

Supply Chest

March 21, 2003

Ready - Resourceful - Responsive!

Volume 55, No. 5

Bone Marrow Drive held to help Chiara



IT1(SW/AW) Kyrrha Meadows, NMCI, watches as HM1(SW/AW) William Nicely draws a sample of blood from his arm. More than 220 Sailors and civilians rolled up their sleeves at FISC Norfolk and SIMA Norfolk March 11-12 in support of a bone marrow drive. Sponsored by the C.W. Bill Young/DoD Bone Marrow Donor Program, the drive was organized to help find a donor for the six-month-old daughter of a Navy Supply Corps lieutenant in San Diego. Chiara has been diagnosed with juvenile leukemia. Her only hope for survival is finding a match for a bone marrow transplant. Participants in the drive held here are now registered in the national registry of potential bone marrow donors.

NAVSUP says RIF looming at FISC Norfolk and Others

Rear Admiral Justin D. McCarthy, Commander, Naval Supply Systems Command (NAVSUP) has approved the recommendations of the NAVSUP Civilian Personnel Board of Directors (BOD) regarding command-wide personnel actions resulting from NAVSUP's transformation initiative. Eleven of NAVSUP's 13 commands, as well as its Corporate headquarters staff, will meet their targeted savings goals through a combination of retirement, separation incentives and vacancies not filled during the NAVSUP hiring freeze. A reduction in force will not be required at these commands as a result of the response from their respective workforces to the voluntary incentives for separation or early retirement offered by NAVSUP.



Rear Admiral Justin D. McCarthy, Commander Naval Supply Systems Command

[Continued on page 3](#)

Workforce Development and Support Div. can help you through Transformation

Not long ago, the experts were telling us to get ready for change. Change was coming and we needed somehow to change our way of thinking so that we could adapt.

What was not said, and what some of us have finally begun to experience is that change also appears to be continuous. The FISC family has seen the Base Realignment and Closure Commission (BRAC) activities, Partnering, Commercial Activities Studies (OMB A-76), and now Transformation. In addition, we are coping with

[Continued on page 4](#)

Inside this issue . . .

From the Commanding Officer
CEAP Celebrates Women's History
Flag Promotions
Transformation Update

Page 2
Page 3
Page 5
Page 7



Forward Deployed and Ready

From The Commanding Officer . . .

My principal topic for this column is an update on the NAVSUP Transformation process. As I hope you all are aware, the NAVSUP Civilian Personnel Board of Directors met recently to review the results of the SIP/VERA offering and the individual activity personnel plans to determine how the entire NAVSUP claimancy did in terms of meeting our targeted savings goals. Eleven of thirteen NAVSUP commands and the headquarters will meet their targeted savings goals through a combination of retirement, separation incentives and vacancies not filled during the NAVSUP hiring freeze. A reduction in force will not be required at those commands. The two remaining commands are FISC Norfolk and the Naval Inventory Control Point (NAVICP). A final determination has not been made for the NAVICP. We at FISC Norfolk will face a reduction in force in our acquisition group unless we can achieve our numbers through attrition and relocating people to vacancies elsewhere in the organization.

The concept of operations that is developing in the NAVSUP field contracting transformation relies on six major strategic elements: creating a focused network, brokering workload, a reduced number of individual contracts, leveraging our buying power, improving the use of eBusiness and reliance on specialized contracting offices. We are working hard to develop the systems that will give us visibility of the workload throughout the field contracting system and the ability to move work around efficiently to sites where we would establish either specific competen-



cies or support for a specific customer group.

Throughout all of this we have to ensure we retain the ability to accomplish the mission. In order to effect the reduction in numbers and continue to perform the mission, we will restructure our acquisition operations consistent with the transformation vision as stated by RADM McCarthy. We will centralize all non-Fleet SYSCOM-type contracting into a single office in Philadelphia. On the waterfront, Norfolk continues to be the center for support of COMLANTFLT and the ships on the East coast, industrial customers and the lead for regional customers of FISC Norfolk. I am restructuring the contracting organization of our FISC detachment in Washington as a storefront operation with a minimal contracting staff of approxi-

mately 10 people. This cadre of people that remains will be the face to our customers there and will serve as the liaison to those local customers for contracts being written either in Philadelphia or in Norfolk. This move supports the contracting concept of operations with Philadelphia as the center for most SYSCOM contracting and Norfolk as the center for fleet and regional contracting. This move best positions FISC Norfolk to continue to accomplish the mission with the reduced staffing in our contracting numbers.

The workforce in Washington affected by this reduction will have the opportunity to transfer to vacancies within the Norfolk acquisition group as well as to vacancies throughout the NAVSUP claimancy. Upon receipt of reduction in force notices, they will become eligible for priority placement registration and other transition and placement counseling and benefits. I have met personally with the FISC Norfolk acquisition group workforce in Washington, Philadelphia and here in Norfolk to explain this decision and the efforts we will make to assist the impacted members of the workforce. We will do everything we can to minimize the impact of this reduction.

Your professionalism and support as we execute the requirements of transformation are greatly appreciated, and as always, please let me know of any questions and concerns as we continue through the implementation process.

A handwritten signature in black ink that reads "P.V. Heckelman".

Supply Chest

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CEAP celebrates Women's History Month with display, speakers

International Women's Day originated in the early 1900's. On March 8, 1975, the United Nations began to sponsor International Women's Day. In 1980, President Carter issued a presidential message requesting the American public celebrate the accomplishments of women, during the week of March 8. By the end of 1980, then-representative Barbara Mikulski (D-MD) and Senator Orrin Hatch (R-UT) co-sponsored the first joint congressional resolution declaring the week of March 8, 1981 as National Women's History Week. In 1987, at the request of women's organizations, museums, libraries, youth leaders, and educators throughout the country, the National Women's History Project (NWHP) successfully petitioned Congress to expand the national celebrations to the entire month of March.

Women's History Month is an opportunity to celebrate the past accomplishments of women, reflect on the groundbreaking barriers removed by determined women, and upon the next generation of women making their mark on the world. For 2003, the National Women's History Project (NWHP) has chosen the theme, "Women Pioneering the Future." This theme celebrates the struggles for equality, civil rights, educational and professional opportunities and contributions to the arts. In addition to women leading the struggle, the theme also celebrates today's women and their efforts to expand women's opportunities for generations to come.

To celebrate Women's History Month your Civilian Employee Assistance Program (CEAP) will have a *Lunch and Learn*, on Tuesday, March 25, from 11:30 A.M. - 12:30 P.M., in the Jack Room, Bldg. W-143. Keynote speakers will be Senior Chief Michelle Mikulski, Navy Exchange Services Command Ships Stores Program, and Dr. Bennie Marshall, Director of Education, Sentara Healthcare.

Please take a look at our display celebrating Women's History Month. The display is located outside the CEAP office, Suite 606. Women's History is not just about celebrating women on a national or international scope. Take this time to celebrate the women who have helped to shape your life.

Your Civilian Employee Assistance Program (CEAP) offers free, professional counseling services for a variety of issues including depression, family and marital discord, financial and legal issues, stress related to early retirement, relocation or possible downsizing, and drug and alcohol abuse or drug addiction. Counselors are available to help employees address and overcome problems that could adversely affect



CEAP Counselor Veronica Thomas shows off a women's History Month display outside of the CEAP office.

attendance and job performance. Employees and immediate family members of FISC, NAVTRANS, FOSSAC, and DECCD (formerly DIPC) may benefit from CEAP services. For more information call Veronica Thomas at 443-1049 or 443-1490.

RIF from Page 1

Of the remaining two commands, Fleet and Industrial Supply Center, Norfolk will be required to undergo a reduction in force to meet their targeted savings goal. Details of the reduction and how it will impact FISC Norfolk's detachments in Washington, D.C. and Philadelphia, are expected later this month. The second NAVSUP activity for which a final determination has not yet been made is the Naval Inventory Control Point (NAVICP) with its two sites in Philadelphia and Mechanicsburg. The final decision regarding NAVICP will be made subsequent to the closing of NAVICP's separation and early retirement incentive window on March 24.

The above decisions were made on the basis of information available to NAVSUP as of March 10th and are based on the assumption employees who have registered for early separation and retirement incentives will execute those actions as planned during the following four months. Throughout this period, NAVSUP activities will be utilizing reassignments and other tools to re-shape their respective workforces and re-balance skills in response to the workforce reductions being executed to ensure the transformed NAVSUP enterprise can continue to successfully accomplish its mission.

The NAVSUP Transformation initiative is part of the Navy-wide Sea Enterprise initiative seeking to achieve \$10 billion in savings annually to help re-capitalize the ships and aircraft in the fleet.

Workforce Transformation from Page 1

technological change in the form of the Navy, Marine Corps Intranet (NMCI).

Change affects people in different ways. It creates new requirements and challenges us all to develop new workplace skills, gain new knowledge, and extend our abilities. We also need to develop appropriate coping and life skills so that we can stay productive, and healthy.

Working for you, often in the background, has been the Workforce Development and Support Division Team. The mission of your Team is to provide options for continued training and development of the entire FISC Norfolk workforce, detachments and outlying areas including, employees and management. In addition, your Team supports the command position management program, providing expert consultation to management in the development of position descriptions, which describe the jobs that support the various missions. Your Team also supports you through your Civilian Employee Assistance Program (CEAP) if you are stressed and strained by our new, challenging, and constantly changing environment.

Your Team provides direct support to you and management. You have seen this support over the past months as we have worked to identify and train those of you who have as yet not registered in the Standard Automated Information and Referral System (STAIRS). We have conducted Lunch and Learn sessions to inform you of the workings of the various departments and the status of Transformation. We have also coordinated with the Human Resources Office (HRO) to provide you with information on the SIP/VERA Program. This past November 20, "Career Day" was conducted to provide you educational and

**Visit INSIDEFISC
The FISC Norfolk
Intranet website for
the latest on
Transformation**

The Supply Chest is published for people like

Thomas Mercer Collier Jr., Ph.D., L.P.C.,

Occupation: *Technical Training Instructor, Adjunct Associate Professor, Licensed Professional Counselor, Psychometrist*

Place of Birth: *Hampton, Va.*

I graduated from: *University of South Florida (BA), St. Cloud State University (MS), Old Dominion University (Ph.D)*

I entered into civil service because: *My father retired from NACA/NASA. I naively believed that civil service would reward increased educational pursuits and provide a secure work environment.*

Hobbies: *Guitar, juggling, doing what Mary Beth (wife) tells me.*

Pet Peeve: *People who are unkind to animals.*

If I could, I would change: *Hypocrisy in government; my geographic residence.*

If I could do it over, I would: *Have become a pediatrician.*

I'd give anything to have met: *Jesus and Albert Einstein at the same time – also Nicola Tesla.*

I've never been able to: *Juggle four objects consistently.*

Last good book read: *The letters of Milton H. Erickson.*

Favorite quote: *"When the going gets weird, the weird turn pro," Dr. Hunter S. Thompson.*

Favorite singer/group: *The Rolling Stones*

I wish I could stop: *Yes, I really do wish I could stop.*

The one thing I like about myself is: *My sense of humor.*

I am most proud of: *My son and my wife.*



Navy Announces Supply Flag Promotions

Secretary of Defense Donald H. Rumsfeld announced that the President has made the following flag nominations. Navy Rear Adm. (lower half) Steven W. Maas has been nominated for appointment to the rank of rear admiral. Maas is currently serving as director, Logistics and Fleet Supply Officer, N41, U.S. Atlantic Fleet, Norfolk, Va.

RADM (Sel) Maas received a bachelor's degree from Furman University, a Master in Business Administration from University of Puget Sound. Commissioned in 1973, Maas's sea tours include USS BENJAMIN FRANKLIN (SSBN 640), USS INDIANAPOLIS (SSN 697), and USS L.Y. SPEAR (AS 36). He previously served as Commander Navy Exchange Service Command

Navy Rear Adm. (lower half) Robert E. Cowley III, SC, USN, has been nominated for appointment to the rank of rear admiral. Cowley is currently serving as Deputy for Acquisition and Business Management, Office of the Assistant Secretary of the Navy for Research, Development, and Acquisition, Washington, D.C.

RADM (Sel) Cowley is a graduate of the University of Dallas at Irving, Texas. He completed his Masters Degree at George Mason University. Moving from the enlisted ranks, Rear Admiral Cowley obtained his commission through Aviation Officer Candidate School. His sea assignments included tours in USS SAN DIEGO (AFS 6), USS BOWEN (FF 1079), USS THEODORE ROOSEVELT (CVN-71), and USS ENTERPRISE (CVN 65). Cowley previously served as the Assistant Commander for Contracts, Naval Air Systems Command AND has a broad range of experience in the acquisition field.

Naval Reserve Rear Adm. (lower half) Fenton F. Priest III has been nominated for appointment to the rank of rear admiral. Priest is currently serving as Assistant to the Director, Defense Logistics Agency, Defense Logistics Support Command, Fort Belvoir, Va. RADM (Sel) Priest graduated with a bachelor's and master's degrees from the University of Virginia and was commissioned an ensign through the NROTC program. His active duty tours included an assignment on board USS EL PASO (LKA 117). Priest left active duty in 1979 but was recalled in 1991 in support of Operations DESERT SHIELD/DESERT STORM and served as officer-in-charge of Reserve operations at the Naval Supply Center, Norfolk. Previous to his current assignment he served as assistant chief of staff for Plans and Policy at the Logistic Task Force, Atlantic, Norfolk, Va.

Naval Reserve CAPT Henry B. Tomlin III, has been nominated for appointment to the rank of rear admiral (lower half) while serving as Assistant Chief of Staff for Plans And Policy, Commander Naval Expeditionary Logistics Support Force, Williamsburg, Va. RAML (Sel) Tomlin received his bachelor's degree from Vanderbilt University and his master's from the University of Pennsylvania. His active duty tours included a sea assignment on USS DOWNES (FF 1070) and Supply Officer at the Navy Submarine School, New London, Conn. His Selected Reserve assignments included Commanding Officer at Defense Finance and Accounting Service Columbus and Commanding Officer, Naval Air Terminal Norfolk. Before going on active duty to his current assignment Tomlin served as and Commanding Officer, Fleet and Industrial Supply Center Headquarters 108.



Norfolk, Virginia - A Russian AN-124-100 sits on the tarmac at Navy Air Terminal Norfolk. The AN-124 is the largest cargo plane in the world. Its 24-wheel landing gear allows the aircraft to kneel down which significantly reduces the loading and unloading times. The aircraft is also capable of taking off from and landing at airfields with various types of runways (concrete and unpaved).

The aircraft has two cargo doors - forward and aft - equipped with unfolding cargo ramps. Cargo door dimensions match the dimensions of cargo hold. Proprietary on-board loading equipment and recent full-scale upgrading result in the most efficient and fastest delivery of outsize and heavy loads weighing up to 120 tons. It has a maximum range of 9,321 miles and a speed of 460-495 mph. The plane is flown by a British crew and will carry cargo to Persian Gulf region.

And that's the way it was... In 1949



Naval Supply Center Norfolk employees posed for this photo in 1949 after 81 employees were recognized with length of service awards. The awards were presented by then - NSC Commanding Officer Rear Adm. T. Earle Hipp.

Voluntary leave donors needed

There are currently 14 leave recipients in the program. Twelve are requesting donated leave. Although most of the leave recipients have returned to work, they have an indebtedness.

- Alexis Wiggins, Code 306, FISC Norfolk
- Lorraine Dillon, Code 202, FISC Norfolk
- Louise Bloom, FISC Philadelphia Detachment
- Thomas Dunlap, Code 40SEC, FISC Norfolk
- Raymond Barnes, Code 302, FISC Norfolk
- George S. Washington, Jr., Code BX21, FISC Cheatham Annex
- Carolyn A. Privott, FISC NNSY Annex
- Laverne B. Baker, Code 304, FISC Norfolk
- Mildred P. Rogers, FISC Washington Detachment
- Terry Chilcott, Code 100, FISC Norfolk
- Roy Lathan, Code 302, FISC Norfolk
- Ragan Brown, NAVTRANS



Transformation Status Update

Sea Enterprise: "The means by which the Navy's Sea Power 21 vision will become a reality is dependent upon our success in generating the funds needed to finance our Fleet's recapitalization. Sea Enterprise is the program through which those funds are generated and NAVSUP's transformation initiative is a key element of Sea Enterprise." RADM Justin D. McCarthy, March, 2003

Board of Director (BOD) Recommendations Approved.

RADM McCarthy approved the recommendations of the NAVSUP BOD regarding command-wide personnel actions resulting from transformation. Eleven of the thirteen NAVSUP commands, including NAVSUP HQ, have met their targeted savings goals. A reduction in force will not be required at these commands. The Fleet and Industrial Supply Center, Norfolk Virginia will be required to undergo a reduction in force to meet their targeted savings goal. Details of the reduction and how it will impact FISC Norfolk's detachments will be communicated locally. Final decisions regarding actions required at NAVICP will be made subsequent to the closing of their SIP/VERA window on 24 March.

Survey Question

Q: If I am caught up in a Reduction In Force (RIF), will I go on a stopper list and how long will I be on it?

A: Individuals who are involuntarily separated due to RIF remain registered in the Automated Stopper and Referral System (ASARS) until they are placed, decline a valid offer, or until 12 months after the effective date of separation from the permanent position, whichever occurs first. Is it possible to become a part-time employee instead of being laid off in a RIF? Work schedules are based on the nature of the position. We do not anticipate any NAVSUP positions becoming part-time. [Note: The next communications survey will be 17-24 March on the web].

Transformation Bulletin Board on the Web: Employees can find the bulletin board at...

http://www.navsup.navy.mil/news/transformation/employee_trans_info.jsp. Most recent posting includes 7 March Transformation Status Report 08-03, the script from RADM McCarthy's NAVSUP update video and RADM McCarthy's approval of the Board of Director recommendations. Access requires a password. If you are using Outlook and need to set up a password for the first time, contact the NAVSISA help desk at 717-605-7602 or DSN 430-7602.

Supervisory Communications Training: Training held at FISC Pearl Harbor this week. To date over 950 enterprise supervisors and key personnel have been trained. There are 2 classes remaining...NAVPETOFF and Philadelphia. This training outlines communications methods to apply in the changing work environment.

Frequently Asked Questions:

Q: When will the command authorize priority placement for those employees affected by the coming RIF?

A: As soon as individuals are identified through RIF procedures they will be given a "RIF Notice" and counseled by an HR Representative. This HR Representative will register impacted employees in the Automated Stopper and Referral System (ASARS), better known as the Priority Placement Program (PPP).

Q: When will I know if my retirement request is approved or not?

A: Final decisions follow the closing of the SIP/VERA window. For those activities for which the window has closed, most of the requests have been approved. If your SIP/VERA window has closed and you have not been notified, ask your supervisor for information on the status of your request.



*Mary Bunn, Inventory Div., DDNV
Supervisor of the Quarter*



*Patricia Black, Depot Ops., DDNV
White Collar Employee of the Quarter*



*Robert Lee, Depot Ops., DDNV White
Collar Employee of the Quarter*



DDNV Work Team of the 1st Quarter

*The DDNV Work Team of the Quarter is
from Code V, Inventory Division. Pictured (left
to right) are Ralph Cross, Benjamin Sabater,
Rita Wilson, and Harold Wallace. Not pictured
are Alvin Owens and Bobby Brown.*

BZ from USNS Arctic

Greetings. Thanks again for all the supply support that you and your team provided during our recent in port period. We would have liked to send you a BZ message but cannot at this time since minimize has been imposed on all Sixth Fleet message traffic. However, we did express our appreciation in our weekly OPSUM, our message DTG 241256Z FEB03.

In particular, we'd like to thank SK1 Rojas up in Earle for arranging the timely movement of our cargo from R-22 around a demanding ammo operations schedule and for expediting the outbound shipment of myriad equipment, including our big eye binoculars, on short notice. His consistently outstanding customer service and can do attitude are greatly appreciated. Additionally, we really appreciate the hard work by Mr. Fisher and his stevedoring crew in loading the trucks in Norfolk to transport the TRBG fleet freight cargo to us in Earle just prior to our sailing. Their accomplishments were instrumental in our successful loading and sailing on schedule.