



Supply Chest

January 25, 2002

Navy Core Values: Honor, Courage, Commitment

Vol. 54 No. 2

NAVSUP Chief Rear Adm. McCarthy visits FISC Norfolk

More than 300 employees attended the first-ever town hall meeting conducted at FISC Norfolk by Commander, Naval Supply Systems Command and Chief of Supply Corps Rear Adm. Justin D. McCarthy.

McCarthy delivered a 45-minute presentation on the new NAVSUP strategic plan and branding initiative. The presentation was followed by a question-and-answer session with the audience.

He outlined how the new strategic plan was developed and what the new objectives and goals are. Because it is one of the most visible changes, he spent a lot of time discussing the new logo, and the idea behind the branding initiative. "Our customers and suppliers told us we look like a loose confederation of individual commands – they want us coming to the table as a single enterprise... sort of a One Touch notion... not as individual activities with specialized talents," McCarthy explained. "Our people said there is a great gulf that exists between NAVSUP HQ and our field activities... an us versus them mentality – there was even confusion over the term NAVSUP – some thought it referred to HQ only, some the Mechanicsburg commands, some Mechanicsburg and Philadelphia. If we view ourselves differently, you can imagine how this looks to our customers in how we talk about ourselves."

The Chief also explained that the new strategic plan is not etched in stone. He said it is an ever-evolving framework for a means to meet our goals and objectives. "Military logistics is what we are all about," he said. "We deliver combat capability through logistics, and nobody does it better than we do. That is why we need to be open to change, so we can adapt our ways in order to provide the best possible service to the fleet."

continued on page 4



Rear Adm. J. D. McCarthy, the 42nd Chief of Supply Corps, visited FISC Norfolk on Jan. 23. While here, he addressed an audience of 300 at a morning town hall meeting. He gave a presentation on the new NAVSUP strategic plan, explained NAVSUP's corporate branding initiative, and discussed NAVSUP's new goals and strategies. Following the 45-minute presentation, the Chief offered candid answers to questions from the audience.

Inside this issue:

Strategic Planning - We Are Doing It! by Capt. Kowba	2
Federal Long Term Insurance Care Program Info	3
FISC Norfolk Sailors and Employees star in NAVSUP Video	4
HRO Corner: Everything You Always Wanted to Know About STAIRS	5
Bravo Zulu	8

Strategic Planning - We Are Doing It!



By Capt. Bill Kowba
Commanding Officer, FISC Norfolk

Centerites,

In this column, I want to discuss the need to do strategic planning. This relates back to an article I did in September 2001. At that time, I addressed the importance of focusing on goals and priorities in both our personal and professional lives. I noted that 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.

I am going back in time to set the stage for a commentary on a new body called the NAVSUP Corporate Resources Board (CRB). On January 10-11, 2002, I attended the first CRB at NAVSUP Headquarters. Rear Adml. Maguire, the vice commander and Mr. Jeff Orner, the NAVSUP executive director chair this board composed of deputy commanders and commanding officers of the NAVICP, FMSO, FISC Norfolk, and the Navy Exchange Command. This cadre of senior NAVSUP leadership spent two days examining the various objectives and initiatives that support our recently revised corporate strategic plan.

The gathering was a very educational and insightful experience for me. The CRB is chartered to hold quarterly financial reviews to ascertain progress made in achieving each strategic objective. The voting members consider and approve funding recommendations for the NAVSUP strategic goals that are referred to the NAVSUP Corporate Board. The CRB maintains a corporate perspective in applying its energy to resource the strategic plan and break

down functional stovepipes. It is not tasked to rewrite the strategic plan, but rather to validate the integrity and direction of our collective corporate efforts.

Let me put this in layman terms. NAVSUP and all of its field activities make up a very large, worldwide organization engaged in delivering combat capability through logistics. Our mission is to provide Navy, Marine Corps, joint, and allied forces with quality supplies and services on a timely basis. We are doing this in a global setting earmarked by tremendous technological advances, an unstable political picture, and limited financial and personnel resources. Thus, it is incumbent upon us to regularly determine if what we are doing is still in line with our mission and if it is affordable relative to the amount of funding provided by the Navy Comptroller.

This confirmation of “doing the right thing” is further complicated by our need to simultaneously support and juggle several goals. While we deliver products and services to the warfighters, the NAVSUP team is also doing all it can to develop our people, attain the

continued on page 7

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.



Supply Corps 207TH Birthday Message

Two hundred seven years ago, on February 23, 1795, Congress took the first steps to establish the Navy Supply Corps, with the appointment of Tench Francis, a Philadelphia businessman and reservist, as the first "Purveyor of Public Supplies." Each year at this time, we reflect upon the Corps' rich heritage of more than 200 years of service to our Navy and our nation. This year, we have more reason to be proud than ever. The response of our Corps and the Navy Supply team to the horrific events of September 11, both in the immediate aftermath of the attacks and in our ongoing support of Operation *Enduring Freedom*, has been magnificent. Whether serving in theater, on the waterfront of every fleet concentration area, or in supporting shore activities, the Supply community has demonstrated more compellingly than ever that our core competency is delivering combat capability through logistics. It has been a team effort every step of the way, with the dedicated participation of Reserve, Enlisted and civilian shipmates proving once again the inestimable value of the Total Force concept.

This is nothing new. Members of our Corps have served

with distinction alongside our nation's warfighters in every major conflict and contingency operation over the past two centuries. We cherish our link to them. They are an important part of our heritage and, in many cases, remain contributing members of our Corps as members of our retired community. Their example of professionalism, dedication and total commitment provides a standard for us even today.

As we look ahead toward our 208th year, let us rededicate ourselves to working together as a team to deliver real long term improvements not only in supply support, but in quality of service we provide our Sailors, Marines and their families. Our Navy is counting on us for just that. As we build upon an illustrious past to forge the successes of the future, I extend my deepest thanks for your dedication, your unparalleled support and, most importantly, your future contributions. I am proud to be your Chief.

Happy 207th birthday!

J. D. MCCARTHY
Rear Admiral, SC, USN

Federal Long Term Care Insurance Program (FLTCIP)

The Long Term Care Security Act was signed into law on 19 September 2000. It provides for the establishment of a program under which long-term care insurance is made available to Federal employees, members of the uniformed services, and civilian and military retirees. The Office of Personnel Management (OPM) has selected Metropolitan Life Insurance Company and John Hancock Life Insurance Company as the insurers for the FLTCIP.

All employees who apply for the insurance will not be eligible for the standard insurance. However, all employees who apply will be offered something, perhaps non-standard insurance or a non-insurance product. It is not like the Federal Employees Health Benefits Program where everyone eligible who applies for a given policy gets the same coverage and pays the same premium.

An early enrollment opportunity for the FLTCIP is scheduled for early 2002, maybe March, due to significant interest from individuals who are familiar with long-term care insurance coverage. Information about the early-enrollment period will be available soon from OPM.

OPM is not encouraging early enrollment unless the applicants have already informed themselves about long term care insurance.

Most employees should wait for the educational and informational materials that will begin this spring and extend throughout the open season that will be conducted in late summer/early fall of 2002.

During the early enrollment period, individuals may have more limited choices of benefits than during the open season in late summer/early fall 2002. Payroll deduction will not be available during the early enrollment period. Since applicants for early enrollment will have to answer questions about their health, the effective date of coverage will vary from applicant to applicant. Early enrollers may be able to change their coverage later during the late summer/early fall open season.

At this time, the only information about the LTCIP is available on the OPM homepage at <http://www.opm.gov/insure/ltc/hr.htm>. The HRSC East will distribute information about the LTCIP as it becomes available.

If you have any questions, please call The Benefits Line at 1-888-320-2917. Press 2 to talk to a counselor then press 1 for East Region. Counselors are available from 7:30-4:30 EST Monday through Friday. You may e-mail the Retirements and Benefits Division anytime at Benefits_east@east.hroc.navy.mil.

Chief visit from page 1

In discussing the logo change, the Chief acknowledged the attachment that some people and some commands might feel to their unique logos. But he stressed the need for there to be a graphic representation of the new single enterprise focus that NAVSUP has undertaken. He explained that the goal was to create a new logo to represent, in a visual sense, the unique value of our contributions to the operational forces and our comprehensive role in military operations. "Our new visual image will unite us internally and communicate a message that supports both our rewritten strategic plan and our goal of building the single enterprise," said McCarthy.

In addition to discussing the new NAVSUP strategic plan and branding initiative, the Chief assessed the NAVSUP response to emerging requirements following the events of Sept. 11. He indicated that NAVSUP's efforts were widespread, and touched many areas of the overall effort, including battlegroup surge deployment and playing a major role in making USNS Comfort ready to support operations in New York. "I am extremely proud of the

Lights, Camera, Action

Various FISC employees had an opportunity on Jan. 12 to "star" in the production of a new Naval Supply Systems Command (NAVSUP) marketing video. NAVSUP is in the process of producing a marketing video and wanted to showcase the FISC team at work. Shooting locations included the LRC, LSC, and the NICC (pictured). Active duty Sailors and civilian employees had an opportunity to perform their daily routine in front of a camera and under the lights. The video crew also shot a provisions onload of a ship, and used various other locations on the Naval Station. The video is currently being edited. No release date is available yet.



great response and performance of all of NAVSUP to support Operation Enduring Freedom," said McCarthy. "Your efforts have maintained sustained delivery of com-

bat capability. The job we are collectively doing is superb. We'll continue to support the troops as long as they're in there operating.

General Schedule Payscale

Incorporating the 3.6 percent General Schedule increase and a locality payment of 8.64 percent for the locality pay area rest of U.S. (net increase: 4.52 percent) Effective January 2002 (annual rates by grade and step).

GS	1	2	3	4	5	6	7	8	9	10
1	16032	16567	17100	17630	18165	18479	19003	19535	19556	20051
2	18026	18453	19050	19556	19774	20355	20936	21517	22098	22680
3	19667	20322	20977	21632	22287	22943	23598	24253	24908	25563
4	22078	22813	23549	24284	25020	25755	26491	27226	27962	28697
5	24701	25525	26348	27172	27995	28819	29642	30466	31289	32113
6	27534	28452	29370	30288	31206	32124	33042	33960	34878	35796
7	30597	31617	32638	33658	34678	35698	36718	37738	38758	39779
8	33886	35016	36146	37275	38405	39535	40665	41795	42925	44055
9	37428	38675	39922	41169	42416	43664	44911	46158	47405	48652
10	41217	42591	43966	45340	46714	48088	49463	50837	52211	53586
11	45285	46795	48304	49813	51322	52831	54340	55849	57358	58867
12	54275	56084	57893	59702	61511	63320	65129	66937	68746	70555
13	64542	66693	68844	70995	73146	75297	77448	79599	81751	83902
14	76271	78813	81355	83897	86439	88982	91524	94066	96608	99150
15	89715	92706	95697	98687	101678	104669	107660	110651	113642	116633

Please visit <http://www.opm.gov/oca/02tables/indexGS.htm> for complete pay table information

HRO Corner Everything you always wanted to know about STAIRS

These are common questions asked about STAIRS asked of HRO.

Q1. Does HRSC-E accept voluntary resume?

A1. No, you must submit your resume for at least one inventory announcement.

Q2. Once a resume is submitted, can I verify if my resume is still active?

A2. You will receive a receipt from the HRSC-E when your resume is received and your resume will remain active for one year. You must maintain a record of when you filed an application. You must submit a request to extend for an additional year before your year is up.

Q3. Can I find out if I've been referred for a vacancy?

A3. No, you will only be notified if you are selected for a position or a notice from the HRSC-E if you were referred but not selected.

Q4. How are vacancies at FISC announced?

A4. A listing of recruitments is forwarded via e-mail to all employees. There will only be announcements if

an inventory is not available.

Q5. How soon after seeing these vacancies do I have to submit my resume?

A5. You should submit your resume immediately.

Q6. How do I find and recognize an inventory announcement?

A6. These are found on the HRSC website www.donhr.navy.mil. Clicking on the jobs, jobs, jobs link and then going to the Eastern regional listing, or other regions if you are interested in other locations. All inventory announcements for the HRSC-East are listed starting with the word East and followed by the series or job family. For example: General Supply inventory announcement number is EAST2001.

Q7. When I edit my resume on line what happens to the resumes I have already submitted to inventory lists?

A7. They are deleted. You must go back and reapply to an inventory or inventories. You can do this by submitting a "Resume Self-Nomination and Update Request." You may list

up to 10 inventories at a time. If done manually, the form must be stamped and deposited in the HRSC-E brown mailbox, located on the 6th floor or faxed to the HRSC. You may also use Application Express. The button for Application Express is located at the bottom of each announcement.

Q8. If I am called for an inventory position and it is offered to me and I turn it down, is my resume deleted from that inventory.

A8. No, it stays in the inventory for a year.

Q9. Am I allowed to apply for a limited number of inventories?

A9. There are no limits to the number of inventories for which you may apply. If you think you might be eligible, apply.

Remember to update your work experience whenever there is a change in your position (i.e., additional duties, promotion, reassignment, detail, etc.).

Always keep a hard copy of your resume.

New Fleet Medical Coordinator reports to FISC Norfolk LSC

HM1 Steven Durr has reported to Logistics Support Center, FISC Norfolk as coordinator for fleet medical, dental and pharmaceutical assistance. Durr joins Albert Ford and Alma Henry to continue providing medical and dental customer support to the fleet. Durr reported from Naval Medical Center Portsmouth. The team can be reached at 443-1201/1876/1877, or on weekends and holidays by calling 1-877-41-TOUCH.



News Briefs

2002 Federal Children's Scholarship Handbook available now. The Federal Children's Scholarship Fund announced the release of the 2002 Federal Children's Scholarship Handbook. Written specifically for the children of federal employees and members of the military community, this unique handbook gives college bound students, and those already in college, everything they need to know about the ins and outs of paying for college. This report shows how to find eligible programs and gives tips on paying for college with financial aid packages and other resources. It shows how to apply for Federal Student Aid and the Federal Work-Study Program and offers tips on completing applications. This handbook also provides a section on frequently used terms. This special handbook is now available for free. Just visit at www.fedscholarships.org. All children of federal employees and members of the military community are entitled to receive this free handbook.

FISC Norfolk Fraud, Waste & Abuse Hotline Program is there for you. In a climate of change, fraud, waste and abuse continues to be an area of concern, especially as the workforce draws down and resources become limited. Sometimes, there are instances of fraud, waste or abuse that cannot be readily communicated through the chain of command. In those instances, the Hotline is the most effective communication tool available to you. The FISC Norfolk Hotline Program is managed by the command evaluation staff. They help employees voice concerns over fraud, waste and abuse in a confidential setting. Both FISC Norfolk and NAVSUP protect the identity of callers. When making a Hotline call, be sure to provide as much specific information as possible, including who, what, where, when, and how. The more information you provide, the easier it will be for the complaint to be investigated. Investigations will be conducted promptly, and appropriate

authorities will be notified.

To call the FISC Norfolk Hotline, dial 443-1533. The NAVSUP Hotline number is 717-605-5616, or DSN 430-5616. NAVSUP also has a Hotline fax, 717-605-2410.

Debt reduction can be easier than you think. It's a new year and we should ask ourselves if we are financially healthy. Daniel Akst, in his article "Get Out of Debt," reports that American consumer debt is \$1.25 trillion, or \$4,000 for every man, woman, and child in the country. Chances are you owe a piece of that debt yourself. Carrying personal debt is bad news and is the financial equivalent to smoking cigarettes - unhealthy in the short term and potentially fatal in the long run. Getting out of debt is the first step on the road to financial security. Discipline and a little research can do the job for most people. Steps to take to secure a debt-free home are: (1) if you are deeply in debt, you must first stop generating more debt; (2) shop smarter, use warehouse clubs, and seek home and auto insurance discounts if available; (3) cut monthly spending so you have more money to reduce what you owe each month; (4) do all you can to lower the interest rate on your debt; and (5) even if your situation isn't quite so bad, think about talking to credit counseling service. Debt Counselors of America and Consumer Credit Counseling Services, which can be found in the telephone book or on the internet, charge little or nothing for professional guidance and can help you re-negotiate your debt burden. Paying off or reducing your debt may seem unreachable, but you'll never reach that goal if you don't take the first step. It also cannot be done overnight but with persistence you can achieve financial stability.

To help you become credit minded, CEAP will hold a Lunch and Learn on Wednesday, January 30, from 11:00 a.m. to noon in the Saturn Room, Building W-143, 6th floor. Ronda Frazier of the Port Alliance Federal Credit Union will present "Credit Repairs," and she will

cover numerous topics, including: How to Repair your Credit Report," "Consumers' Rights" and "Credit and Divorce."

CEAP offers many free professional services and counseling to workers and their immediate families assigned to FISC, NAVTRANS, FOSSAC and DECCD (formerly DIPC). Eligible workers seeking assistance should contact CEAP Counselor, Veronica Thomas at 443-1049 or 4431490. Remember - CEAP wants to serve you.

Weather Announcements: FISC



Norfolk follows Naval Station Norfolk weather announcements. Once a determination has been made by CNRMA, media advisories will be made by

CNRMA. An announcement will also be placed on the FISC Weather Advisory telephone (443-1011). Call this number for information on work, not the Duty Office. No announcement will be on the telephone system until CNRMA makes an announcement on weather conditions and work. When conditions are set by CNRMA, CNRMA will also provide local radio and television stations with the condition settings and work instructions. Listen to the radio or watch television for instructions/information on base conditions. Listen for Naval Station.

FM Radio Stations - call letters/frequency: WAFX, FM 106.9; WCMS, FM 100.5; WJQI, FM 94.9; WKEZ, FM 94.1; WLTY, FM 95.7; WNOR, FM 98.7; WNVZ, FM 104.5; WOWI, FM 102.9; WJCD, FM 105.3; WWDE, FM 101.3.

AM Radio Stations - call letters/frequency: WMBG, AM 740; AWNIS, AM 790; WTAR, AM 850; WRAP, AM 1350; WRVA, AM 1140; WXGM, AM 1420.

Television Stations - WTKR (CBS), 3; WAVY (NBC) 10; WVEC (ABC), 13; WVBTV (FOX), 43.

continued from page 2

highest standards of quality, and leverage technology and best practices. Simply put, we are trying to keep pace with modernization on a constrained budget. Many of our tools like the U2 software, training methodologies, and inventory processes are a throwback to another era. We recognize there is a need to replace them, but in some instances, the alternatives may not yet be fully developed and/or affordable.

I was impressed by the CRB's recognition of this difficult situation and the overall willingness to set aside any inclination to lobby for an individual's favorite programs at some cost to the well being of the corporation. Throughout the course of the CRB, we continually looked for overlapping, redundant, and conflicting programs. We carefully weighed the issues of value added and return on investment. The Board was trying very hard to verify what programs should be fully resourced, which ones

should be dropped or shelved for the time being, and what should be gradually phased out. In some ways, it was all about deciding between quick and easy immediate benefits and painstaking, long-term gains.

The simplistic comparison I draw is that of buying a car. Let's say I am driving an eight-year-old car with well over 100,000 miles. The vehicle is completely paid for, but with age, maintenance costs are creeping upward. At the same time, my son has just started college and now I have four years of tuition payments in front of me. Do I replace the car with a newer, more reliable model or hold off for a while. Buying the car and covering college bills will stretch my budget to the limit and possibly eliminate any remaining financial flexibility. The CRB is confronted with similar scenarios. Do we sustain the costly and outdated U2 and UICP systems which are fully functional or cut them off in favor of the "in development," but more sophisticated Enter-

prise Resource Planning (ERP) software?

Clearly, there are tough decisions to be made by the CRB and our senior leadership. The key is that we are periodically revisiting the strategic plan and the associated objectives to ensure that past assumptions and future milestones are still relevant. This planning focus is critical to NAVSUP's survival as a corporation and to FISC Norfolk's livelihood as a major field activity. At the local level, we must complement the CRB's reviews with our own assessments. Each of our departments must regularly re-examine business plans, routine workloads, emergent needs, and pilot efforts to make sure we are tracking to mission requirements and customer expectations. The bottom line is that we are and must continue to do strategic planning!

Capt. Bill Kowba
Comanding Officer

ATMs-AT SEA and NAVY CASH support move to FISC

The Naval Supply Systems Command has transferred the ATMs-at-Sea and Navy Cash program's fleet support functions and personnel from the Space and Warfare Command to the Logistics Support Centers at FISC Norfolk and FISC San Diego.

The Fleet Support Group is responsible for providing assistance to fleet disbursing officers who are equipped with the ATM or Navy Cash systems. This support provides for ATM and Navy Cash fiscal training, software or hardware problems and any out-of-balance conditions.

The Fleet Support Group, Norfolk consists of Bill Freeman, Joe Kovach and DKC Tommy King, who reported to FISC on Dec. 27, 2001. San Diego representatives are Arsenio Vergara and DKC Nilo S. Nunez.

The ATMs-at Sea program has been on naval ships for the past 13 years, and has gone through many changes. The next generation of ATMs-at-Sea is Navy Cash. Navy Cash will replace the need for cash in the lifelines of the ship. At present, Navy Cash is being prototyped aboard two San Diego-based ships, USS Rentz and USS Bonhomme Richard. If all goes well, fleet-wide implementation will begin later this year.

The ATM Fleet Support Group looks forward to the move and working with FISC Norfolk and San Diego in supporting the ATMs-at-Sea and Navy Cash programs. They can be reached at 443-1861, Monday through Friday, 6 a.m. to 6 p.m., and by dialing 1-877-41-TOUCH on weekends and holidays.



YNSN Berwyn Tinnion uses an ATM aboard USS Trenton (LPD-14) at Norfolk Naval Station. ATMs have reduced paycheck issue by 90 percent, decreased cash handling requirements, reduced disbursing office workload, and provide 24-hour access to personal funds. The next generation of ATMs-at-Sea, NAVY CASH, is now being tested aboard two San Diego-based ships, and should be implemented fleet-wide later this year.

Bravo Zulu



Cmdr. Larry Price, former NAVTRANS executive officer, is piped ashore following his retirement after more than 23 years of service to the Navy. Prior to assuming the duties as NAVTRANS XO, Cmdr. Price served as resource director at NAVTRANS for more than two years.



FISC Norfolk Commanding Officer Capt. Bill Kowba congratulates Cmdr. Al Szekretar after presenting him with a Secretary of the Navy letter of commendation. Szekretar is the former commanding officer of NR FISC Norfolk Det. 207. The award recognized the outstanding support provided to FISC Norfolk by Szekretar and his reserve unit.



FISC Norfolk Commanding Officer Capt. Bill Kowba presents FISC Norfolk Counsel Dana Smith with the Department of the Navy Meritorious Civilian Service Award. Smith was recognized for his leadership and outstanding service while managing 14 attorneys on the staffs of FISC Norfolk, as well as those at FISC Norfolk detachments.



James Walton of Code 100 was awarded a certificate for 40 years of government service by Code 100's Customer Service Director Capt. Cris Toledo.