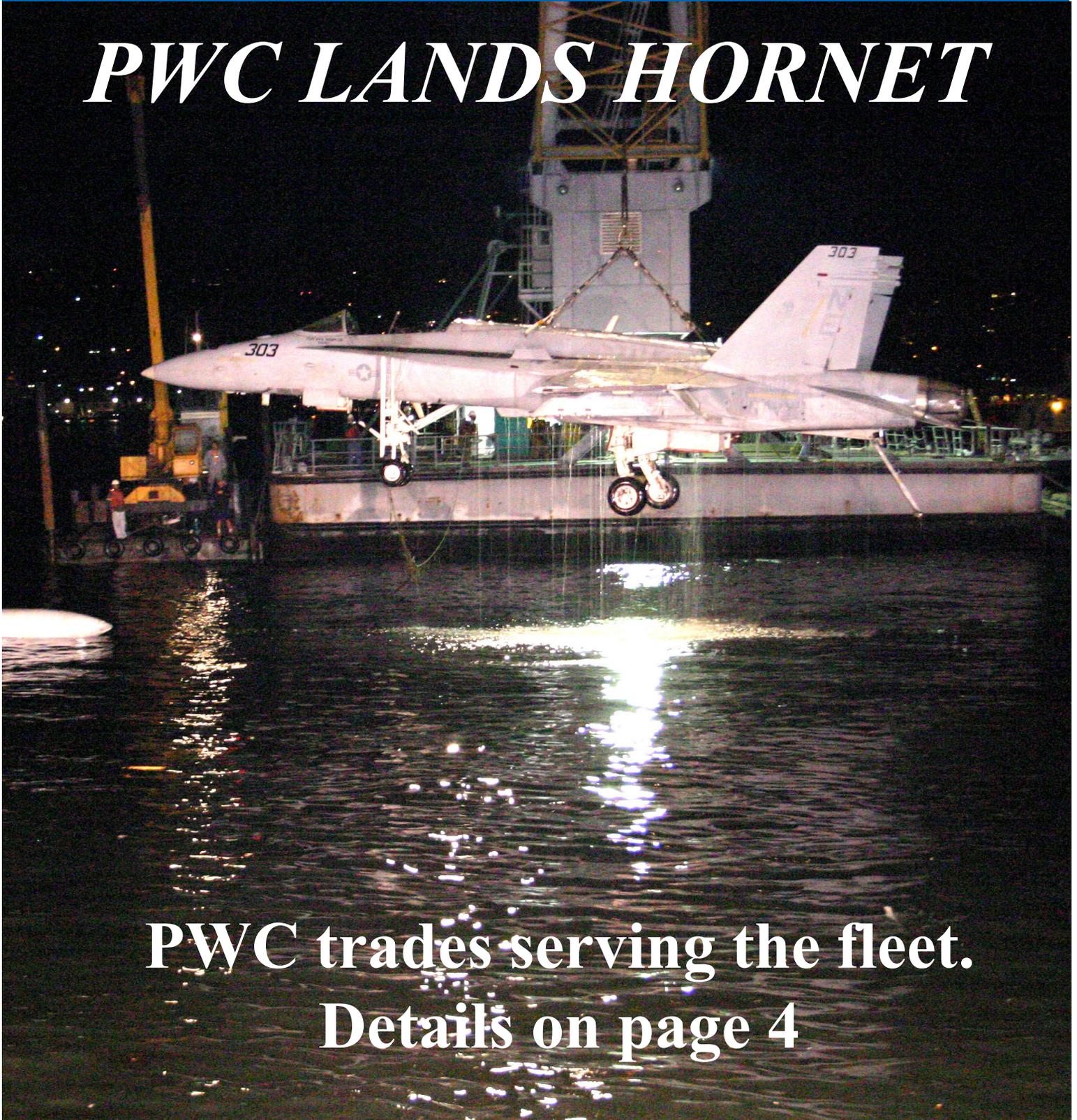


PWC LANDS HORNET



**PWC trades serving the fleet.
Details on page 4**

It's an honor to be back in San Diego and to serve as the Commanding Officer of this exceptional Public Works Center! Thank you all for the great welcome.

On page eight of this issue is a reprint of the e-mail to all hands that CAPT King and I released in August. It is very important that all PWC, Regional Engineer and SWDIV employees read this note and understand the intent in which we will move ahead on transforming the facilities team in Navy Region Southwest. The establishment of NAVFAC Southwest will be a monumental task, but with strong, focused leadership and solid support throughout our team, we will succeed. I need you to ask the hard questions of your chain of command, be positive and understanding, and share all good ideas as we move forward in combining our business and support lines. Only with the good ideas and support of all hands will we succeed in the best way possible.

In closing, I have thoroughly enjoyed beginning to work with all of you and have particularly enjoyed the All Hands in your work spaces. I am motivated by your enthusiasm and I greatly respect your dedication and thank you for your exceptional service.

My best to all of you and remember, Safety First.



The Centerline

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San Diego, California
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NOVEMBER ELECTIONS

By Captain April Heinze

One of the most important rights we all have in the U.S. is our right to vote for our elected representatives at all levels of Government. The Department of the Navy's goal is to make sure every military and civilian employee has the opportunity to vote. In order to increase awareness in voting and make sure information is available to all employees, the Navy has a voting assistance program to answer questions and assist in registration and absentee ballot requests.

PWC's voting assistance officer is LTJG Amy Fleming and she can provide assistance with state by state information on registration and absentee ballot requirements. LTJG Fleming is located in Bldg. 121, 2nd floor, NBSD and may be contacted at 556-9165 or by email at fleming@navy.mil. Further information is available on line at the Federal Voter Assistance Program website, www.fvap.gov/index.html.

Supervisors should discuss this program with all employees and post voting information on employee bulletin boards with other command information.

NATIONAL SECURITY PERSONNEL SYSTEM

By Cristina McSkimming

A National Security Personnel System (NSPS) Town Hall meeting was held at the Washington Navy Yard on Sept. 14. Ms. Patricia C. Adams, Deputy Assistant Secretary of the Navy for Civilian Human Resources, presented an overview on NSPS, the road ahead, and the following highlights:

- The NSPS system design and planning efforts are ongoing
- Work groups are currently crafting design options that will be presented to senior leadership
- Proposed NSPS regulations are scheduled to be published in the Federal Register later this year
- Spiral One, the first group of organizations that will transition to NSPS, is expected to occur in July 2005
- Spiral Two is proposed for January 2006 with full NSPS implementation anticipated for the July 2007/2008 timeframe.
- Adams' full presentation can be found at http://www.donhr.navy.mil/NSPSdocs/WNY_Brief_9_14.ppt
- Additionally, the Navy's NSPS website at <http://www.donhr.navy.mil/NSPS/default.asp> contains a wealth of information about NSPS and is an excellent way for managers, supervisors, and employees to learn about it.

NAVY PUBLIC WORKS CENTER, SAN DIEGO CODE 900, ENVIRONMENTAL SUPPORT SERVICES TENTATIVE DECISION

By Paul Crecelius

Captain Giorgione announced on Monday August 16, 2004 that the tentative decision for the A-76 Environmental Study was for Code 900 to continue performing environmental services at Naval installations throughout the San Diego area. PWC Code 900 employees currently provide a comprehensive range of environmental services, including hazardous waste management; oily and industrial waste treatment; laboratory services; assessment and cleanup of contaminated sites; and specialized projects in support of San Diego area Marine Corps and Navy installations as well as Navy ships.

Employees were briefed at an all hands meeting that the decision to retain the services from Code 900 was made after a detailed study indicated it was more cost effective to continue to perform the functions with Code 900 personnel than by contract. The employees' proposal was \$12,221,066 less than the closest private-sector bid. During the all hands meeting Code 900 and HRO briefed the employees on the new structure for Code 900 that will be implemented in January 2005 and provided the tentative timelines and process for moving from the existing structure to the new MEO structure. The new structure does not result in any significant reduction in personnel or grades. The next all hands meetings will follow the final decision on September 30. Paul Crecelius stressed to the employees that communication up and down the chain was critical to the success of the transition to the MEO.

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**PWCS and Hotline
(619) 556-8477**

**Steve Mahoney,
Command
Evaluation**

HORNET LIFT



Not a typical Hornet but a \$29 million dollar jet ended up in the San Diego Bay August 27 off a North Island runway. The good news is that no one was hurt and the plane landed intact. The pilot was picked up by USCG.

Who do you call for a lift out of the bay? The PWCSO trades from the Transportation Business Line, of course. Both civilian divers and crane operators teamed to begin the arduous task of skillfully lifting the F/A-18C onto a floating crane and then load onto a YC. By 0300 Saturday Aug 28, the PWCSO team successfully transferred the aircraft to a trailer and transported it to a hangar and is now under the control of NAVAIR. Those that took part in this unusual and successful rescue were CDR Tom Fontana, Port Operations and the following:

Crane & Rigging:

Robert Smith, Superintendent

Cranes:

Steven O'Brien, Crane Operations Supervisor

Bill Rubin, Crane and Rigging Site Manager

Mike McAndrew, Rigging Supervisor

Riggers:

Bill Freeland, Leader

Rudy Gonzales

Hank Blain

Eric Crawford

Ron Miller

Pete Krueger

Paul Goldhagen

Robert Smith

Crane Operators:

Rick Melanson

Jim Eldred

Bob Holder

Motor Vehicle Operators:

Smokey Hightower

Marc Flores

Divers:

John Holterman, Rigger/Diver Sup

Dan Jackson

Andy Meyers

Don Sosnowski

Zachariah Tscherne

Steve Voyles

Christopher Reiter

By Sherry Hendrix



COMBINED FEDERAL CAMPAIGN

The only authorized solicitation of charitable donations to employees in the federal workplace is the CFC. The 2004 campaign is gearing up and Sherry Hendrix has been selected as our CFC activity coordinator for the 2004 campaign. Individual key workers from each department will be designated in the next few weeks to assist you in making voluntary contributions to the charity of your choice. This campaign is an effective way for federal employees to help those in need and make a difference in the lives of those in our community. The CFC continues to be the largest and most successful workplace fund-raising model in the world. Last year, PWC San Diego employees contributed \$76,423.58! PWC will be holding this year's CFC campaign from October 12 through November 10 with this year's goal of \$110,066.00 in contributions. Sherry Hendrix may be contacted at 556-9443, or via email at sherry.hendrix@navy.mil.

CIVILIAN EMPLOYEES ACTIVATED FOR MILITARY SERVICE



Currently Serving:

Plessie Ellitt, Code 940, 6 Jan 2004 - 4 Feb 2005

Scott Davis, Code 30 SCI, 7 Mar 2004 - 7 Mar 2006

Returned from service within FY04:

John Wren, Code 500, 8 Jan 2003 - 16 Dec 2003

Heinrich Kim, Code 900, 3 May 2003 - 6 Feb 2004

Craig Binning, Code 514, 17 Apr 2003 - 11 Feb 2004

Mario Gepila, Code 500, 15 Dec 2003 - 29 Sep 2004

SAFETY EMPLOYEE OF THE 3rd QUARTER

Mr. Julio "Jules" Fogg was selected for this important award for his proactive and conscientious passion for safety not only within Code 572, but also to Service Men and Women and visitors to MCAS Miramar. Jules is actively involved in stand-up safety meetings by personally selecting videos and inviting special speakers to reinforce Safety awareness. As Safety Coordinator, Jules ensures journeymen are "safety equipped" for all assignments and ensured 100% compliance in group safety for the last three years. Congratulations to Mr. Fogg on this prestigious selection.



Mr. Jules Fogg, Code 500

EMPLOYEES OF THE 4th QUARTER



Katherine Najieb, Code 900

Katherine Najieb is the Financial Systems Analyst for Code 900 working with data calls with short fused deadlines. She has streamlined and improves procedures for financial tracking, including WIP and has an excellent grasp of financial management principles. Katherine volunteered to be a full-time member of the Environmental A-76 study and headed the Employee Appeals Committee and spear headed development of an effective rebuttal to a contractor appeal. Win-win solutions are a day-to-day approach for this energetic and enthusiastic individual. Congratulations on your noteworthy accomplishments and selection.

Robbi Kuhn is the Dispatcher for the PWC Refuse and Recycle Department, Code 700. Her selfless use of her time has built important customer relationships within PWC and other Government agencies. Robbi's ability to remain composed during emergent and unplanned situations has allowed her to take charge and complete the requirements. As a resourceful and flexible team player, Robbi has filled in for several team members in the past three years while ensuring her duties are managed. Congratulations to a true professional on being selected for Employee of the Quarter for Transportation.



Robbi Kuhn, Code 700



Artrini Walters, Code 430

Artrini Walters is a Production Controller located within Code 400. Trini is involved in many highly visible projects requiring strict budget controls. Her attention to detail keep management apprised of adherence to special projects and a variety of other work requests. Those positive attributes along with her dedication, work ethics, tireless devotion to win-win recommendations positioned Trini for a temporary promotion. She is a key element to the Work Management Team, ensuring the highest level of customer satisfaction. Congratulations to an exemplary team player on this significant award.

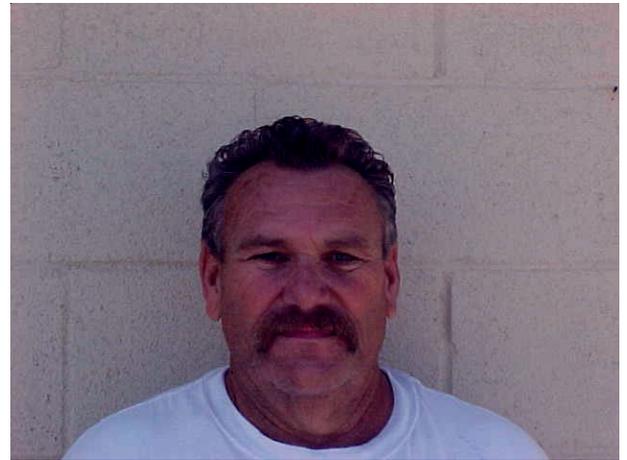
EMPLOYEES OF QUARTER, Cont.



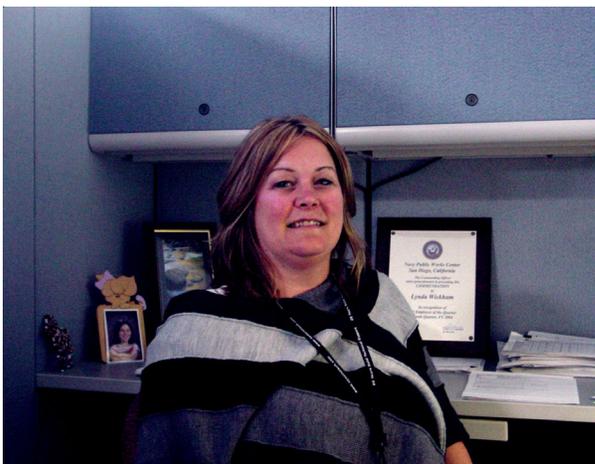
Pat Wampler, Code 600

Pat Wampler is the Management Assistant to the Business Line Manager of Code 600. Pat is an uncompromising professional ensuring Administrative functions meet standards and deftly handles those unique requirements. Of priority is her detailed management of personnel requirements for the entire code. Pat's proactive nature, passion for her job and dependability has resulted in extraordinary achievements. Congratulations on being selected Employee of the Quarter for Utilities.

Mr. Terry Berkheimer is a 29 year authority of island living on San Clemente. As a Construction Mechanic and correspondence taught locksmith, clients depend on Terry's corporate knowledge to address routine and one of a kind requests. As a self-starter Terry takes pride in his work and ability to stand-in for the supervisor during absences. Terry has flown back to the island during times of emergency requirements to mentor, support and work with the team. Terry is proactive, keeps Safety First, and worthy of Employee of the Quarter for code 500.



Terry Berkheimer, Code 500



Lynda Wickham, KSS

Lynda Wickham works in the Business Office, Code 10. She manages the Center's Unbilled WIP program and orchestrates comprehensive monthly reviews with all Business Line Managers and their staff. She routinely volunteers her assistance where needed. One example is her recent partnering with Code 150 and 190 to tailor a web-based log entry system for the Customer Care Center to capture daily actions and resolution. Lynda has proven to be a reliable and dependable performer consistently completing requirement ahead of schedule. Lynda is a quick study in multiple areas, able to proactively identify situations before they develop into problems. A team player, cognizance of her programs has produced positive results within the Business Office and the Center. Congratulations on this noteworthy award.

JOINT MESSAGE TO ALL PWC SAN DIEGO, CNRSW REGIONAL ENGINEER, AND SOUTHWESTDIV PERSONNEL

Email of August 27, 2004

As most of you are aware, NAVFAC is undergoing a major transformation that will integrate SOUTHWESTDIV, PWC San Diego (PWCSO) and the Regional Engineer (RE) and PWOs into NAVFAC SOUTHWEST by July 2005. This transformation initiative is a VERY IMPORTANT initiative, one that will have long term impact on everyone. Without exaggeration, this is a historic opportunity to create the Navy's single, seamless, facilities service provider in the SOUTHWEST region for many years to come. The effort to implement this transformation will be a major management focus over the next year—certainly it will be one of our principal focus areas at the command level. The purpose of this e-mail is to let you know we have recently started that transition process and to give you some idea of how we will tackle the implementation planning effort.

Transition Teams: This past Monday, we held a joint PWCSO—SOUTHWESTDIV—RE meeting of the respective senior managers including Business and Support line coordinators of the two commands. At that meeting, we presented the background/rationale for the transformation to the managers and then directed them to form joint, functional teams comprised of PWCSO, SOUTHWESTDIV, and in some cases, RE members, to work through all the implementation issues in their respective areas with the end state vision of a more balanced, productive, and effective organization in mind. We have specifically asked each team to review:

- The full range of EFD and PWC products and services in each area.
- The workload requirements and the production capacity.
- The processes by which the products are delivered and by which the work is/will be managed.
- How the work should be delivered: i.e. via core or an IPT.
- The management/staffing/organizational structure needed to direct and execute the work.
- How to manage the work from a financial standpoint given that both Navy Working Capital Fund and RMS funding systems will be in use.
- The major issues and obstacles to implementation.

Transition Governance: We have established a Transition Executive Steering Committee (ESC) comprised of the SOUTHWESTDIV Commander, Vice Commander, and Business Officer, the PWCSO Commanding Officer, Executive Officer and Business Manager as well as the Deputy Regional Engineer. Our plan to manage and direct the implementation process is to have the various functional teams report back once a month beginning in September to the ESC to monitor the team progress and to give direction/guidance and to make decisions as required so the teams can continue to work.

Personnel Issues: We also discussed the timeline for this effort and the personnel issues associated with it. One thing we are implementing immediately is a joint Personnel Management Board process that will review all SOUTHWESTDIV and PWCSO recruitment actions with the goal of making sure whatever we do today does not run counter to the NAVFAC SOUTHWEST stand-up.

Transformation Presentation: Below is the link to the presentation that we gave to the group on Monday. It is recommended that all hands take a look at this so you know the basics of how we intend to conduct the transition effort.

http://nf-efds-w5/Dept/00/Public_Affairs/NAVFACTransformation.htm

It is our plan to now personally visit the various business and support lines/departments to help explain transformation to you and answer your questions. Our goal is to keep you well informed as we conduct this transition. We'll begin to schedule those session in the next couple of weeks.

Bottom Line: The transformation process is underway!! The action is now at the functional team level to begin to assess their areas and to commence planning how they will manage and deliver their consolidated set products and services as NAVFAC SOUTHWEST.

We appreciate your support of this major initiative!!

CAPT Dan King, Commander, SOUTHWESTDIV

CAPT Mike Giorgione, CO PWC San Diego & CNRSW Regional Engineer

IT'S A BIRD, IT'S A PLANE, IT'S A PHROG

By Gary Middlebrook, Maintenance Supervisor Code 514

Do you know what a Phrog is? Facilities, Alteration & Repair Code 514, with support from Crane and Rigging, Code 745 was instrumental in building the display pedestal for the CH-46 Sea Knight helicopter, dubbed the Phrog by Navy pilots because of its frog-like appearance. The display, which is located at Naval Base Coronado, was built to honor the retirement of the Sea Knights after 40 years of service.

This project, which was expertly designed by Vince Sobash, Staff Civil Engineer for PWO NBC, required correct placement of the CH-46 to capture the dynamic characteristics of this great machine. PWC masons Frank Amador, Richard Cervantes, and Rocky Segobia worked to layout the placement in the area without having to relocate or disturb underground utility lines. Once the position was determined, the masons expertly hand-built the forms creating the pedestals to hold the CH-46 according to engineering plans. Once the pedestals were in place and the anchoring bolts affixed in concrete, welder Mike Barbera fabricated the steel plates and uprights to mount the aircraft. In order to get the helo placed right the first time, Mike and Vince worked diligently to confirm the landing gear measurements. They then double-checked the job plan drawings by taking a second and third set of measurement on the helo at the squadron's flight line apron.



Left to right lower level: Rocky Segobia, TJ Tejada, Frank Amador



Bill Rubin, Crane Operator

Once the helo was mounted and welded down the sailors remounted the tires, which signaled the successful completion of the project.

The Phrog is now displayed at North Island at the traffic circle. This project again showed the excellent capabilities of PWC as a multifunction organization. Although there were many other people not mentioned that contributed to this project the teamwork displayed by all was outstanding.



Left to right Dave Umel, Rene Bejerano, Art Aguilar, Bill Rubin, Mike Barbera

Welcome Aboard

Navy Public Works Center San Diego welcomes new employees to the Center for the months of August and September 2004.

Jul 2004

Kalman, Jr., Earl K. Code 250
Smith, Jr., Robert B. Code 740

Aug 2004

McKinley, Scott A. Code 760

Sep 2004

Collins, Craig Code 512
Lang, Philip Code 730
Tan, Nelson Code 536

PURCHASE CARD FLASH: Safety Glasses and Shoes

PWCINST 5100.26C of 23 Jan 03 covers proper procurement procedures. Refer to page 19-3 for Safety glasses and page 20-4 for safety shoes.

Safety Shoes. All requests for safety shoes must be approved by the requestor's supervisor. Employees shall be authorized up to \$100.00 to procure properly fitted and approved safety shoes. High voltage electrical workers and those workers exposed to electrical hazards on a daily basis are authorized up to \$150.00, provided they purchase electrical hazard shoes or boots. Any amount over these limits is the responsibility of the employee, not PWCS D. These limits are for shoes only and does not include such items as shoe polish or socks. Special insoles may be covered if authorized by a doctor's prescription or examination; but the total authorized above does not change.

Safety Glasses. PWCS D employees entered in the Sight Conservation Program as a result of their occupational trade or job function(s) shall be authorized up to \$175.00 for procurement of proper and appropriate corrective protective eyewear. Corrective protective eyewear must meet ANSI Z87 requirements. A light tint is acceptable for personnel that perform a significant amount of work outside. Other add-ons such as special coatings, bifocals, etc. are also authorized but the total authorized limit does not change.

UNAUTHORIZED COMMITMENTS AND SPLIT PURCHASES

By Jan Whitacre

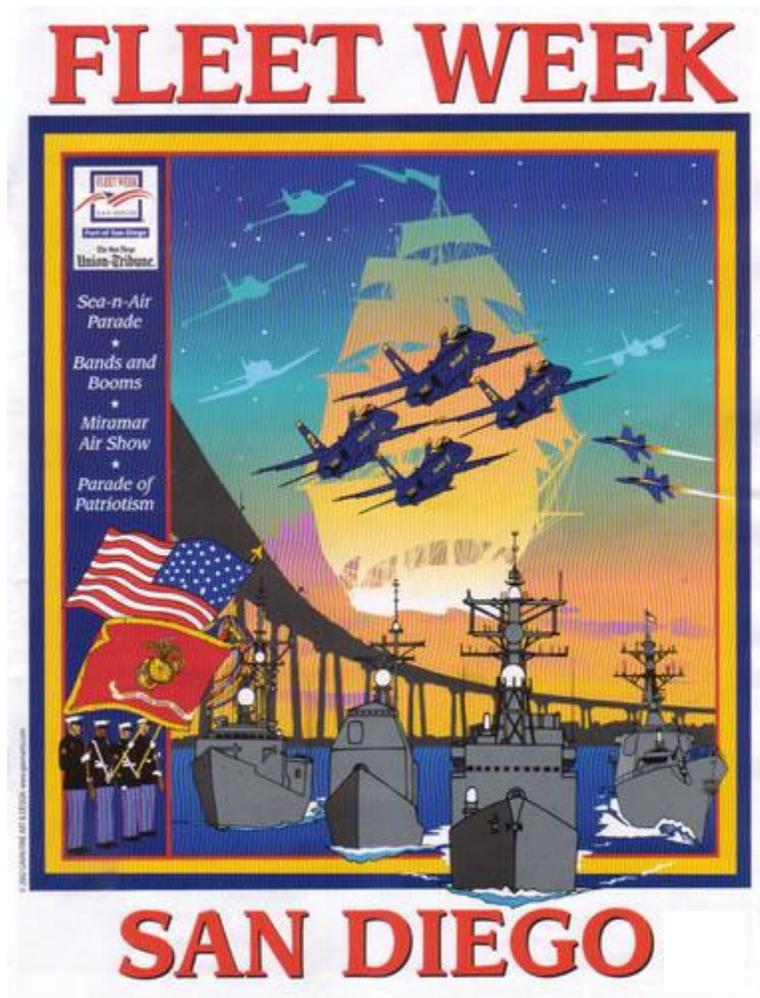
Internal Review has recently uncovered several instances where government purchase card holders have used split purchases as a means to attempt to "fix" unauthorized commitments. This only compounds the problem.

An unauthorized commitment occurs when a government employee directs or requests a contractor to perform work in advance of or in excess of a commitment of funds. Unauthorized commitments violate the Anti-Deficiency Act. That is, they are illegal acts. Employees who are responsible for unauthorized commitments can be held personally financially liable. Don't do it.

Split purchases occur when an employee knowingly uses two or more transactions to fund a job. Split purchases violate NAVSUP and GAO rules. Repeat violators will lose their purchase card privileges.

If you find that you have underfunded a job or if you become aware that a job has not been properly authorized (there is no order in place), do not try to fix the problem yourself. Discuss the issue with your supervisor, Code 480, and Counsel. The problem may have to be referred to a contracting officer for resolution. Inform the contractor that there may be a problem with payment and stop the work.

If you have any questions regarding unauthorized commitments or split purchases, call me at 556-1549.



SAN DIEGO'S FLEET WEEK 2004

San Diego's Fleet Week enjoys a rich history even though not a decade old in its present format and has clearly defined its mission and vision as follows:

Mission: To properly pay tribute and thank San Diego's military service men and women for "Serving America Twice" in the defense of our nation and as volunteers in improving the quality of our communities.

Vision: To provide for increased awards/events and attractions for our enlisted community at zero to minimal cost, and to create and conduct highly visible events to raise the consciousness of our citizenry to the importance of our neighbors in uniform.

For an in depth history of this celebration link to: <http://history.acusd.edu/gen/WW2Timeline/fleetweek.html> . This year's celebration will be held from Saturday, September 25 through Saturday, October 23, 2004. Here's the official event schedule, as of this printing (schedules are subject to change).

SATURDAY, 25 Sep
East County Troop Salute

FRIDAY, 1 Oct
Operation Gaslamp

SATURDAY, 2 Oct
Sea 'N Air Parade
MCRD Boot Camp Challenge
Navy Ship Tours

SUNDAY, 3 Oct
Navy Ship Tours

MONDAY, 4 Oct
Enlisted Golf Tournament

FRIDAY, 8 Oct
MCRD Colors Ceremony
MCRD Recruit Graduation

SATURDAY, 9 Oct
Holiday Bowl Speedfest
Navy Ship Tours
Navy Ball

SUNDAY, 10 Oct
Holiday Bowl Speedfest
Navy Ship Tours

TUESDAY, 12 Oct
Fleet Week Foundation Breakfast
Fleet Week Golf Tournament

WEDNESDAY, 13 Oct
Stockdale Leadership And Ethics Seminar

THURSDAY, 14 Oct
Enlisted Recognition Luncheon

FRIDAY, 15 Oct
Miramar Air Show
Service Associations' Salute To Heroes
Hero's Reception On USS Midway

SATURDAY, 16 Oct
Miramar Air Show
Star Spangled Salute

SUNDAY, 17 Oct
Miramar Air Show

WEDNESDAY, 20 Oct
USD-SDSU Prayer Breakfast

SATURDAY, 23 Oct
Chula Vista Veteran's Home BBQ

SUPERVISOR OF THE 4TH QUARTER



Javier Tejada has shared his resourcefulness and creativity with PWC for the last 25 years and currently holds the position as Maintenance Construction Supervisor in Code 514. Javier maintains oversight for 14 different trade skills within NBC, ALF Imperial Beach, OLF SCI, La Posta and SERE Camp.

As a solution oriented individual, Mr. Tejada was instrumental in the recent FAR metrics development.

Not only a supervisor, but also a project manager able to provide well-defined, seamless direction for journeymen. For example Javier handled the Quarters A project, adhering to rigid schedule and budget constraints.

Mr. Tejada understands the importance of being on site and available to journeymen. Because of his desire to share process improvements to better serve clients, he volunteered for a study on the importance of being on site to supervise journeymen on specific projects.

An 18% improvement in job performance could be realized with this type of positive on site supervision. This process improvement was included as one of the efficiencies for the FAR MEO.

Intent on excellent job performance Javier ensures personnel have the technical training required, supports cross training, and rotates less experienced workers with qualified journeymen.

All Javier's efforts ensure for excellent customer service. Congratulations on this noteworthy award.

ADMIRAL VERN CLARK, CNO SENDS BIRTHDAY GREETINGS

Our Navy's 229th birthday is a fitting time to reflect upon the importance of your service to America in a time of war. Your dedication to a greater cause places you among thousands of courageous men and women who sailed before you, protecting our Nation and its freedoms, from the American revolution through today's global war on terror.

Victory in combat is the United States Navy's mission and heritage. Our Navy was founded to defend our Nation and our freedoms, projecting sovereign American combat power to the far corners of the earth. In doing so, we not only defend freedom for ourselves but also extend the promise of liberty to millions throughout the world, many of whom still live under tyranny.

Your service is tremendously important at this crucial time in our history, bringing alive the ideals of honor, courage, and commitment. As we reflect back over more than two centuries of naval professionalism, I salute each of you. There is no higher honor than to serve with men and women of today's United States Navy. Happy birthday, shipmates!

TO ACCEPT OR NOT ACCEPT GIFTS FROM CONTRACTORS

By Jan Whitacre

All personnel are reminded of the prohibition against soliciting or accepting anything of value from government contractors. The rule is in place to ensure the fair and equitable treatment of all those competing for government contracts as well as the public perception of the procurement process and of the integrity of the federal government itself. It is important that you follow the rule and ensure your people do too. But before you can follow or enforce the rule, you must understand it. So let me set out a few examples.

What can you accept?

The Standards of Conduct rules set out certain exceptions to the prohibition against accepting gifts or other things of value. You can accept promotional items, such as ballpoint pins or coffee mugs, which have little intrinsic value. You can on occasion accept lunch or holiday candy or something else you might actually want, provided that the gift falls under \$20 per occasion (\$10 for procurement officials). But you cannot accept more than \$50 in aggregate value from a company or an individual in any 12-month period. The rules don't necessarily apply if the contractor employee giving the gift is a relative or an old friend and you have a long held tradition of gift-giving.

Contact the PWCSO counselor, Mr. Jan Whitacre before accepting anything from a contractor.

What can't you accept?

The easy answer is that you cannot accept anything not listed above. I used to tell employees they could not accept anything from the contractor if they really wanted to have it. That is probably still a good guideline. The underlying rationale here is that you should not accept anything which could affect your judgement in relation to that contractor and his/her performance of government work. For the same reason, a government employee should avoid overly personal relationships with contractor personnel. For instance, don't let the contractor become your fishing buddy or your bowling partner.

Below is a list of items employees have had to refuse or return to contractors:

- Leather-bound day planners
- A copy of Jane's Fighting Ships
- Golf clubs
- Baseball game tickets
- Books
- Party and banquet invitations
- Framed prints

Employees have been disciplined for accepting the following:

- TV sets
- Screw driver sets
- Microwave ovens
- Toasters
- A motorcycle

If there are questions about a particular gift, please contact Mr. Jan Whitacre at 556-1549.

Naval Facilities Engineering Command Announces Transformational Reshaping to Better Support “Surge Navy”

Global Engineering and Acquisition Organization Will Realign, Consolidate Commands to Improve Effectiveness, Efficiency, Accountability for Navy, Marine Corps, Other Clients



Washington Navy Yard – The Naval Facilities Engineering Command (NAVFAC) announced today the start of a major transformation that will reshape its global engineering, acquisition, and public works organizations to enhance efficiency and effectiveness, and improve its products and services for the Navy, Marine Corps, Department of Defense, and other federal Clients.

NAVFAC’s commands, which are currently comprised of Engineering Field Divisions, Engineering Field Activities, Officers in Charge of Construction, and Public Works Centers, will be consolidated into Facilities Engineering Commands (FECs) that will report to two NAVFAC commands: NAVFAC Atlantic in Norfolk, VA., and NAVFAC Pacific in Pearl Harbor, Hawaii (formerly Engineering Field Division Atlantic, and Engineering Field Division Pacific, respectively). FEC Commanding Officers will be double-hatted as Regional Engineers.

Among its many benefits, Facilities Engineering Commands will provide the Marine Corps, Regional Commanders, and other Clients a single touchpoint for all NAVFAC products and services. In addition, FECs will enable NAVFAC to better align and focus on Regional and Client requirements, surge support across regional boundaries, globally implement common business processes, eliminate redundancy and

duplication, and return substantial savings to the Navy, Marine Corps, and its other Clients. Establishment of the FECs will also position the Navy to integrate independent Public Works Departments (PWDs) into FECs and create one Public Works delivery model.

“This is a monumental and positive change for NAVFAC and the Navy Shore Establishment,” said Rear Admiral Mike Loose, NAVFAC Commander and Chief of Civil Engineers. “Our transformation, in close coordination with the Commander, Navy Installations, will establish clear accountability for shore facilities support, drive efficiency and effectiveness, and provide significant savings to recapitalize the Fleet in support of Sea Enterprise.”

Sea Enterprise, an integral strategic component of the Chief of Naval Operations’ Sea Power 21 vision, seeks to improve organizational alignment, refine requirements, and reinvest savings to buy the platforms and systems needed to transform Navy and deliver increased combat capability.

“NAVFAC’s realignment creates a civil engineering enterprise that will result in mutually beneficial and even synergistic support among CNI and our Navy supply partner in the shore support domain,” said Rear Admiral Christopher Weaver, Commander, Navy Installations (CNI). “This is an important initiative, and with NAVFAC’s engineering and acquisition professionals to lead this effort, I’m confident that they will be successful at every turn.”

The establishment of NAVFAC’s FECs is being phased in over a two-year period beginning with NAVFAC Midwest (formerly EFA Midwest/PWC Great Lakes) on July 8, NAVFAC Washington (formerly EFA Chesapeake/PWC Washington) on July 23, and later this month, NAVFAC Mid-Atlantic formerly Integrated Product Team, EFD Atlantic/PWC Norfolk, and NAVFAC Far East (formerly PWC Japan/Officer in Charge of Construction, Far East).

FALL LEADERSHIP AWARD



The Fall Leadership award recognizes the contributions of supervisors in creating, maintaining, and developing the Command culture of superior client service. Mr. Mike Malaca was honored at the Command Staff Meeting September 21 when he was presented with this prestigious award.

Mike is the Transportation Operations and Maintenance Product Line Manager and is responsible for vehicle operations and maintenance throughout the San Diego Metropolitan area and San Clemente Island. He has lead the Division in its fourth year of operating under Most Efficient Organization and executing under cost each reporting period.

Mike provided oversight to the China Lake team in the development of overhead and commodity budgets providing overall guidance of Job Order Number structure with budget line items and cost.

Through Mike's leadership, he developed statements of work and coordinated contractual execution and the completion of work for Defense Energy Support Center funds (DESC). DESC agreed to cover costs associated with repair to secondary containment lines, and upgrade vapor recovery system. Previously this cost was the responsibility of PWC.

Mike participated as team lead for Base Support Vehicle and Equipment Product Line during the absence of the Transportation Business Line Manager as part of Facilities Engineering Command transformation. He also provided recommendations to support horizontal and vertical alignment of Base Support Vehicles & Equipment organizational structure under the Concept of Operations.

FROM THE SAFETY OFFICE

By Wayne Ludwig

WORKING OUTDOORS

Hot summer months pose special hazards for outdoor workers who must protect themselves against heat, sun exposure, and other hazards. Here in San Diego, we are able to work outdoors throughout the year. Although it is not always hot, there are potential hazards that still need to be addressed. Employees and family members should be able to identify these hazards in their workplaces and know how to manage them.

SUN - Sunlight contains ultraviolet (UV) radiation, which causes premature aging of the skin, wrinkles, cataracts, and skin cancer. There are no safe UV rays or safe suntans. Be especially careful in the sun if you burn easily, spend a lot of time outdoors, or have any of the following physical features: numerous, irregular, or large moles; freckles; fair skin; or blond, red, or light brown hair. Here's how to block those harmful rays:

- **Cover up.** Wear tightly woven clothing that you can't see through.
- **Use sunscreen.** A sun protection factor (SPF) of at least 15 blocks 93 percent of UV rays. Be sure to follow application directions on the bottle or tube.
- **Wear a hat.** A wide brim hat, not a baseball cap, works best because it protects the neck, ears, eyes, forehead, nose, and scalp.
- **Wear UV-absorbent shades.** Sunglasses don't have to be expensive, but they should block 99 to 100 percent of UVA and UVB radiation. Before you buy, read the product tag or label.
- **Limit exposure.** UV rays are most intense between 10 a.m. and 4 p.m. Helpful link: www.cdc.gov/chooseyourcover

HEAT - The combination of heat and humidity can be a serious health threat during the summer months. If you work at a beach resort, on a farm, or in a kitchen, laundry, or bakery, for example, you may be at risk for heat-related illness. So, take precautions. Here's how:

- Drink plenty of water **before** you get thirsty.
- Wear light, loose-fitting, breathable clothing—cotton is good.
- Take frequent short breaks in cool shade.
- Eat smaller meals before work activity.
- Avoid caffeine and alcohol or large amounts of sugar.
- Find out from your health-care provider if your medications and heat don't mix.
- Know that equipment such as respirators or work suits can increase heat stress. Helpful links:
www.cdc.gov/niosh/elcosh/docs/d0100/d000024/d000024.html
www.cdc.gov/nceh/hsb/extremeheat

LYME DISEASE

This illness is caused by bites from infected ticks. Most, but not all, victims will develop a “bulls-eye” rash. Other signs and symptoms may be nonspecific and similar to flu symptoms such as fever, lymph node swelling, neck stiffness, generalized fatigue, headaches, migrating joint aches, or muscle aches. You are at increased risk if your work outdoors involves construction, landscaping, forestry, brush clearing, land surveying, farming, railroads, oil fields, utility lines, or park and wildlife management. Protect yourself with these precautions:

- Wear light-colored clothes to see ticks more easily.
- Wear long sleeves; tuck pant legs into socks or boots.
- Wear high boots or closed shoes that cover your feet completely.
- Wear a hat.

Cont. on page 17

WORKING OUTDOORS, cont.

- Use tick repellants, but not on your face.
- Shower after work. Wash and dry your work clothes at high temperature.
- Examine your body for ticks after work. Remove any attached ticks promptly with fine-tipped tweezers. Do not use petroleum jelly, a hot match, or nail polish to remove the tick. Helpful link:

www.osha.gov/OshDoc/data_LymeFacts/lymefac.pdf

WEST NILE VIRUS

Illness from the West Nile virus is rare, but it does happen. Mild symptoms include fever, headache, and body aches, occasionally with a skin rash on the trunk of the body and swollen lymph glands. Symptoms of severe infection include headache, high fever, neck stiffness, stupor, disorientation, coma, tremors, convulsions, muscle weakness, and paralysis. Getting rid of standing water in containers such as discarded tires, buckets, and barrels helps reduce mosquito-breeding areas. In addition, you can protect yourself from mosquito bites in these ways:

- Apply insect repellent with DEET to exposed skin.
- Spray clothing with repellents containing DEET or permethrin.
- Wear long sleeves, long pants, and socks.
- Be extra vigilant at dusk and dawn when mosquitoes are most active. Helpful link:

www.cdc.gov/ncidod/dvbid/westnile/index.htm

MORE INFORMATION

Do you have teenagers working at summer jobs this year? You and they may want to check one of these websites:

- ✓ OSHA at www.osha.gov/SLTC/teenworkers/teenworkers.html
- ✓ Department of Labor at www.youthrules.dol.gov
- ✓ National Institute for Occupational Safety and Health at www.cdc.gov/niosh/adolespg.html
- ✓ There is additional information on the PWCSO Safety Website that discusses the above hazards and others that may pertain to employees and their families. The website can be accessed through the following link:

<https://safety.pwcsd.navy.mil/>

- ✓ Or, contact any member of the PWCSO Safety Office for information and assistance.



National Hispanic Heritage Month is a national observance authorized by Public Law 100-402 and observed 15 Sep - 15 Oct.

The observance was initiated in 1968 as [National Hispanic Heritage Week](#) but was expanded in 1988 to include the entire 31-day period.

Length of Service Awards

The following Center employees received length-of-service pins for their dedicated service with the federal government. These awards are for August and September of 2004. Thank you for your years of dedicated service!

10 years

Lauren Brown
Jon Desmond
James Fox
Melvin Henderson
Allen Hollander
Altice Lyon
James Nicoll
Joseph Olson
Karl Roundy
James Sanfedele
Rocky Segobia

15 years

Beatrice Aquino
Robert Bryan
Cindy Clonch
Isaiah Falo
Kenneth Kline
Michael Kopf
Mary Torres Newsome
Darryl Roberts
Leonard Sarsoza
Steven Vie

20 years

Conrado Flores
Charles Gipson

Rodney Leidig
Francisco Munoz
James Oberlies
Williams Rose
Jack Stanton
John Usilton
Barbara Villasenor

25 years

Patrick Amon
Shelli Ausler
Gloria Brooks
John Christlieb
Salvatore Corona
Arthur Dibble
Loreto Galibut
Philip Grimm
Paul Hoffman
Troy Hooks
Paul Jew Kwok Kong
Mark Link
Earnest Lewis
Cheryl Masga
Ceasar Reyes
Joseph Santos
Phil Terrado

30 years

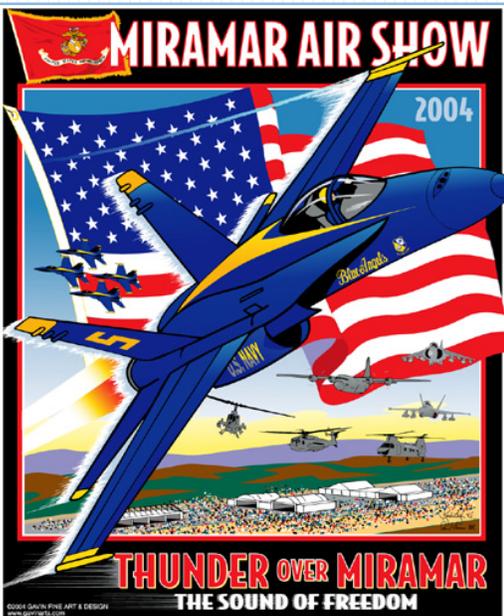
Raymond Boyer
Marie Concepcion
Lawrence Driscoll
Herbert Hayden
Michael Howard
George Kosmicki
Pedro Santos
Ronald Seaton
Faustino Sinocruz
Wilbert Smith
Nathan Whitted
William Wong

35 years

Glenn Baldwin
Antonio Geluz
Oscar Gonzales
John Hilt
Elpidio Navales
Hughry Oquin
Terry Siegfried

40 year

Paul Shinn



MIRAMAR AIR SHOW 2004

Oct. 15, 16, 17, 2004 (Twilight Show 16th 5:30-9:30PM)

Free parking
Free admission
Free blanket seating areas

Preferred seating tickets are on sale. Preferred seating includes grandstands, box seats and chalets.
The link: <http://www.miramarairshow.com/>
Click [here](#) for Ticket Info and to buy on-line, by phone, fax or mail.

View photos from Air Show 2003 by clicking [here](#).

[Miramar and San Diego: a great relationship!](#)

**WELCOME ABOARD
TO
NEW MILITARY PERSONNEL SERVING PWCSO CLIENTS**

PWO NBSD



CDR Christine Lonie reported in June from ROICC Marine Corps Base Hawaii. Christine graduated from Northwestern University with a Civil Engineer degree and maintains a Professional Civil Engineer license with the Commonwealth of Virginia.

ZPO NBSD



LCDR Richard Anderson

ASST PRODUCTION OFFICER



LCDR Mark Geronime former tours include AROICC, Kaneohe MCBH, Company Commander and DFT OIC in NMCB FIVE, and Asst PWO, NAS Keflavik. Mark is a registered professional Engineer in the state of Oregon. Mark transferred from the Submarine community to the CEC community in 1997.

LCDR Richard Anderson reported in June from Purdue. Richard has been stationed at the Philadelphia ROICC Office and Director of Facilities at Great Lakes for the Naval Surface Reserve Force. Richard transferred to the CEC from the Aviation community in 1998.

NEW PWCS D MILITARY PERSONNEL

Cont.

ASST PWO NBC



LT Marisa Barrie first CEC position was as AROICC at Point Loma. Marisa earned her Mechanical Engineering degree from the U.S. Naval Academy and her Masters of Science in Global Leadership from the University of San Diego.

FLAG HOUSING OFFICER



*SELF-HELP (Facilities)
NBC*

LT Burr Vogel reports from ACB-1 Battalion. Burr has also served as Asst. Resident OIC of Construction at Naval Surface Warfare Center, Crane, IN and Facilities Support Contracting Mgr at NAS Keflavik, Iceland. He earned a Master's degree Construction Engineering and Management.

SELF-HELP DIVO NBPL



ENS Guy Shirley hails from Indiana, PA and the first in his family to join the military. He graduated from Penn State University with a BS in Mechanical Engineering and is eager to learn and be a part of PWC San Diego.

TENANT LIAISON NBC



ENS Nick Cieslak is reporting for his first tour and currently working as the Self-Help Division Officer at Naval Base Point Loma. Nick graduated from Brigham Young University with a BS in Chemical Engineering.



ENS Lars Herman is a recent graduate of the U.S. Naval Academy and majored in Systems Engineering. His athletic abilities placed him as a rower his Plebe year and then on the Men's Club Lacrosse team.

Awards

The following employees received Individual Awards, Special Acts, On the Spot Awards or Performance Recognition Awards during the months of May, June and July 2004. At the time of awards personnel were in the codes identified. Congratulations!

KSS

BERBERABE, LORNA
BOHRISCH, MARIE
CALLAHAN, SANDY
CAMERON, KIM
CLONCH, CINDY
DIGGS, DAIMON
DRISCOLL, LARRY
GARCIA, PATRICIA
HIRTH, KIM
LUDWIG, LUCINDA
OLIVER, DELAINA
PFITZMAIER, SHERRI
PRATT, JO CAROL
REIGNER, SHERRY
STEVENSON, GWEN
VANDRUFF, JIM
VAUGH, IRMA
WILLIS, MAYNETTE

Code 400

REYES, CEASAR

Code 500

BLOMENDALE, GENE
BROOKS, LELAND
CAUDLE, TERRY
DEMONG, CHARLES
FUENTES, LUIS
GUTIERREZ, DAVE
HUGHES, MICHAEL
JOHNSON, THOMAS
KUHLE, THOMAS
LALANGAN, RIAN
MARTENEY, KELLY
MCELVAINE, BRITTON
MELLO, MICHAEL
PICKENS, HENRY
PINNEY, TAD
SERRANO, MARIO
SNOOK, STEVEN
STANTON, JACK
TORRES, JORGE
TYER, MIKE

Awards, cont.

Code 600

CALBOW, GENE
COPPINGER, CHRISTOPHER
FILLINGAME, DOLORES
MOBIUS, DEBORAH
QUINTUA, JOSE

Code 700

CERES, GARY
GOOD, CHARLES
HERNANDEZ, RICHARD
NALOS, ALEX
SEPULVEDA, ISIDRO
VILLASENOLR, BARBARA

Code 900

GEHANT, JANET

Travel Updates

Split disbursement is now mandatory and should be calculated to ensure your Bank of America bill is paid in full. All charges made against the charge card should be listed under block 16. Some of those charges might be:

- **Hotel**
- **Hotel Taxes**
- **Rental Vehicle**
- **Fuel**
- **Cash Withdrawal**
- **ATM withdrawal charge**
- **Meals**

All the charges should be totaled and placed at the top of the claim form by Split Disbursement.

Without an accurate total, split disbursement may only pay for a part of your travel expenses. You would then be responsible for the remainder of the Bank of America bill.

Retirements

The following Center employees recently retired from federal service. Fair Winds and Following Seas!

	YEARS
Olifilio R. Aguilar	16
Cynthia L. Berner	20
Rebecca J. Bennett	21
Akram E. Chika	21
Elias A. Dacon	35
Hannah M. Daley	29
Calvin H. Deese	31
Dennis B. Diller	34
John A. Donby	28
Willie F. Echols	20
Benny F. Farmer	37
Randy G. Gilbreath	12
Monte E. Hale	26
Thelma J. Hill	12
Ann E. Kallevig	20
Gene W. Lafond	19
John C. Mellor	12
Tye A. Monroe	29
Larry E. Nasco	17
David G. Nicodemus	10
Yvette Olden	19
James E. Osborne, II	35
George W. Powell	44
William M. Rouse	28
Andrew Sandoval	42
Thomas E. Sears	12
Dan R. Simmons	13
Bill H. Smith	26
Evelyn L. Updegraff	19

Letters of Appreciation

Center employees receive Letters of Appreciation from our external and internal clients for outstanding performance of their duties.

From **Commanding Officer, SWDiv**

To: Ms V. Carmichael, Mr. H. Densmore, Mr. R. Sadsad, Mr. J. Adame, Mr. F. Calimag, Mr. F. Tayco for Change of Command support held aboard USS Midway (CV 41) 22 Jul 04.

COMMON ACCESS CARDS (CAC) EXPIRING APR-MAY 2005

By Barbara Davis

A large number of the PWC workforce was issued the Common Access Card (CAC) in April 2002. These cards are valid for three years from the date of issue. Since badges are due to expire next year, PSA ID requests we begin making appointments now, to avoid lengthy lines/waiting periods sure to occur if we all renew just prior to the expiration date. Check your card expiration date and if your badge expires in the April-May timeframe, make an appointment at http://www.pasd.navy.mil/west/west_idcards.asp. This site will prompt you to choose the Lab most convenient to your jobsite. The ID Labs are listed below. You should coordinate the date and time of the desired appointment with your supervisor.

Naval Base San Diego

B-3135 - Dry Side
PH: 556-1653
Civilians
Hrs: M/W/F 0700-1530
T/TH 0900-1720
Walk ins: M/W/F 0730-0930
T/TH 0900-1100

Contractors

Pass & Decal-Harbor Dr
No Walk-Ins M-F 0900-1500

Naval Base Coronado

B-515 (Near Air Terminal)
PH: 545-9501
Hrs: M-Tu, Thu, Fri 0730-1530
Walk ins, first two hours ONLY

Naval Hospital (Balboa)

B-2 Ground Floor
PH: 532-6232
Hours: Mon-Fri 0700-1530
No Appts/Walk ins ONLY
No on line appts

Naval Submarine Base (Subase)

PT Loma, B-400
PH 553-4988
Hrs: Mon-Fri 0730-1530 Tu 0930-1530
Walk ins ONLY

Naval Amphibious Base Coronado

B-17 Next to Chapel
Ph: 437-2194
Hrs: Mon-Fri 0730-1500
email as above/walk ins accepted

Marine Corps Air Station Mirama

B-2258
PH: 858-577-9173
Hrs: Mon-Fri 0800-1500
<https://es.cac.navy.mil>
Walk-ins accepted

Anti-Submarine Warfare Base

B-1 East Door
ID Card Section, RM 132
PH: 524-1901
Hrs: Mon-Fri 0730-1600
email as above/NO walk-ins

Marine Corps Recruit Depot (MCRD)

General's BLDG /HQ
B-31 (West Side), RM 117
PH: 524-8741/40
Hrs: Mon-Fri 08300—1530
No appts/Walk ins ONLY

CAC CARD USE WITH NMCI AND LEGACY COMPUTER SYSTEMS

By Deborah Snider

Effective October 1, 2004 all government networks and web accessible applications will be Public Key Infrastructure (PKI) enabled. You will be required to use your CAC card and a pin to write, forward or reply to all official e-mail as it will be digitally signed and encrypted. Encrypted e-mail will be unable to be replied to or forward without a CAC card and PIN. Personal or unofficial e-mail is exempt and will not require digital signature.

In order to enable your legacy workstation for PKI, a CAC card reader will be installed by PWC's legacy network support staff. No later than October 1 CAC cards will be required to log into the legacy network, including the web pages and applications. If you are accessing legacy applications and legacy web sites from your NMCI workstation you will be required to use your CAC card from your existing card slot. Logging into the NMCI network will not require your CAC card until December.

Unless you have already updated your CAC card, you must update it for the following reasons:

- Your CAC card was issued before May 1, 2002; or
- Your e-mail address has changed since your card was issued; or
- You have been transitioned to NMCI since you were issued your CAC card; or
- You transferred to PWC San Diego after you received your CAC card; or
- You do not remember your CAC PIN (or if you would like to change it).

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CONFINED SPACE/GAS FREE ENGINEERING

By Wayne Ludwig

Confined space and gas free testing is an integral part of safety for our journeymen throughout the Center. The Safety Office has an active training program and is available to assist Qualified Persons (QPs) with the finer points of calibrating their instruments.

To minimize budget impacts, while improving readiness for the Center, the Safety Office also has instruments available for check out.



Mr. Thom Norman, is the new Command Confined Space Program Manager (CSPM) and will work with QPs to greatly improve this program. Thom is located at the PWC Safety Office, NBSD and can be reached at 571-2118.

CAC CARD USE, Cont.

Cont. from page 22

Civil Service and Military employees who have not been issued a CAC card or you have lost your CAC card must contact Marie Concepcion in Security at 556-2195.

Contractor employees who have not been issued, have lost the CAC card, or need to renew it must contact Sherri Pfitzmaier in Administration at 556-2183. Contractors must go to the Pass and Decal office located on Harbor Drive to renew/update their cards by appointment only.

Civil Service and military employees must go to one of the card issuing offices located in the San Diego area as listed on page 14. Should you need further assistance contact Deborah Snider at 619-556-2182.

VOLUNTEER OPPORTUNITIES

1. The designated drivers association is looking for volunteers on Friday and Saturday nights from 2200-0200. The purpose of this program is to prevent alcohol related tragedies. Drivers license and insurance is required. For more info, contact the Designated Drivers Association at (866) 373-7233 or visit www.ddasd.org.

2. Active duty volunteers needed! The Human Performance Research Center San Diego is conducting a study to determine if the elliptical trainer exercise machine can be used as an alternative for the Navy Physical Readiness Test. For more info, contact Lisa Griswold at (619) 553-0563 or email hpl@nhrc.navy.mil.

3. San Diego City Schools (SDCS) need a partner in educating children about the environment and the importance of recycling. Volunteers are needed to make this program a success in the community. One volunteer is needed for each of the 150 school sites to lead a monthly environmental club meeting and be the liaison between their school and sdc recycling office. Training, educational materials, and ongoing technical assistance will be provided to each volunteer. For an overall time commitment of 8 hours per year, volunteers will be making a significant difference in the success of this program and will allow the Navy to give back to the community. For more info, contact Ellyn Hae, SDCS Recycling Manager, at (858) 637-6268 or Patrece at (858) 658-0665.

ALL SUPERVISORS MEETING

When: Wednesday, 27 October

**Where: Naval Station Theater,
B-71, Wet Side**

Time: 0930 - 1130

PLEASE BE SEATED BY 0930.

****Parking is limited in this area . Use the B-121 compound and enjoy the walk to the Theater****

COMMISSARY PRIVILEGE CARDS

Effective immediately, in accordance with Sec. 651 of the National Defense Authorization Act for Fiscal Year 2004, unlimited access to commissary stores is now authorized for the Selected Reserve, Individual Ready Reserve, Retired Reserve eligible for retired pay at or after age 60 (gray area retirees), former members in receipt of a Notice of Eligibility (NOE) and dependents of the members described above. Unmarried widows/children of deceased eligible sponsors are also eligible for unlimited access.

The previous limit of 24 annual visits and the requirement of earning 50 retirement points per calendar year has been lifted. Access to the DOD commissaries is obtained by presenting a valid DOD identification card. Commissary Privilege Cards will no longer be required or issued.

If you have further questions, please contact NAVRESPERSCEN at 1-866-250-4778.

DFAS CHANGES LEAVE AND EARNING STATEMENTS TO REDUCE IDENTITY THEFT

Leave and Earning Statements for all service members and Defense Department civilians, and paychecks for military retirees will soon have more protection over identity theft. Over the next several weeks, the Defense Finance and Accounting Service will drop the first five digits of a person's social security number from all pay statements and checks to guard against identity theft.

"The changes apply to everyone," said Patrick T. Shine, acting director Defense Finance and Accounting Service. The proposal "originated internally and will be phased in over the next couple of pay periods." Reports of identity theft have substantially increased in recent years, according to the Federal Trade Commission, which monitors the issue. This change is to be for all hard copy leave and earning statements. This does not apply to electronic copies of statements found on *myPay*, the on-line system for access and control of customers' personal pay information <https://mypay.dfas.mil>.

Five years ago, the number of complaints to the FTC was roughly 23,400. By 2001, the rate had more than tripled to about 86,200. Based on figures released in January 2004, the number of complaints of identity theft nearly topped 215,000 for 2003. The Social Security Administration also has taken the same step of eliminating the first five social security numbers on the millions of checks it issues.

FY05 NAVAL RESERVE OFFICER TRAINING CORPS (NROTC) SCHOLARSHIP ANNOUNCEMENT

The Naval Reserve Officer Training Corps (NROTC) scholarship program was established to educate and train qualified young men and women for service as commissioned officers in the unrestricted line (URL) or Nurse Corps. As the largest single source of officers, the NROTC scholarship program fills a vital need in preparing mature young men and women for leadership and management positions.

The scholarship averages \$150,000 dollars per applicant, paying full tuition costs, as well as books, lab fees and uniforms. The scholarship is available for use at over 160 top universities nationwide.

Along with university costs, students also receive a monthly stipend: \$250/month for freshmen, \$300/month for sophomores, \$350/month for juniors, and \$400/month for seniors.

Scholarship requirements:

- Open to students age 17 to 23, from high school seniors to college sophomores.
- Students must have less than 30 college credits at time of application.
- Qualifying SAT or ACT scores: SAT 530 verbal and 520 math, ACT 22 English and 22 Math.

Applications for FY05 NROTC scholarship are now being accepted until February 2005. Selection no later than April 2005. The sooner completed applications are submitted to NETC, the greater the selection opportunity becomes. The first selection board occurs in September 2004 and continues through March 2005. The selection percentage for FY04 scholarships was 53% for URL and 63% for nurses.

Program details available at <http://www.nrotc.navy.mil>

For questions or assistance, contact Southwest NROTC Scholarship Program Coordinator, AOCS(aw/sw/fmf) Gary Church at 619-524-6703 or 619-279-9084, or email churchg@cnrc.navy.mil.

IN MEMORIAM

Mr. Douglas Brown passed away this September. He reported to PWC October 7, 1990 as a Motor Vehicle Operator and promoted to MVO Training Leader. Mr. Brown was married for over 33 years and volunteered within his church and community. Mr. Brown retired from the Marine Corps in 1988 with 30 years service and was awarded two Purple Hearts while serving in Vietnam. He retired approximately four months ago from PWC.