



Supply Chest

December 7, 2001

Navy Core Values: Honor, Courage, Commitment

Vol. 53 No. 20

Used since 1969

FISC Retires Center Logo/ Hails New Corporate Logo



FISC Norfolk Executive Director Sid Etherington presided over a retirement ceremony recently for the outgoing FISC Norfolk logo. She, along with FISC Commanding Officer Capt. Bill Kowba, cut a cake officially welcoming the new logo. The outgoing logo, which served FISC Norfolk and NSC Norfolk since 1969, has been replaced with the new unified NAVSUP logo shared by all NAVSUP commands. Individual command names appear in the new logo beneath the NAVSUP name. The ED explained to those assembled to pay tribute to the outgoing logo the significance of the new logo. The LOGO is designed to communicate an enterprise-wide brand personality using symbolic elements. Italicized letters indicate that the command is forward thinking and moving. Icons of the ship, plane and submarine represent the three major US Navy operational forces we serve. Bulls eye indicates that NAVSUP is "on target" and is the center of Naval Supply operations. Three other logos have served the command. One was derived from the official U.S. Navy seal. Another featured a pelican atop a shield, which contained icons representing the many aspects of the commands mission. The first logo, representing Naval Supply Depot Norfolk, had a Supply Corps oak leaf framed by a traditional ship's wheel.

FSB, Welfare & Recreation Association combined into one organization

The Food Services Board (FSB) was originally formed to oversee the cafeteria and vending machines operations. In 1993, the cafeteria operation was transferred to the Civilian Employees Cafeteria and the FSB no longer received a percentage of sales from the cafeteria. Over the years, the responsibilities of the FSB have diminished to collecting vending machine income and funding command functions and the Welfare and Recreation program for tenants of FISC Norfolk.

As a result, FISC Norfolk has decided to combine the two organizations, which will be known as the Food Services and Welfare and Recreation Association Board (FS&WRAB).

This board has been formed to provide adequate quality food and services for all customers and ensure that the facilities and machines meet health and sanitation requirements and provide for welfare, recreation, and other activities that contribute to employee morale. FS&WRAB supports employees of the Fleet and Industrial Supply Center (FISC), Norfolk, Defense Distribution Depot, Norfolk, and the Defense Reutilization Marketing Office, Norfolk located in the Sewells Point and Craney Island work areas.

The membership of the board follows: David Ball, Chairperson, 443.1565, Code 40; Sheila English, Treasurer, 443.1567, Code 42; Debra Sykes, Bookkeeper, 443.1395, Code 201.B1C; GM1 Thompson, Member, 444.3463, Code 304.14; Ronny Dixon, Vice Chairperson, 443.1618, Code 54; Isaac Mervin, Member, 444.1133 x 33, Code 303.12.1; Larry Ellis, Secretary, 443.1419, Code 204A; CMC Santos, Technical Advisor, 444.1168, Code 105X.1; and Sonya Mitchell, Financial Advisor, 443.1764, Code 43.3.

If you have suggestions or concerns regarding the quality of food services or the welfare, recreation, and other activities that contribute to employee morale, please contact one of the members.

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Learning - A lifelong journey - not a destination



By Capt. Bill Kowba
Commanding Officer, FISC Norfolk

Centerites,

Many of us have heard the saying that "life is a journey, not a destination." It refers to the perspective that the actual living of life is about appreciating the full experience of day to day with family, friends, and acquaintances. It is about all the settings of home, work, school, and beyond and how they should be savored for the value, the

enrichment they bring to us. Life should not be viewed as a destination wherein we are too busy and too focused on reaching some arrival point that we do not notice all that is meaningful each day of the trip. We should not narrowly set our sights on a key milestone like graduation, marriage, or retirement and assume that once there, life will be perfect and all goals will be attained. To do so will likely set us up for disap-

"The key is regularly raising the Bar"

pointment. Note the three milestones I just mentioned. Do you think learning should stop after graduation? Do you think being in love and being romantic should stop after marriage? Do you think working and challenging yourself should stop after retirement? I think the answer to each question is a resounding NO!

I want to focus on one of the many journeys of life, that of learning. I am convinced that we must be students all

of our lives to come close to reaching our potential and to opening as many doors of opportunity as possible. Being a student all of our lives does not translate into sitting in a classroom on a continual basis. In this day of high technology, that is not even necessary. We can participate in distance learning courses and internet laboratories that allow you to sit at a computer work station and log in to a database for a self-paced learning experience or an electronic classroom and follow along with an instructor. Putting high technology aside, continual learning is fostered by being inquisitive and striving to improve your understanding of processes. On the job experience is a valuable learning method. Independent reading and research is a good approach to gaining new knowledge as well. The key is regularly "raising the bar" on ourselves to learn more about all that is around us.

One of the "umpteenth lectures" I have given to my son and daughter goes like this: the road of life leads through a

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Supply Chest

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NAVSUP announces selection of the 2001 Supply Corps Internship Program winners



The Supply Corps Internship Programs are an excellent opportunity for junior officers to explore major Supply Corps policy arenas while gaining on-the-job training in a functional subspecialty. There are five intern programs available to outstanding junior Supply Corps officers: Navy Acquisition Contracting Officer (NACO/DNACO); Navy Petroleum Officer (POL); Business/Financial Management (BFM); Integrated Logistics Support (ILS); and Information Technology (IT). It's my pleasure to announce that the following Supply Corps officers have been selected for the Supply Corps Internship Program:

Lt. j.g. Cielo I. Almanza, USS Louisville (SSN 724); Lt. j.g. Andrew F. Ball, USS Chosin (CG 65); Lt. j.g. Gregory Ballenger, USS Defender (MCM 2); Lt. j.g. Steven M. Bettner, USS West Virginia (SSBN 736) (Blue); Lt. John S.

Bramblett, USS Patriot (MCM 7); Lt. j.g. Michael J. Breaux, USS Nebraska (SSBN 739) (Blue), Lt. j.g. Matthew J. Brickhaus, USS Philadelphia (SSN 690); Lt. j.g. Steven L. Dorman, USS Saipan (LHA 2); Lt. j.g. Martin L. Edmonds, USS Harry S. Truman (CVN 75); Lt. j.g. David N. Fidelman, USS Gladiator (MCM 11); Ens. Adam L. Johnson, USS Lake Erie (CG 70); Lt. j.g. Benjamin B. Johnson, USS Stethem (DDG 63); Lt. j.g. Patrick J. Kelly, USS Guardian (MCM 5); Lt. j.g. Jorge A. Malavet, USS Maine (SSBN 741) (Blue); Lt. j.g. George J. McCaffrey, USS Theodore Roosevelt (CVN 71); Lt. j.g. John P. McCormick, USS Tennessee (SSBN 734) (Blue); Lt. Troy C. Morse, USS Camden (AOE 2); Lt. j.g. Ernan S. Obellos, Naval Special Warfare Unit Three; Ens. Scott A. Roscoe, USS Ogden (LPD 5); Lt. j.g. Joseph B. Symmes, Commander Third Fleet; Lt. j.g. Mark A. Symmes, USS Lake Champlain (CG 57); Ens. Carl R. Ward, USS Nebraska (SSBN 739) (Gold).

Internships serve as some of the most challenging and rewarding assignments for our hard-charging junior officers. Congratulations to these outstanding Supply Corps officers.

Knowledge management is about communication

This article originally appeared in the Network Newsletter, FISC San Diego, and is reprinted with permission from the author Darlene Shaw, Code 40, FISC San Diego.

I received my water bill the other day and a newsletter from Helix Water District. On the front page, an article caught my attention, "Water agencies join to tackle standardization." There was a picture of a water valve captioned, "Widespread use of this "air-vac" enclosure design, which allows easy access to the valve inside, resulted from knowledge shared while creating an approved materials and equipment list."

To summarize briefly, the article was all about the various water districts' collaboration to create standard specifications, and to document them for release to county utilities and contractors. Previously all of them had been doing the

same work for their own districts. By working together, they hope to achieve improved purchasing metrics, which they can use to order larger quantities for reduced prices. They also hope to generate competition among the vendors.

This is just one example of Knowledge Management (KM) at work. It's hard to find a newspaper or magazine that doesn't contain a reference to KM. The private sector, government and non-profits have all jumped on this bandwagon. It's widely believed that the intellectual capital, which is contained in an organization and its utilization is a key factor in the success or failure of that organization in today's world.

KM is embraced by *Thought Leaders* all over the world and is already solidly entrenched in Europe. The government of India is in the process of implementing some KM initiatives at a nation-

wide level to communicate with their gigantic population. There are initiatives in many other Third World countries, too. Professional organizations are appearing. Certification programs and college degree programs are also becoming available.

I'm constantly getting junk mail advertising KM conferences. I attended the one in Santa Clara, CA. last year. The sessions were great and in many, it was standing room only. The conference contained an exhibit hall and the number of vendors was amazing. There are many products touting themselves as the Knowledge Management system. What's closer to the truth is that technology products combined with process improvements, human creativity, and innovation creates a successful KM system...and that's our objective for FISC San Diego.

The Link between September 11 and December 7

By Jim Garamone
American Forces Press Service

In the days immediately after the Sept. 11 terrorist attacks in New York, Washington and Pennsylvania, Americans groped to find ways to describe the event.

Time and again, commentators, politicians and just plain folks called the attacks “another Pearl Harbor.”

Dec. 7, 2001, marks 60 years since the Japanese attack on the main bastion of American strength in the Pacific. The attack precipitated America’s entry into World War II. On Dec. 8, 1941, President Franklin D. Roosevelt asked Congress to declare war on Japan. He called Dec. 7 “a date that will live in infamy.”

Sept. 11 and Dec. 7 are now linked in the public consciousness, though the attacks on those days aren’t that similar, save their furtiveness. On Dec. 7, 1941, the nation of Japan attacked military bases on the then-remote U.S. territory of Hawaii, killing more than 2,500 people, mostly military members, and wounding thousands more. On Sept. 11, 2001, Al Qaeda — an

amorphous, stateless terrorist network — hijacked four U.S. commercial airliners and used them to attack targets in two mainland cities, killing some 4,000 people, mostly civilians.

What the two events have in common, however, is the galvanizing response of the American people.

After Pearl Harbor, Americans swamped recruiting stations seeking to enlist. Others calmly waited for draft notices. Still others went back to their jobs and began the work that would make the United States “the Arsenal of Democracy.”

The country was unified. Before Dec. 7, Roosevelt couldn’t have gotten a declaration of war through Congress on a bet. After Dec. 7, only one representative voted against the declaration. When Germany and Italy, Japan’s allies, declared war on the United States days later, the conflict escalated into the first truly global war in the history of mankind.

The American generation that struggled through the Depression stepped forward to save the world. Americans hadn’t

started the war, but they knew how to end it, knew exactly where to go and who to thrash.

After the attacks of Sept. 11, Americans felt unity. They displayed that solidarity by flying the flag, donating more than a billion dollars to help victims’ survivors and aid groups, and showing support for the nation in many other ways.

They felt as did President Bush, who, visiting the Pentagon shortly after a hijacked airliner had hit the building, told photographers, “I’m sad, but I’m angry, too.”

But there was also frustration: The enemy is stateless yet state-supported and is nontraditional and unconventional. America’s typical responses were not options.

In his Sept. 20 speech to Congress, Bush said, “We are a country awakened to danger and called to defend freedom. Our grief has turned to anger, and anger to resolution. Whether we bring our enemies to justice or bring justice to our en-

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IAM&AW general chairman outlines union successes

By Sequoia Jenkins
General Chairman, International Association of
Machinists and Aerospace Workers

As your general chairman, I would like to convey the importance of working together to ensure that we are prepared for the future. As an employee that was involved in the A-76 study and subsequent RIF involving Craney Island Fuel workers, I know the gamut of emotions that can impact you. In the past three years, as your general chairman, I have been involved with proposing policies that provided training, promotion opportunities and disseminated vital information to all employees. As your representative in Washington, D.C., I was involved with provid-



ing critical information to save our jobs. As a result, we came out winner. I represent the IAM&AW as a member of the Position Management Advisory Board, Awards and EEO Committees and am currently working with management in support of the Food Service Board to bring back the Welfare and Recreation Board. With so many changes affecting us all . . . realignment, displacement of employees, changes in upper management, A-76 studies, BCA studies and the new STAIRS program, stability is important. The IAM&AW working with management has been very instrumental in employee safety shoe increases, prescription glasses for warehouse personnel, and commercial drivers licenses. Your union is doing everything in its power to make sure that all of us are treated with dignity and respect, no matter what the situation is, so that we can continue to grow and make further preparations for the future together. I want us all to be at the right place, at the right time, doing the right thing.

....schoolhouse.” They can readily finish the phrase because of the number of times it has come up in conversation. My point is that I do not care what their life’s pursuit may be, from farmer to rocket scientist. I want them to get an education at the right school of farming or rocket science. They need the tools of knowledge for the desired occupation, hobby, sport., etc. If you are going to excel at something, learning must be part of the formula for success. Even after the formal schooling phase, we hear how one must practice, practice, and practice to get better. An example is that of an accountant. Just out of college, the new accountant may know many of the technical terms and concepts. But he or she probably does not understand the bigger corporate picture and becomes attuned to it through coming to work every day and combining the classroom and on the job experiences. Along the way, the accountant takes courses, goes to seminars, and stays current in the profession in order to progress up the career ladder.

That accountant could work at FISC Norfolk. That accountant example could be about a contracting officer, transportation clerk, logistics supply representative, or a fuel intern. More often than not and whether you work in the federal government or the private sector, success will usually come to those who work hard at learning more about themselves and their job or profession. Look around the supply cen-

ter. What separates us individuals. Among the differences are educational or learning experiences. For your own good and that of the supply center, you need to be a regular commuter on the road of learning. Recognize that we live and operate in an information age where continual learning is critical.

Where is all this discussion of continual learning taking us? It is headed right to the NAVSUP goal that every employee should receive forty hours of training each fiscal year. When I arrived last summer, our chances of making that goal by the end of the fiscal year were not good. Too much time had gone by. I committed myself and the department heads to do all we could to achieve the training objective in FY 2001. When the smoke cleared, about 92% of our civilian-military team reached the forty-hour mark. We should all be proud of that feat. It should also spur us on to hit the 100% target. Think about it. Forty hours equates to one work week. On a weekly basis, that is only three-fourths of an hour invested in training. The obstacles that stand in our way are related to attitude. No one is that busy that they cannot find time for forty hours of training. We can invent as many as excuses as we want to, but who are we really fooling by skipping out on opportunities to improve ourselves and get ahead. I ask that all of us dedicate ourselves to forty hours of training in FY 2002. Remember that learning is a lifelong journey. Enjoy and benefit from the ride!

EEO Corner

by Cmdr. Brett Sturken
EEO Committee Chairman

The Equal Employment Opportunity Committee (EEOC) seeks to confirm its membership as soon as possible. FISC Center employees desiring to be EEOC members should contact their supervisors about volunteering as a department representative. The command desires to have most work units represented by a member on the committee. Members will receive a letter of appointment and be scheduled for training and committee member photo. The next scheduled meeting will be at 10 A.M. on Dec. 13.

The Corporate Climate Survey results are out. Capt. Kowba has requested that the EEOC address EEO and Sexual Harassment issues identified by the survey. We will hold several additional meetings to develop a plan of action with recommendations for positive action on the concerns raised in the survey. All hands are invited to attend and participate. A schedule of meetings will be published as soon as it is confirmed.

The EEOC is sponsoring a *coat drive* to provide winter clothing for the children of OceanAir Elementary School. Coats and jackets (new and used) for children pre-K through 6th grade will be collected, cleaned, and delivered to the school for distribution to needy children. Flyers will be distributed with additional info.

Clean out your closets and help keep kids warm!

DoD's new "Top Doc" urges flu shots for all

Dr. Bill Winkenwerder, the recently confirmed assistant secretary of defense for health affairs, urges everyone in the DoD family to get a flu shot this year. Dr. Winkenwerder expects all military installations to have their supplies by late November. The department has ordered three million doses this year, he notes. Winkenwerder also stresses that although the public generally thinks of flu as a mild disease, it can be serious, with about 20,000 Americans dying each year of influenza. The best way to counter that risk is to get a flu shot, he adds.

SERVMART partnership celebrates its second year



Photos by Jeremy Boyd, Servmart

Generous Donations...

FISC Commanding Officer Capt. Bill Kowba (above left) addresses the audience gathered at the Super SERVMART second anniversary celebration. The Super SERVMART is a contract facility, managed by EG&G Technical Services Inc., in partnership with Virginia Industries for the Blind (VIB). Also on hand for the anniversary celebration were DDNV Commander Capt. Jim Hagarty (above left, seated), Cmdr. David Wiggs and Ed Molloy, SERVMART program manager. EG&G Vice President for Installation and Logistics, Lex Allen, made two presentations during the opening of the anniversary celebration. First, he presented a \$10,000 check to Capt. Kowba (above right), who accepted on behalf of the Navy-Marine Corps Relief Society, for their Pentagon Assistance Fund. The check was presented by Allen on behalf of all EG&G employees. In recognition of the outstanding performance of Servmart employees who are employed there through VIB, Allen presented a \$1,500 check to Southeastern Guide Dogs, Inc. towards a "puppy scholarship." The donation will help fund the training of a guide dog to assist the visually impaired.

Ethics Corner - Insider Information

by Office of Counsel

Tom, a FISC Norfolk Contract Specialist is chatting with Ruth, a Contracting Officer from another Branch of Code 200 about the ongoing source selection for a major world-wide Consultant and Advisory Services (CAAS) contract for the Navy. The contract will be awarded as an Indefinite Delivery/ Indefinite Quantity (IDIQ) contract, and the estimated value of the task orders for the first year is over \$50 Million Dollars. Tom learns that the frontrunner in the competition is Allied Information Resources (AIR). During his lunch break, Tom goes to his workstation and goes to his favorite internet day-trading website. He purchases AIR common stock for \$15.00 per share. Three days later, the award to AIR is announced, and share prices soar to \$75.00.

Are there any problems here? Choose one: a. Yes. Ruth, the Contracting Officer, is prohibited from releasing sensitive source selection information to Tom.

b. Yes. Tom is misusing his position by taking advantage of non-public information and improperly using a Government computer/internet connection for private gain.

c. Yes. Tom is engaging in "insider trading" which is punishable under Federal criminal statutes.

d. Who cares? Tom is now rich. He will retire from the Government.

A. Trick question. Choices A, B, and C are all correct. (Choice D might also be true, but we should try to avoid cynicism). The improper release of source selection information is prohibited by the Procurement Integrity Act. 41 U.S.C. 423. See also FAR 3.104-4. Misuse of non-public information is covered by 5 C.F.R. 2635.703, and improper use of Government property is addressed in 5 C.F.R. 704. As for insider trading, the Federal Sentencing Guidelines of Title 18 of the United States Code indicate that Tom will be absent from work for a very long time.

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.

"Link" continued from page 4

emies, justice will be done."

Polls show the American people support the actions of the government to date. Support for military action in Afghanistan to destroy Al Qaeda terrorists and their sympathetic Taliban government hosts is also high. These same polls show Americans are willing to be patient in going after terror groups.

Dec. 7 and Sept. 11 may have another thing in common: They are dates when the world changed.

"Dec. 7 was a turning point for the world and Sept. 11 should be no less so," Deputy Defense Secretary Paul Wolfowitz said Nov. 14 in a speech. "On 9-11, our generation received one of history's greatest wakeup calls. Like the 'Greatest Generation,' we must answer that call. As we do, we have the chance to make sure that the world that emerges will be better for our efforts."

1099-R forms mailed by January 15, 2002

1099-R forms for tax year 2001 will be mailed to the home address on file with the Defense Finance and Accounting Service (DFAS) by January 15, 2002 to all DoD military retirees and annuitants. Former spouses who receive pay as a result of a court-ordered division of community property will also be receiving 1099-Rs. Retirees in a non-pay status, such as those receiving a full VA waiver or a full Civil Service waiver, will not receive a 1099-R. Retirees or annuitants who do not receive their 1099-Rs by January 31, 2002 or have questions should contact DFAS at 1-800-321-1080, Monday through Friday, between the hours of 7 a.m. and 7:30 p.m. Eastern Time. Be prepared to provide your social security number, date of retirement, and your current mailing address.

FISC Health Fair attracts many



Free blood pressure screenings were just one of many things offered at the recent health fair held in Building W-143 in conjunction with open season. Representatives were available to discuss a variety of health plans with employees. During the annual FEHB open season, you may enroll, change health plans or options, cancel your FEHB enrollment, and change your participation in premium conversion (waive or begin participation). By regulation, an open season is held each year from the Monday of the second full workweek in November through the Monday of the second full workweek in December. In 2001 that is November 12 through December 10.

"Any Servicemember" web sites announced

The Department of Defense announced today an alternative to the "Any Servicemember" and "Operation Dear Abby" programs, which were suspended indefinitely in the wake of anthrax mail attacks.

The Navy has developed a Web-based alternative to benefit members of all Services. The program can be reached at the Navy LIFELines Services Network at <http://www.LIFELines2000.org> or <http://AnyServiceMember.Navy.mil>.

Those who want to send a message of support or holiday greeting to military servicemembers will find a simple process for delivering messages at these sites. The "Any Servicemember" program allows participants to select from one or all branches of the military.

To receive a message of support, servicemembers will log onto the Web

site and choose messages for their branch of Service and home state. Those sending a message who wish to receive a response may include a return e-mail address. Since all messages are viewed on the Web, the military's regular e-mail service is not affected.

"Operation Dear Abby" was founded by the newspaper advice columnist and has delivered mail to servicemembers overseas during the holiday season for more than 17 years. The "Any Servicemember" mail program began during Operation Desert Storm in 1990, and continued to grow during operations in Bosnia, starting in 1995.

Other alternatives for supporting deployed servicemembers were announced in an Oct. 30 news release, available at http://www.defenselink.mil/news/Oct2001/b10302001_bt556-01.html.

Bravo Zulu



SK1(SW) Frederic Metcalf accepts a plaque from NAVTRANS Commanding Officer Capt. Robert J. Mundell recognizing Metcalf's selection as NAVTRANS Sailor of the Quarter.



DDNV's Work Team of the Quarter is from Production Division. They are (front row, l-r) Steven Laury, Daniel Zinni, David Graddy; (second row, l-r) John Moore, Edward Reason, Kenneth Blount; (third row, l-r) Dana Arnold, Thomas Banks, Marvin Newton, Melvin Williams; (back row, l-r) John McBryde, Ernest Jones Jr., James Burke, and Ellis Watson. Not pictured are Herbert Brown, Willie Brown, Albert James, and Ralph Rinehart.



NAVTRANS Commanding Officer Capt. Robert J. Mundell presents Cmdr. Michael Everingham with a Masters Certificate in Project Management from George Washington University. Everingham is the director of the Project Management Office at NAVTRANS.



Diane Hobbs, DDNV Production Division, is DDNV's Supervisor/Team Leader of the Quarter

DDNV Employees of the Quarter



Phyllis Blount, DDNV Production Division, is DDNV's White Collar Employee of the Quarter.



Richard Fabry, DDNV Depot Operations, is DDNV's Blue Collar Employee of the Quarter.

The Bravo Zulu page is for recognizing all FISC Norfolk employees from all FISC Norfolk detachments. Please help us recognize your top performers. Call the Public Affairs Office at 757-443-1014 for submission guidelines, or if you have any other questions regarding the Supply Chest.