

# *The Navy Supply Corps Newsletter*

July/August 2004



**Inside this issue ...**

- **Supply Corps Senior Leadership Forum Held**
- **Evolution of NAVSISA**
- **Stories from Sailors Forward Deployed**
- **and more**

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## *A Message from the Chief of Supply Corps*

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This is the last column I will write as your Chief. On the 23rd of July Rear Admiral Dan Stone will relieve me and become the 43rd Chief of Supply Corps. The last three years have flown by and the accomplishments that have resulted will be something we will share together the rest of our lives. I couldn't be prouder of this supply community of ours: our Corps, regular, Reserve and retired; and our enlisted and civilian shipmates without whom we could have never accomplished all we have.

The world has changed dramatically during those three years. As a nation we have faced new challenges with wars on two fronts. You rose to that challenge and under continually increasing demands, have substantially improved the support being provided our operating forces. During this same period you were asked to substantially drive down your cost of doing business. You rose to that challenge as well with substantial savings being delivered from your positions in the Fleet, at DLA, within the Systems Commands and within numerous other staff and echelon II commands.

You have demonstrated just how valuable you are as a team and because of it new opportunities are opening up on a daily basis. The Corps is expanding its operational logistics presence in the joint arena and the demand for our officers is growing as a result. DLA is expanding its support to all Services and helping to drive down the cost of supply support operations DOD-wide. NAVSUP, through COMFISCS, is on the road to becoming the central material manager for Navy shore activities, both in support of her sister Systems Commands and the Navy's Regional Commanders. NOLSC is building new operational support capabilities to support our Navy Component Commanders and, in the process, strengthening our joint engagement with the strong support of the Marine Corps logistics community. The list goes on.

The future is bright. New opportunities are opening up for us on a daily basis. My next assignment is an example of such an opportunity. Others will follow. Make no mistake; your collective success is what's making the difference. Keep strengthening the team and keep focused on the vision. You can't help but be successful!

J. D. McCARTHY

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***“One Team, One Focus: Bringing Logistics to the Fight”***

**RADM J. D. McCarthy, SC, USN**  
Chief of Supply Corps and  
Commander,  
Naval Supply Systems Command

**RDML (Sel) J. J. Prendergast,**  
**SC, USN**  
Chief of Staff,  
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## Rear Admiral Justin “Dan” McCarthy Nominated for Appointment to the Rank of Vice Admiral

Secretary of Defense Donald H. Rumsfeld has announced that the President of the United States has nominated RADM Justin D. McCarthy, SC, USN, for appointment to the grade of Vice Admiral and assignment as Director for Material Readiness and Logistics, N4, Office of the Chief of Naval Operations, Washington, D.C.

RADM McCarthy became Commander, Naval Supply Systems Command and 42nd Chief of Supply Corps in July 2001. Prior to this tour he served as Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance, U. S. Pacific Fleet.

A native of Auburn Hills, Mich., RADM McCarthy earned his commission in October 1969 through Officer Candidate School, Newport, R.I. He holds a Bachelor of Science degree in

engineering from Oakland University and is a distinguished graduate of both the Naval Postgraduate School and the Naval War College.

RADM McCarthy has served in a variety of sea and shore duty assignments providing him extensive logistics, personnel and financial management experience. Three of his four ship assignments were as Supply Department Head, including as recommissioning Supply Officer of the battleship, USS *Missouri* (BB 63).

Since his promotion to flag rank in November 1996, RADM McCarthy has served as Deputy Director for Material Management, Defense Logistics Agency.

RADM McCarthy’s personal decorations include the Defense Distinguished Service Medal, Legion of Merit (four awards), and the Meritorious



Service Medal (two awards). He is a qualified Surface Warfare Supply Corps Officer, a member of the Navy Acquisition Professional Community, and a Certified Government Financial Manager.

## Rear Admiral Stone to Become Commander Naval Supply Systems Command and 43rd Chief of Supply Corps

The Secretary of the Navy has approved the selection of RADM Daniel H. Stone, SC, USN, to relieve RADM Justin D. McCarthy, SC, USN, as Commander, Naval Supply Systems Command and 43rd Chief of Supply Corps.

RADM Stone is currently assigned as Director of Logistics and Engineering for North American Aerospace Defense Command (NORAD) and United States Northern Command, both headquartered at Peterson AFB, Colo. He will assume his new responsibilities at a Change of Command ceremony this summer at the Naval Support Activity, Mechanicsburg.

RADM Stone was commissioned as an ensign in the United States Navy upon graduation from Villanova University in 1971. At sea, he served as supply officer of the aircraft carrier, USS

*Ranger* (CV 61), 1987-89, and the nuclear guided missile cruiser, USS *Long Beach* (CGN 9) from 1982-84; and as the aviation supply officer aboard the aircraft carrier, USS *Constellation* (CV 64) from 1976-78. He is qualified as a naval aviation supply officer.

His shore assignments have included Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance, U.S. Pacific Fleet, Pearl Harbor, Hawaii; Director, Logistics Operations, Defense Logistics Agency, Fort Belvoir, Va.; Commander, Defense Logistics Support Command, Fort Belvoir, Va.; Commander, Defense Supply Center Richmond, Va.; and Deputy Commander for Fleet Logistics Operations, Naval Supply Systems Command, Mechanicsburg, Pa.

RADM Stone’s decorations include the Defense Distinguished



Service Medal, the Defense Superior Service Medal, the Legion of Merit with Two Gold Stars, the Navy Meritorious Service Medal with three gold stars and various personal and command awards.

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## Selected for Two Stars

RDML **Alan S. Thompson, SC**, USN, has been selected for promotion to the rank of rear admiral (upper half).

RADM(Sel) Thompson is currently assigned as Director, Supply, Ordnance and Logistics Operations Division (N41), Office of the Chief of Naval Operations. Prior to his current assignment he served as Commander, Defense Supply Center Columbus.

After earning his bachelor's degree in economics from the University of California at Los Angeles, RADM(Sel) Thompson was commissioned in 1976 through the Naval ROTC program. He earned a Master of Business Administration degree from the University of Florida. He is also a graduate of the Columbia University Graduate School of Business Senior Executive Program and a member of the Department of the Navy Acquisition Professional Community.

RADM(Sel) Thompson completed

a one-year assignment as a Chief of Naval Operations (CNO) Fellow on the CNO Strategic Studies Group (SSG), Newport, R.I. prior to commanding DSCC. He was the first Navy staff corps officer selected by the CNO to serve on the SSG during its 20-year history. Prior to the CNO SSG assignment, he served as Commanding Officer, Fleet and Industrial Supply Center Norfolk, the Navy's largest supply center operation.

At sea, RADM(Sel) Thompson served as commissioning Assistant Supply Officer, USS *David R. Ray* (DD 971); commissioning Supply Officer, USS *Chandler* (DDG 996); and as Supply Officer, USS *Dwight D. Eisenhower* (CVN 69).

RADM(Sel) Thompson's personal awards include two Legions of Merit, four Meritorious Service Medals, two Navy Commendation Medals, the Navy



Achievement Medal, and a number of unit and campaign awards. He is a qualified Naval Aviation Supply Officer and Surface Warfare Supply Corps Officer. Rear Admiral Thompson is also a member of the Department of the Navy Acquisition Professional Community.

## Two Selected for One Star

CAPT **John J. Prendergast, SC**, USN, was recently selected for promotion to the rank of rear admiral (Lower Half).

RDML (Sel) Prendergast is currently assigned as Chief of Staff, Naval Supply Systems Command, Mechanicsburg, Pa. Prior to his current assignment, he served as Deputy Commander for Fleet Logistics Operations, Naval Supply Systems Command Headquarters.

RDML (Sel) Prendergast holds a bachelor's degree in mechanical engineering from the University of Notre Dame, where he earned his commission in 1979 through the regular Navy ROTC Program. He is a distinguished graduate of the Naval Postgraduate School where he earned a master's degree in management with a subspecialty in contract and acquisition

management. He is also a graduate of the Kellogg Graduate School of Management (Northwestern University) Executive Education Program.

RDML (Sel) Prendergast's sea tours include duty as Supply Officer of the USS *George Washington Carver* (SSBN 656); Supply Officer, Submarine Squadron 1; Assistant Supply Officer of the USS *Carl Vinson* (CVN 70) and Supply Officer of the USS *Theodore Roosevelt* (CVN 71).

His personal awards include the Legion of Merit, five Meritorious Service Medals, six Navy Commendation Medals, two Navy Achievement Medals and various campaign and unit awards. He was the recipient of the 1989 Navy League *Vice Admiral Robert F. Batchelder Award* for outstanding support of the operational forces of the United States Navy. He also was



awarded the 1991 Naval Supply Systems Command Award for Academic Excellence.

CAPT **Ray E. Berube**, SC, USN was recently selected for promotion to the rank of rear admiral (Lower Half).

RDML (Sel) Berube is currently assigned as Assistant Commander for Business Operations/Comptroller, Navy Personnel Command. Prior to his current assignment he served as Commanding Officer, Fleet and Industrial Supply Center San Diego, Calif.

After receiving his bachelor's degree in economics from Boston College, RDML (Sel) Berube was commissioned in 1979 through Officer Candidate School as an ensign in the Supply Corps. He received a master's degree in financial management from the Naval Postgraduate School, Monterey, Calif. He is also a graduate of the Strategic Leadership Institute, Ander-

son School of Management (University of California, Los Angeles) Executive Education Program.

RDML (Sel) Berube's initial sea tour was aboard the carrier, USS *America* (CV 66). He served as Automated Data Processing Officer, Assistant Stock Control Officer, and as Wardroom Mess Treasurer. He completed his Department Head tour as Commissioning Supply Officer aboard USS *Vandegrift* (FFG 48). He later served as Supply Officer of USS *Essex* (LHD 2).

His personal awards include the Legion of Merit (two awards), Meritorious Service Medal (five awards), Navy Commendation Medal, and Navy Achievement Medal. He wears Naval Aviation Supply Officer Wings and is a



member of the Navy Acquisition Professional Community.

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## NAVSUP Awarded Secretary of the Navy's Meritorious Unit Commendation

The Secretary of the Navy recently announced that the Naval Supply Systems Command has been awarded the Secretary of the Navy's Meritorious Unit Commendation. The award was presented for the dedicated and professional efforts of the entire NAVSUP organization during the 2003 fiscal year.

NAVSUP effectively executed its strategic mission of providing Navy, Marine Corps, Joint, and Allied forces quality supplies and services on a timely basis while successfully implementing a series of transformational actions across the enterprise. With the onset of Operations *Enduring Freedom*/*Iraqi Freedom*, they demonstrated superb mission performance despite demand surge peaking at 150 percent in the forward-

deployed arena and 400 percent here at home.

At the same time, the organization's Transformation initiatives drove down the cost of the Navy's infrastructure and improved business practices. These efforts will



generate \$1.8 billion in savings to our Navy over the five-year defense plan. This series of initiatives was fostered in direct support of the Navy's Sea Power 21 vision, and has allowed NAVSUP to better structure and align its organiza-

tion to deliver even greater logistics support in the future.

In a message to the NAVSUP workforce RADM Justin D. McCarthy, NAVSUP's Commander, congratulated the entire NAVSUP team on their efforts. "You are making a significant contribution, not only in the actions you are taking within NAVSUP, but also in providing an example to others in demonstrating how to undertake and deliver truly transformational solutions to our Navy. Thank you for what you are doing on behalf of our Navy."

All NAVSUP employees – active duty, Reserves and civilians – who were permanently assigned or attached to the command during any time between Oct. 1, 2002, to Sept. 30, 2003, are authorized to wear the appropriate symbol permanently.

# Supply Corps Senior Leadership Forum Held

By RADM Justin D. McCarthy

More than 160 active and Reserve Supply Corps captains, and over a dozen Supply Corps flag officers attended this year's Senior Leadership Forum. That's close to 70 percent of the active duty Supply Corps leadership together with a significant portion of our Reserve leadership.

Instead of sending CD's this time, we have posted the briefings to the Navy Knowledge Online (NKO) Web site under the Supply Corps Community tab at <https://www.nko.navy.mil>. If you have difficulty accessing NKO, or would like a CD with the presentations on it, please contact Linda Hall (SUP 09PA) at [linda.j.hall@navy.mil](mailto:linda.j.hall@navy.mil) or by phone at (717) 605-1986.

The SLF was established to leverage the strength of the Supply Corps, further develop our leadership team, align our Corps with CNO/



More than 170 active and Reserve Supply Corps captains and Supply Corps flag officers attended this year's Senior Leadership Forum. Photos by Bill Pointer, FISC Norfolk



RADM Justin D. McCarthy led the third annual Supply Corps Leadership Forum with the theme "Accelerating Our Advantage."

SECNAV and ensure that we are aligned in our thinking and actions with our Navy's leadership. As a Navy and as the Navy Supply Corps we face some significant challenges. Balancing operational requirements and risk, the Global War on Terrorism, Blue/Green balance, joint interdependence, and speed of change are just a few examples of these challenges that reinforce the value of these annual community forums.

The core of our SLF discussions this year focused on the three foundational beliefs/values CNO provided his assembled flags at the recent All Flag Officer Training Symposium:

- Warfighting (it is a given that as uniformed members of the Armed Services, we must be professional warfighters – our current focus on business practices is not a substitution

for warfighting expertise; it supplements that foundational responsibility)

- Moral Values (framed by the Navy's Core Values of *Honor, Courage and Commitment*)

- Institutional Values

The SLF allowed us the opportunity to discuss the idea of institutional values we share as Naval Officers and how we evaluate our alignment with those values, both individually and collectively. A list of the institutional values the CNO discussed with the flag community (and that we used during the SLF discussions) is included in my opening briefing. I invite you read/reread that list and perform a self-assessment on your personal alignment. To the extent you find areas of weakness/misalignment, now's a good time to get started on a realignment plan.

The Navy and the Supply Corps face huge change in the future. Thriving in this environment of substantial change requires strong leadership and our ability to act as a single Corps ... if we remain focused on our vision of



VADM Keith Lippert reviewed progress and initiatives in DLA and the greater DoD arena at the Supply Corps Senior Leadership Forum.

“One team, one focus, bringing logistics to the fight!” we cannot help but be successful.

Here’s a quick outline of the other areas we covered at this year’s SLF:

- AFOTS Discussion: RADM Dan Stone started us off with a superb summary of the CNO’s recent All Flag Officer Training Seminar (AFOTS). The theme of the AFOTS was “Turning Challenges into Opportunities.” The AFOTS is an annual gathering of the Navy’s Flags and a selected portion of the Navy’s SES and senior enlisted communities. It represents a two-way dialogue between the CNO and his executive team. Both the Secretary of Defense and the Secretary of the Navy addressed the group during the Symposium. Some highlights from their talks include:

Secretary Rumsfeld:

- o We need to focus our efforts on mission tasks and be willing to release non-mission tasks
- o We need to examine the right answer relative to reserve utilization [*the Navy’s ongoing Reserve ZBR is intended to do just that*]

- o We need to consider longer tour lengths ... leave people in a job long enough to have to deal with the consequences of their actions
  - o What you measure improves ... but we must be careful not to “chase the wrong rabbit.”
  - o We need to keep challenging the assumptions ... questioning the way things are
  - o The time you invest in people is the most important thing you do... time spent picking the right people is critical
- Secretary England:
- o We are about making a difference for the next 100 years
  - o America is an ideal and we are here to protect it
- o Today’s environment is characterized by rising costs, rapidly changing technology, hard to get resources, infrastructure in need of recapitalization ... this is a tough business environment
- o Our people have an expectation that their leadership will do what is right ... country also has same expectation
  - o Issue is not knowing what to do – *but doing it*
  - o Run your organization as a CEO
  - o More effective organizations are more efficient
- Senior leaders gave presentations on:
- o Evaluating the requirement (RADM James A. Winnefield)
  - o Addressing risk (VADM Charles W. Moore Jr.)
  - o Cost-Wise Readiness (VADM Michael D. Malone)
  - o Applying Technology in New and Innovative Ways (RADM Charles L. Munns)
  - o Sea Enterprise (Mark Honecker)
  - o Human Resources Strategy (VADM Gerald L. Hoewing)
  - o Investing in People (VADM Alfred G. Harms Jr.)
  - o TASK Force ASW (RADM Michael C. Tracy/RADM Mark J. Edwards)
  - o Sea Basing (RADM Joseph A. Sestak Jr.)
  - o ESG One (RADM Robert T. Conway Jr.)
- The final takeaways from the symposium included:
- o Navy has high expectations for its leaders
  - o Warfighting is a given
  - o Managing the business side of the Navy is a “Top-Down” effort ... our line leadership has a growing understanding of it [*we can help with that growth and should*]
  - o Risk is a given ... Right Risk (R<sup>2</sup>) is the solution ... cost-wise readiness
  - o We must focus on developing and executing a robust human capital strategy
- SLF Presentations included a number of superb presentations given by our senior leaders:
- o OPLOG Update (CAPT Jerrold Twigg)
  - o Postgraduate School Selection Process (CAPT Stephen Waite)
  - o COMNAVSURFOR Perspective (CAPT Mark Heinrich)
  - o COMNAVAIRFOR Perspective (CAPT Bill Brown)
  - o COMSUBFOR Perspective (CAPT Alan McCosh)
  - o Mentor Program/Officer Community Update (CAPT Philip Valenti)
  - o Enlisted Community Update (CNOCM Dan Warner)
  - o Fleet Issue Update (RADM Steve Maas)
  - o Reserve Transformation (RADM Pat Dawson)
  - o Joint Staff Update (CAPT Andy Benson)
- We also had several superb outside speakers:
- Mark Honecker from OPNAV N4 updated us on Sea Enterprise progress.
  - ADM William Fallon updated us

on Commander, Fleet Forces Command priorities as well as challenged us to “challenge the assumptions, drive down costs, and not be afraid to take acceptable risk.”

- VADM Keith Lippert reviewed progress and initiatives in DLA and the greater DoD arena.

The SLF also gave our leaders the opportunity to work beyond the main conference room.

- Customer Visits: We took the opportunity to split into groups and visit Supply Corps customers throughout the Hampton Roads area. Twenty-five activities were visited ranging from submarines to the First Naval Construction Division to CFFC. The response from the activities visited was superb ... providing robust discussion and generating a number of action items, which the Senior Leadership Advisory Council has compiled and is coordinating actions to address. The results of the Customer Visits are also posted on the Navy Knowledge Online web site.

- Breakout Groups: Again, this was an opportunity for our leaders to think beyond the PowerPoint presentations in the main conference room. Eight



*ADM William J. Fallon updated the Supply Corps Senior Leadership on Commander, Fleet Forces Command priorities at a luncheon during the Supply Corps Senior Leadership Forum.*



*The Senior Leadership Forum was established to leverage the strength of the Supply Corps, further develop our leadership team, align the Corps with CNO/SECNAV and ensure that we are aligned in our thinking and actions with our Navy's leadership.*

groups were commissioned to discuss the following questions:

- o What are the Supply Corps' core capabilities; those you feel we will need to sustain through the 21<sup>st</sup> century? Where do you see opportunities for our Corps to shed

nonessential tasks that can be turned over to the civilian workforce or to the commercial sector? (two groups)

- o In previous Supply Corps Senior Leadership Conferences, we have talked at length about the concept of “One Team, One Focus.” What can we do to further institutionalize this philosophy? (two groups)

- o How can we better leverage our abilities as a Corps to drive down costs? (two groups)

- o Over time, the Supply Corps has developed tools to help our people be successful. “The Supply Corps Newsletter” and the fairly recent formalized

mentoring program are examples.

What additional tools can we provide to our officers to allow them to succeed at all levels?

- o How do we better integrate our regular and reserve components?

Each group discussed these questions at length and then reported out to the main conference on the final day of the Forum. The group briefings (where available) are also posted to the NKO Web site.

- Vision and Guiding Principles Video. The new Vision and Guiding Principles Video was shown and led to a robust discussion. I enjoin our senior leadership teams in each geographic center we support to organize follow-on discussion sessions using this video between you and the junior officers (regular and Reserve) in your area.

These discussions are a mechanism to reinforce the importance of the institutional values we discussed at the outset of the SLF and to focus on the importance of the Guiding Principles we have published for our Corps.

(Contact the NAVSUP Public Affairs office to obtain a copy of the video. Call (717) 605-1986 or e-mail linda.j.hall@navy.mil.)

## Evolution of NAVSISA

By Greg Shirilla, Customer Support Representative, and Joseph Niemiec, Command Information Officer, Management and Administration Department, Navy Supply Information Systems Activity

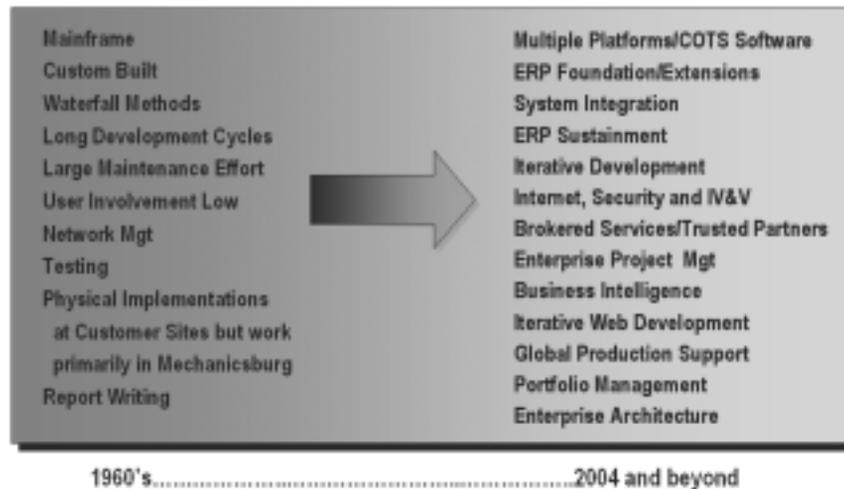
### Original charter

Established in 1962, the Navy Supply Information Systems Activity (NAVSISA), formerly known as the Fleet Material Support Office (FMSO), was originally chartered to provide central management for the retail portion of the Navy Stock Fund, a vehicle used to obtain supplies from the Defense Supply Agency, the General Services Administration, and the other services. NAVSISA was also responsible for cataloging data and for supply system performance analysis and evaluation.

### What we do

Since its humble beginning with only five officers and 56 civilian employees, NAVSISA has grown to a wardroom of 19 officers and about 1,000 employees, and has demonstrated a distinguished record of service throughout a period of increased responsibilities, constant challenges, and rewarding opportunities. The innovative contributions made by the NAVSISA team have significantly contributed to the performance of the integrated global supply system and enhanced the readiness of our Naval forces.

Although we no longer serve as the manager of the Retail portion of the Working Capital Fund, a constant theme throughout its existence has been NAVSISA's reputation as a provider of high quality Information Technology (IT) services. NAVSISA systems integrate supply, financial, procurement, and other logistic functions. Through complex telecommunications networks and interrelated databases, we provide a broad range of IT services to a worldwide customer base.



Even before Transformation began, the Naval Supply Information Systems Activity was moving to new Information technology equipment and methods.

### FMSO gets new name

The mission of FMSO changed significantly in the 42 years since the command was originally created. The organization's name no longer appropriately indicated its primary mission, namely the premier central design agency for the Naval Supply Systems Command (NAVSUP). In keeping with NAVSUP's initiative of building a Single Enterprise and creating awareness of the NAVSUP team and to better communicate our mission, FMSO's name was changed to Navy Supply Information Systems Activity on April 29, 2002.

With rapidly changing technology and shifting national priorities, NAVSISA again faces a future filled with exciting challenges. Our goal is to provide the integrated solutions necessary to support the complex business process changes our customers need. Success will be directly related to our ability to exploit the rapidly changing technological environment.

### NAVSISA: Transformation Leader

The old days of NAVSISA custom building legacy mainframe systems are gone. Customers and program managers will no longer be writing detailed requirement statements and throwing them over the fence for armies of NAVSISA analysts and programmers to act upon, release and then await stand-alone customer testing results to generate the next set of changes. The illustration above indicates the direction NAVSISA was already heading before Transformation.

### Matrix Realignment

The NAVSUP Transformation initiative of late 2002 had a significant impact on NAVSISA. All IT functions throughout the claimancy and IT governance functions from NAVSUP were realigned under NAVSISA. NMCI, production support for the ICP and the FISCs, and single point of entry for all software investment decisions, added new responsibilities and personnel to the organization. It became readily

apparent that the previous organizational structure was not adequate for the new risks.

NAVSISA initiated several significant organizational changes to accommodate its new role. NAVSISA transformed from an organization aligned to specific Information Technology (IT) programs and sponsors to a more efficient, flexible matrix organization with a project management orientation.

NAVSISA project officers draw upon IT resources and talent across multi-tasked developers, technicians, and functionalists. The matrix organization creates the flexibility required to respond quickly to customer's needs with the right resources while maintaining project integrity and capability. Currently, the majority of the NAVSISA workload is in the logistics area.

### **Customer Support Groups**

The NAVSISA organizational change most visible to the customer is the functional alignment of claimancy IT resources, i.e., the formation of Customer Support Groups (CSGs) at NAVSUP commands, e.g., Naval Inventory Control Point; Fleet and Industrial Supply Centers (FISCs) Puget Sound, Pearl Harbor, Jacksonville, San Diego; and CSG Tidewater comprised of FISC Norfolk and Naval Operational Logistics Support Center.

The establishment of NAVSISA CSGs marks an important departure from the past where IT staffs from various NAVSUP commands shared similar business challenges. Now, NAVSISA fosters collaboration among talented CSG staffs at different sites, reduces duplicative efforts, transfers best IT practices, and provides total visibility of IT resources utilization. NAVSISA can now more efficiently manage software life cycle support and provide IT governance.

Visibility and central management will ensure the optimum use of IT resources and ultimately lead to lower total cost of ownership solutions.

### **Information Technology**

### **(IT) Governance**

NAVSISA is the "solution broker" for all IT projects with the capability to leverage all enterprise assets whether they are at a CSG, in Mechanicsburg, or with a trusted partner. Large IT investments will be made only with ACOS or CIO sponsorship through a standard enterprise portfolio management process to ensure that all requirements are prioritized and fulfilled in a "best value" manner. Information Technology has shifted from the dispersed format under which we operated in the past to a centralized process that parallels the kind of IT structures found more prevalently in private industry.

### **Where we are going**

NAVSISA will continue to be a responsive service provider that is focused on multiple customer bases and their respective strategic priorities. Our goal is to continually strive to be the kind of fast-moving, nimble, and customer-focused organization that can

drive new business into the future. NAVSISA has become the "Go To" provider of information technology services in many new technology and project management skill set areas, including the ability to broker solutions that meet dynamically changing customer needs.

The bottom line is that we are transforming ourselves so that we are relevant and responsive to our customers not just now, but in the future. As a result, NAVSISA is better aligned today to support its customers through increased efficiency and a workforce dedicated to providing unparalleled quality products and services. The following articles discuss how the new matrix organization works in relation to one of our Department of Defense programs, and how NAVSISA has taken a proactive approach to training supply officers to be the IT leaders of the future using the Navy Supply Corps Information Technology Internship Program. ↴



*An IT Summit was recently held by NAVSISA to focus on their strengths and build on past successes. The summit provided an opportunity to network with various groups from NAVSISA, NAVSUP, and other customers in an open environment and to focus on creating the future based on successes of the past. Eleven pilot projects were identified based upon the number of votes cast by those in attendance. Those projects were: Best Value Info Systems Provider, Business Development Strategy, Centers of Excellence, Customer Relations Strategy, Enterprise Architecture, Enterprise Web Strategy, Expand Role in ERP, Flexible Workforce Development, Flexible Workforce Planning, Innovative Culture, and Institutional Single Service Delivery Model.*

# NAVSISA Enterprise Project Management ... the Cornerstone for the Future

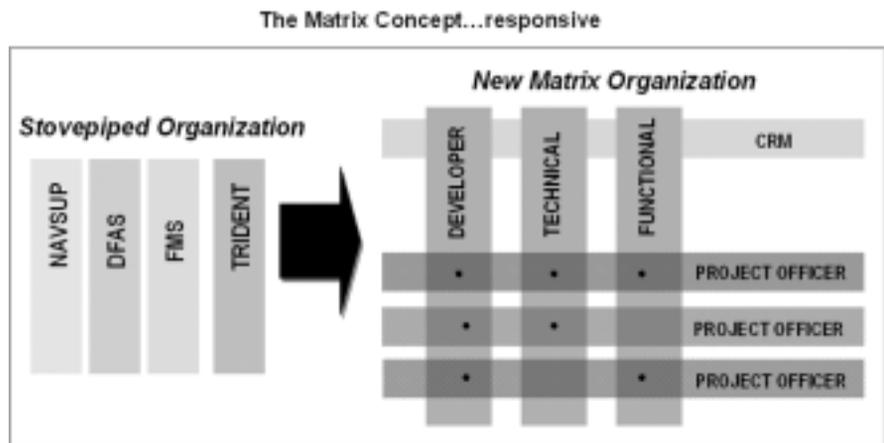
By Greg Shirilla, Customer Support Representative, and  
Joseph Niemiec, Command Information Officer,  
Management and Administration Department, Navy Supply Information Systems Activity

The Navy Supply Information Systems Activity (NAVSISA) is committed to employing project management competencies and organizational structures to deliver products and services of the highest quality and best value to our customers. NAVSISA completed a major reorganization to enhance our flexibility to innovate and keep pace with changing business needs. To leverage our talents and promote standard solutions while providing “one face” to our customers, NAVSISA moved from a stovepiped organization to a matrix organization.

In a matrix organization such as NAVSISA, project officers are accountable for project cost, schedule and quality outcomes. However, they do not exercise typical line-management authority over assigned project resources. Project officers direct the project activities of those resources, but do not manage the professional development, leave and other personnel management functions for those resources.

When a project is initiated, the project officer negotiates with various resource managers in the organization for technical and functional staff based on project staffing requirements. In effect, the project officer is a customer of the resource manager providing the resource. The project officer and resource manager mutually negotiate the assignment of technical or functional resources.

While project officers do not write performance reports for project team members, they provide inputs to the resource managers at the end of each performance appraisal period and at the end of the project for use in



*In a matrix organization, project officers are accountable for project cost, schedule and quality outcomes. Personnel management functions are executed by resource managers*

performance reporting. This type of organizational structure allows common resources to be pooled in larger, flatter, departments. Larger pools of the similar resources create organizational flexibility by breaking down more traditional organizational stovepipes. This structure also allows resource managers to optimize the way they manage and develop their resources.

Finally, this structure helps to create an internal customer relationship between requesting project officers and servicing resource managers. Prior to our matrix structure supervisors were responsible for resource management as well as managing projects ... under the matrix structure resource managers now manage people allowing project officers to manage projects.

The formation of a Project Management Group facilitated the direct application of the best principles and practices of project management. The NAVSISA emphasis on project management is also demonstrated by our

efforts to expand and reinforce our extensive project management expertise through formal educational opportunities to our workforce in this key business area. More than 68 NAVSISA project managers have received master of science certificates in project management from George Washington University's School of Business and Public Management thus far. An additional 34 employees are currently enrolled in this ongoing program.

### What is Project Management?

Very simply, project management is the art of “Getting the Job Done.” In NAVSISA it means “Getting the job done ... on time, within budget, and according to specifications.” These three constraints (schedule, cost, and technical performance), known as the triple constraint, are the focal point of all aspects and energy within project management.

A variety of software tools and techniques are available to manage and complete the project within the triple

constraint structure during project life-cycle phases: Project Initiation, Project Plan Development and Implementation, Project Control, and Project Close-Out.

### **The Project Life-Cycle Phases**

*Project Initiation:* Once projects are approved, NAVSISA formally assigns a project manager with the authority, responsibility, and accountability to develop a solution that satisfies the sponsor's need, considering the triple constraint requirements.

*Project Plan Development and Implementation:* This process continues throughout the life cycle of the project and incorporates approved changes to the project plan. After the project plan has been approved, the project team uses this road map to guide and manage efforts during the implementation.

*Project Control:* This process is formalized in NAVSISA with Project Review Board (PRB) meetings held throughout the life cycle of the project. The PRB – comprised of NAVSISA's commanding officer, executive officer, executive director, technical director, and department directors – meets on a regular basis to review project status and assist project officers in determin-

ing courses of action to keep projects on track. Project officers reflect approved alternative courses of action in updates to the project plan to ensure project team members are using the same "road map."

*Project Close-Out:* This process provides continual learning opportunities and consistent improvement in project management policies and practices used at NAVSISA.

### **Project Management Benefits**

Effective employment of project management principles is a key element of our strategy to maintain and improve our Capability Maturity Model (CMM) Level Four Rating. This rating certifies that we have the policies, practices and measures in place that result in quality software development. Our reorganization and development of project management skills have allowed us to build a core team of experienced and trained project managers capable of taking on multiple projects and helping our customers achieve their goals. These initiatives provide closer relationships with sponsors, clearer lines of accountability, and efficient use of command resources.

### **Commercial Asset Visibility (CAV) II**

A prime example of a system which exemplifies enhanced flexibility to innovate and keep pace with changing business within a matrix structure is the CAV II system. CAV is a Department of Defense system that tracks, monitors, and provides total visibility of assets throughout the repair cycle.

CAV II customers and components include the various services (Army, Marines, Navy, and Air Force). The system has a performance record of 99.5 percent accurate accountability of stock in-transit. CAV provides worldwide online visibility of repairable assets through the various phases of the repair process and provides the logistics managers with the ability to monitor the contractors' performances, reduces unnecessary procurements and financial/inventory imbalances, and creates customized reports.

The CAV team continues to develop successful quality software programs. Software Quality walk-throughs, Change Control Board (CCB) confirmations and approvals, Risk Analyses, evaluating and forecasting, and metrics are all an integral part of the CAV II business practice. Portions of the CAV program have been incorporated into other successful NAVSISA initiatives such as CAVORM and LCAV.

For additional information concerning CAV II contact: Delores Leak, CAV Project Officer, 717-605-5660, e-mail: delores.leak@navy.mil or Booker Washington, DoD CAV Program Manager, 717-605-6863, e-mail: booker.washington@navy.mil.

### **Project Management Goals at NAVSISA**

"Getting the job done, on time, within budget, and according to specifications are goals shared by all of our customers." In keeping with these goals, NAVSISA is committed to employing project management competencies and organizational structures to continually deliver products and services of the highest quality and best value to our customers. ↓



*FMSO Team of the Year 2002 was named Department of the Navy (DON) Team of the Year 2002 and was second place in the DoD CIO Team of the Year 2002 competition. Delores K. Leak, NAVSISA Commercial Asset Visibility Project Officer, center, accepts her team's DoD CIO award from Priscilla Guthrie, DoD Deputy CIO, left, and Dr. Margaret Myers, Principal Director, Deputy Assistant Secretary of Defense/C31 (CCIO).*

# Internship Program Readies NAVSISA Military for IT Future

By LT George McCaffrey, SC, USN

NMCI Project Officer

Navy Supply Information Systems Activity

**N**MCI, IT21, BLII, FORCENET, ERP, SMART. These acronyms represent just a sample of information technologies and systems that directly impact the way in which we do business in the Navy. "As the business managers, it is imperative the Supply Corps develop and maintains IT expertise that will enable it to capitalize on new technologies and keep our logistics systems on the cutting edge."

The Supply Corps IT Internship Program builds a strong foundation in technology awareness necessary to make informed decisions in the acquisition of information systems that make our business processes more efficient. There are two aspects of this internship that prepare officers in this endeavor: graduate-level classroom education, and actual project management experience.<sup>2</sup>

IT interns attend numerous Defense Acquisition University classes (both online and on-site) in fields such as systems acquisition, software and information systems acquisition management, and finance.

Additionally, interns attend a 30-day IT Foundations course taught by professors from the Naval Postgraduate School. This class offers instruction in various aspects of computer science and software engineering. Topics include computer upgrades and maintenance, information systems networking, desktop and network security, software programming and design, database queries, and counter-

hacking. Students develop web sites, write database queries, and write basic programs in various software languages including Ada. Additionally, students learn techniques used by hackers in order to develop a risk-averse counter-hacking skill set resulting in systems that are more secure.

Interns have the opportunity to attend courses affiliated with prestigious civilian universities as well. Each officer attends a 30-day Business Resource Management course at the University of Virginia's Darden School of Business. They also attend a series of seven project management courses taught on-site in Mechanicsburg, Pa., and earn a master's certificate in Information Technology Project Management from the George Washington University.

This project management curriculum provides a superb foundation in project management principles based on industry standards. Much like technology, training opportunities are dynamic in nature, and interns are encouraged to pursue all available IT-related opportunities with leading education providers as well as any relevant industry certifications.

Beyond classroom training, IT interns gain invaluable work-related experience while assigned as project managers for various software development, acquisition, and systems integration projects within the Naval Supply Systems Command (NAVSUP). In pursuit of technologies to make our business processes

more efficient, interns become familiar, through requirements analysis, with the fundamental processes and logic that form the bedrock of our global logistics network.

Interns are assigned to a wide range of projects crossing numerous functional areas such as transportation, finance, inventory management, and household goods. They work with various customers for these projects including the Naval Inventory Control Point (NAVICP), Naval Operational Logistics Support Center, Fleet and Industrial Supply Centers, Navy Exchange Services Command, NAVSUP Headquarters, and other Department of Defense organizations such as the Defense Finance and Accounting Service.

In addition to experience in software acquisition and development, interns are often assigned to projects ranging from physical and logical consolidation of servers, database migration and consolidation, Navy-Marine Corps Intranet deployment, and associated contract management relating to these areas. These assignments are more technical in nature and offer opportunities for Supply Corps officers to challenge themselves to make business decisions that provide the opportunity for significant cost savings that can be directed to the Chief of Naval Operations' goal of recapitalizing the fleet. These projects also offer the opportunity to work with consultants from major defense contractors providing great insight into industry best practices.

IT Interns are assigned to the Navy Supply Information Systems Activity in Mechanicsburg, Pa. There are also opportunities for interns to be assigned to NAVICP Mechanicsburg or the Space and Naval Warfare Systems Center, Norfolk, Va. Upon successful completion of this two-year internship, Supply Corps officers earn a subspecialty code for Information Technology Management (6201S), and an Additional Qualification Designator of AR2 signifying Defense Acquisition Workforce Improvement Act Level II certification in the Communications-Computer Systems career field.

Information technology has come to the forefront of how we do

business, and almost any investment we make in logistics has IT solutions and implications. The Supply Corps IT Internship is a highly competitive program that provides a wonderful opportunity for junior Supply Corps officers to enhance their knowledge of IT drivers. It enables them to make more informed decisions to capitalize on technology in order to advance our logistics systems and keep them on the cutting edge. For more information on this program, or to submit an application, please contact the Supply Corps Career Counselor at PERS 4412, your detailer, or the Naval Supply Information Systems Activity Public Affairs Officer, Joe Niemiec, (717) 605-7734, DSN 430.

### Endnotes

<sup>1</sup> From NAVSUPINST 5230.43A, NAVY SUPPLY SYSTEMS COMMAND (NAVSUP) SUPPLY CORPS INFORMATION TECHNOLOGY (IT) INTERNSHIP PROGRAM, paragraph 2.

<sup>2</sup> Per NAVSUPINST 5230.43A, NAVY SUPPLY SYSTEMS COMMAND (NAVSUP) SUPPLY CORPS INFORMATION TECHNOLOGY (IT) INTERNSHIP PROGRAM, paragraph 3. ↴

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*LT George McCaffrey completed the Supply Corps IT Internship Program. He served on board USS Theodore Roosevelt (CVN 71) prior to his assignment to NAVSISA.*

## Expectations of the Military Intern Program

*By LTJG Melinda Johnson, SC, USN,*

*IT Intern, Naval Supply Information Systems Activity*

When I first began thinking about my next duty station, an internship was the last thing on my mind. I had all intentions of getting my overseas tour out of the way early. My supply officer was a fuels intern but I had never given it much thought until he forwarded me a Flash from the Chief about internships.

When I read through the article, I came across "Information Technology." I had heard of the others, but this one intrigued me.

During my tenure at sea, I had experienced the conversions to Navy Cash and Smart Ship. The command was highly computer based, with all documents being located and accessed on the ship's intranet. It was an indication of the Navy moving into the next generation of technology. I decided that I wanted to be a part of that growth. It appeared to be a great stepping-stone for my career training.

When I complete the internship, I will receive a subspecialty code and a master's certification in project management from George Washington University. I will even have the opportunity to become a Project Management Professional.

In addition to the IT courses, we attend a series of project management courses while working as project officers on actual projects. The knowledge received from on-the-job training is even more valuable than the coursework. We work with the project managers, technical personnel, customers, and contractors. A great deal is gained by learning the interaction of each of these elements.

I expect that the experience and knowledge gained here will be invaluable to my future in the Supply Corps. ↴

*LT (Sel) Melinda Johnson is in the early stages of the IT Intern Program. She served on board USS Antietam (CG 54) prior to her assignment to NAVSISA.*

# Duty in Iraq Provided Many Challenges for FISC Officer

By Jim Kohler, Public Affairs Specialist, Fleet and Industrial Supply Center, Norfolk with Lieutenant Commander Les Huffman, SC, USN

When LCDR Les Huffman joined the Navy, there was a popular recruiting slogan that said, "It's not just a job, it's an adventure." Last August, he received a telephone call that sent him on the ultimate adventure.

He was told that Fleet and Industrial Supply Center Norfolk had been tasked to provide an officer to work as a comptroller for the Coalition Military Assistance Training Team (CMATT) in Baghdad, Iraq. CMATT, commanded by Army Maj. Gen. Paul Eaton, is a unit of the Coalition Provisional Authority.

CMATT's mission is to equip and train the new 27 battalion-strong Iraqi Army. They are also training and equipping the new Iraqi civil defense corps, as well as antiterrorism protection forces. These units will be comprised of more than 80,000 Iraqis once fully formed.

In preparation for his seven-month assignment in Iraq, Huffman was first sent to Fort Bliss, Texas, for a week of indoctrination training. "It's mainly to prepare you for what you are about to get into over there and to outfit you with the uniforms and equipment that you'll need prior to flying to Iraq," he explained.

There were classes that taught people like Huffman who were destined for Iraq about Iraqi culture. There were classes on security issues in Iraq. There was also weapons training and weapons qualification. Soon, it was time to go. "It felt like anytime you go into something new, explained Huffman. "You don't know what to expect, you don't know how serious it is over there because you're not living in it every day. I went into it cautiously, not understanding the full level of activity I

was getting into."

After processing through Kuwait, Huffman finally arrived in Baghdad. CMATT was located in a palace once occupied by one of Saddam Hussein's sons, Uday. When he found his desk, he noticed it was labeled "contracting." He quickly found out that even though he was sent there as a comptroller, he would also be writing statements of work for goods and services that would be used for outfitting the new Iraqi forces. He also found out that he needed to learn more about the Army, and fast!

"I worked for a two-star Army general there," said Huffman. "The first staff meeting I went to, the general told me, 'We need to put together a 27-battalion army. I need to know how our budget can make that work.' I didn't know how Army budgeting worked, and I had no clue what a 27-battalion army consisted of. For the first two weeks I was there, I was up every night studying budget profiles, and also studying the Army way of life."

Huffman had to become familiar with the makeup of different units and the sizes of different types of units. He also had to become familiar with Army terminology, rank structure and Army acronyms. "It was a whole new lifestyle that I wasn't accustomed to," he explained. "I wasn't called lieutenant commander there, I was called major.



*LCDR Les Huffman served as comptroller for the Coalition Military Assistance Training Team (CMATT) in Baghdad, Iraq. CMATT's mission is to equip and train the new 27 battalion-strong Iraqi Army, the new Iraqi civil defense corps, and antiterrorism protection forces.*

My whole thought process had to change."

Logistics challenges such as finding enough of the right material were the most difficult. The CMATT logistics team quickly flooded every possible marketplace with requirements, overwhelming both domestic and foreign sources. It seemed that everyone from every corner of the world wanted to provide material and services in support of the new Iraqi army, but only a few could meet the immediate demand, requiring a lot of quick fixes. Despite their lack of ability to adequately provide for their needs, most Iraqis were eager to participate in the process. "Most of the people I met and dealt with everyday were what I call

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typical Iraqis,” said Huffman. “They want to work, they want to do things, and they want to be a part of what’s going on.”

One significant problem was procurement options. There was no supply system in place from which to order. Contracting was the only option. The contracting office was overwhelmed by the demands. Congressional as well as Federal Acquisition Regulations (FAR) restrictions added more challenges to my job of supporting the rebuilding of the New Iraqi Army. Restrictions such as the Barry Amendment, restrictions on non-coalition members, and numerous FAR requirements resulted in many challenges for meeting CMATT’s aggressive schedule to rebuild the Iraqi Army by Sept. 30, 2004. But everyone forged ahead tackling each challenge head on as it surfaced.

“They don’t have equipment, they don’t have uniforms, they don’t have vehicles – they have nothing,” explained Huffman. “Then you put this gigantic demand not only on Iraq, but on neighboring countries, European countries, the U.S. – no one can meet their needs as fast as they need to be met. We couldn’t find anyone who could do what we needed, as quickly as we needed, in the volume that we needed. The Iraqis have a long way to go before they are going to meet that kind of demand. They didn’t have that kind of opportunity under the old regime, so they’re not prepared for it. We have to help them learn how to meet that demand, where to go to get help, and that’s going to be through many other sources other than just us.”

Another major obstacle toward rebuilding Iraq is the Iraqi people have to learn how a free economy works. Many of the people there just don’t know where to begin because they’ve never been equipped to function in a free economy. Many of them have never lived in that type of society. “We had to show them how to use computers,” explained Huffman. “Only certain

people had access to computers under the old regime.

One of our missions in CMATT, and with all of the ministries, was to integrate with the Iraqis so when it’s time to turn over, you can take what you are doing and hand it over to them so they can continue to do the job. People don’t know how to use the technology that we have. They’re not accustomed to it so we have to train them. We’re starting from scratch on everything basically in order to be able to turn over to them.”

While in Iraq, LCDR Huffman had the additional task of conducting site evaluations of future military facilities throughout Iraq. The purpose of these evaluations was to determine the need for base camp support to include food, bulk water, waste management, intermediate maintenance facilities, recreational services, transportation services, retail and barber services, billeting, and cleaning services. During these visits he had the opportunity to see how Iraqis were living in Southern Iraq in Shiite areas, Northern Iraq in Kurdish areas, and in the Sunni Triangle areas around Baghdad.

“I didn’t see a lot of the anti-American sentiment,” he explained. “I had a lot of positive interaction with Iraqis. I met with Christians, Shiites and Sunnis. I went up to the Kurdish region and interacted with the Kurds. In every situation I had a positive experience. Everywhere I went, everyone I met with, I asked questions based on what I had heard about their situation to find out what was really going on in their area. They are the ones who are really in danger, because they didn’t have the protection that I had. They were honest and would tell us if they were being harassed or threatened and some were. Toward the end of my tour there I was told that some had quit working with the coalition because they had been threatened, or because members of their family had been killed.”

He was also tasked by the CMATT’s commanding general to travel to Jordan to negotiate costs for a

training program in which the Jordanian Armed Forces would train Iraqi officer candidates in Jordan.

Since returning from Iraq, Huffman has had time to reflect on his time there. He watches current news coverage, and worries about the messages that we see broadcast from there. “I think the news coverage is pretty much on target,” he explained. “Some people think that some events that are covered are over dramatized to a certain degree and not enough of the positive stories are told. In a way, I guess I agree with that. I was over there working with the Iraqis and interacting with them on a daily basis so I saw the positive things that you’re not seeing on the news here. I didn’t run into the hostilities that are being depicted on TV. The people I saw were very friendly and opened their arms to us. One of the friendliest areas was the Kurdish region. They were very pro-American when I was there and I always had positive experiences with them.”

Huffman also believes that while he and his colleagues in Iraq made a positive impact there, a free economy won’t be realized soon. “First, you have to bring security to that country,” said Huffman. “New infrastructure won’t do you a bit of good unless you have a good security infrastructure. That is very slow going. You’re trying to build a security infrastructure against many elements that don’t want that in their country. There’s a long road ahead for them. There is a lot that Americans don’t understand about what they don’t have over there – just how little they do have.”

Despite all of the challenges he faced, Huffman thought his time there was a rewarding experience. “The experience gained from this tour in Iraq will benefit me in future duty assignments and has peaked my interest in additional assignments in the joint duty arena,” he said. “I learned a lot, I really enjoyed it. I would do it again.”

Shortly after returning from Iraq, Huffman left FISC Norfolk and transferred to Defense Supply Center, Richmond, Va. ↴

# “Baghdad Area Supply Corps Association” Formed

By Lieutenant Commander Richard M. Nalwasky

The Baghdad Area Supply Corps Association (BASCA) was established March 28, 2004. CAPT (Pat) Tillson suggested that all of the Supply Corps officers get together one night, so I guess you could say that he established it. A few of us knew of this Chinese restaurant down the road so we decided to go there. I jokingly came up with the name and we decided that the outing was our first official meeting. BASCA was established so the supply officers working in different areas of the Coalition Provisional Authority (CPA) can get together and socialize occasionally. We see most of them on a daily basis, but not all of them.

We have our second meeting scheduled for (soon) at an undisclosed location — in case the bad guys get hold of this.

All of the members of BASCA are on 179-day TAD orders to Baghdad to perform various functions for the CPA. BASCA is a very loose organization in the sense that we do not have officers like president, vice president, treasurer, etc., or regularly scheduled meetings with an agenda, etc. So I guess what I am saying is that Mike (Renegar) is “visiting” as we all are here in Baghdad, and everyone has an equal role in BASCA. ↴



The above picture was taken at BASCA members' favorite local Chinese restaurant in Baghdad. “The food is really good, but you have to walk down a rubble-filled alley to get there. However, I wonder if they follow the NAVSUP P-486?,” said LCDR Richard Nalwasky. “Founding” members of the Baghdad Area Supply Corps Association include, front, from left, CDR Ellen Roberts, LCDR Woody Browne, LCDR Richard Nalwasky, LCDR Robin Barnes, LT Keith Mier, and LCDR Mike Renegar. The back row includes CDR Edward Chevalier (USNR); CDR Hruska, an Army Compadre and Supply Corps “wannabe;” CDR Gregg Breen; and CAPT Patrick Tillson. LTJG Thomas R. Shane and CDR Gary Ulrich, USNR, are missing from the photo. Also, a new member, LCDR Kristin Acquavella, was due in any day.



This photo shows the typical living conditions for newly arrived Supply Corps officers in Baghdad.

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*LCDR Richard Nalwasky, assigned to Naval Air Systems Command, is currently deployed with the Coalition Provisional Authority in Baghdad. He served on board USS Klakring (FFG 42) prior to joining NAVAIR.*

## Supply Corps Officers Support CJTF 7

The photo, right, of the Commander, Joint Task Force 7 contracting staff was taken before one of their convoys to Camp Victory (near the Baghdad International Airport). Body armor is a must around Baghdad. Pictured, front row, from left, are Moayyad Razoor, one of CJTF 7's translators; Army SSG Dave Conklin, 350th Civil Affairs Command; LCDR Kristin Acquavella, Chief, Baghdad Contracting Office; and Air Force MSgt Arnette Robinson, Material Command, Eglin AFB, Fla. The back row, from left includes Air Force MSgt Michael Birkland, Pacific Air Command, Alaska; Air Force TSgt Jeff Kistler, Air Education Training Command, Ariz.; and Army SFC Christopher Chapple, III Corps, Fort Hood, Texas. LCDR Kristin Acquavella, from Naval Sea Systems Command, arrived in theatre on April 12 to be the Chief of the CJTF-7 Contracting Office in Baghdad. The Baghdad office is responsible for direct troop support contracting, supporting numerous forward operating bases equating to a customer base of around 40,000. They are situated in the Green Zone, approximately two blocks from the Coalition



Provisional Authority offices where another handful of Supply Corps officers support the CPA contracting office.

### Forward Deployed

LTJG **Angie Anderson**, Navy Cargo Handling Battalion 1 (NCHB1) deployed to Commander, Maritime Prepositioning Force (CMPF) and Second Force Service Support Group Forward (2D FSSG FWD), Camp Patriot, Kuwait.

SK1 **Mitchell Bohn** from NR Commander, Naval Air Forces Pacific Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait.

LT **Rodney Bonner** from NCHB1 deployed to Commander, Maritime Prepositioning Force (CMPF) and 2D FSSG FWD, Camp Patriot, Kuwait.

LT **Chris Castleberry** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

LCDR **Scott Eberwine** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

CDR **Fred Freeman** from CO, NR FISC Norfolk Det 207 deployed to Commander, US Naval Forces Central Command, N4, Bahrain.

IC2 **Arnold Gayden** from NRAIRPAC Supply 0294 deployed to Kuwait with Naval Coastal Warfare Group 1.

LT **Nate Johnston** NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

SK2 **Vincent Laygo** from NRAIRPAC

Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait

LT **Anthony Lopez** from Naval Weapons Station, Charleston, S.C., deployed to Commander, Joint Task Force - Guantanamo Bay, Cuba, as J4 Operations Officer.

LCDR **Warren "Butch" Lynch** from Naval District Washington deployed to Joint Task Force 7, Baghdad.

LTJG **Jonathan Markrich**, NCHB1 deployed to Commander, Maritime Prepositioning Force (CMPF) and 2D FSSG FWD, Camp Patriot, Kuwait.

SK3 **Sherri Marks** from NRAIRPAC Supply 0294 deployed to Kuwait with Naval Coastal Warfare Group 1.

CDR **Joe Newbury** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

LCDR **Richard Nalwasky** from Naval Air Systems Command Contracts deployed to Coalition Provisional Authority, Iraq.

SK2 **Vincente Palma** from NRAIRPAC Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait.

LCDR **Jeff Post** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

LCDR **Michael L. Renegar** from Naval Inventory Control Point Mechanicsburg deployed to CPA - Program Management Office (PMO).

SK3 **Celso Santos** from NRAIRPAC Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait.

CDR **Duane Schatz** from Military Sealift Command to Commander Joint Task Force - Horn of Africa, Djibouti.

LCDR **Jeffrey Schmidt** from Defense Supply Center Columbus to CENTCOM Deployment Distribution Operations Center, Kuwait.

LT **Terry Shaske** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

LCDR **Mike Stiglitz** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

SK2 **Alma Trujillo** from NRAIRPAC Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait.

CAPT Pat Tillson from NWS CD Point Hueneme to CPA-PMO, Baghdad.

SKC **Anthony Trullis** from NRAIRPAC Supply 0294 deployed to Naval Coastal Warfare Group 1, Kuwait.

LTJG **Sean Walker** from NCHB1 deployed to Commander, Maritime Prepositioning Force (CMPF) and 2D FSSG FWD, Camp Patriot, Kuwait.

LCDR **Keith Weidenbach** from NCHB1 deployed to CMPF and 2D FSSG FWD, Camp Patriot, Kuwait.

ITC (SW/CC) **Tom White** with Naval Special Warfare Unit 3, Bahrain.

# CATF Expeditionary Staff Sets Up OIF II Base Camp in Kuwait

By Chief Journalist (SW) Bill Mooney

Public Affairs Officer, Commander Amphibious Group 3

Operation *Iraqi Freedom Two* (OIF II), the swap-out of the Army's First Infantry soldiers with Marines from the First Marine Expeditionary Force in January and February, included a host of amphibious and maritime ships and was conceived and initiated nearly six months before the operation was executed.

To support the OIF II Force Rotation Plan and the First Marine Expeditionary Force's deployment to relieve the Third Air Cavalry Regiment and the 82nd Airborne in Iraq, Commander Amphibious Group 3, RDML W. C. Marsh, and his San Diego-based staff deployed into the 5th Fleet Area of Operations. Marsh assumed duties as Commander Task Force 51 (CTF 51) and began overseeing amphibious operations in the area.



Personnel stand sentry duty and carry supplies at Camp Patriot in Kuwait. Commander Amphibious Task Force (CATF) staff set up the base camp during OIF II. This was the first time a task force set up an expeditionary base in country rather than on board a ship at sea. U.S. Navy photo



One of six LCACs off-loads equipment used to support the Marine deployment. The LCACs conducted 48 off-loads consisting of vehicles, support equipment, organizational cargo and ammunition. U.S. Navy photo

Task Force 51 led the deployment of two amphibious assault ships, two Maritime Pre-Positioning Squadron 2 (MPSRON) ships, one MPSRON 1 ship, Naval Beach Group 1 (and Naval Support Elements), Naval Coastal Warfare Group 1, and more than 700 personnel.

As Commander Maritime Pre-positioning Force (CMPF) Marsh led the off-load of Maritime Pre-positioning Shipping at Kuwait Naval Base and Ash Shuaybah port. Marsh put on an additional hat as Commander Amphibious Task Force (CATF), and took command of the off-load of amphibious shipping at Kuwait Navy Base. In this capacity, Marsh and his staff oversaw joint operations to off-load two multipurpose amphibious assault ships, one from each coast.

The surface off-load of both the USS *Bataan* (LHD 5) and USS *Boxer* (LHD 4), the centerpieces of two Amphibious Strike Groups, was significant: *Boxer* was off-

loaded in four days; *Bataan* in three.

Six Landing Craft Air Cushion platforms (LCAC) conducted 48 off-loads consisting of 92 vehicles, 199 pieces of Ground Support Equipment, and 661 pieces of organizational cargo. The LCACs also off-loaded 630 pallets of ammunition.

CMPF naval support elements safely and effectively off-loaded three Maritime Pre-positioning Force (MPF) ships in support of the Marine deployment. In addition, they assisted with the off-load of two Maritime Sealift Command ships carrying Marine Expeditionary Force equipment, off-loading 2,187 vehicles, 974 containers, 144 tracked vehicles, 176 Material Handling Equipment pieces and 28 pieces of lighterage.

On the airlift side of the operation, Marine and Navy aircraft off-loaded eleven pieces of ground support equipment, 44 pallets of organizational cargo, 13 vehicles, and nine pallets of ammunition.

**CATF Expeditionary Staff**

*(Continued)*

For Marsh and his San Diego-based staff, the expeditionary nature of such an operation was inherent in its concept. “The nature of amphibious warfare is expeditionary,” said Marsh. “Expeditionary warfare is at the forefront of contingency operations.”

“This was the first time that a Naval Task Force set up an expeditionary base camp in country rather than aboard a flagship at sea,” said LCDR Stanley Scott, CMPF planning officer. Scott was one of a five-person advance staff who oversaw the setup of the initial base camp without the benefit of the usual shipboard infrastructure that would normally provide tactical and communications support.

The Commander Maritime Pre-positioning Force team was supported directly by active and Reserve service members assigned to Amphibious Group 3 and made up of personnel from

amphibious squadron units, beach group detachments, tactical air group detachments, and amphibious construction battalion detachments.

The operation also provided arriving Marines with an operational nerve center aboard *Boxer*, commanded by CAPT Tom Crowley, in February, as they prepared to move ashore with troops and equipment. *Boxer* provided amphibious lift for a portion of the equipment and personnel, and included 16 CH-53 Sea Stallion helicopters from Marine Heavy Helicopter Squadron 466, associated equipment, maintenance personnel and aircrew. At the height of OIF II, more than 200 Marines and 900 Sailors were embarked on *Boxer*.

The fulfillment of operational commitments by the CPG 3 staff during the six months of OIF II – where a handful of experienced subject matter experts can fly into a geographical location and, without benefit of a shipboard command center, establish the foundation for wartime operations and communications – demonstrated the

expeditionary nature of the CATF.

The expeditionary role of the staff meant that the old ways of referring to binder after binder of procedural regulations and policies would have to change. The notebook computer and modem; the uploading of data via CD-ROM; and the reliability of communications via the Internet became essential to the success of the OIF II mission.

The muscular flexibility of current amphibious planning and operating, according to Marsh, is at the forefront of expeditionary amphibious warfare.

“We found ourselves at the center of a terrific opportunity to demonstrate emerging Sea Strike operability,” said Marsh. “The deployable battle staff, MPF, amphibious task force concept works, and it can also work when it is applied to amphibious strike groups.

The Fleet Response Plan works – it worked when we surged our forces in 2003 for OIF and again during the recent pulse at the beginning of 2004 for OIF II. ↴

**Mess Decks Open –  
Ike Dishes Up First Meal On Board in Three Years**

*By Journalist Seaman Benjamin Jarvela, USN, USS Dwight D. Eisenhower Public Affairs*

For the first time in almost three years, *USS Dwight D. Eisenhower* (CVN 69) reopened the mess decks recently and the ship’s crew enjoyed their first meal served on board following a complete refurbishment of the space during the carrier’s Refueling Complex Overhaul.

To celebrate the event, Supply Department’s S-2 Division, along with the ship’s Morale, Welfare and Recreation Division hosted a free “Surf and Turf” meal for all hands along with a cake cutting ceremony.

According to *Ike*’s Commanding Officer, CAPT Charles Smith, serving the meal is the first big step in moving the crew back on board.

“This will infuse new life back into the ship,” explained Smith shortly after

the opening ceremony. “The mess decks are the hub of any ship – this is where business gets done, be it here, in the chief’s mess, or in the wardroom.”

The ship’s Executive Officer, CAPT John Alexander, echoed the captain’s sentiments. “It’s the start of coming back. The shipyard and supply both worked extremely hard to get this running and in sanitary condition,” said Alexander.

After the initial ceremony, Smith joined the crew on the mess decks for lunch, saying that he’d rather be eating with his people, especially on such a big occasion.



*AZ2 Jeny Lopez sits down to eat during the grand reopening of USS Dwight D. Eisenhower’s mess decks. The ship’s dining facilities have been closed for more than three years while undergoing a Refueling Complex Overhaul. Photo by JOSN Benjamin Jarvela*

The meal was presented by MWR at no cost to the Sailors. According to Sara Dowell, the ship’s “Fun Boss,” the

intent was to give *Ike's* crew a picnic on the ship as a way to commemorate the event.

"The weather hasn't been cooperating, so we haven't had the chance to hold a command picnic lately. Since this is such a big deal, we figured we would come down and really make it special," Dowell said. "Things like this help us get people together and now that everyone is in the process of moving back on the ship, it's just going to make it even easier to do things like this."

The crew was quick to agree with Dowell.

"I enjoyed the meal," said Aviation Support Equipment Technician 2nd Class Brian Ford. "Moving back here is a great thing."

"Ship's force did an excellent job getting this ready," said LTJG Richard Heiligenman. "This is a good thing."

Even some of the ship's more tenured personnel were excited to see the progress that's been made over the past several years.

"I am pleased with the work that they have done to the galley. It looks a lot different than it used to. The CMC

office has changed positions; vending machines are located in new spots; and I am still looking for Cafe 69! I feel that we have improved greatly," said Religious Program Specialist 2nd Class Gerad Hardin, who reported in early 2000. "I can't help but think what the rest of the ship will look like after seeing the galley come together so quickly and nicely!"

The efforts of the crew, specifically the Supply Department, have not gone unnoticed. According to Aviation Warfare Systems Operator 3rd Class Nicholas Mahabir, currently TAD to S-2 Division working as a food service attendant (FSA), he and his shipmates worked a grueling 12-days-on/two-days-off, 14-hour-a-day schedule to get the mess decks, galley, chief's mess and wardroom up and running. Senior Chief Culinary Specialist Denton Brandy, one of the lead culinary specialists, said that the effort was one of the more stressful of his career, easily "an 8 out of 10" in terms of difficulty.

"It was worth it though," Brandy explained. "This is a good move for all of my junior cooks. It's a chance to get them in the pipeline, something they

haven't done before, and show them just how it's done. This is what we do. The FAF (Floating Accommodation Facility, where many of *Ike's* services have been housed throughout the duration of RC overhaul) was something we had to do – this is much better."

"For us, this is like coming home," he added, gesturing to the new galley.

According to Brandy, getting the aft galley, chief's mess, and wardroom operational is only part of the battle. Many of the ship's storerooms and the forward galley still need to be brought online, an evolution that promises to be as daunting as bringing the aft galley up to speed.

"We may shift to the forward galley once it's online just to test everything out and ensure it's working, but for now we can meet the needs of the crew just fine," said Brandy.

Besides the work that remains to be completed prior to *Ike* departing the shipyards, there will also be a few significant changes in the galley itself once the crew moves aboard. Once the crew is living back on the ship, as opposed to the contracted apartments being leased by the Navy throughout the Peninsula area, service in the galley will switch from the traditional, FSA-manned serving line to the Navy's newest concept of unmanned, self-serve lines with a greater variety.

"Once we get back on track with a normal budget, we'll switch to four entrees on either side of the galley, along with the regular sides and dessert. Out on the mess decks, there will be a deli line with a changing menu – one day we'll have tacos, the next it'll be cold cuts and so on. There will also be a speed line serving things like cheeseburgers in addition to the normal salad and soup selection. I have no doubt that we'll be one of the top carriers food-service wise when we come out of the yards," said Brandy. "This will be a big morale booster to the entire crew and I'm pretty anxious to make it all happen." ↴



*To commemorate the opening of the mess decks, Sailors on board USS Dwight D. Eisenhower (CVN 69) were treated to a free meal courtesy of the ship's Morale, Welfare and Recreation Division. The reopening was a major milestone for the command as it begins the process of moving its Sailors back to the ship in preparation for completion of its Refueling Complex Overhaul late this year. Photo by JOSN Benjamin Jarvela.*

## Ney/Hill Award Winners

**N**avy Secretary Gordon R. England announced the 2004 winners of the Navy Captain Edward F. Ney Memorial Awards and the Marine Corps Major General W.P.T. Hill Memorial Awards for outstanding food service.

Formal presentation of the awards

was made during the Joint Military and Food Service Excellence awards program at the International Food Service Executives Association (IFSEA) conference on April 26 in Denver, Colo.

The Ney Memorial Awards Program is cosponsored by the Secretary of the Navy and IFSEA.

IFSEA is a nonprofit food service association dedicated to enhancing the professional image and growth of persons serving the food service industry. The evaluation teams were made up of senior Navy and Marine Corps Culinary Specialists and IFSEA representatives.

### *Ney Afloat General Mess Winners – Atlantic Fleet*



*Submarine category:*  
**USS *Maine* (SSBN 741) (GOLD)**

*Aircraft Carrier category:*  
**USS *Enterprise* (CVN 65)**



*Medium Afloat category:*  
**USS *Cape St. George* (CG 71)**



*Large Afloat category:  
USS Iwo Jima (LHD 7)*



*Small Afloat category:  
USS Pelican (MHC 53)*

***Ney Afloat General Mess Winners – Pacific Fleet***

*Submarine category:  
USS Salt Lake City (SSN 716)*



*Small Afloat category:  
USS Crommelin (FFG 37)*



*Medium Afloat category:*  
**USS Stethem (DDG 63)**

*Large Afloat category:*  
**USS Blue Ridge (LCC 19)**



*Aircraft Carrier category:*  
**USS John C. Stennis (CVN 74)**

***Ney Ashore General Mess Winners***

*Overseas General Mess category:*  
**Naval Air Facility Atsugi, Japan**



*West Coast General Mess category:*  
**Sub Base Bangor**

*East Coast General Mess category:*  
**Naval Station Mayport**



***Afloat and Ashore General  
Mess Ney Runners Up***

***Atlantic Fleet***

Submarine category:  
**USS *Augusta* (SSN 710)**  
Small Afloat category:  
**USS *Carr* (FFG 52)**  
Medium Afloat category:  
**USS *Gonzalez* (DDG 66)**  
Large Afloat category:  
**USS *Kearsarge* (LHD 3)**  
Aircraft Carrier category:  
**USS *Theodore Roosevelt* (CVN 71)**

***Pacific Fleet***

Submarine category:  
**USS *Honolulu* (SSN 718)**  
Small Afloat category:  
**USS *Ford* (FFG 54)**  
Medium Afloat category:  
**USS *Germantown* (LSD 42)**  
Large Afloat category:  
**USS *Essex* (LHD 2)**  
Aircraft Carrier category:  
**USS *Nimitz* (CVN 68)**

***Ashore***

Overseas General Mess category:  
**Naval Station Pearl Harbor, Ewa Palms  
Inn**  
West Coast General Mess category:  
**Assault Craft Unit Five**  
East Coast General Mess category:  
**Naval Weapons Station Charleston**

***Hill Award Winners***

*Best Full Food Service Garrison Mess Hall category:*

**Mess Hall 710, Headquarters and Headquarters Squadron, Marine  
Corps Air Station, Yuma, Ariz.**

*Best Joint Operated Garrison Mess Hall category:*

**Mess Hall 222, Headquarters and Headquarters Squadron, Marine  
Corps Air Station, Iwakuni Japan**

*Best Active Field Mess Category:*

**Marine Wing Support Squadron-172, Marine Wing Support Group-  
17, 1st Marine Aircraft Wing, III Marine Expeditionary Force,  
Okinawa Japan**

# Second Expeditionary Support Policy Council Meeting

By Lieutenant Commander Kenneth DesJardins, SC, USN, and Nancy Bates, Expeditionary Logistics Support Team Members, Naval Supply Systems Command Headquarters

The Expeditionary Support Policy Council (ESPC), formed last November, convened their second meeting in Coronado, Calif., March 31 – April 1 to continue to address the pressing logistics issues of the expeditionary war fighter. The group is co-chaired by CAPT Bill Munson, SC, USN, Acting Deputy Commander for Fleet Logistics Operations, and CAPT Jerry Twigg, SC, USN, Commander, Assistant Chief of Staff Operational Commander Support, and Commanding Officer, Naval Operational Logistics Support Center (NOLSC).

In support of Sea Power 21, the ESPC acts as the logistics advocate for Naval Expeditionary Forces, including Naval Construction Forces, Naval Expeditionary Logistics Support Forces, Naval Medical Expeditionary Forces, Naval Special Warfare Forces, the Naval Support Element, the U.S. Marine Corps and the Maritime Force Protection Command, which will stand up Oct. 1, 2004. The council identifies, analyzes, develops, and implements policies and procedures,

which enable planning, readiness, and efficient sustainment support during deployment.

The initial goal for the ESPC is to bring the widely diversified operational supply logistics community together in a forum that will promote logistics interoperability. The supply support questions that the council is addressing are designed to identify supply bottlenecks, seek standardized logistics support practices, and enhance the overall supply chain for expeditionary customers.

RADM Joseph Maguire, Commander, Navy Special Warfare Command, kicked off the meeting with an address to the expeditionary support council. He provided a compelling overview of the importance of operational logistics to warfighters today. He also shared insights into the unique needs of our special warfare community and stressed the importance of standardizing logistics procedures to the maximum extent possible.

The group then reviewed the guiding



RADM Joseph Maguire, Commander, Navy Special Warfare Command, kicked off the second meeting of the Expeditionary Support Policy Council.

document of the ESPC, the charter, which defines the purpose, scope and objectives of the council. The council consists of senior members of the expeditionary supply logistics community.

The group also reviewed action items generated from the first ESPC discussing the Supply Corps expeditionary career path, individual augmentee,

## Naval Warfare Development Command

NWDC is the Navy's manager for doctrine development, approval and dissemination, and for the Lessons Learned Program. Both doctrine and lessons learned provide tools for the operational logistician, especially in joint and coalition environments. Here are some pointers on how to access them or to provide feedback.

### Doctrine

Provide your input:

- To recommend changes to existing doctrine pubs, use NWDC web site discussion group, correspondence or Navy Lessons Learned System
- To propose a new doctrine pub, use

the format in NTTP 1-01, Appendix C  
Web sites:

Navy: [http://www.nwdc.navy.smil.mil/library/NWEL\\_pub\\_mgt/default.cfm](http://www.nwdc.navy.smil.mil/library/NWEL_pub_mgt/default.cfm) or  
<https://www.nko.navy.mil> and select "Sea Power 21" then "Sea Trial"  
Marine Corps: <https://www.dctrine.usmc.mil/>  
Joint and Other Service: <http://www.dtic.mil/doctrine/doctrine.htm>

### Navy Lessons Learned System (NLLS)

Key points:

- Centralized SIPRNET database to collect, validate and distribute unit feedback for corrective action
- Identifies shortcomings in doctrine or tactics, techniques and procedures

- Lessons learned (LLs) from other sources can be incorporated into the central database
- NLLS is an underutilized tool that is available to support expeditionary logisticians
- Wider involvement of logistics community is solicited in providing new LLs and commenting on existing LLs

Web sites:

<http://www.nwdc.navy.smil.mil/NLLS/new/default.asp>  
<http://www.nwdc.navy.mil/NLL/NLL.aspx>

Point of Contact:

CAPT Rich Gray, SC, USN at (401) 841-2624, DSN 948-2624 or [grayr@nwdc.navy.mil](mailto:grayr@nwdc.navy.mil)

***Second Expeditionary Support Policy Council Meeting***

*(Continued)*

contingency contracting issues, and evaluating the usefulness of the XLOG metrics that the Naval Supply Systems Command's Ground and Support Forces Division (SUP 42) updates for dashboard metrics. CAPT Rich Gray from the Naval Warfare Doctrine Command (NWDC) presented a Lessons Learned and Doctrine Development brief based on an action item from the first ESPC. The ESPC addressed the question—what new or revised doctrine is needed to support expeditionary logistics? (See side-bar on Page 21 for further NWDC information.)

Attendees focused on how the Navy is providing logistics support to its diverse community of expeditionary warfighters. Presentations included the Seabees 3M program by CAPT James W. Cowell Jr., CEC, USN, Commanding Officer of the Naval Facilities Expeditionary Logistics Center; an introductory demonstration of the Joint Expeditionary Warfare Logistics System (JEWLS) by CAPT Joseph Mecca, SC, USNR, from NFELC; and the logistics support unit concept in support of the Maritime Force Protection Command by CAPT Mark Heinrich, SC, USN, N41 at Commander, Naval Surface Force, Pacific Fleet.

Additional expeditionary support contributors who were not present at the first ESPC presented their command briefs and contributions to expeditionary forces logistics support. Mark Coggins from Naval Facilities Engineering Command and CAPT Tim Ross from Defense Logistics Agency presented their respective command briefs.

The Naval Operational Logistics Support Center (NOLSC) web-based central database of current and past information has been operational for several months. To access the classified library go to <http://www.ois.disa.smil.mil> on the SIPRNET. The unclassified library is posted at <http://www.ois.disa.mil>. These two libraries will serve as a repository for information about joint and operational logistics.

For NOLSC Portal Access, go to <http://www.ois.disa.smil.mil>. Click on "Contact Us." Select "Access." Download and complete the account Access Request form. In the justification field (block #20), annotate "Knowledge Management and NOLSC Portal access is required." Acquire appropriate signatures and submit/fax the form to the Yorktown Customer Service Center. The address is NOLSC – NWS Yorktown Spring Road Bldg. 1351, Yorktown, VA 23691-0410. The fax number is 757-887-4841.

The Expeditionary Logistics team has created a web site on Navy Knowledge Online at <https://wwwa.nko.navy.mil>. To access the Expeditionary Logistics page, select the Communities channel on the left side of the home portal page and then click on the Expeditionary Logistics Community. Readers will find the ESPC Charter, presentations from the most recent conference, the action item list, and a point of contact listing of attendees and members, as well as links to other sites of interest.

The NOLSC team will plan and organize the third ESPC, scheduled for the last week in October. Contact LCDR Dave March at (757) 443 5209 or [dave.march@navy.mil](mailto:dave.march@navy.mil) with ideas and comments concerning agenda items for the next ESPC. ↴

*LCDR DesJardins previously served on the staff of Commander, 7th Fleet embarked on USS Blue Ridge (LCC 19). His other sea tours include ASUPPO on USS Seattle (AOE 3), SUPPO on both USS Seahorse (SSN 669), and USS Simon Bolivar (SSBN 641). His other shore tours include a NACO internship at NAVICP. Nancy Bates is an RCI consultant supporting the NAVSUP Expeditionary Logistics team and is a Supply Corps Reserve captain with 24 years of military service.*

**Cash is History Aboard *Truman***

*By LCDR "J.B." Theriault, SC, USN, Assistant Supply Officer and Journalist Seaman Rosa Larson, USS Harry S. Truman (CVN 75)*

**U**SS *Harry S. Truman* (CVN 75) has made history once again, this time as the first aircraft carrier in the fleet to adopt the new Navy Cash™ Card system. The program, which began March 23, eliminates cash and coins from the entire ship and instead requires Sailors to add money from their personal bank accounts to one of two systems held on the cash card – the chip or the strip.

"The card has an electronic purse on the chip on the front of the card, which drives all of the purchases on the

ship," said Jon Holsinger, financial contact for the Navy Cash™ Program Office and Naval Reserve lieutenant commander with Naval Reserve Naval Operational Logistics Support Center Ammo, Mechanicsburg, Pa. "There is also a strip on the back of the card that utilizes the Mastercard logo on the front. It's a Mastercard debit feature that you can use wherever you'd use a Mastercard."

According to Holsinger, Navy Cash™ began when it went live in 2001 on USS *Rentz* (FFG 46) after the U.S.

Treasury and Naval Supply Systems Command partnered together to create the program. Since then, many others have followed suit in the growing trend of a cashless Navy, with *HST* as the largest vessel using the program to date.

Long before Navy Cash™ went live on *HST*, preparations were made to prepare the crew for such a large change.

"Our office did briefings, visited the ship and went through PowerPoint presentations with the upper-level

officers on the ship and developed a game plan to train the crew,” said Holsinger.

Many Sailors have enjoyed the new system since it went into place.

“It took about a day for me to get used to it,” said Postal Clerk Seaman Casey Moffitt. “It was simple.”

“The Navy Cash™ Card is convenient as far as not having to carry cash around. (Sailors) can just go to the ship’s ATM machine and transfer money to the chip,” said Ship’s Serviceman 3rd Class (SW) Rodney Goins.

The card has also made it easier for the many sales transactions that occur every day on *HST*.

“As ship’s servicemen, our job deals with vending machines, phone card machines and the ship’s store,” said Chief Ship’s Serviceman (SW) Scott Nester, S-3 divisional chief petty officer. “The money we collected from that took two people on two shifts 24 hours a day to do here on *USS Harry S. Truman*. Now, it’s all done electronically, so I can use those two people elsewhere in my operations.”

Besides the cash-handling benefits, Navy Cash™ was also created to benefit Sailors who use the card.

“It’s considered safer than having money in the racks and having to pull your cash from an ATM and keep it in your pocket,” said Carol Lentz, program



*USS Harry S. Truman’s Commanding Officer, CAPT Michael R. Groothousen activates his new Navy Cash™ Card by transferring funds from a personal bank account ashore to the chip on his card.*

manager for the industry partners J.P Morgan-Chase. “If you lose your cash, it’s gone. If you lose your card, the money can be restored to you.”

According to Lentz, if a Sailor loses their card and reports it to the disbursing office, the card can be frozen within the skin of the ship in five minutes and ashore within 24 hours. If the card is not reported lost or stolen, the maximum amount of money that can be used is \$25, despite the \$1,000 maximum Sailors can keep on the chip.

PIN protection is a safety feature added to the card to both protect and deter Sailors from theft. This added protection has helped many Sailors feel more at ease with the program.

“I feel safer knowing that my card is protected,” said Sales Officer LTJG Wil Wooten. “No one wants to lose \$25, but it’s a lot better than losing all the money in your wallet.”

One of the best benefits,

however, may be never replacing a card once the Sailor has received it.

“When individuals move from ship to ship, they can keep using the same card,” said Lentz.

Navy Cash cards on *HST* have already made a large impact in the way the ship does day-to-day business. Overall, the crew of *HST* has reacted positively to the change.

“The ship has responded well to the new program,” said Holsinger. “It’s a great ship and I think a good match for Navy Cash.”

*HST*’s Supply Officer, CDR John G. King stated, “...the command had apprehensions surrounding the implementation of the system, but recognized this program is only one in a long line of changes required to meet the needs of our ever changing Navy and the way we operate afloat. The support received from Naval Supply Systems Command and Navy Family Support went above and beyond our highest expectations. We couldn’t be more pleased.” ↴

## **Navy Cash™ is Up and Running**

Navy Cash™ Card Program, developed by Naval Supply Systems Command, U.S. Treasury and J.P. Morgan-Chase, has been implemented on more than 20 ships as of mid May. NAVSUP projects implementing the program on another 20 ships before the end of the fiscal year.

# Foreign Supply Officers Thrive in Coveted Logistics Support Posts

By Lieutenant Ron Flanders, FISC San Diego Public Affairs

LCDR Carl Taylor and LT Ricardo Morcillo wear different uniforms, speak different languages, and hail from different hemispheres. But aside from being supply officers, the Brit and the Brazilian have one major thing in common. They both arrive at work each day with a smile on their face. That's because they are doing their "dream jobs," and they didn't even need to win a reality TV show to get them.

Taylor, a 20-year veteran of the Royal Navy, is the director of Fleet and Industrial Supply Center San Diego's Logistics Support Center and director of its Naval Base San Diego site, a two-year tour that places the supply needs of scores of ships and submarines squarely on his shoulders. It's a gargantuan responsibility, but the tour will prepare him nicely for his next post. Taylor's interaction with the fleet, especially the carrier force, will help him as the Royal Navy modernizes with bigger decked carriers.

Morcillo was handpicked by the Brazilian CNO for his two-year tour of duty as the Logistics Support Center's assistant director. Under the Personnel Exchange Program (PEP), the U.S. Navy swaps Supply Corps officers with Australia, Brazil, Canada, and the United Kingdom. American SUPPOs, mostly at the lieutenant and lieutenant commander levels, go to their countries for two years, and their officers come to the United States. At FISC San Diego, officers from the United Kingdom and Brazil have worked in some capacity for more than two decades.

For these officers, working at the LSC comes with a tremendous learning curve. Not only do they have to learn a new supply organization, but they also



LCDR Carl Taylor and LT Ricardo Morcillo are enjoying their tours at FISC San Diego's Logistics Support Center. (Photo by LT Ron Flanders)

have to take a crash course in American Navy 101.

"When you get here, you're starting with a blank piece of paper. You have to learn the rank structure, where the guys go to get trained, where is their accommodation, where are all the bases in the States?" said Taylor. "Then you get to the LSC operation. Obviously, I knew it would be on a much bigger scale than the United Kingdom, but even so, it surprised me when I got here. Because of the Navy's global reach, the support infrastructure that is required is huge. More people, more equipment, more touch points. And, I like the opportunity to integrate fully with the support effort here at the waterfront."

The partnership between the U.S. Navy Supply Corps and its foreign counterparts is a win-win situation for all parties involved. Not only does the officer gain unique career experience, but the country that sends its officers

to FISC San Diego also benefits. The LSC position puts Morcillo, a shining star in the Brazilian Supply Corps, on the career fast track, and he will have the ear of the leadership when he returns.

"When I leave here, I have to prepare a final report, then deliver a briefing to our [Naval Supply Systems Command equivalent] admiral. Wholesale changes are hard to make, but our admirals will be listening to me when I get back. Our leadership wants to know how the logistics support is done here, and I think they will try to incorporate some of the little things," Morcillo said.

Upon his return, Morcillo will be stationed at the Brazilian equivalent of either NAVSUP, a FISC, or an LSC for six years, giving the Brazilian navy benefit for their investment.

The return home to their navies, though, is something neither Taylor nor Morcillo want to ponder right now. One

**Foreign Supply Officers**

*(Continued)*

big reason — their families are enjoying this tour even more than they are.

“My wife wants me to leave the Royal Navy and join the U.S. Navy,” Taylor laughed.

“We feel fortunate to be here. My son is in a good high school, my daughter loves her preschool, and my wife loves it too. The climate is fantastic. And it’s not just the beaches. Here you can say, ‘I’m going to have a barbecue in three weeks time.’ You can’t do that in the United Kingdom, because you don’t know if it is going to be

raining, sleet or snowing.”

Taylor and his children have even taken up surfing near their Coronado home, something you can’t learn very easily in England.

Morcillo is no less enthusiastic about San Diego or its climate, although he admits that San Diego beaches are nowhere near the caliber of his native Brazil.

While most people assume because he is Brazilian that he loves soccer, Morcillo has become an NBA junkie, watching one or two basketball games a night. He adds that he, too, is in the same boat when it comes to his

wife. “She doesn’t want to come back to Brazil. We have made great friends here, and it is going to be very hard to say good-bye.”

For now, the two foreign SUPPOs are savoring each day, gaining valuable experience for their careers. Both credit the Sailors at the LSC for helping ease the transition from their navies into the FISC San Diego organization. And both say they wish their stays could be a little bit longer.

“I have always wanted to spend some time abroad living in the United States,” Morcillo said. “It’s been a dream come true for me.” ↓

**Navy Promotes First West Coast CWO-5**

*By Journalist 3rd Class Cheryl Wilson, Naval Media Center, Fleet Support Detachment San Diego*

**S**AN DIEGO (NNS) — Assault Craft Unit (ACU) 5 promoted the first Sailor on the West Coast to the newly-implemented rank of CWO-5 April 30.

Chief Warrant Officer (CWO) James Jackson was promoted from CWO-4 to CWO-5 as part of the Navy’s gradual phase-in of the new rank.

“I am number seven on the [promotion] list, but the first on the West Coast,” said Jackson, ACU-5 assistant supply, food service and bachelor enlisted quarters officer.

The Hot Springs, Ark., native decided to stay in the Navy after 30 years to accept this promotion. “It is the Navy that keeps me going – it is serving my country in this war on terrorism. I was going to retire, but being CWO-5 is an honor for me,” Jackson said.

RADM Daniel Stone, director of Logistics and Engineering for North American Aerospace Command and U.S. Northern Command, said Jackson’s advancement to CWO-5 is not only an achievement for the supply community, but also for the Navy. “It is a very distinguished career to achieve the rank

of warrant officer,” Stone said.

Warrant officers are essential to the Navy’s successful operation, and preserve the knowledge and technical skills within the community. “Having the CWO-5 rank is the Navy’s way of not letting the technically skilled Sailors leave the work force and take all that knowledge with them,” Jackson said.

All CWO-5s will be chosen from the Navy’s CWO-4s. “You have to be CWO-4 for at least three years. Usually, those people have about 27 or 28 years in,” Jackson said.

“There is an old saying that says, ‘Great moments are made from great opportunities.’ It is surely a great moment for me to be selected as one of the Navy’s first chief warrant officer fives,” said Jackson.

He feels his shipmates presented the opportunities that led him to this promotion.

“I could not have succeeded without the help of many people, both junior and senior, who I have worked with throughout my career,” Jackson admitted.



*Chief Warrant Officer (CWO) James Jackson*

The implementation of CWO-5 not only retains the technical skills of career Sailors, but also provides Sailors like Jackson an opportunity to continue to do what they know best for a few more years in the Navy.

“Now that I am CWO-5, they do not have to retire me and I can help with my expertise,” Jackson said. “I find it a fantastic feeling to be able to give two more years to my country.” ↓

# More Than a Job

By Mike Antoine, Naval Station Ingleside Public Affairs

Life's been more than a job for Angela Watson the past few years. It's been an adventure.

ENS Watson is the supply officer aboard HSV 2 *Swift*, and the third member of her family to serve in the U.S. Navy – her father is a retired Naval warrant officer; her brother, a Navy veteran.

While attending Missouri Southern State College, Watson decided that perhaps the Navy was for her. She signed up for a program that paid her as an E-4 her last two years at college, and once she earned her commission, required a minimum commitment of four years.

Following successful completion of Officer Candidate School at NAS Pensacola, Fla., in April 2002, the Neosho, Mo., native was off to Supply Corps School in Athens, Ga., followed by a six-week stint at Supply Officer Department Head School.

At that point in her young career, Watson was supposed to go to the HSV X1 *Joint Venture*, but fate stepped in – the vessel had deployed to the Persian Gulf.

Instead, Watson reported to helicopter control school in Norfolk, also helping with shore support of

*Joint Venture* in Little Creek, Va.

In April 2003, Watson reported to the office spaces aboard Naval Station Ingleside for the soon reporting HSV 2 *Swift*, working with Mine Warfare Command and Naval Surface Force, U.S. Atlantic Fleet; to get the ship set up with everything it needed, from sheets to fire fighting equipment.

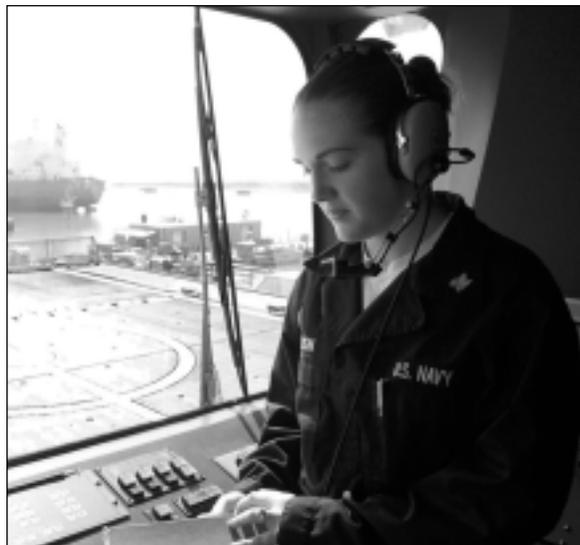
According to Watson, she was in a race against time. “We wanted to get ‘stuff’ ordered so it would be ready in time for delivery of the ship to the U.S. Navy,” Watson said.

In June, Watson was part of the contingent that went to Australia for the formal acceptance of the ship to the United States Navy.

Between Aug. 15, when the ship was officially turned over, to October, when she and the Blue Crew turned the ship over to the Little Creek Gold Crew, the ship was a beehive of activity – with Watson understandably in the middle of the swarm.

There was the ship's first deployment – with stops in Sydney and Darwin, Australia, then to Bahrain in the Persian Gulf.

During this time, the ship picked up flight deck testing crews to test the helicopter landing deck and assorted personnel were coming and going on board, testing different elements of the



ENS Angela Watson at her station in the ship's helicopter control tower, working on her qualifications.

futuristic looking ship.

Needless to say, Watson was ready to step onto some familiar territory when the ship dropped in for a short “visit” to its homeport at Naval Station Ingleside, March 7. “The visits to foreign ports are fun,” she admitted, “but it's nice to come back home to South Texas.” And family as well.

Watson's family includes Brent, her high school sweetheart, who works in Corpus Christi as a correction officer, and their three dogs – Rocky, Zaydee and Cooper.

Watson admits *Swift* has spoiled her. “It's the newest and neatest ship in the U.S. inventory, and I've got the best crew to work with,” she smiled. “I'll be lost on my next ship.”

*Swift* is deployed again, but come May, when the Gold Crew takes over the ship again for its four-month stint; she can kick her heels up at home and think up ways to get involved with her local community. “I'm thinking I'd like to work with the Humane Society,” she smiled.

Naval Station Ingleside is the Navy's “Mine Warfare Center of Excellence.”



On the bridge of HSV 2 *Swift*, ENS Angela Watson is seen working on her Officer of the Deck qualifications. Photos by Mike Antoine

# Supply Department On Board Navy's Newest Aircraft Carrier Prepares to Transfer Navy's First Chief Warrant Officer 5

By Lieutenant Eve M. Doucet, SC, USNR(TAR)  
Stock Control Officer (S-1), USS Ronald Reagan (CVN 76)

The Navy's newest aircraft carrier, USS *Ronald Reagan* (CVN 76), is ready to transfer her first Food Service Officer and the Navy's first Chief Warrant Officer 5 (CWO5), Leon Cole, after a challenging 30-month tour that not only set up food operations for over 3,000 Sailors, but set new standards of service throughout the fleet.

CWO5 Leon Cole, a native of Antigua, West Indies, is headed to Navy Family Support at Naval Supply Systems Command Headquarters in Mechanicsburg, Pa., to become the Readiness Officer. There, he will use his nearly 30 years of experience in food service operations to set policy, review criteria for Captain Edward F. Ney awards, work Prime Vendor issues and other fleet support issues.

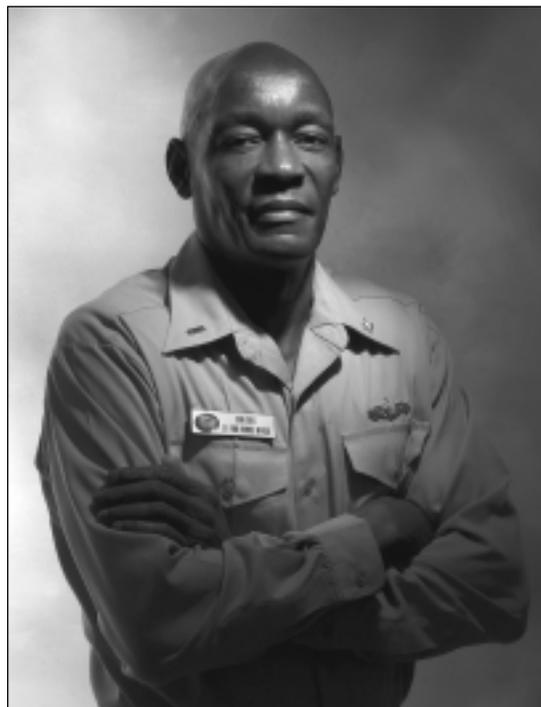
Commissioning an aircraft carrier is no easy feat, but the Supply team on board *Ronald Reagan* worked together to ensure that the carrier's "firsts" were flawlessly executed despite numerous obstacles. Cole states that, "The positive mental attitudes of the cooks that we have here make all the difference. I was amazed at their eagerness to learn and receptiveness to what I had to share with them. I truly believe that is why we were able to do so much more with what we had — because they *trusted me*."

During his tour aboard *Ronald Reagan*, Cole achieved many personal milestones. He obtained his

Surface Warfare Supply Corps Officer designation and was the first of 17 to be advanced to CWO5 from a field of 222 candidates. The rank of CWO5 was established in October 2002 to ensure the Navy attracts and retains the very best technical leadership for a full 30-year career ... a perfect fit for the five-time Ney Award winner.

No stranger to hard work, Cole had been on the precommissioning crews for USS *Harry S. Truman* (CVN 75) and the USS *Theodore Roosevelt* (CVN 71) before accepting orders to PCU *Ronald Reagan* (CVN 76). He says he took the orders because, "...it was an opportunity to do something for the kids (referring to the Culinary Specialists he works with). I saw the *Ronald Reagan* as a way to teach the young Sailors and share all the knowledge that I've gained, so that they learn correctly, from the beginning."

As he says this, Seaman Garcia from the CPO Mess enters the Food Service Office to shake the hand of his mentor and to thank him for everything he has taught him. The



CWO5 Leon Cole was the first of 17 to wear the reinstated rank.

two exchange pleasantries and Cole beams as the young Sailor leaves. "That is why I love my job. I'm going to stay in the Navy as long as the Navy will let me!" ↴

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LT Eve Doucet received her commission from Officer Candidate School in 1999. Her previous tour was Deputy Assistant Chief of Staff for Logistics at Commander, Naval Forces Marianas, Guam.

# FISC's Command Master Chief Stresses Strong Leadership and Mentoring in Developing Junior Sailors

By Journalist 1st Class Jessica M. Bailey, Fleet and Industrial Supply Center San Diego Public Affairs

Master Chief Storekeeper (Surface Warfare) Mark Niess (pronounced *Nice*) is fielding phone calls and clearing a spot on his calendar for yet another visitor in what is becoming a typically busy day. But, if he were having a rough day at the office, you probably wouldn't detect it. He's smiling and all appears right with the world.

"I try to see the positive side of everything, and I surround myself with the same kind of people," Niess said. "It's the people you surround yourself with who can truly make the difference. Great teamwork and great professionals with the best attitude make for the best environment in which to work. You can accomplish much in that kind of atmosphere. Being in a place like San Diego doesn't hurt either."

Niess, the Fleet and Industrial Supply Center San Diego's new command master chief has somewhat gotten settled in his office in Naval Base San Diego building 116. Although his new assignment was effective September 2003, he didn't actually take over the job until January 2004.

During that four-month period, Niess worked directly for RDML William Kowba, Commander, Fleet and Industrial Supply Centers. The brief stint turned out to be a good overall education for him in a variety of ways. He learned a myriad of things, but, more importantly, it allowed him to gain a better perspective about the COMFISCS transformation process and how all the pieces are supposed to fit and flow together into the big picture.

"I think the transformation happening right now with COMFISCS being over all the FISCs worldwide is exciting and long overdue," he said. "The time I spent working for the admiral and his

staff helped me gain valuable insight regarding a fairly complex process. I'm not so sure if I would have as much input into what I'm doing in my job here, if I hadn't spent that time in the COMFISCS Program Management Office."

The command master chief also had an opportunity to spend some rewarding time with junior and senior enlisted Sailors, and has been impressed with the quality of professionalism he's encountered. Although he values communication with everyone up and down the chain, military and civilian alike, his primary goal is to make himself available to Sailors and help them achieve their goals.

"My main concern is always to connect with the enlisted Sailor and to make myself available to them," he said. "I care about what's going on with them, listening to their concerns and being able to communicate with them."

Niess, who joined the Navy in 1983, credits senior leadership early on in his career with helping him to stay focused in pursuing his goals in the Navy. He said spending time with junior Sailors could impact a career and clarify a more defined course of action.

"I look back now and see how someone mentoring me made all the difference in my career and made me the leader I am today," Niess said. "But, at the time, I didn't know that I was being mentored, and there was no formal program for mentoring. I'm sure if you spoke to many leaders today, you'd hear a similar story about how someone took the time to lead them and teach them."

Someone taking the time to listen and lead Niess as a young Navy seaman has produced a rewarding career filled with challenging duty stations and numerous accolades such as five Navy



SKCM (SW) Mark Niess, FISC San Diego's new command master chief, said that mentoring and encouraging Sailors should be an ongoing process.

Commendation medals and three Navy Achievement medals. Medals and honors aside, the lessons he's learned along the way have established a firm leadership foundation, which he believes will benefit junior and senior Sailors.

"During my service, I've found that with each promotion comes new responsibility," said Niess. "Just because you put on another chevron as a petty officer or don khakis as a chief or officer, doesn't mean that you have all the answers. There is still more learning and more growing. But, you will always have the added responsibility of mentoring those junior to you."

The word 'transformation' is not an unfamiliar term to most people these days. We've witnessed the downsizing, realignment and merging of big corporate giants. The Navy continues to experience a similar transformation as streamlining prevails, older ships are

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## ***FISC's Command Master Chief*** *(Continued)*

decommissioned and Navy ratings merge. This uncertain climate can have an adverse effect on some Sailors, causing them to second-guess their commitment to the Navy.

“Change is always hard, but the hardest thing about change is the emotional side that goes along with it.

Whether it's job security or taking on new tasks, people get emotional about the unknown,” said Niess. “That's where strong leadership comes in with the positive attitude to get you through.

“Learning to handle any kind of uncertainty is something a leader can pass on to junior Sailors. As they progress through the ranks, it becomes something they'll learn to pass on as well.”

Niess said that the essential element in any organization is to have those people who are willing to take a Sailor under their wing and nurture them toward a healthy, productive career. As is his motto, Niess always sees the bright side.

“Everybody can learn something beyond what they're already doing,” he said. “It just takes time and determination.”



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# **Team Concord Showing How It's Done!**

*By Information Systems Technician 1st Class (NAC) James White,  
Assistant Public Affairs Officer, USNS Concord*

In the course of a three-day Pacific Fleet Supply Management Assessment (SMA), the crew of USNS Concord raised the bar of Supply excellence for all ships in the Pacific Fleet. Scoring an unprecedented overall score of 98.58 percent with functional scores in Accountability, ADP and Aviation Parts at 100 percent and Sustainability at 97.4 percent, the Concord set a new record.

Under the driven leadership of Officer in Charge, CDR Patrick O. McCabe, who declared to the Military Department that our goal was to be better than the best, the Military Department set forth in a fury of checks and rechecks, going over everything two, three, four or more times. The minutest of details were reviewed and the crew sacrificed liberty – not just on weekends, but worked late into the night on a daily basis.

The Assessment Team could only look in awe and wonder how they could report such a high score, but it was a justified score. At the end of the inspection, McCabe authorized a three-day liberty weekend for the crew for their outstanding accomplishment. “Bottom line,” said McCabe, “the MILDEPT and Supply Department personnel absolutely excelled. This outstanding score is a result of a lot of support received from everybody

during the many months that led up to this event — thanks to everyone for all the support and dedication to achieve this high standard.”

*ITI(NAC) James White of the USNS Concord (T-AFS 5) Operations*

*Department is also the assistant PAO. He has been on board the ship for 11 months. Concord is a forward-deployed Military Sealift Command Cargo Logistics Force ship stationed out of Guam.*



*After proving to be the best in supply, from left, LT Roscoe Porter, CWO2 Leo Corpuz, CDR Patrick McCabe, LTJG Crystal Bannister, SKCS (SW/AW) Anthony Clemons attended the 209th Supply Corps Birthday Ball in Yokosuka, Japan, representing USNS Concord and Military Sealift Command.*

*Commander Naval Surface Forces, Pacific Fleet-SMA team with Master (Captain) and MILDEPT Officer in Charge prepare to cut SMA cake with Concord Minuteman statue in the background. Pictured, from left, are CAPT Tom Schwinn, Officer in Charge CDR Patrick McCabe, and team members Richard German and Jeshua Todd, SKCS(SW/AW) Jimmy Cubillo, and Danny Baltazar.*





## Rear Admiral Kowba Graduates 1st Battalion

Rear Admiral William A. Kowba, Commander, Fleet and Industrial Supply Centers, graduated and certified students of the 1st Battalion "Ready for Sea" on March 11, 2004. The Admiral came from San Diego to visit the "Cradle of the Supply Corps."

RDML Kowba and CAPT Bob Monette, presented awards to students who distinguished themselves among their peers. LTJG Athena Beidleman, was 1st Battalion's Honor Graduate and was awarded the Navy Exchanged Service Command Ship's Service Store Award for the highest average in Retail Operations. She is headed to USS *Mitscher* (DDG 57).

The Food Service Award for the highest average in Food Service was awarded to LTJG Richard Diaz. He is headed to USS *Dubuque* (LPD 8).

The Navy Supply Corps Foundation Leadership Award and Defense Finance and Accounting Service Excellence Award for the highest average in Disbursing Management were presented to LTJG Elizabeth Williams, who is headed to USS *Lake Erie* (CG 70).

The students of 1st Battalion honored CWO4 Gordon Keith as Instructor of the Battalion. This is the first time that CWO4 Keith has received the honor. The Instructor of the Battalion is chosen by the students of the graduating battalion and represents the instructor they feel contributed most to their professional and educational experience at NSCS.



*RDML Bill Kowba, left, and CAPT Bob Monette, right, present the Honor Graduate award to LTJG Athena Beidleman. LTJG Athena Beidleman also received the Navy Exchange Service Command Ship's Service Store Award.*



*LTJG Richard Diaz received the Food Service Award.*



*LTJG Elizabeth Williams received the Navy Supply Corps Foundation's Leadership Award and Defense Finance and Accounting Service Excellence Award.*



*CWO4 Gordon Keith received the Instructor of the Battalion award.*

## "RDML Henry B. Tomlin, III Graduated the 55th Company of the BQC-NR"

RDML Henry B. Tomlin, III, SC, USNR, Assistant Director for Supply, Ordnance and Logistics Operations (OPNAV, N41) in Arlington, Va., was the guest speaker for the graduation ceremony of the 55th Company of the Basic Qualification Course-Naval Reserve (BQC-NR) on Feb. 13, 2004.

The graduation events began with a dinner hosted by the Commanding Officer, CAPT Robert Monette, on Feb. 12. This event provided RDML Tomlin and CAPT Monette with an opportunity to meet with the 55th Company students, their families and the Navy Supply Corps School's Reserve

Training Division Staff in a casual environment.

The next day, RDML Tomlin congratulated the 55th Company on their achievements and officially welcomed them to the Supply Corps.

During the graduation dinner, RDML Tomlin explained what it takes to be not only an excellent supply officer, but foremost an outstanding Naval officer and leader. He reminded the students that they need to be mindful of the suggestions of those they will lead while always upholding the core values of Honor, Courage and Commitment.

The 55th Company is already living up to the Navy's core values as they performed exceptionally well throughout this 15-month program. They successfully met all challenges



*Members of the 55th Battalion Qualification Course and their instructors include, from left, CW02 Dave Nichols; CDR Pat Whitsell, BQC-NR Department Head; LTJG Martin Armstrong; LTJG Leslie Kravitz; LTJG Charlette Carollo; LT Kim Cost, BQC-NR Instructor; LTJG Ryan Baum; and LT Paul Melvey, BQC-NR Instructor. Not pictured is SKC (SW) Gary Seiter, BQC-NR Instructor.*

and achieved a highly impressive company average of 91.3 percent. This is a remarkable accomplishment considering their extremely demanding civilian occupations. LTJG Ryan Baum, SC, USNR was recognized as the American Logistics Association Honor Graduate, achieving an overall average of 94.3 percent.



### **An Opportunity to be a Part of Supply Corps History!**

The 58 acres in the historic Normaltown district has been used for many things over the years, but during the last 50 it has been established as a leading source of logistical training excellence for the Navy and Marine Corps.

To commemorate the thousands of accomplished professionals who have walked these grounds and to honor the outstanding relationship the Navy has enjoyed with the city of Athens, we will be building a brick "Commemorative Wall" next to Royar Square. This will be built solely with funds raised by selling engraved bricks. People who have been a student, staff member, or affiliated with NSCS in any way can become part of the permanent history of the Supply Corps by having their name etched onto their own brick. The wall with the engraved names will be finished by July of 2004, and will be a centerpiece of the 50th Anniversary ceremonies.



There is a detailed web site available for the event. Log on to <http://www.negsca.org/50th/> to get event information, see schedules, and ask questions. You can register and pay for the event on this web site, and you can purchase a brick for our Commemorative Wall. Bricks are still on sale and will be sold until there is no more space available on the wall. The primary POC for the 50th Anniversary celebration is LCDR C.J. Mayer, who you can email with questions at [conrad.mayer@navy.mil](mailto:conrad.mayer@navy.mil).



### The Acquisition Professional Community (APC)

The APC consists of a select group of highly skilled military and civilian acquisition professionals who meet certain education, training, and experience requirements. Department of Navy (DON) Critical Acquisition Positions (CAPs) must be filled with APC members. The other defense components also have APCs; however they refer to them as the "Acquisition Corps."

After Oct. 1, 1992, no one may enter a CAP unless he or she is a member of the APC or unless this requirement is waived before the person enters the CAP.

All APC applicants must either be a DON acquisition workforce member graded at GS-13 or above, O-4 or above, or be tentatively selected for a DON CAP.

APC applicants must meet the following requirements:

- Have a bachelor's degree from an accredited educational institution authorized to grant bachelor's degrees;
- Have completed:
  - At least 24 semester credit hours (or academic equivalent) of study from an accredited institution of higher education from among the business-related disciplines of accounting, business finance, law, contracts, purchasing, economics, industrial management, marketing, quantitative methods, and organization and management; or
  - At least 24 semester hours (or academic equivalent) from an accredited institution of higher education in their primary career field along with 12 semester hours (or academic equivalent) from the management disciplines above;
- Have at least four years of experience in federal government acquisition positions or comparable positions in the private sector (up to one year may be credited for time spent pursuing a program of academic training or education in acquisition); and
- Be certified or meet all mandatory training required for either Level II or III of the workforce member's primary career field.

For additional information, visit the Director, Acquisition Career Management web site at <http://www.acquisition.navy.mil>. If you have any other questions, contact the Career Counselor at (901) 874-4624, DSN 882, or [p4412q@persnet.navy.mil](mailto:p4412q@persnet.navy.mil).

### The Joint Petroleum Logistics Program (a.k.a. - the 811 program)

Commencing June 2004, officers enrolling in the Petroleum Management Postgraduate Program at the University of Kansas (KU) will be part of an exciting and newly revised curriculum that will earn them an M.B.A. with an emphasis in

Petroleum Management, Phase I Joint Professional Military Education (JPME) certification from the Army Command and General Staff College (CGSC) and a 1307P subspecialty code. This program, known as the Joint Petroleum Logistics Program, is 24 months in duration and entails attending a JPME Phase I short course (i.e., six months vice 12 months) at CGSC, Ft. Leavenworth, Kan., and enrollment in the KU Petroleum Management Program. KU's modified curriculum provides a mix of petroleum management, business management, and quantitative analysis and modeling courses.

### M.B.A. Delayed Assignment Program

OP is announcing the kickoff of the M.B.A. Postgraduate Delayed Assignment Program commencing summer 2004 at Naval Postgraduate School (NPS). This program changes the way Supply Corps officers are selected for M.B.A. programs at NPS. Instead of selecting officers for a specific M.B.A. program early in their career and then waiting several years to attend postgraduate school, Supply Corps officers are now selected for an M.B.A. "pool" and assigned a program after the first quarter of study. This allows officers more time during their careers to gain exposure to various Supply Corps specializations and affords time in an academic environment prior to selection and assignment to a specific M.B.A. program. Approximately 20 officers are entering this pilot program where they are enrolled in identical core courses for the first quarter of study. Assignment of their curriculum program (e.g., Acquisition Contracting Management, Inventory Systems Management, Financial Management, Logistics and Transportation Management and Transportation Logistics) will occur at the end of first quarter and will be based on individual preference, available quotas and class standing.

### Supply Corps Officer Strength



As of April 15, 2004

#### Selected

	Regular	Reserve	LDO/CWO	TAR	Total
<b>FLAG</b> .....	11	8	0	0	<b>19</b>
<b>CAPT</b> .....	172	92	1	10	<b>275</b>
<b>CDR</b> .....	438	278	8	29	<b>753</b>
<b>LCDR</b> .....	502	351	23	36	<b>912</b>
<b>LT</b> .....	695	231	54	22	<b>1002</b>
<b>LTJG</b> .....	478	30	45	1	<b>554</b>
<b>ENS</b> .....	268	85	25	0	<b>378</b>
<b>CWO</b> .....	0	7	73	0	<b>80</b>
<b>Total</b> .....	<b>2564</b>	<b>1082</b>	<b>229</b>	<b>98</b>	<b>3973</b>

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**Orders Announcement**

<i>Name</i>	<i>From</i>	<i>To</i>
<i>Captains</i>		
Chuck Donney	DCM Delaware	NSA Mechanicsburg
Dave Higgins	NSA Mech.	NAVSUP
Jeff Martin	NAVSUP01	CNO Strategic Studies GP
Jerry McEnerney	NAVICP	DLA
Chris Vitt	NAVSUP	CDR, NAVICP Int'l Programs Office
<i>Captains (Sel)</i>		
Frank Tisak	USNS <i>Sirius</i>	CNR Mid-Atlantic
Judy Miller	COMPACFLT	DLA
<i>Commanders</i>		
Phil Allison	USNA	NAS Sigonella
William Allison	CNSP	CNINAVMAG Indian Island
Pat Brown	NAVICP Philadelphia	OPNAV
Kevin Carrier	DDD Norfolk	COMLANTFLT
Sharon Chapman	DFAS HQ	NAVSEA
Duane Childress	COMLANTFLT	ACLANT
Chuck Cleckler	USNAVCENT	ELSF
Vince Clifton	NAS New Orleans	NCHB 1
Robert Clements	ELSF	USNAVCENT
Teddi Dyson	FISC Norfolk	ASN RDA
Lee Ebert	NSA Naples	BUPERS-Arlington
Philip Farhinger	Army War College	NOLSC
Lou Giordano	FISC Norfolk	CLF
Janet Goldstein	USCENTCOM	NAVAIR
Walt Grauer	USNS <i>Comfort</i>	Naval Academy
Matt Hellman	NCWG2	NRRC MA
Stephen Hemmrich	ICAF	SACLANT
Cary Johnson	NAVICP Philadelphia	FISC Norfolk Det Philadelphia
Steven Kinskie	OPNAV	FISC Norfolk
Peter Kopfer	ELSF	FISC Norfolk
Jeff Leclaire	NAVSEA	NAVAIR
David Mirano	USS <i>Vinson</i>	Naval Postgraduate School
Chris Mosher	HQ NATO AF-South	NAVICP Philadelphia
Drew Mullin	JNTRCSTFCOL	NAVAIR
Dave Nystrom	USS <i>Carl Vinson</i>	OPNAV
Ted Olson	DDSP	Army War College
Ingrid Phillips	ICAF	USNS <i>Comfort</i>
Jim Piburn	USNS <i>San Jose</i>	DLA
Dean Quadrini	USMTM Riyadh	NETC
Alfred Rackauskas	ACLANT	USJFCOM JTASC
Jim Shields	USNS <i>Spica</i>	OPNAV
Michael Thomas	NAVAIR	NSCS Athens
Robert Turner	DDD Pearl Harbor	USALOG Ft Lee, Va.
Scott Vandermar	SOCOM	CNSP
Becky Watson	OP	NRRCNE
Kurt Waymire	NAVSUP	NOLSC
Andrew Wickard	NAVICP Mechanicsburg	OP

**FY-04 E9 (CYCLE 173)  
Active Duty Selection Board Results**

Congratulations to our newest Master Chiefs!

*CSCM - Master Chief Culinary Specialist*Carol Anderson  
Edwin Arboleda  
Bruce Binda  
Joe Lee Clark  
Antonio Concepcion  
Waring Davidson  
Jorge A. Huezo  
Orlando Ibarra  
Roberto Miranda  
Tony Siack  
Nestor Tumulac  
Wanda Weatherspoon*DKCM - Master Chief Disbursing Clerk*Bret Alan Lee  
Peter Ronque*PCCM - Master Chief Postal Clerk*

James McCaffrey

*SHCM - Master Chief Ships Serviceman*Bryan Exum  
Florentino Manalata  
Eduardo Marcial  
Michelle Mikulski  
Daniel Robinson*SKCM - Master Chief Storekeeper Submarine Qualified*

Mitchell Miller

*SKCM - Master Chief Storekeeper*Robert Acosta  
Maria Aquino  
Sol Costin  
Jimmy Cubillo  
Ricarte David  
Scott L. Davis  
Shawn J. Davis  
Maria Intalan  
Roland Lewis  
Bradley March  
Sean May  
Prospero Rivera  
Robert Sanchez  
Daniel Sepke  
Ronald Serica  
John P. Siegel



is the utilization of Navy Knowledge Online (NKO), and your rating experts

functions they perform. NAVSUP is currently working with the Center for Service Support to pilot certification via the American Culinary Federation (ACF). This pilot will determine the steps we need to take to prepare our fleet CS community for certification.

Let me open this article by first saying congratulations to all of our newly selected Senior and Master Chief Petty Officers. As always, the competition for advancement was keen and those selected are well deserving of their new rank and responsibility. The challenge now is to grow into your new role. Leverage your resources to become a more effective strategic leader and manager.

My first article talked about effective communication and the importance of all of us talking about our Navy and where we are heading in our future. I would like to discuss with you some of the initiatives we have going on within the supply enlisted community to keep you up to speed and try my best to dispel the scuttlebutt. You should ensure that when making career decisions that you vet your plan through the chain of command and your mentor to ensure you have the latest information regarding your rating.

Our Chief of Naval Operations has tasked all of us to lean forward and challenge all the assumptions in leading and guiding our Navy. This form of leadership offers a great opportunity for innovation and input from everyone. This also creates a dynamic atmosphere in which various ideas will be tried out to see if they work. Some of these roads we travel may take us down paths to success and some make take us back to the current way of mission accomplishment. The key is to stay engaged so that we have the best possible outcome to make us all better warfighters.

The health of the supply enlisted community could not be better. We have the highest retention and manning figures since the all volunteer force started. We are manned at or just above 100 percent in all of our ratings. The by product of this is keener advancement competition for everyone. We must all double our efforts in preparing ourselves and our Sailors for advancement. The critical link to better advancement for all

at the Center for Service Support (CSS) in Athens, Ga.

There are various rating initiatives going on in the enlisted community throughout the Navy. The goal is to provide you better job content, and provide the leadership of our combatant platforms a more versatile Sailor that can meet any challenge. You have already proven that you are capable of taking on more diverse skills and your flexibility by being members of the force protection team, standing underway watches, etc. Now we must combine your technical skills and manage those skills differently. Here is a synopsis of the current initiatives for our supply enlisted ratings.

**CS** - The CS rating has seen quite a few changes in the past few years to more professionalize the rating. The latest is the name change. This change was a result of a strong desire of the fleet to more align the name with the actual

**DK** - The DK rating is currently being merged with the PN rating. The new rating will be personnel specialist (PS). With the transition to the Defense Integrated Human Resource Management System (DIHMRS), and the fleet's Pay and Personnel Ashore (PAPA) initiative, the skill set required for the rating has become more common among the ratings. This new rating will provide a single source customer service provider to the warfighter for all of their pay and personnel needs. Stay engaged with your chain of command and monitor your various web based resources for details as they come forward.

**PC** - There have been some major changes to the postal clerk rating recently that will have a strategic impact on the rating. Commander Naval Surface

Supply Enlisted Manning			
As of March 31, 2004			
Rate	Inventory	Billets Authorized	% Manned
<b>Active Duty</b>			
<b>DK</b>	1684	1667	101.0
<b>CS (SW)</b>	8960	8527	105.1
<b>CS(SS)</b>	1091	1092	99.9
<b>PC</b>	930	913	101.9
<b>SH</b>	2919	2781	105.0
<b>SK(SW)</b>	9492	9403	100.9
<b>SK(SS)</b>	567	540	105.0
<b>TAR</b>			
<b>DK</b>	170	147	115.7
<b>CS</b>	258	256	100.8
<b>SK</b>	970	994	97.6
<b>SELRES</b>			
<b>DK</b>	249	238	104.6
<b>CS</b>	1649	1450	113.7
<b>PC</b>	255	183	139.3
<b>SH</b>	422	259	163.0
<b>SK</b>	4731	4425	106.1

Forces, under the Sea Trial component of Sea Power 21, evaluated an optimal manning concept for the rating on small and medium class ships. The outcome of the sea trial that the fleet and NAVSUP agreed to the divestiture of postal clerks from our CG/DDG/DD/FFG/LSD/LPD ships. This initiative will be phased in at the projected rotation date of the Sailors currently assigned to the platforms.

There was also a determination under a concurrent Sea Trial on LHA/LHD ships to increase the leading postal clerk billet to a PCC. A Total Force Manpower Management System (TFFMS) package has been submitted and this should be in place soon.

**SH** - We continue to explore ways of providing shore billet quality for our ship's servicemen. The enlisted community manager (ECM) recently completed a review that garnered numerous increases in billet assignment for our SH3 and SH2

ranks ashore. In the current readiness environment we must insure that the billets are operational in nature and tie directly to fleet readiness.

**SK** - The storekeeper rating continues to have a robust outlook for advancement and career diversity. Commander Naval Air Forces recently submitted an NEC [Naval Enlisted Classification] request package to ensure that we capture the aviation skill set requirements we have for our carriers and LHA/LHD platforms. Shortly there will be approximately 30 percent of our storekeeper billets on these platforms that will have the NALCOMIS NEC, and a newly established aviation experience NEC. The latter NEC will only be transitional until the future surface/aviation readiness alignment occurs.

This is just a snapshot of the various initiatives that are taking place in the enlisted community. Our leadership at

the highest levels is committed to ensure that you have the best job content available. The key to success of our Navy, and you as an individual Sailor, is a more diverse career path as a Sailor, both technically and tactically. The Littoral Combat Ship (LCS), DDX, and CVN 21 are becoming more of a reality each day. The *San Antonio* Class LPD is soon to be the standard bearer for our amphibious force. Are you ready for the challenge?

For all of us to excel in this environment we must continually educate ourselves and attain the latest skill sets needed for the unit we work for. Keep up the great work and I look forward to seeing you on the waterfront.

CNOCM (SW/AW) Dan Warner, USN  
Master Chief Petty Officer of the Supply Community  
(daniel.k.warner@navy.mil)



LTJG Benjamin Powell, SC, USN  
USS *Greeneville* (SSN 772)

**Enlisted Surface Warfare Specialist from USS *Iwo Jima* (LHD 7)**

- CS2 Bobby Atkins, USN
- CS2 Dwight Brown, USN
- CS3 Tarrell Brown, USN
- CS3 Tiffany Brys, USN
- CS2 Keith Chambers, USN
- CS2 Ciara Cook, USN
- CS3 Shemeka Daniels, USN
- PC3 Kelley Dozier, USN
- SH3 Howard Edwards, USN
- CS3 David Flansburg, USN
- SH3 Zuri Garrett, USN
- SKC Luis Gomez, USN
- PC1 Burton Green, USN
- CS2 Jorge Hernandez, USN
- SK2 Latoyia Herron, USN
- SKC Mark House, USN
- SK2 Mark Jackson, USN
- YN3 John Jennings, USN
- PC3 Christopher Jones, USN
- CS2 Kevin Lawrence, USN
- SH3 Lemerl Lewis, USN
- SKC Jorge Macias, USN
- CS2 Robert McBean, USN
- CS2 Tony Moore, USN
- CS3 Wadream Morrell, USN

- SK3 Daniel Neal, USN
- SH3 Floyd Paige, USN
- CS2 Derrick Reid, USN
- CS3 Aaron Smith, USN
- SH1 Jimmie Summerhill, USN
- CS2 Jesse Wallace, USN
- CS1 Ronnie Whittington, USN
- CS2 Andrea Williford, USN
- SK2 Esdras Zayas, USN

**Enlisted Aviation Warfare Specialist from USS *Iwo Jima* (LHD 7)**

- CS3 Dahlia Brooks, USN
- CS3 Tarrell Brown, USN
- CS3 Tiffany Brys, USN
- PC3 Kelley Dozier, USN
- SH3 Howard Edwards, USN
- CS3 David Flansburg, USN
- SKC Luis Gomez, USN
- PC1 Burton Green, USN
- DKC Michael Hanna, USN
- SK2 Latoyia Herron, USN
- PC3 Christopher Jones, USN
- SK3 Daniel Neal, USN
- CS2 Darian Rogers, USN
- CS3 Aaron Smith, USN
- SK2 David Sokolowski, USN
- SK2 Phillip Sprouse, USN
- CS2 Andrea Williford, USN
- SK2 Esdras Zayas, USN

**Surface Warfare Supply Corps Officer from USS *Camden* (AOE 2)**

- LTJG John Abrams, USN
- LTJG Mike Chung, USN

**from USS *John C. Stennis* (CVN 74)**

- CWO2 Eugene Chestnutt, USN
- LT Laura L. Foster, USN
- CAPT Vincent L. Griffith, USN
- ENS Wilson T. Vorndick, USN

**Naval Aviation Supply Officer**

- LT Salvador Torres-Acosta, USN
- COMSTRKFIGHTWINGPAC

**from USS *Peleliu* (LHA 5)**

- LCDR Michael L. Anderson, SC, USN
- LT Mark M. Estes, SC, USN
- CDR Craig L. Herrick, SC, USN
- ENS Walter L. Laptew, SC, USN
- ENS Lawrence S. Watkins, SC, USN
- from VFA-122**
- LT Douglas Bass, USN
- LT Matt Holman, USN

**Submarine Supply Corps Officer**

- LTJG Gentry D. Debord, SC, USN
- USS *Alaska* (SSBN 732, BLUE)



**Navy and Marine Corps  
Commendation Medal**

MSSC (SS) **Albert W.**

**Aumack, Jr.**, USN, (Gold Star in lieu of Fifth Award), Master Training Specialist, Navy Food Management Team, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, December 2000 to December 2003.

SK2 **Maria E. Delgado**, USN, Supply Expediter, Fleet and Industrial Supply Center Shore Intermediate Maintenance Activity Site, San Diego, Calif., April 2002 to March 2004.

MSC (SW) **Ernesto P. Garcia**, USN, (Gold Star in lieu of Third Award), Leading Mess Specialist, USS *Pearl Harbor* (LSD 52), August 2001 to August 2003.

LCDR **William E. Graves, Jr.**, SC, USNR, Logistics Officer and Business/Contracts Officer, U.S. Naval Air Pacific Repair Facility, Atsugi, Japan, January 2000 to August 2003.

CDR **Craig L. Herrick**, USN, (Gold Star in lieu of Fourth Award), Supply Officer, Supply Department, USS *Peleliu* (LHA 5), August 2003 to March 2004.

SHCS (SW/AW) **Learie O. Holder**, USN, (Gold Star in lieu of Second Award), Sales and Services Division Leading Chief Petty Officer, USS *Kearsarge* (LHD 3), January 2003 to December 2003.

LT **Scott D. Logan**, SC, USN (Gold Star in lieu of Fourth Award), Aircraft Engine Manager and Defense Priorities and Allocations (DPAS) Officer, Naval Air Systems Command, Patuxent River, Md., April 2002 to April 2004.

SKCS (SW/AW) **Roque F. Nacalaban**, USN, (Gold Star in lieu of Third Award), Stock Control Leading Chief Petty Officer, USS *Nimitz* (CVN 68), March 2001 to March 2004.

SKCS (SW/AW) **Peter D. Nwosu**, USN, (Gold Star in lieu of Second Award), Stock Control Leading Chief Petty Officer, USS *Kearsarge* (LHD 3), January 2002 to February 2004.

MSMC (SW) **Timothy J. Ponder**, USN, (Gold Star in lieu of Third Award), Leader, Navy Food Management Team, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, September 1999 to December 2003.

CDR **Douglas W. Trinder**, CEC, USNR, Project Manager, Fuel and Facilities Department, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, July 2003 to November 2003.

**Navy and Marine Corps  
Achievement Medal**

SK2 (SW) **Benedict Ho Balean**, USN, (Gold Star in lieu of Third Award), Lead Requisitioning Storekeeper, Shipyard Support Department, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, October 2000 to October 2003.

SK1 (SCW) **Carlito G. Buenavista**, USN, (Gold Star in lieu of Fifth Award), Purchasing and Material Source Solution Team Assistant Leading Petty Officer, Fleet and Industrial Supply Center Shore Intermediate Maintenance Activity Site, San Diego, Calif., February 2003 to April 2004.

SK1 (SW) **Ernesto A. Cabero**, USN, (Gold Star in lieu of Fourth Award), Quality Assurance Leading Petty Officer, Fleet and Industrial Supply Center Shore Intermediate Maintenance Activity Site, San Diego, Calif., December 2002 to April 2004.

SK2 **Ronel U. Catbagan**, USNR, Logistics Support Representative, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, May 2003 to September 2003.

**Legion of Merit**

CAPT **Patrick A. Elliott**, SC, USN, Inspector General, Naval Supply Systems Command Headquarters, Mechanicsburg, Pa., August 2002 to April 2004.

CAPT **Robert G. Nanney**, SC, USN, (Gold Star in lieu of Third Award), Chief of Staff, Naval Supply Systems Command Headquarters, Mechanicsburg, Pa., September 2002 to February 2004.

**Defense Meritorious  
Service Medal**

LCDR **Victor D. Blanco**, SC, USN, Project Manager, Defense Contract Management Agency Raytheon, Defense Contract Management Agency East, January 2001 to September 2003.

CDR **Jeffery J. Cox**, SC, USN, (Oak Leaf Cluster in lieu of Second Award), Senior Financial Programs Analyst, Office of the Comptroller, Defense Logistics Agency, Fort Belvoir, Va., November 2000 to March 2004.

**Meritorious Service Medal**

CDR **Anthony P. Brazas**, SC, USN, (Gold Star in lieu of Second Award), Aviation Supply Readiness Officer, Commander, U.S. Pacific Fleet, Pearl Harbor, Hawaii, July 2002 to August 2003.

CDR **Louis E. Giordano**, SC, USNR, (Gold Star in lieu of Second Award), Operational Support Officer, Fleet and Industrial Supply Center Norfolk, Va., July 2001 to May 2004.

**Joint Service Commendation Medal**

LCDR **Douglas M. Bridges Jr.**, USN, Assistant Material Readiness Officer, CJ-4 Directorate, Combined Joint Task Force - Horn of Africa, May 2003 to November 2003.

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DK1 **Nickie C. Chance**, USNR, (Gold Star in lieu of Third Award), Deputy Disbursing Officer and Leading Petty Officer, USS *Kearsarge* (LHD 3), June 2003 to February 2004.

SH2 (SW) **Timothy A. Cox**, USN, (Gold Star in lieu of Fifth Award), Retail Supervisor and Recordskeeper, USS *Kearsarge* (LHD 3), July 2002 to April 2004.

SK2 **Merben R. Lagua**, USN, Shipyard Support Department, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, November 2000 to November 2003.

ENS **Walter L. Laptew**, USNR, (Gold Star in lieu of Fourth Award), Stock Control Officer, Supply Department, USS *Peleliu* (LHA 5), August 2003 to March 2004.

SK1 (SW) **Roy G. Mahala**, USN, (Gold Star in lieu of Fourth Award), Shipyard Support Department, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, November 2000 to November 2003.

LTJG **Michael Owen D. Osorio**, SC, USNR, (Silver Star in lieu of Sixth Award), Assistant Logistics Officer, Fleet and Industrial Supply Center, San Diego, Calif., April 2003 to March 2004.

SK1 **Ferdinand M. Panlaqui**, USN,

Lead Expeditor, Warehouse Supervisor and Second Shift Storekeeper, Shipyard Support Department, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, December 2000 to December 2003.

ENS **Lawrence S. Watkins**, USN, (Gold Star in lieu of Seventh Award), Hazardous Materials Officer and Assistant General Stores Officer, Supply Department, USS *Peleliu* (LHA 5), August 2003 to March 2004.

#### **Military Outstanding Volunteer Service Medal**

SK1 (SW) **Roy G. Mahala, Jr.**, USN, Fleet and Industrial Supply Center, Pearl Harbor, Hawaii, November 2000 to November 2003.

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## **Retirements**



#### **RDML William J. Maguire**

RDML William J. Maguire, SC, USN, completed 29 years of active service and retired on June 1, 2004, after service at Navy Exchange Command, Norfolk, Va. RDML Maguire's previous assignment was as Vice Commander, Naval Supply Systems Command (NAVSUP), Mechanicsburg, Pa. He also served as Deputy Commander of the Department of the Navy eBusiness Operations Office at NAVSUP.

He had served as the Deputy Commander for Fleet Logistics Opera-

tions at NAVSUP before becoming Vice Commander, NAVSUP.

A native of Philadelphia, Pa., he earned his bachelor's degree in economics from Mount Saint Mary's College in Emmitsburg, Md. He received his commission via Officers' Candidate School in December 1974 and completed his basic Supply Officer training at the Naval Supply Corps School in Athens, Ga. in June 1975. A tour at the Naval War College enabled him to earn his two master's degrees.

RDML Maguire's sea duty tours include Sales Officer and Wardroom Officer of USS *Enterprise* (CVN 65); Aviation Support Division Officer of the USS *Forrestal* (CV 59); Supply Officer of USS *Okinawa* (LPH 3); and Supply Officer of USS *America* (CV 66).

His shore duty tours include Aviation Support Division Officer, NAS Moffet Field; first Weapon's System Officer for the SH-60B Seahawk, Aviation Supply Office (ASO) in Philadelphia, Pa.; Readiness Officer on the Commander, Naval Air Force Pacific Fleet staff; head of Navy Policy, Programming, Requirements branch in the Financial Management/Comptroller Division, Naval Supply Systems

Command in Washington, D.C.; Special Assignment to the BRAC 93 Base Structure Analysis Team, head of Readiness and Logistics Analysis Section, Programming Division (N80), OPNAV; Military Assistant to the Deputy Under Secretary of Defense for Logistics; and Deputy Director for Aviation at the Naval Inventory Control Point (NAVICP), Philadelphia, Pa.

RDML Maguire's awards include two Legions of Merit, five Meritorious Service Medals, the Joint Service Commendation Medal, two Navy Commendation Medals, a Navy Achievement Medal, and various other unit and campaign ribbons.

#### **CAPT Chris R. McKelvey**

CAPT Chris R. McKelvey, SC, USN, completed 28 years of active service and retired on June 1, 2004, after service at Defense Distribution Center, New Cumberland, Pa. He received his master's degrees at Industrial College of the Armed Forces and Naval Postgraduate School and his bachelor's degree at University of Idaho. His previous duty stations include Commander, Naval Sea Systems Command, Arlington, Va.; USS *Essex* (LHD 2); Supervisor of Shipbuild-

ing, Conversion and Repair, Groton, Conn.; Aviation Supply Office, Philadelphia, Pa.; USS *Kitty Hawk* (CV 63); Naval Ordnance Station, Indian Head, Md.; Naval Weapons Evaluation Facility, Albuquerque, N.M.; USS *Tautog* (SSN 639); and USS *Sacramento* (AOE 1).

**CAPT Robert G. Nanney**

CAPT Robert G. Nanney, SC, USN, completed 29 years of active service and retired on May 1, 2004, after service at Commander, Navy Supply Systems Command, Mechanicsburg, Pa. He received his bachelor's degree from Vanderbilt University, Nashville, Tenn., and his master's degree from the Naval Postgraduate School. His previous duty stations include Fleet and Industrial Supply Center, Pearl Harbor, Hawaii; USS *Spica* (TAFS 9); Fleet Material Support Office, Mechanicsburg, Pa.; Commander, Navy Supply Systems Command, Washington, D.C.; Commander, Fleet Air Mediterranean, Naples, Italy; Navy Activity General Finance Center, Washington, D.C.; USNS *Mars* (TAFS 1); Navy Supply Corps School, Athens, Ga., and USS *Sarsfield* (DD 837).

**CAPT Mary E. Williams**

CAPT Mary E. Williams, SC, USN, completed 24 years of active service and retired on June 1, 2004, after service at Chief of Naval Operations, Arlington, Va. She received her master's degrees at Naval War College and Naval Postgraduate School, and her bachelor's degree at Appalachian State University. Her previous duty stations include Navy Consolidated Brig Miramar; Assistant Secretary of the Navy, Installations and Environment, Miramar, Calif.; Joint Chiefs of Staff, Washington, D.C.; Shore Intermediate Maintenance Activity, New York, N.Y.; Bureau of Naval Personnel, Washington, D.C.; Navy Tactical Interoperability Support Activity, San Diego, Calif.; Recruit Training Command, San Diego, Calif., and Navy Regional Data Automation Center, San Francisco, Calif.

**CDR Jerry Johnson**

CDR Jerry Johnson, SC, USN, completed 30 years of active service and retired on May 1, 2004, after service at Naval Air Station, Brunswick, Maine. He received his bachelor's degree from Southern Illinois University, and his master's degrees at Troy State University and the Naval War College. His previous duty stations include Defense Distribution Depot, Norfolk, Va.; USS *Yorktown* (CG 48); Commander, Naval Forces Korea; Shore Intermediate Maintenance Activity, Portsmouth, Va.; USS *Iwo Jima* (LPH 2); USS *Tinosa* (SSN 606); and Commander, Navy Military Personnel Command, Washington, D.C.

**CDR Kenneth W. Kearly**

CDR Kenneth W. Kearly, SC, USN, completed 29 years of active service and retired on June 1, 2004, after service at Supreme Allied Command Atlantic, Norfolk, Va. He received his master's degree at Troy State University and his bachelor's degree at University of the State of New York. His previous duty stations include USS *Leyte Gulf* (CG 55); Commander, Navy Supply Corps, Bureau of Naval Personnel, Millington, Tenn.; Commander, Navy Supply Corps, Bureau of Naval Personnel, Arlington, Va.; Commander, Naval Air Force, U.S. Atlantic Fleet, Norfolk, Va.; USNS *Saturn* (TAFS 10); Navy Supply Corps School, Athens, Ga.; Defense Finance and Accounting Service, Arlington, Va.; and USS *Saratoga* (CV 60).

**CDR Phillip M. Kirchoff**

CDR Phillip M. Kirchoff, SC, USN, completed 28 years of active service and retired on May 1, 2004, after service at Naval Air Systems Command, Patuxent River, Md. He received his bachelor's degree from the University of Arkansas and his master's from Central Michigan University. His previous duty stations include Supervisor of Shipbuilding, Conversion and Repair, San Diego, Calif.; Program Executive Officer, Theater Air Defense, Washington, D.C.; Naval Command Control and Ocean Surveillance Center,

San Diego, Calif.; Space and Naval Warfare Systems Command, Arlington, Va.; USS *San Jose* (AFS 7); Defense Construction Supply Center, Columbus, Ohio; USS *Merrill* (DD 976); Naval Station Keflavik, Iceland; and USS *Oklahoma City* (CG 5).

**CDR Allen H. Larson**

CDR Allen H. Larson, SC, USN, completed 20 years of active service and retired on June 1, 2004, after service at Defense Energy Support Center, Alexandria, Va. He received his bachelor's degree from U.S. Naval Academy and his master's degree at the University of Kansas. His previous duty stations include Naval Inventory Control Point, Mechanicsburg, Pa.; Fleet and Industrial Supply Center, Bremerton, Wash.; USS *Florida* (SSBN 728); United States Naval Academy, Annapolis, Md.; and USS *Hailer* (DD 997).

**CDR Jack Q. Mills**

CDR Jack Q. Mills, SC, USN, completed 21 years of active service and retired on June 1, 2004, after service at Naval Air Systems Command, Patuxent River, Md. He received his master's and bachelor's degrees at University of Florida. His previous duty stations include Commander, Naval Air Systems Command Headquarters, Patuxent River, Md.; U.S. Naval Academy, Annapolis, Md.; USS *Dixon* (AS 37); Navy Resale Activity Detachment, NAS Sigonella, Italy; Navy Resale and Services Support Office, Jacksonville, Fla.; and USS *Truett* (FF 1095).

**CDR Jeffrey W. Pritchard**

CDR Jeffrey W. Pritchard, SC, USN, completed 21 years of active service and retired on May 1, 2004 after service at Fleet and Industrial Supply Center, Jacksonville, Fla. He received his bachelor's degree from College of Arts and Science at Plattsburgh, N.Y., and his master's degree from Navy Postgraduate School. His previous duty stations include Defense Supply Center, Richmond, Va.; Commander, Naval Supply Corps, BUPERS Detachment,

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Arlington, Va.; USS *America* (CV 66); USS *Charles F. Adams* (DDG 2); Aviation Supply Office, Philadelphia, Pa.; Commander, Naval Air Atlantic, Norfolk, Va.; and Anti-Submarine Squadron 21.

**LCDR Michael L. Jones**

LCDR Michael L. Jones, SC, USN, completed 20 years of active service and retired on June 1, 2004, after service at U.S. Transportation Command Headquarters, Scott AFB, Ill. He received his master's degree at Ohio State University and his bachelor's degree at U.S. Naval Academy. His previous duty stations include Naval Transportation Support Center, Scott AFB, Ill.; Defense Supply Center, Columbus, Ohio; USS *Samuel B. Roberts* (FFG58); Fleet Composite Squadron Six, Norfolk, Va.; and USS *Mount Whitney* (LCC 20).

**LCDR Albert Laferty**

LCDR Albert Laferty, SC, USN, completed 21 years of active service and retired on June 1, 2004, after service on board the USS *Enterprise* (CVN 65). He received his bachelor's degree at University of Southern Mississippi. His previous duty stations include Fitting Out and Supply Support Assistance Center, Norfolk, Va.; USS *Nicholson* (DD 982); Naval Air Station, Fighter Squadron 101, Atlantic, Oceana, Va.; American Embassy Kuwait, Office of Military Cooperation, Kuwait; and USS *La Moure* (LST 1194).

**LCDR Carolyn M. Pasternak**

LCDR Carolyn M. Pasternak, SC, USNR, completed 24 years of active and Reserve service and retired on March 1, 2004, after serving with the USS *George Washington* Reserve Unit (CVN 73), Norfolk, Va. She received her bachelor's degree from Northeastern Illinois University. Her previous active duty stations include VP 91, Moffett Field, Calif.; Aviation Intermediate Maintenance Depot, NAS Glenview, Ill.; Operation Uphold Democracy, Port-a-Prince, Haiti; Defense Logistics Agency, Va.; U.S. Fleet and Industrial

Supply Center Guam, Mariana Islands; Naval Supply Systems Command, Office of Personnel, Arlington, Va.; Joint Theater Distribution Task Force, Ft Lee, Va.; and Navy eBusiness Office, Mechanicsburg, Pa. Her previous Reserve units include VP 90, NAS Glenview, Ill.; Agana Guam 0772, Mariana Islands; BQC Athens, Ga.; Supply Support Battalion (SSB B211), Dallas, Texas; DLA Washington 106, Washington, D.C.

**LCDR Eric K. Pressman**

LCDR Eric K. Pressman, SC, USN, completed 23 years of active service and retired on June 1, 2004, after service at Commander, Naval Surface Force, U.S. Atlantic Fleet, Norfolk, Va. He received his bachelor's degree from State University of New York. His previous duty stations include Commander, Logistics Forces Navy Central Command, Manama, Bahrain; Headquarters Military Traffic Management Command, Alexandria, Va.; USS *George Washington* (CVN 73); Navy Exchange Service Command, Norfolk, Va.; Commander, Submarine Squadron 6, Norfolk, Va.; USS *Scranton* (SSN 756); and USS *Essex* (LHD 2).

**LCDR Alfred C. Raines II**

LCDR Alfred C. Raines, SC, USN, completed 20 years of active service and retired on May 1, 2004, after service at Commander Strategic Communications Wing 1, Tinker AFB, Okla. He received his bachelor's degree from the U.S. Naval Academy and his master's degree from Michigan State University. His previous duty stations include U.S. Naval Academy; Naval Air Station Whidbey Island, Wash.; Naval Air Facility, Lajes, Azores; USS *Finback* (SSN 670); and USS *South Carolina* (CGN 37).

**LCDR Michael D. Richard**

LCDR Michael D. Richard, SC, USN, completed 25 years of active service and retired on June 1, 2004, after service at Transit Personnel Unit Great Lakes, Ill. He received his master's and bachelor's degrees at Ohio State

University. His previous duty stations include Professional Education Program, Royal Air Force, Wynton, England; Commander, U.S. Naval Forces Central Command, MacDill AFB, Fla.; USS *Ogden* (LPD 5); Naval Inventory Control Point, Philadelphia, Pa.; and USS *Kinkaid* (DD 965).

**LCDR Frederick G. Thorpe**

LCDR Frederick G. Thorpe, SC, USN, completed 20 years of active service and retired on June 1, 2004, after service at Defense Contract Management Agency Sikorsky, Stratford, Conn. He received his master's degree at Naval Postgraduate School and his bachelor's degree at Holy Cross College. His previous duty stations include Naval Inventory Control Point, Philadelphia, Pa.; Navy Supply Corps School, Athens, Ga.; USS *Suribachi* (AE 21); USS *Paul F. Foster* (DD 964); and Surface Warfare Officers School Command.

**LT Jeffery W. Bridgewater**

LT Jeffery W. Bridgewater, SC, USN, completed 21 years of active service and retired on June 1, 2004, after service at Space Warfare Systems Command, Norfolk, Va. He received his bachelor's degree at Old Dominion University. His previous duty stations include USS *Nicholas* (FFG 47); Naval Administration Command, Norfolk, Va.; USS *Wasp* (LHD 1); and USS *Vella Gulf* (CG 72).

**LT Michael W. Jones**

LT Michael W. Jones, SC, USN, completed 21 years of active service and retired on May 1, 2004, after service at Nuclear Power School, Naval Nuclear Power Training Command Charleston, Gooseneck Creek, S.C. He received his bachelor's degree at Florida State University. His previous duty stations include USS *O'Bannon* (DD 987); Commander, Sea Control Wing, U.S. Atlantic Fleet, Naval Air Station, Jacksonville, Fla.; and USS *John F. Kennedy* (CV 67).

**LT Dana B. Kepner**

LT Dana B. Kepner, SC, USN, completed

21 years of active service and retired June 1, 2004, after service at Naval Support Activity Bahrain. She received her bachelor's degree at University of Florida. Her previous duty stations include Defense Contract Management Boeing, St. Louis, Mo.; Naval Computer and Telecommunications Station, Diego Garcia; Navy Recruiting Command Orient Unit, Pensacola, Fla.; and USS *Sacramento* (AOE 1).

**LT William A. Maddox**

LT William A. Maddox, SC, USN, completed 22 years of active service and retired on June 1, 2004, after service on board the USS *Porter* (DDG 78). He received his master's degree at Brenau University and his bachelor's degree at University of North Florida. His previous duty stations include Commander, Naval Surface Group Mediterranean, Naples, Italy; Bureau of Naval Personnel Brig, Charleston, S.C.; and USS *Camden* (AOE 2).

**LT James M. Shiels**

LT James M. Shiels, SC, USN, completed 20 years of active service and retired on June 1, 2004, after service at Commander, Naval Surface Fleet Atlantic, Norfolk, Va. He received his bachelor's degree at Virginia Polytechnic Institute and State University. His previous duty stations include USS *Kaufman* (FFG 59); Surface Weapons Officer School Command, Newport, R.I.; and USS *Carl Vinson* (CVN 70).

**LT Terry D. Yarbrough**

LT Terry D. Yarbrough, SC, USN, completed 20 years of active service and retired June 1, 2004, after service on board the USS *Ronald Reagan* (CVN 76). He received his bachelor's degree at Southern Illinois University. His previous duty stations include Naval Sea Systems Command, Arlington, Va.; Naval Inventory Control Point, Washington, D.C.; Mine Counter Measures Rotational Crew Alpha, Ingleside, Texas; and USS *Gladiator* (MCM 11).

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## FISC Pearl Harbor Earns Two Community Service Awards

*By Jim Murray, Fleet and Industrial Supply Center Public Affairs Officer*

FISC Pearl Harbor's long and fruitful relationship with a local elementary school has earned it two community service awards. Both were presented by Navy Region Hawaii, which annually recognizes sea and

shore commands for their outstanding efforts in support of the Hawaiian community.

The first award, the Personal Excellence Partnership Flagship Award, was presented to FISC for its work in the promotion of youth education, physical fitness, and citizenship. The Environmental Stewardship Award recognized FISC's achievements in environmental preservation.

Both awards stem from the Personal Education Partnership that



*Personal Excellence Partnership Flagship Award and Environmental Stewardship Award were presented to 14 employees of FISC Pearl Harbor. Kneeling, from left, are SK1 Mike Evans, SK2(SW) Ron Feracho, PC2 Al Hoyle, SK2(SS) Jason Winters, SK1(SS) Randall Riley, and PCC(SW) Tony Zarate. The back row includes, from left, Captain Steve Olson (FISC Pearl Commanding Officer), SK2(SW) Patrick Griffin, SKC(SW) Christina Brunson, Jo Ann Hartnett, PC3 Marvin Harris, Jessica Winters, CDR Charley Race (Executive Officer), and SKCM(SW) Tony Chico.*

## Obituaries

**CAPT H. James Huffman**, SC, USN (Ret.) passed away recently in the Richmond, Va., area. CAPT Huffman retired from the Navy in 1987 after serving at the Naval Supply Center, Jacksonville, Fla. He is survived by his wife Betty, daughters Laurie and Susan, and sons James and Mark. A memorial service was held March 25 and inurnment was held June 10 at Arlington National Cemetery.

**LCDR Paul J. Metcalf**, SC, USN (Ret.),

91, of Silver Spring, Md., passed away on Feb. 17, 2004. He retired from the Navy in 1957. A World War II veteran who had served in both the Atlantic and Pacific, LCDR Metcalf's last assignment was with the Navy Exchange, Bethesda Naval Hospital. He is survived by his wife Celia Metcalf, sons Roger of Florida and Steven of Maryland, six grandchildren, and eight great grandchildren. LCDR Metcalf was buried at Gate of Heaven cemetery in Silver Spring, Md.

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FISC has with Momilani Elementary School, which is situated in the cool, mountain heights overlooking Pearl Harbor. For years, FISC military and civilian personnel have supported Momilani with tutoring programs, career days, and donations of computer equipment, air conditioners, and landscaping tools. They have painted curbs, weeded, and performed a variety of beautification projects on the lush campus.

Last year, FISC Sailors tackled a rocky and weed-infested plot of “jungle” alongside Momilani and, thanks to days of backbreaking labor under rain and heat, turned it into a landscaped Hawaiian garden where hundreds of students have since learned to identify endemic Hawaiian flora.

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### COMNAVSUP Visits FISC Pearl Harbor

*By Jim Murray, Fleet and Industrial Supply Center Public Affairs Officer*

RADM Justin D. McCarthy, Chief of Supply Corps, and Commander, Naval Supply Systems Command, spent

an eventful day at Pearl Harbor on March 1. The day began with official calls on Admiral Walter Doran, Commander, U. S. Pacific Fleet, and RDML Michael Roesner, Deputy Chief of Staff, Logistics, Fleet Supply and Ordnance.

In the afternoon, he was given a tour by LT Mike Roy of the supply department spaces aboard the destroyer USS *Paul Hamilton* (DDG 60), homeported at Pearl Harbor.

In addition, Captain Stephen Olson, FISC Pearl Commanding Officer,

briefed RADM McCarthy on FISC’s CNI Initiative and the establishment of a Logistics Support Center in Guam .

Despite a full schedule, RADM McCarthy also found time to preside at an awards ceremony for FISC military and civilian personnel.

RADM McCarthy arrived in Hawaii on Feb. 28, following a trip to FISC Yokosuka, and served as the guest speaker at the Supply Corps Association of Hawaii Ball.

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*While aboard the destroyer USS Paul Hamilton (DDG 60), RADM Justin D. McCarthy toured supply department spaces and presided at an awards ceremony. He is shown fielding questions and discussing current supply issues with Supply Department enlisted personnel.*

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### Chief of Supply Corps Visits FISC Jacksonville

Commander Naval Supply Systems Command (NAVSUP) and Chief of Supply Corps RADM Justin D. McCarthy, top center, and Fleet and Industrial Supply Center (FISC) Jacksonville Commanding Officer CAPT Ed Naranjo, top left, engage department managers in a round table discussion following a brief to the Chief. RADM McCarthy visited FISC recently to see first hand the vast range of work performed by the FISC Jax team since their recent transformation.





**NEXCOM's**

**Customer Satisfaction Index Score Remains Strong**

*By Kristine M. Sturkie, Navy Exchange Service Command Public Affairs*

VIRGINIA BEACH, Va. (NNS)—

The Navy Exchange Service Command (NEXCOM) received high marks for customer service in the 2003 Customer Service Index scores.

Each year, NEXCOM surveys its customers to determine how satisfied they are in a variety of areas, including pricing, merchandise availability, savings, and store policies and procedures. The Customer Satisfaction Index scores for last year remained high at 76, keeping NEXCOM 15 points above its base line established in 1998.

“According to the American Customer Satisfaction Index, the retail industry satisfaction average is 76,” said Elliot Zucker, NEXCOM’s chief operating officer. “Our goal is 80, which will put us in the top 10 percent of retailers.”

As in recent years, the top priorities for improvement focus on merchandise selection, merchandise availability, customer service and one-stop shopping. NEXCOM will also continue to emphasize improvement in problem resolution, which is a high-impact driver for customer satisfaction.

The five key performance indicators also either showed an increase or remained the same from 2002. “Over the past six years since we’ve been doing this survey, these key indicators have steadily risen,” said Mike Conner, NEXCOM’s marketing director.

While satisfaction with pricing was relatively high, customers clearly said in the survey that saving them money is a top priority. When asked what their major reasons were for shopping the Navy Exchange, savings over other retailers was top, along with tax savings. Customers also cited the importance of value-priced merchandise.

“These surveys are important to us,” said Conner. “Not only do they tell us the areas we need to improve, they also directly relate to customer retention and store loyalty. Any improvements we can make based on information our customers give us will truly make the Navy Exchange the ‘Navy Family Store.’”

Nearly 15,000 customers participated in the worldwide survey in October.



**Individual Augmentation Assignments**

The Supply Corps’ expanding role in joint operational logistics makes it advantageous for individual Supply Corps officers to participate in joint logistics training and experience opportunities. Since December 2002, nearly 100 Supply Corps officers have provided direct support of the Global War on Terrorism and Iraqi reconstruction efforts through individual augmentation assignments.

These officers ranged in rank from chief warrant officer to captain, performing duties in a wide range of functional areas including petroleum, ordnance, contracting, transportation, and financial management, as well as logistics planning.

Each of these officers has gained valuable insight into joint operations from a theater perspective and broadened their operational logistics knowledge as a result.

The opportunities to serve on contingency operations assignments are expected to continue. There is tremendous benefit in capitalizing on these opportunities to gain or expand the knowledge level of individual Supply Corps officers in joint operational logistics.

If you are interested in volunteering and can obtain approval from your command to deploy to an individual

augmentation assignment, or have general questions about future opportunities, contact LCDR Liz Farrell, SUP OPIA, at elizabeth.farrell@navy.mil, or by calling (901) 874-4609, or by visiting the Joint Operational Logistics web site at www.nko.navy.mil. Go to “Communities;” “Supply Corps Officers;” “Joint OPLOG”



**Sailors in England and Iceland Can Arrange Moves Online with SMARTWebMove**

The Naval Supply Systems Command announced that Navy members and their families moving to or from England or Iceland can now arrange their household goods move over the Internet with SMARTWebMove.

SMARTWebMove is a web-based program that eliminates the often time-consuming appointments and visits to the Personal Property Office to schedule a move. It was designed to service most routine moves based on permanent change of station (PCS) orders.

“The customer is in control with access 24 hours a day, seven days a week, anywhere they have Internet access, at home, work, even aboard ship,” said Richard McIntire, program manager for SMARTWebMove. “The customer can enter and exit the program and work on their household goods application as often as they want,” McIntire elaborated.

Service members have placed over 21,000 move applications using SMARTWebMove since it was launched in June 2001.

SMARTWebMoves are currently being processed at 30 Navy personal property offices located in the continental U.S. for routine intra- and interstate moves based on a Sailor’s PCS orders.

SMARTWebMove currently services overseas Navy personal property offices in Hawaii, Japan, Singapore, Italy, Portugal, and Spain. The following overseas locations are slated to come online in FY 2004:

Guantanamo Bay, Crete, Egypt, Diego Garcia, Guam and Bahrain.

SMARTWebMove can be accessed by logging onto <http://www.smartwebmove.navsop.navy.mil>.

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### **Book Published on Subject Featured in Newsletter**

In April, Dr. Thomas P.M. Barnett published a new book entitled *"The Pentagon's New Map: War and Peace in the Twenty-first Century"* in which he discusses transformation, globalization and the evolving world security environment of the 21st century. Dr. Barnett's views in this same area were featured in the September/October 2003 Navy Supply Corps Newsletter article entitled *"Transforming the Pentagon Vision of the Global Security Environment"* (pp. 2-5). The new book builds upon Dr. Barnett's March 2003 Esquire article *"The Pentagon's New Map: It Explains Why We're Going to War, and Why We'll Keep Going to War."* Dr. Barnett developed his theories while at the Secretary of Defense's Office of Force Transformation. Dr. Barnett is a Senior Strategic Researcher at the Naval War College.

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### **DON eBusiness Operations Office Solicits FY '05 Pilot Project Proposals**

The Department of the Navy (DON) eBusiness Operations Office is now accepting pilot project proposals from Navy and Marine Corps ashore and afloat personnel, both military and civilian. Evaluation of these proposals for funding under the FY '05 pilot program will be ongoing through July 30, 2004.

The e-business pilot program provides seed money for projects that use technology innovation to improve business processes across the entire DON. Successful eBusiness pilot proposals are of limited scope, cost, and duration in order to rapidly develop working prototype solutions.

Proposals are expected to address improving current DON business processes and to provide a positive return on investment.

The DON eBusiness Operations Office helps solve Navy and Marine Corps process gaps by combining business process reengineering with information technology infusion. Any business process improvement opportunity can be a focus area for a pilot proposal from maintenance or medical to logistics or learning.

The proposal submission process is simple. Proposals should be sent to the eBusiness Operations Office by clicking on "Submit a Pilot Project" at [www.don-ebusiness.navsop.navy.mil](http://www.don-ebusiness.navsop.navy.mil). This web site also contains valuable information about proposal criteria and the selection process.

Pilot submissions from Navy and Marine Corps commands are evaluated in the last quarter of the fiscal year for funding in the following fiscal year. Contact Letitia Fuller at [letitia.fuller@navy.mil](mailto:letitia.fuller@navy.mil), or phone (717) 605-9359, DSN 430-9359 with your pilot program questions.

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### **Gifts from the Homefront Available at NEXCOM**

*By NEXCOM Public Affairs*

As a way to say thank you to the men and women in our armed forces for serving their country, the Navy Exchange Service Command now has Gifts from the Homefront gift certificates available for purchase. These gift certificates can be redeemed at any military exchange around the world, including those supporting Operations *Enduring Freedom* and *Iraqi Freedom*.

"Gifts from the Homefront are an easy and convenient way for anyone to support our men and women in the armed forces," said Chuck Early, Navy Exchange Service marketing specialist. "We had several requests over the holidays from people wanting to show their appreciation for those who serve our country. Now, with the purchase of

these gift certificates, anyone can send their thanks to any military member around the world."

There are three ways to send a Gifts from the Homefront gift certificate to a member of the armed forces. First, one can be sent to an individual active duty military member or their family directly to their home. For those who want to send a gift certificate to anyone in the armed forces, gift certificates can be purchased and sent to either of two nonprofit military organizations that will distribute them to those in need.

The Navy-Marine Corps Relief Society, a private, charitable organization that supports America's Sailors, Marines and their families, can identify individuals or families who have the greatest need for these gift certificates. Finally, a gift certificate sent to The Fisher House Foundation, Inc., which supports military personnel wounded in action and those who are seriously ill being treated in a military hospital in the U.S. or overseas, can ease the burden of military personnel and their families during recovery.

Gift certificates can be personalized with a special message. They are available in \$5, \$10, \$25, \$50, \$100 and \$250 denominations and can be ordered in four convenient ways: online at [www.navy-nex.com](http://www.navy-nex.com), by phone at 1 (877) 770-GIFT (4438), by fax at 1 (877) 770-3234 or by mail at CertifiChecks, Inc., Attn: Order Processing; 1435 Shoup Mill Rd., Suite A, Dayton, OH 45414. Payments can be made by check, money order, Visa, MasterCard, American Express or Discover. Orders placed before 3 p.m. EST Monday – Friday are typically shipped the same day. Shipping and handling charges are \$4.95 per order up to 20 certificates. Shipping and handling charges are slightly higher for bulk orders of \$300 or more. Standard orders are delivered within one week of purchase. However, overnight and second day delivery are available for an additional fee.

Gifts From the Homefront, the perfect way to show your support.

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### NAVELSF Group Marks Supply Corps Birthday in Kuwait



Naval Expeditionary Logistics Support Force, Forward Group Alpha celebrated the Navy Supply Corps Birthday with a cake cutting ceremony at Camp Spearhead, Kuwait, near the port of Ash Shu'aybah on March 14, 2004. The NAVELSF FWD (A) supply officers and supply enlisted gathered around for a photo. The unit is delivering

combat capability in Operation *Iraqi Freedom* and the Global War on Terrorism through participation in the largest joint operational logistics evolution since World War II, the OIF II forces rotation and redeployment. (See more on the units deployment in the May/June 2004 issue of the *Newsletter*.) Pictured, from left are SKCM Richard Malone, SK1 Armando Cruz, CDR Larry Kolb, LT Brian Brady, SK2 Martha Allen, CDR Gary Ulrich, LT Mark Wills, LT Carlos Ojeda, LCDR Dan Smith, LT Vince DiVarco, CDR Mike Berry, SK3 Leah Gentry-Compton, CAPT Ray English, SKCM Gail Pellett, LCDR Ken Hudson, LCDR Jim Palumbo, CDR Fred Boyles, CDR Tom Sutton, SKSN Dinaliz Jauregui, CDR Mill Lewis, CDR Deborah Haven, LCDR Bruce Weidner, SKC Frank Jacobs, LCDR Francis Krall, SK1 Roger Moore, SKC Ruben Garcia, SKCS Donna Cutler, LCDR Steven Lathrop, and SKCS James Pohlen. (Written by CAPT Ray English, SC, USNR/Photo by YN1 Randa Bartlett, USNR)

### Supply Corps Celebrates in Shanghai, China

The Navy Supply Corps 209th birthday was celebrated by Commander 7th Fleet, N4 personnel, on board USS *Blue Ridge* (LCC 19), during a recent port visit to Shanghai, China, Feb. 24-27. Participants included, from left, STGC (SW/AW) Keith Rickett, LCDR Darrell Mathis, LT Brian Johnson, CSC (SW) Catina Harris, CAPT Steve Romano, LT Domingo Alinio, SKCS (SW) Kenneth Williams, LCDR Robert Killius, and CSCM (SW/AW) Romulo Bugayong.



### USNS *Sirius* Celebrates



Military and civilian mariner supply professionals on board USNS *Sirius* (T-AFS 8) celebrated the 209th Supply Corps Birthday while forward deployed to the 5th Fleet. Pictured from left, are SKC (SW) Ricky Smith, Leading Chief Petty Officer; Rachel Humphrey, Supply Officer; Reggie Lewis, Ship Support Officer; ENS Sam Spayd, Stock Control Officer; CAPT (Sel) Francis Tisak, Officer in Charge; Elvin Pecery, Supply Cargo Officer; LT Tony Ting, Assistant Officer in Charge; CWO2 Steve Jones, Material Officer; and Wojciech Wiatrowski, Chief Steward.

## USS Boxer



USS *Boxer* (LHD 4) celebrated the 209th Supply Corps birthday with a cake cutting ceremony Feb. 24. Keynote speakers included RADM Clyde W. Marsh, Commander, Amphibious Group 3, right, and *Boxer*'s Commanding Officer, CAPT Thomas D. Crowley, second from right. In following with Supply Corps tradition, the event kicked off with a cake cutting ceremony with our keynote speakers and the youngest Sailor present, SN Kevin L. Thebeau, left, Granite Falls, Ill.; and oldest Sailor present, SHMC (SW) Ruben B. Cuevas, San Diego, Calif. *Boxer* is currently deployed in the Arabian Gulf. The amphibious assault ship was called back to duty just six months after returning from Operation *Iraqi Freedom*. The Supply Department has done a phenomenal job in preparing for these two surge deployments in as many years. (By LTJG Brett H. Thompson, USS *Boxer* (LHD 4) Disbursing Officer)

## USS Camden

USS *Camden* (AOE 2) Supply Department celebrated the Supply Corps' birthday and its 13th consecutive Supply Blue "E," with a cake cutting ceremony underway. Pictured in the first row, from left, are SKCM (SW/AW) Eric Mercado, Supply Dept. LCPO; CSC (SW/AW) Bron Young; CDR Drew Morgan, Supply Officer; SH1 Apiado, eldest supply member present; DKSR Larkins, youngest supply member present; and CAPT Ted Carter, Commanding Officer. Behind the cake cutters are LTJG Mike Chung, Food Service Officer; ENS Sarah Stevens, Customer Service Officer; LT Gary Shultz, Stock Control Officer; LT Brian Mowery, Cargo/HAZMAT Officer; ENS Shannon Stewart, Sales Officer; LT Todd Friedman, Assistant Supply Officer; SKC (SW) Paul Young; ENS Lee McCloud, Weapons Officer; CSCS (SW) Bob Reiher; LTJG John Abrams, Disbursing/Postal Officer; SKC (SW) Sharon Marker; SHC (SW) Tom Liu; and GMC(SW/AW) Jackson. Not pictured, GMC Beck.



## United States Northern Command



The supply officers of the Rocky Mountain Navy recently celebrated the Corps' 209<sup>th</sup> anniversary in Colorado Springs, Colo. The event, which was hosted by RADM Daniel Stone, was held in the NORAD/USNORTHCOM J4 Logistics and Engineering front office. In attendance were, from left, LT Edward Pidgeon, Flag Aide; CDR Matthew Feely, Plans and Operations Division Chief; RADM Daniel Stone, Director of Logistics and Engineering; LCDR William Scott, Supply Officer, Plans and Operations Division; and LCDR (Sel) William Clarke, Transportation Operations Officer, Mobility Division. Not pictured, CAPT Russell Pendergrass, Defense Contract Management Agency, Denver.

## DSCC Celebrates



Members of the Navy Supply Corps stationed at Defense Supply Center Columbus marked the Corps' 209th birthday with a cake cutting ceremony held Feb. 26 in the Command Conference Room. Supply Corps members who are currently at DSCC are, from left, CDR Dennis Copp, LCDR Dion English, LTJG Dan Hogue, CAPT Bernie Dunn, LT Gwen Liegel, CAPT Mark Brown, RADM Linda Bird, LCDR Jeff Schmidt, CDR Steve Haveranek, LCDR Derric Turner, and LT Jeff Ihlenfield. *DSCC photos by Chuck Moffett*

## Navy Region Northeast

The Northeast Regional Supply Corps Association held the 209th Supply Corps Birthday celebration in Groton, Conn. Cutting the cake, from left, are LTJG Joe Pestar, Supply Officer, USS *Toledo* (SSN 769) and youngest Supply Corps officer present; guest speaker, CAPT Loren Heckelman, Commanding Officer, Fleet and Industrial Supply Center Norfolk; and retired CAPT Philip W. Evans, senior Supply Corps officer in attendance.



## Guam Supply Corps Officers Celebrate

A Supply Corps celebration was held on Guam in March. CAPT Steve Olson, Commanding Officer, Fleet and Industrial Supply Center Pearl Harbor was the guest speaker. Pictured cutting the cake, from left, are CDR Tommy Richardson, Supply Officer, USS *Frank Cable* (AS 40); ENS Tamara Smith, Disbursing Officer, USS *Frank Cable*, youngest SC officer present; CAPT Paul Bushong, Commanding Officer, USS *Frank Cable* and retired CDR Mike O'Hagan, oldest SC officer present.

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## Naples Area Supply Corps Association

The Supply Corps celebrated its 209th birthday this year and the Naples Area Supply Corps Association hosted its celebration on March 27. VADM Keith Lippert, Director, Defense Logistics Agency, was the guest speaker. Pictured, from left, are CAPT Joe Napoli, Honorary President and oldest Supply Corps officer present; LCDR Tom Verry, NASCA President; VADM Lippert; LT Andres Diaz, youngest Supply Corps officer; and LCDR Gerald Raia, NASCA Vice President. The group was entertained with the Tarantella musicians and the 6th Fleet band along with Italian hors d'oeuvres and fine dining.



## Supply Corps Celebrates in Richmond, Va.



The Supply Corps officers of the Defense Supply Center Richmond celebrated the Supply Corps' birthday recently. Officers in attendance included, standing, from left, LT Charles Detwiler; LT Aaron Sikes; LT Kevin Morris; LTJG Don Baker; CAPT Bob Scott, the oldest SC officer present; RDML Mike Lyden; LT John Tolson, the youngest SC officer present; CDR Dick Stearns; CDR Cliff Noe; CAPT Walter Melton; CDR Ken Dixon, CDR John Pearson, Commander, DDMA; retired CAPT Chris Knaggs; and retired LCDR Chuck Bloom. Kneeling, from left, are LCDR Ken Finley, LT Bob McMaster, CDR Ron Black, and LT Sebastian Kielpinski. Supply Corps officers not present were CDR Robert Allen, LCDR Gerald Burch of Defense Operations Research and Resource Analysis, and LT David McNutt.

## San Diego Supply Corps Association

RDML William A. Kowba, Commander, Fleet and Industrial Supply Centers (COMFISCS), center, cuts the cake at the Navy Supply Corps Birthday Ball held in March in San Diego. The annual San Diego Supply Corps Association event celebrated the 209th birthday of the Navy Supply Corps. Joining RDML Kowba, from left, are CDR Steve Barclift, eldest active-duty SUPPO present; retired CAPT Joe Cheshire, eldest living SUPPO present; ENS Robin Paine, Disbursing Officer, USS *Bonhomme Richard* (LHD 6) and youngest active-duty SUPPO present; and CAPT Basil Gray, this year's president of the SDSCA.



## Jacksonville Area Supply Corps Association

Over 120 Supply Corps officers, guests, and friends gathered at the River Cove Officers' Club at NAS Jacksonville to celebrate the 209th birthday of the U.S. Navy Supply Corps. Pictured at the cake cutting, from left, CMDCM (AW/SW) Chuck Lawson, NAS Jacksonville Command Master Chief; RDML (Sel) Mark Boensel, NAS Jacksonville Commanding Officer; CDR Mike Laurent, Region Support Group Southeast, the oldest active-duty supply officer present and in the Navy; CAPT Ed Naranjo, FISC Jacksonville Commanding Officer and JASCA President; Leneta Moore, senior Civil Service employee; RADM J.D. McCarthy, Chief of Supply Corps and Commander, Naval Supply Systems Command; ENS Shawna Wright, USS *John F. Kennedy* (CV 67), the youngest Supply Corps officer present; and retired LCDR Bryan Blair, the oldest supply officer present, who was also celebrating his 75th birthday on the day of the ball.



## New Orleans Supply Corps Celebrates in Traditional Mardi Gras Style



New Orleans Supply Corps Association celebrated the Supply Corps birthday with Mardi Gras traditions. Special guests included King Zulu and his Krewe, one of the oldest groups participating in the Mardi Gras parades. The King is a prestigious and honored person in the city of New Orleans throughout his yearlong reign. He is a major focus during Mardi Gras and his Krewe throws the most revered prize during the entire Carnival season, the Zulu coconut. He honored the NOSCA with his presence, birthday wishes, and his Zulu Warriors to lead the group in a Second Line dance, another very traditional event in New Orleans. Pictured at this year's celebration are, standing, ENS John Bergeron; LCDR Keith Walters; LCDR Joe Newbury; a Zulu Warrior; King Zulu 2004, Gerard M. Johnson;

RADM Ryland Percy; CDR Charles Futrell; CAPT Warren Rice; CAPT Drew Nienhaus; CDR Vince Clifton; CAPT Ron Christian; LTJG Russell Cronklin; and LCDR Matt Masi. Kneeling in the front, from left, are 1st Lt Eric Walther; a Zulu Warrior; LCDR Eileen Werve, NOSCA President; and another Zulu Warrior.

Check out

***The Navy Supply Corps Newsletter***

on the Web at [www.navsup.navy.mil](http://www.navsup.navy.mil)

## USS *Port Royal* receives COMNAVSURFPAC Blue E

The Supply Department of USS *Port Royal* (CG 73) received the Commander Naval Surface Forces Pacific Fleet Blue “E” for Supply Management Excellence in 2003. The photo was taken while the ship was returning to homeport in Pearl Harbor, Hawaii, after deploying in support of Operation *Iraqi Freedom* with Expeditionary Strike Group 1. The Supply Department is led by LCDR Rick Buell.

Pictured in the front row, bottom of the “E” formation, from left are LCDR Buell, Supply Officer; CSC (SW) Deadwiley, Leading Culinary Specialist; CSC (SW) Esclito, Departmental LCPO; LTJG Albright, Food Service Officer; SK1 (SW) Alba, Leading Storekeeper; DK3 Williams; and DK1 (SW) Corcoran, Leading DK.

In the second row, from left, are DKSN Collins; DC2 (SW) Ryan, HAZMINCEN Supervisor; OS3 Gonzalez; SN Bergman; CS2 (SW) Basat, Jack o’ the Dust; CS1 (SW) Belo, S-2 Records Keeper; and SKSN Coburn. The third row includes SK3 Sanders, and SHSN Whidden.

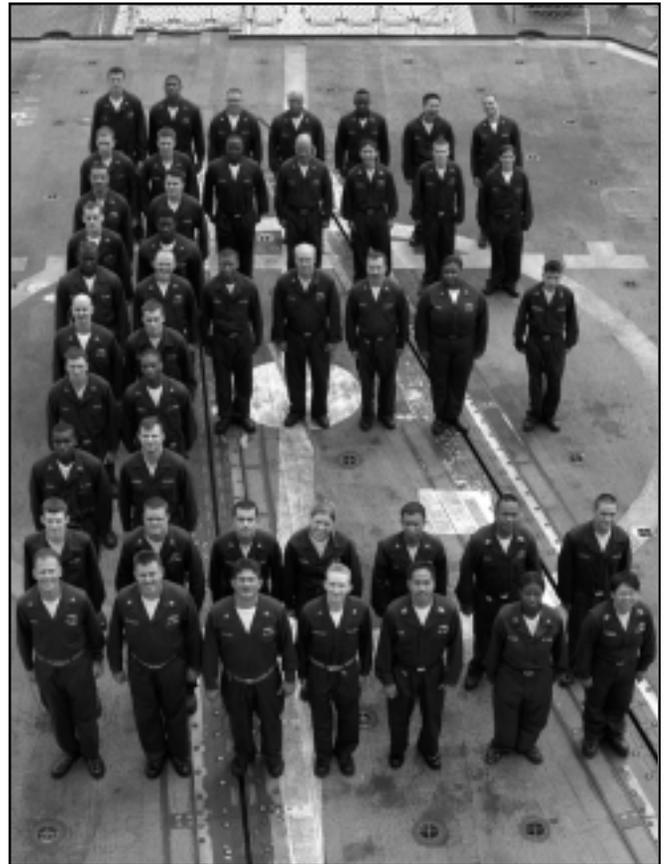
In the fourth row are SH3 Todd and SH2 Murray, S-3 Records Keeper. The fifth row Sailors are SK3 (SW) Kunkel and SN Carpenter.

The sixth row includes SKSN Tomlinson; PC1 (SW) Bunnell, COPE; CSSN Ximines; SK2 (SW) McArdle; SH2 Mathieu; SK2 (SW) Clarke; and GSM3 Galindoarias. The seventh row includes CS3 Harding and SK3 Williams. In the eighth row are CS1 (SW) Sherman, S-2 LPO; and SHSN Osbourne.

Sailors in the ninth row are CS3 Boley; CS3 (SW) Hoffman; SHSN Odunlami; SK2 (SW) Rosales; SK1 (SW) Cayanan, Stock Control LPO; CS3 (SW) Roberts; and SKSN Corpe;

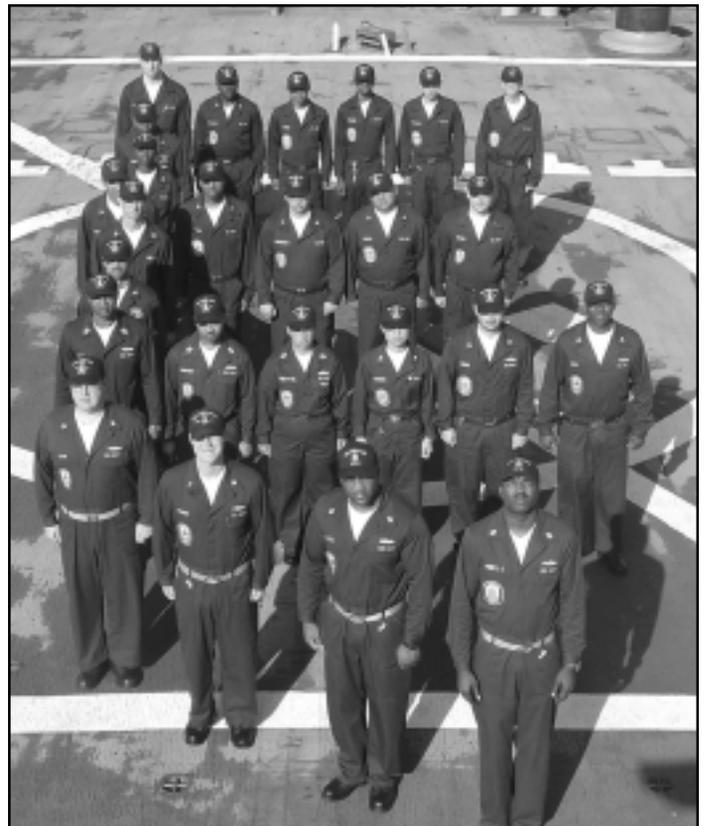
The last row includes SK3 (SW) Maloney; CS3 (SW) Rice; SH3 Kelly; CS3 (SW) Robinson; SK3 Nganga; SKSN Gang; and CS3 Rolon.

Not pictured but providing outstanding support to the *Port Royal* “warfighter supporting” team are LTJG Sherman, Disbursing & Sales Officer; SH1 (SW) Terry, S-3 Leading Ship’s Serviceman; SK1 (SW) Perryman, S-1 LPO; and CS3 Roney.



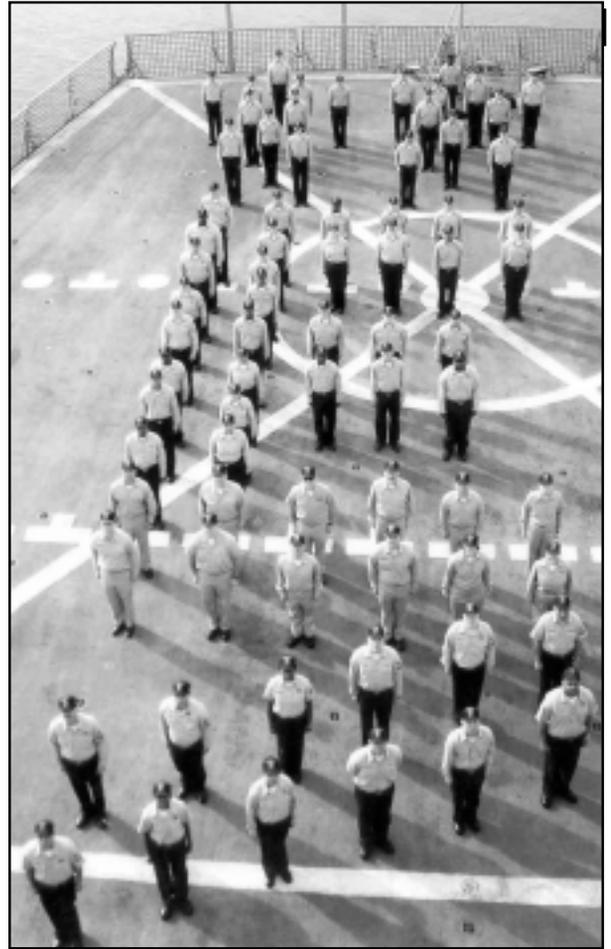
## USS *Gonzalez* Earns Seventh Consecutive Blue “E”

USS *Gonzalez* (DDG-66) Supply Department celebrated their 7th consecutive Blue “E.” Pictured in the hash, from left, are Supply Officer LT Corey A. Cook, Disbursing Officer Lawrence D’Amico, Supply Department LCPO SKC (SW) Dell James, and CSC (SW) Franklin Jones. The first row of the E includes CS1 (SW) Raymond Bryant, CS1 (SW) James Engram, SK1 (SW/AW) Elizabeth Vanderpool, DK1 Phon Truong, SK1 (SW) Donald Price, and SH1 (SW) Paul Davis. The second and third rows, from front, include SK2 (SW) Norman and CS2 Richard Brueggert. SK3 Alexis Coronellrodriguez, CS3 Micheal Watkins, SH3 Fernando Hernandez, CS3 Edwin Medina, and CS3 Lemuel Crater make up the fourth row. In rows five and six are SK3 Danielle May and PC3 (SW) Dayon Banks. The last row includes SHSN Frank Soukup, SK3 Sandley Jeanlouis, DKSA Edgar Bynoe, SHSN Lamar Collins, SKSN Ivering Medrano, and CSSN Jason Leslie.



## ***USS Camden Earns Thirteenth Consecutive Blue “E”***

Commander, Naval Surface Group Pacific Northwest awarded the 13th consecutive Supply Blue “E” to the USS *Camden* (AOE 2) Supply Department. The *Camden*’s team was led by, from left, bottom to top, CDR Drew Morgan, LT Todd Friedman, SKCM Eric Mercado, LT Brian Mowery, ENS Sarah Stevens, SKC Sharon Marker, LTJG Mike Chung, LT Gary Schulz, CWO4 Terry Gombos, CSCS Bob Reiher, SHC Tom Liu, and ENS Shannon Stewart. Leaders not available for the photo included LTJG John Abrams, SKC Ray Burke, GMC Bryan Jackson, and GMC Bob Beck. LTJG Trey Scudder, LTJG Christin Crowley, and SHC Gary Tapley had detached by the time the photo was taken.



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