevant and desirable targets. At the same time, there is recognition that some amount of tweaking or revision is appropriate to keep NAVSUP current, capable, and proactive as the Navy logistics leader. That is among the reasons why Rear Adm. McCarthy asked for feedback from stakeholders. Some common themes emerged from the stakeholder exchange. We need to demonstrate value and relevance to the warfighter, closely interface with the hardware systems commands (NAVAIR and NAVSEA), recognize that the future will be increasingly joint in nature, and strengthen partnerships and collaboration with suppliers.

During the strategic off-site, the participants worked in small groups to define the NAVSUP goals from different reference points. The teams examined goals against the backdrop of stakeholder comments and views, the existing NAVSUP goals, and Rear Adm. McCarthy's perspectives. As the discussion ensued, five goal areas emerged dealing with people, combat capability, quality of service, joint operations, and enterprise logistics. The people goal links to the development of a skilled and flexible team. The combat capability goal concerns the delivery of products and services that make a positive difference to the fleet in executing its

warfighter missions. The quality of service goal is tied to achieving the highest standards of service in support of both quality of workplace and quality of life for our people. The joint operations goal deals with playing a key role in the inter-service arena with Army, Air Force and Marine logisticians. Finally, the enterprise logistics goal involves leveraging technology, incorporating best business practices, and achieving world class communications.

So you are wondering where are we now? The wording of the five goal areas is being smoothed. The off-site participants identified goal statements and took a first cut at crafting supporting strategies and objectives. Though they did not produce a complete strategic plan, a daunting task, they did make great headway. In the near term, Rear Adm. McCarthy will work with Rear Adml. Maguire, Mr. Larry Glasco, the NAVSUP vice commander and executive director respectively, and the various staffs to finalize the strategies and objectives that emerged from the off-site discussion. The results will be disseminated to NAVSUP field activities and stakeholders for feedback. After appropriate reviews and refinement, the updated NAVSUP Strategic Plan will be published.

In closing, I ask that you recognize the value of the ongoing goal validation and fully support the strategic plan that results. I think that you will find that the new direction will relate well to what we do here at the waterfront in support of our operating forces. When we have an opportunity to provide comments to headquarters, please do not hesitate to participate. We are "retooling the future" of NAVSUPSYSCOM and FISC Norfolk.

CAPT Bill Kowba
Commanding Officer

Training reinforces policies for government purchase card

A DoD mandated Purchase Card Program training stand-down day was held in the FISC Norfolk Hampton Room on Sept. 17. The training was conducted by Norma Canonizado, agency program coordinator (APC) for the Purchase Card Program. All FISC Norfolk approving officials (AO) and cardholders (CH) were required to attend the training.

The training reviewed the primary policies and procedures governing the Purchase Card Program in light of the General Accounting Office (GAO) audit findings of two Navy units in San Diego.

Canonizado said that it is very important that all participants in the Purchase Card Program take responsibility for the proper management of the card to maintain its effectiveness and to deter fraud, misuse, and abuse.

“We want the cardholders to understand that there is a price to pay for non-conformance to DoN policies and procedures,” she said.

FISC detachments in Philadelphia; Washington, D.C.; Earle, N.J.; and PMR Charleston, S.C. held similar training at their facilities.



Norma Canonizado, agency program coordinator for the purchase card program, conducts government purchase card training for FISC contracting officials. The mandatory training was conducted throughout DoD, and was designed to ensure all contracting officials are aware of all policies and procedures governing the use of the government purchase card.



United we stand



The Red Cross will continue to accept blood donations at their regular donation sites. Call 1-800-GIVELIFE or visit www.redcross.org for locations. To make a monetary donation to the Red Cross, call them at 446-7743. You can also donate by mail by sending a check to: **American Red Cross, Tidewater Chapter, 611 West Brambleton Avenue Norfolk, VA 23510**

There are many charitable organizations collecting donations. The **American Liberty Partnership** provides a list and contact information for many of them. You can also check out **Helping.org**, which allows you not only to donate on line, but is a good resource for how to cope with the tragedy.

New Leader Program applications due by October 15

The United States Department of Agriculture (USDA) Graduate School's Career Development Program has developed the New Leader Program (NLP) to introduce employees to core competencies of a first-line supervisor and provides practice in the team skills that are central to modern management.

The NLP is a six-month course consisting of both formal and informal training. The program addresses nine basic competencies, includes three five-day residential sessions and preparation of an individual development plan. The assignment will provide insight into the agency's mission, culture and organizational structure.

Nominees should be highly motivated individuals. Interested employees must submit a nomination package, which must include the following:

a. A statement assessing an employee's potential, written by

the first-line supervisor or appropriate official.

b. A current OF-612, SF-171 (SF-171, page 2; SF-171 Work Statement, SF-171 Continuation, SF-171, page 4) or resume, which has been signed and dated and includes a home address, since program information will be mailed directly to the applicant.

c. The name, title, agency mailing address and work telephone number for their first-line supervisor, nominating official, and program coordinator.

Nomination packages must be received in Code 40, Attn: Alice Burford by October 15, 2001. Faxed packages will not be accepted. Nomination packages will be reviewed by FISC Norfolk management committee for submission to the USDA Graduate School for their review.

For additional information, please call 443-1729.

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at a time. Yes, everyone will get a new computer. As the new computer is "rolled-out" to each employee, the ISF is responsible for transferring all the data files. What does this mean to the employee? Each of you needs to be familiar with your software and where you store all your data. The ISF will do their best, but your assistance can ensure a smooth transfer to the new computer.

Once all the surveys are completed and the new computers have been rolled out, the command will be ready to "cutover." At "cutover" the ISF will be fully responsible for the desktop/laptop, LAN/WAN, and help desk support.

This has been a very short and quick description of NMCI so I am sure there are many questions. Let me see if I can answer some of them now:

• Why do we need NMCI, we were doing just fine? *The Navy IT infrastructure is in serious trouble. There are literally thousands on separate networks and no standardization. Communication between commands has become more and more difficult; the simple transfer of a document from one command to another is not that simple. Some commands are doing very well and some are still working with 10-12 year old equipment. We have reached a point where a radical change is needed to progress. After considerable thought and planning, NMCI was selected as the method of bringing the Navy to a high and consistent level of IT capability.*

• Why us? Will the rest of the Navy come under NMCI? *The entire Navy will be working under NMCI. This is merely our turn. More than 40,000 Navy employees have started the AOR transition, and over the next 12-18 months another 270,000 will transition.*

• Will I have to learn new software?



Secretary of the Navy Gordon R. England (second from right) is escorted to the NMCI spaces by (l-r) Dan Proctor, NOC manager; Monica Shephard, CINCLANTFLT N-6; LT Jon Rosso, director of global network operations center; and Commander-in-Chief, U.S. Atlantic Fleet, Adm. Robert J. Natter

Yes. Although many of us are using Microsoft Office 2000, some are not. This will be the new office automation package.

• Will I be able to keep my e-mail?

Yes and No. We will transition from Lotus Notes E-mail to Outlook and Exchange. The transition process is being worked out by NAVSUP, FMSO, and the ISF. The plan is to move all existing e-mail to from Lotus Notes to Outlook.

• Will I be able to use all the software I have now? *Probably not, although you will have access to all the software you need to do your job.*

• Will I get training in the new software? *Yes. The ISF has a training package for each and every software package they are bringing on board, such as Microsoft Office 2000 and Outlook.*

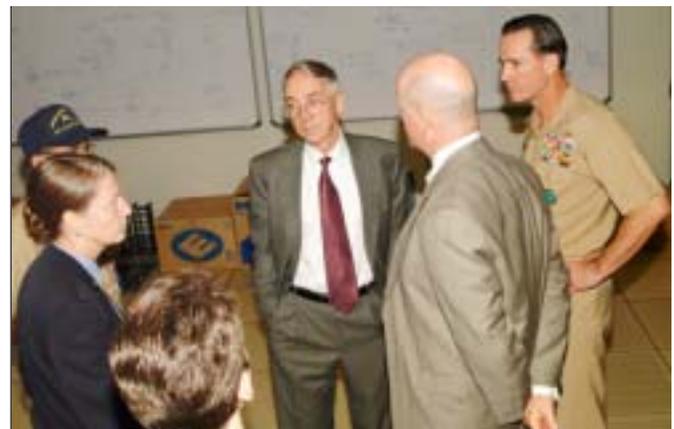
• What if I am on travel or leave when my new computer is installed? *That will not happen.*

• Can I keep the computer I have now? *No. There may be some exceptions, and each of these will be decided on a case-by-case basis.*

• Can I put some personal pictures on the computer as a screen saver?

No, employee access to the computer will be limited or "locked down". Employees will have access to the software and tools such as the CDRW, but will not be able to load more software or add a new screen saver.

NMCI is a new way to do business for the Navy. There will be many changes and adjustments that need to be made by senior personnel, the employees, and the ISF. Although change is difficult and sometimes



SECNAV and Commander-in-Chief, U.S. Atlantic Fleet, Adm. Robert J. Natter (right) receive NMCI briefing.

painful, it is also the only way we can progress. The Navy must change how it does business with regards to IT; we must improve our overall capabilities. This tool called NMCI can do the job, but all of us must work toward the change.

Ethics Corner

By the Office of Counsel
FISC Norfolk

Randy Druidson is the designated Program Manager for FISC Norfolk's tiny sliver of the Mega-IT Program called A/N/AF&EE/CFAC ("Army, Navy, Air Force and Everybody Else's Computer Fiasco Contract"). The contract was awarded to OCG (Overpaid Computer Guys, Inc.) last year. This week, a representative of OCG contacted Randy and offered him gainful employment at six times Randy's current civil service salary. Randy likes the idea of finally being able to feed his family something other than macaroni and cheese every night. (OK, truth be told, on Sundays they splurge and buy a package of Oscar Meyer wieners). His new job would require him to represent OCG in negotiating the scope of work and prices for task/ delivery orders under A/N/AF. Randy is aware that there are laws relating to "switching sides" and goes to the legal internet website. There he finds two criminal statutes: 18 U.S.C. 207 and 18 U.S.C. 208. The first statute prohibits a former government employee from representing a contractor in a "particular matter" (such as a contract) if the he/ she participated "substantially" in that same matter. The second statute bars an employee from participating personally and substantially in a particular matter in which the employee knows that he or she has a "financial interest." Financial interests include offers of employment from contractors like OCG. Randy is concerned until he begins to do the math: Value of the entire contract: \$14 Billion. Value of the FISC portion: \$3 Million. FISC's percentage of the pro-

gram: a paltry 0.02%. In addition, Randy oversees only six of the contractor's 998 employees on this program (0.6%). Randy sends an E-mail to the FISC Office of Counsel:

To: Clarence Darrow
From: Randy Druidson
Clarence,
Are 0.2% and 0.6% "substantial" numbers?

The response comes back:

To: Randy Druidson
From: Clarence Darrow
They don't look very big to me.

Now armed with a legal opinion, Randy accepts the job with OCG on the basis that his participation in A/N/AF is not substantial due to the small dollar value/ percentage of the FISC portion of the overall contract. Randy sure is a smart guy, yes?

A: Randy is a smart guy, and he is sure to be one of the most highly respected inmates at the Federal Correctional Institution, Atlanta. Nowhere in 18 U.S.C. § 207(a)(1) or in the regulations at 5 C.F.R. 2637 is this type of dollar-based analysis employed. Indeed, it has been expressly rejected by the Office of Government Ethics which observed:

"If an employee participates in the substantive merits of a matter, his participation may be substantial even though his role in the matter, or the

aspect of the matter in which he is participating, may be minor in relation to the matter as a whole. If an employee's actions as a Government official go to a substantive aspect of the matter in question, then his participation in the matter may be considered to be substantial."

Office of Government Ethics Opinion Letter 99 X 11, 29 April 1999.

Can Randy protect himself with the written E-mail opinion of the Office of Counsel? Not a chance. Although advice from the Office of Counsel often serves to shield employees from the full brunt of the law, in this case Randy failed to fully disclose the relevant facts to the Government Attorney. In fact, Randy failed to disclose anything. Did the Government Attorney have a duty to ask him questions about the E-mail message? No. Compliance with Federal Law and ethical obligations are personal responsibilities. It is the job of the employee to seek out advice and present all relevant facts to the supervisory chain, ethics advisors, and Office of Counsel.

If you have any questions about this vignette, or would like guidance regarding any other ethical matter, please call the Office of Counsel (Code 08) at 443-1089.



Customer service, to go

Barbara Robinson, a logistics service representative, checks a delivery order with USS Hayler's Chief Moses. Hayler's pre-deployment stores were loaded by contract stevedores instead of ship's company Sailors. It was the first time this service had been provided to Hayler. Robinson wanted to make sure everything was "just right" prior to the ship's departure.



Hail to the chief

GMC(SW) Bruce Thompson, Code 304, SMSD, stands at attention as his frocking letter is read by FISC Executive Officer Capt. Paul Flondarina as FISC Commanding Officer Capt. Bill Kowba looks on. The ceremony marked a major milestone in Thompson's life, as being advanced to chief petty officer is unlike advancements to the same pay grade (E-7) in other branches of the armed forces. The Chief Petty Officer's Creed states that "...It is now required that you be the fountain of wisdom, the ambassador of good will, the authority in personal relations as well as technical applications. 'Ask the Chief' is a household phrase in and out of the Navy. You are now that Chief."

Help Sept. 11 victims through your CFC donation

CFC has established a fund for disaster relief efforts. If you would like to donate using a CFC donation form, please do the following. If using payroll deduction, select: #0100 United Way of America. On a separate sheet of paper, please write "The Sept. 11 Fund" and include your name and command. If donating by cash or check, make check payable to "CFC/The Sept. 11 Fund." On a separate sheet of paper, please write "The Sept. 11 Fund" and include your name and command.

DDC: At Work In Crisis and In Quiet

Across America, DLA's Defense Distribution Center (DDC) sites have responded to the attacks in New York and Virginia. Despite the incredible American tragedy, all 22 DDC sites are open and continue to vigorously support the warfighter as well as humanitarian requirements.

Defense Distribution Depot Norfolk (DDNV) heard the call to support the rescue and recovery efforts. Within hours they were requested to supply 250 cots for the people working around the clock to find survivors in the Pentagon. Recognizing that a commercial truck would have difficulty getting through the security check points, DDNV driver James Burke volunteered to drive the cots from Norfolk to the Pentagon using a government vehicle resulting in the cots being delivered within 6 hours after the request was received. "DDNV employees are always working to support our warfighters — it was our honor to support the heroes working at the Pentagon," said Captain James Hagarty, SC, USN, DDNV Commander.

