

# *The Midlant Messenger*

Vol. 1/No. 1

NAVFAC Mid-Atlantic's official employee newsletter

Aug./Sept. 2004



*Disestablishment of  
Navy Public Works Center, Norfolk  
and establishment of  
Naval Facilities Engineering Command  
Mid-Atlantic*

About the Cover



Capt. George E. Eichert  
Commanding Officer

*The disestablishment of PWC Norfolk and creation of NAVFAC MIDLANT on July 30 was an historic event. For those of you not able to attend or view the ceremony on the web, my remarks are provided below for your information. I'm grateful for all the terrific work that has been done in the past by PWC Norfolk and the LANTDIV Hampton Roads Integrated Product Team and I'm confident that over the next few years we will get even better by developing better processes, improving services, and driving down costs. Please read this over and pay particular attention to the characteristics of what I think our NAVFAC MIDLANT culture needs to be. Thanks again for your service!*

The Norfolk Navy Public Works Center has a long and proud history as a command. Established in 1948, we were the first Center to consolidate public works functions for a naval base. We proved so successful that the Navy used PWC Norfolk as a model to establish other centers. As our history printed in today's program shows, we've evolved since 1948 as technology changed and further consolidations became economic. In fact, what stands out most strongly in PWC's long history, besides the "Professionalism, Willingness and Commitment" that the Center has been well known for, is change, and not just change for change's sake, but positive change that allowed us to better serve the United States Navy. We have always been the largest of the Navy Public Works Centers and because of our successes we have steadily assumed more and more responsibility and frequently broke new ground.

As your former Executive Officer and now as your Commanding Officer, I am proud to be part of our impressive 56-year history. Every PWC retiree and current employee, and your families, should also be proud of the part you have played in supporting the Navy. You, the people of the Public Works Center, have always been and always will be the source of our strength. Working together, you have superbly supported the fleet at the largest concentration of naval installations in the world. As I looked back at our history, I can not help but be impressed with how, especially when the chips were down, the men and women of PWC Norfolk always found a way to get the job done and meet the Navy's mission. Most recently, during Hurricane Isabel, many of you worked around the clock to support ship sorties and personnel evacuations, secure critical facilities and utilities, and provide emergency power, fuel, and other critical life support items throughout Hampton Roads. Then, after the storm, you skillfully identified and assessed millions of dollars in damage, restored critical piers, airfields, facilities, and utilities, and assisted with the removal of hundreds of tons of destroyed trees and other debris.

There are so many other examples of how our people support the Navy day in and day out. They include our waterfront ship to shore operations, our wharf builders and barge repair, steam plant operations and maintenance, electricity distribution, crane ops, transportation operations and maintenance, soup to nuts facility maintenance, design engineering, facility

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**EXCHANGE OF COLORS**—With the help of BU1 Porter (left), Senior Seabee SWC (SCW) Joe Joyce retires the colors of PWC Norfolk on July 30 at the ceremony to disestablish PWC Norfolk and establish NAVFAC Mid-Atlantic. The colors were passed from Capt. Eichert through the hands of PWC's five top senior civilians before being stored for display. The colors of our new command, NAVFAC Mid-Atlantic, were raised in the same manner. See story, Page 3. (Photo by John Land)



*The Midlant Messenger* is the official newsletter of the Naval Facilities Engineering Command, Mid-Atlantic, Norfolk, Va., published for Midlant personnel and printed in compliance with NAVSOP-35, Rev. May 1979. Views and opinions expressed are not necessarily those of the Department of Defense. Circulation: 3,000. *The Midlant Messenger* is a member of the American Forces Press Service. The content of *The Midlant Messenger* is edited, provided, and prepared on a desktop publishing system by the Public Affairs Office, Code 09B. *The Midlant Messenger* is also featured in the NAVFAC Mid-Atlantic section of the NAVFAC public website at <https://www.navfac.navy.mil>.

*The Midlant Messenger* welcomes *Letters to the Editor*, *Ask the CO* questions, and *suggestions* for future articles. *The Midlant Messenger* also encourages employees to submit original articles for publication. Articles should include the name and phone number of the author and are subject to editing for clarity and length. Send mail to the Public Affairs Office, Code 09B, 9742 Maryland Ave., Norfolk, VA 23511-3095. Phone numbers are: (757) 445-8732 (ext. 3096) and 445-4495 (ext. 3095); DSN 565-8732. Fax is (757) 444-7989. E-mail is [Willisra@pwcnorva.navy.mil](mailto:Willisra@pwcnorva.navy.mil).

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# PWC disestablished, NAVFAC Mid-Atlantic stood up

By Robin Willis

**P**WC Norfolk supported the Fleet for 56 years of rich Naval history. To celebrate that history, a ceremony was held on July 30 in honor of the disestablishment of PWC Norfolk and the establishment of Naval Facilities Engineering Command, Mid-Atlantic (NAVFAC Midlant).

The 11 a.m. ceremony in front of building A-81, featured Rear Adm. Richard E. Cellon, Commander, Naval Facilities Engineering Command, Atlantic, as the guest speaker.

Retiree Gayle Harris, who began her career at PWC and retired in 1997 with 42 years of service, gave the invocation and benediction. The National Anthem was sung by PWC's Gospel Chorale Ensemble. Members of the Ensemble are: Irene Williams, Dennis Fleetwood, Claude Chavis, Bernard Spencer and Emily Praileau.

Five of PWC's senior civilians, Don McCuiston, Joe Kozloski, Doris Hamlar, Dale Matthews and Ray Filer, participated in the Exchange of Colors. Military participating

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**Capt. George Eichert passes the retired PWC Norfolk flag to senior civilian Doris Hamlar who will pass it on to Ray Filer, Dale Matthews, Joe Kozloski, and Don McCuiston. McCuiston placed the flag in a box for display.**



**PWC's Gospel Chorale Ensemble open the ceremony with the National Anthem. From left to right: Emily Praileau, Claude Chavis, Dennis Fleetwood, Irene Williams and Bernard Spencer.**

were senior Seabee SWC (SCW) Joe Joyce, BUC(s) (SCW) Ronald Porter and STG2 (SW) Michael Davis.

After the ceremony, a luncheon courtesy of the Morale, Welfare and Recreation Committee was served in the shop area of A-81 where a PWC history exhibit was on display.



**PWC retiree Gayle Harris gives the invocation.**

The display also included a Commemorative Book put together by Merrill Ashcraft that lists the names of every PWC Norfolk employee currently on the rolls. The book will be displayed in A-81 with the retired PWC flag and the PWC Memorial Plaque donated by Jerry Glass.

Employees of PWC Norfolk and approximately 230 employees of NAVFAC Atlantic (formerly LANTDIV) are coming together to form the new organization. The transformation is part of the global reshaping of the NAVFAC to eliminate duplication, generate long-term savings and deliver products more effectively and efficiently to NAVFAC clients.

All "Plankowners" of the new organization will receive a Plankowners Certificate.

Capt. Eichert will continue to head the organization and remain "double-hatted" as the Regional Engineer for CNRMA. □



**Guest speaker Rear Adm. Richard Cellon, Commander, Naval Facilities Engineering Command, Atlantic, recalls his days as Executive Officer of PWC Norfolk, praising the dedication, talent and skill of PWC workers. He also shared his vision of what the NAVFAC transformation will mean to NAVFAC Mid-Atlantic and the Navy and the tremendous opportunities that lie ahead for all the components in the NAVFAC organization.**



**Executive Officer and Master of Ceremonies Capt. Paul Kuzio (left) calls Capt. Eichert to the podium. Over 200 employees attended the 30-minute main ceremony at building A-81. Employees at the Sites attended local ceremonies led by their Public Works Officer and also enjoyed a free luncheon courtesy of the Morale, Welfare and Recreation Committee.**

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# CO's speech

*Continued from Page 2*

and equipment condition evaluation, facilities management and project development, oily waste and hazardous waste collection and handling, oil spill recovery, plus all the backroom functions like comptroller, admin., legal, security — it just goes on and on. Most people cannot fully appreciate the extent and depth of what PWC Norfolk does day in day out, but as CO, I've had the privilege to get out to see it. It is truly remarkable.

Please allow me to highlight just two other recent major accomplishments. First, in support of Operation Iraqi Freedom, we showed the strength of a regional workforce as we combined our Hampton Roads and Philadelphia Detachment transportation workforce at the Naval Weapons Station, Earle, New Jersey, to work around the clock loading weapons onto ships deploying to the Middle East.

Second, through the A-76 Commercial Activity process, our people creatively developed new ways to provide maintenance, steam, environmental, transportation, refuse, and other technical services that have lowered costs by more than \$300 million over five years and, in doing so, will continue to do all of these commercial functions in-house. And I know that we are not stopping there as we continue to seek ever better ways of doing business to further drive down costs.

I realize that for many, especially those of you who have served much or all of your professional life working for PWC Norfolk, the disestablishment of the Center today may be a sad event. While I can appreciate that, and look back with nostalgia at all of our accomplishments as a PWC, I am excited by the potential we have now, as we meld the talents, experience, and expertise of the PWC workforce with the tremendous capability of the 230-person strong Hampton Roads inte-

grated product team of engineers, acquisition professionals and other technical experts that until today worked for NAVFAC LANT. By adding this capacity, NAVFAC Midlant, along with our ability to reach out to other NAVFAC components, will be able to tackle and meet any facility need. I'm confident that this combination, and the improved processes that we will develop as a new command, we will deliver the best possible facility services to the Mid-Atlantic Region and Fleet and simultaneously drive down costs.

Many people have said that when two organizations join together that the biggest challenge is not the financial system, the business processes, or how the organizational chart is redrawn, although all of those can be challenging, but it is the merging of the two cultures. CNO recently said, "Culture is the collective behavior of the organization's leadership." What does this mean to us as NAVFAC Midlant? I think CNO is telling us that while our people have PWC or NAVFAC LANT roots we now have the opportunity to create our own command culture through our actions. What are the characteristics of the NAVFAC Midlant culture?

Customer service is Priority #1. We execute. Like our military brothers and sisters, the Seabees, we "can do." When the Regional Commander or another commander has a need we will go the extra mile to find a way to meet it, to say, "Yes, we can do that." Our people understand that as the single touch point for all facilities matters in the Mid-Atlantic Region we, as a command, know the facility buck stops with us. If we individually can't handle an issue, we'll proactively find out who can and figure out how to ensure the customer's need is met.

We are good stewards of our customer's money. We seek and deliver best value whether it's an in-house, contract, or other service delivery mechanism. We don't care how we get it done, just that it gets done in the best manner for the Navy and

customer. Likewise, we are innovative and always looking for ways to further improve processes to deliver better services and lower our costs. We're willing to take risks and try new things to accomplish this.

Lastly, NAVFAC Midlant is a great place to work. Everyone knows that people are the command's most valuable resource. Coming to work is a pleasure! There is great teamwork among our people, our people are motivated to further develop their professional skills and their supervisors are looking for ways to help them. People look out for each other, hold themselves and their shipmates to high standards, and supervisors treat their people fairly and with courtesy and respect.

As Rear Adm. Mike Loose, our NAVFAC Commander and Chief of Civil Engineers says of this new alignment, "This is a monumental and positive change for NAVFAC and the Navy Shore Establishment. Our transformation, in close coordination with the Commander, Navy Installations (CNI), will establish clear accountability and drive efficiency, effectiveness and significant savings." I couldn't agree more.

Adm. Turcotte, I look forward to continuing to work for you as your Regional Engineer. You have my total commitment to you, your installation commanders, and your program directors to do what it takes to support the Mid-Atlantic Region mission and to provide the best possible service. Adm. Cellon, I look forward to working for you, too, as we together leverage all of NAVFAC to serve the Navy. To the employees of NAVFAC Midlant, you are plank owners of a new command. I challenge each of you to do your best, to be innovative, to support each other and to continue to give our clients and the fleet outstanding service. The legacy of this new command is in our hands! Based on your collective talent and experience, I'm confident that together we will successfully meet our many new challenges and will create a new and distinguished legacy as NAVFAC Mid-Atlantic. □

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# Disestablishment of PWCs Washington and Japan



PWC Washington and the Engineering Field Activity (EFA) Chesapeake are disestablished in a ceremony on July 23. Capt Keith Hamilton, Executive Officer, PWC Washington, and Ensign Nathaniel Heron present the NAVFAC Washington flag. Capt. Christopher Mossey assumed command as the first commanding officer of the new organization.

Capt. William Peacock III participates in a traditional Japanese Shinto blessing at the disestablishment ceremony for PWC Japan and stand up of NAVFAC Far East. Capt. Peacock, who has served as head of PWC Japan and Officer-in-Charge of Construction Far East since Aug. 2003, assumed command of the new organization.



# Tentative NAVFAC transformation schedule

## FY04

- Atlantic Division renamed NAVFAC Atlantic (June 18, 2004)
- Pacific Division renamed NAVFAC Pacific (June 18, 2004)
- PWC Great Lakes/EFA Midwest established as NAVFAC Midwest (July 8, 2004)
- PWC Washington/EFA Chesapeake established as NAVFAC Washington (July 23, 2004)
- PWC Yokosuka/Officer in Charge of Construction Far East established as NAVFAC Far East (July 30, 2004)
- PWC Norfolk/EFD Atlantic Hampton Roads Integrated Product Team established as NAVFAC Mid-Atlantic (July 30, 2004)
- EFA West will be decommissioned and become an Integrated Product Team of EFD Southwest (Sept. 30, 2004)

## FY05

- PWC Guam/Officer in Charge of Construction Marianas will become NAVFAC Marianas (Oct. 1, 2004)
- PWC Pearl Harbor/Integrated Product Team of EFD Pacific will become NAVFAC Hawaii (March 10, 2005)
- PWC San Diego/ EFD Southwest will become NAVFAC Southwest

## FY06

- PWC Jacksonville/EFD South/EFA Southeast will become NAVFAC Southeast
- EFA Northwest will become NAVFAC Northwest
- EFA Northeast will become NAVFAC Northeast
- EFA Mediterranean will become NAVFAC Europe
- PWC Pensacola will become a detachment of PWC Jacksonville
- NAVFAC's goal is to transform seamlessly, resulting in little or no disruption of products and service to Regions/Other Clients.
- NAVFAC's transition will occur in phases to eliminate or minimize any disruption.
- All Clients will be updated proactively regarding progress on the NAVFAC transformation initiatives.

## Roadmaps for the way ahead

The new NAVFAC Concept of Operations (CONOPS) is now published at the link below. This document covers all the critical elements of the transformation of the NAVFAC organization and lays out in great detail how the matrix structure will operate.

NAVFAC is transforming itself to reduce facilities costs and to harvest savings from its operations and programs, redirecting them toward the operational Navy and Marine Corps and its other Clients.

The CONOPS serves as the Naval Facilities Engineering Command's official guidance to chart our course into the 21st Century. It is a tool to guide the Command to become a more business line-centric, Sea Enterprise-driven, client-focused, and core competency-based organization.

The CONOPS is intended to ensure that we provide the best value, comprehensive facilities engineering and public works support for the Navy and Marine Corps, other DoD Clients, and Federal Agencies.

**Link:** <http://navfacilitator.navy.mil/conops/default.htm>.

NAVFAC Headquarters has also created a NAVFAC Transformation site on the NAVFAC intranet to serve as both a library and communications opportunity for highlighting our way ahead. This site is accessible by everyone within NAVFAC — **even from home computers, since many don't have access to a computer at work.** **Link:** [https://portal.navy.mil/portal/page?\\_pageid=175,63577&\\_dad=ptl&\\_schema=PTLP](https://portal.navy.mil/portal/page?_pageid=175,63577&_dad=ptl&_schema=PTLP).

**Note:** Our NAVFAC Mid-Atlantic website is now a part of the NAVFAC Public site under "Organization" at <http://www.navy.mil>. □

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# Peninsula PWC changes name, leader, face of NWS

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By Journalist 1st Class (SW)  
Abigail Krueger

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**R**egional Engineer, Navy Public Works Center Peninsula is in the process of making many changes to the face of Naval Weapons Station Yorktown. In addition, they are also in the midst of changes within the command.

In June, Lt. Cmdr. Chris Knudsen assumed command of the Peninsula Public Works Center after Cmdr. Robert McGarrity retired. A month later, Knudsen and his PWC crew were celebrating the command's new name: Naval Facilities Engineering Command Mid-Atlantic — NAVFAC Midlant.

"Nothing really will change here on the Peninsula except for the fact that the [Regional Officer in Charge of Contracts] will now be a part of us," explained Knudsen. "At higher levels — headquarters — there will be realignment, but we will still be your facilities people here at Yorktown."

"The new structure will give us greater resources to draw from and streamline our chain of command, making everyone's job easier," Knudsen added.

A new name and a new leader are not the only changes NAVFAC is currently involved in. Looking around the base, it's easy to see they've been busy. The recreational (fishing) pier next to the R-3 pier is now gone; half was destroyed by Hurricane Isabel and the rest removed under a NAVFAC contract.

Felgates Bridge, which has been closed since Isabel hit last year, is in the beginning stages of reconstruction. The old bridge will be demolished and a new, two-lane bridge will be built in its place at a cost of \$1.5 million. It's estimated for completion sometime in February 2005.

While these repairs and improvements are both directly and indirectly related to hurricane dam-

age, NAVFAC has much more planned in other improvements over the next few years. Don't be surprised to see work begin on the Weapons Stations gates in the near future - according to Al Farrow, deputy NAVFAC Midlant Peninsula Site officer, "Gates one, three and 13 are all on the list to be spruced up."

The "sprucing" will include canopies for all gates to protect security personnel and motorists alike from inclement weather, and Gate 13 will get an entirely new guard shack and pop-up barriers for extra protection. Improvements will cost \$300,000, and should be completed sometime in October of this year.

Among other projects, NAVFAC is near completion of the installation of perimeter lighting around the Weapons Station and Cheatham Annex. However, the lighting will be inconspicuous to most until the threat condition is raised. Also, Security Department's Building 702 inside of Gate Three should be finished by the end of August. Security is scheduled to move out of Shed Eight and back into their old building sometime in September.

"The barracks are coming along quite nicely," said Farrow. "They should be done by December, at which time personnel living in Buildings 706 and 707 will move in."

After everyone is out of the old barracks, the buildings will be torn down and a new parking lot will stand in their place. All told, the entire project should be finished by April 2005.

NAVFAC is hopeful they will receive more money to do additional work on magazines around the base — some are already scheduled for improvements, but the more money received from Southside, the more magazines will see land improvements.

By the end of January 2005, the resurfacing of the R-3 pier should be finished, Atlantic Ordnance Com-

mand Building 1959 will have a new roof, and a \$2 million project to replace the monitor roofs and trimboard on the warehouses on Halstead Road will wrap up.

With any luck, by December 2005 there will be a new transportation building constructed, which should significantly clean up that particular area of the base. Preliminary planning for the building is currently underway and NAVFAC hopes to award a contract by December of this year.

NAVFAC Midlant's Peninsula Site, although under a new name, will continue the tough work of keeping the Station running smoothly. Numerous other smaller projects are underway around the base, in fact, just about anywhere you travel — from the Cheatham Cabins to the Military Working Dog Kennels — you'll see their efforts in progress. □

—Reprinted from "The Booster" with permission.

## New brand page

The NAVFAC brand page with the new logos, business cards, and more can be found at: <https://portal.navfac.navy.mil/portal/page? pageid=34,35749,34 35755& dad=ptl& schema=PTLP>.

If you experience problems with the business cards, try these following steps:

1. Adjust your PDF settings according to the instructions found at <https://portal.navfac.navy.mil/pls/ptl/docs/PAGE/NAVFAC/NAVFAC CORP BRAND PP/TAB35758/TAB35770/BUSINESS%20CARD%20DIRECTIONS.PDF>

or

2. Use the Microsoft Word template instead or

3. Ask someone to print the cards for you . . . □

# Recycling earns Silver Award of Excellence

By Tony Kealy

The Commander Navy Region Mid-Atlantic (CNRMA) Regional Recycling Program, operated by the Naval Facilities Engineering Command, Mid-Atlantic (NAVFAC Midlant) Integrated Solid Waste Program, recently received national recognition from the Solid Waste Association of North America (SWANA).

Receiving Swana's Silver Award of Excellence for collection systems was a result of the single stream collection system in use in the Tide-

water area of the Mid-Atlantic Region.

This innovative approach to office recycling collection captures a majority of materials normally recycled in an office setting using one collection container and an automated collection system.

The materials are sold and transported to a commercial recycler where they are sorted by type (paper, phone books, magazines, aluminum and plastic beverage containers, cardboard, etc.). The broker then reports the breakdown of materials by weight to the Navy.

This initiative has dramatically reduced the labor needed to collect and sort recyclable materials and has increased the amount of materials being recycled.

"Our collection system is not only more efficient," said Tony Kealy, Integrated Solid Waste Manager, "but it is also very customer friendly, as most commodities can be placed in

one container."

SWANA, an organization made up of municipal and government solid waste professionals from all over North America, recognizes achievements and advancements in solid waste management annually.

"We are proud to have NAVFAC Midlant win this award. They have established a first rate regional program for the military. They have set the bar extremely high for the other branches of services," said David Horne, President, Virginia "Old Dominion" Chapter of SWANA.

The award will be presented at SWANA's annual conference held Sept. 19 - 23.

For more information on the Integrated Solid Waste Management Program, Navy Region Mid-Atlantic, contact Tony Kealy at (757) 444-5335. For more on the SWANA Award Program, contact Dave Horne, President, Virginia Chapter of SWANA at (757) 764-1141. □



Winners of the SWANA Silver Award are: First row kneeling (left to right): Beth Dail, Michael Bradshaw and Antonito Mercado. First row: Mike Berry, Patricia Lehmkuhl, Christina Geisler, Helen Ricklefs, Lanford Burke, Garrathan Kirby, Keith Freeland, Teri Arnold and

Carol Freeland. Second row: Terrance Passmore, Ronald Duck, James Woods, James Williams, Jim Clagett, Darren Hodge, Christina Arnold, Dwight Ferebee and Tony Kealy, Integrated Solid Waste Manager.

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# Geothermal Plant will save millions in energy costs

**N**avy, federal and Trane company officials cut a ribbon July 22 marking completion of the \$8.2 million geothermal pilot project at NAS Oceana in Virginia Beach, Va.

The project will save the Navy more than \$920,000 a year in energy and maintenance costs by replacing the steam heat system in 17 buildings with geothermal heat pumps (GHP), which use the relatively steady temperature of the earth to provide heating or cooling as needed.

"This is where rubber hits the road," said Rear Adm. Stephen A. Turcotte, Commander, Navy Region Mid-Atlantic. "This is pretty special — it's a pilot program. It's very good for us and the environment. It's a small project, but a large contribution to energy conservation."

The project was a cooperative venture by the Navy's Energy Ser-

vices Performance Contract (ESPC) team at NFESC, the Federal Energy Management Program and Trane Global Contracting and Controls. Construction on the geothermal heat plant began April, 2003.

NAS Oceana and military installations nationwide have discovered that GHPs offer a proven, cost-effective, renewable energy technology that can pay for itself almost anywhere.

Instead of using ambient air as conventional heat pumps do, GHP systems take advantage of the thermodynamic properties of the earth by exchanging heat between it and the air inside the building.

Because ground temperatures a few feet below the surface stay relatively constant, GHPs remain extremely efficient throughout the year in virtually any climate. This saves 15 - 25 percent of total building en-

ergy use compared with conventional heating and air conditioning systems, as well as reduces peak electricity demand.

One of the major benefits of GHP systems is that maintenance requirements are greatly reduced compared to those for conventional HVAC systems.

GHP systems do not require the exterior fin-coil condensers needed for air-cooled refrigeration systems, and they eliminate the need for boilers or cooling towers. This is a primary benefit for facilities located in highly corrosive areas, such as those near the ocean like NAS Oceana, where the moist, salt air can significantly reduce outdoor equipment life. □

*Sources: John Peters, NAVFAC Atlantic Public Affairs and Troy Snead, NAS Oceana Public Affairs*

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## GPS pilot results

**O**ne of the most cost-effective pilot programs NAVFAC Mid-Atlantic has completed is the Global Positioning System (GPS) pilot which ran from February 2003 through May 2003.

The main purpose of the GPS Pilot Program was to have a management tool available for appropriate personnel to assign work, locate vehicles, minimize travel time and identify work crews closest to emergency jobs and reduce the number of man-hours per ticket.

The pilot idea derived from the fact that NAVFAC Midlant is a very large, regional organization with multiple employees dispatched over several bases.

Once dispatched, management had no distinct method to accurately identify the location of the fleet, which made managing and dispatching emergency work difficult. Using GPS technology as a solution, four-

month pilot program was set up to manage a small number of vehicles in the fleet.

In order to test the system for the region, two Maintenance work centers and one Utilities work center were selected for the pilot.

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***Using the Global Positioning System (GPS) as a fleet management tool, dispatchers and management were able to account for every vehicle in the pilot.***

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By using two different departments and three work centers, management was able to see how GPS would affect the command if the program were to be fully implemented.

Dispatchers were able to use many of the features of GPS during their daily tasks of assigning work.

Dispatch mapped the trip of the mechanic and time elapsed at each location.

Employees working on preventive maintenance tickets could be called upon when an emergency ticket was approved and could be immediately dispatched to the call location.

If an employee was en route to one base, they could be re-routed, saving a considerable amount of time and increase fuel efficiency. Using the Global Positioning System as a fleet management tool, dispatchers and management were able to account for every vehicle in the pilot.

During the pilot program, "@Road" ([www.road.com](http://www.road.com)) was chosen as the service provider, with Verizon providing the means of data transfer.

The biggest advantage for the partnership of @Road and NAVFAC Midlant was the method of communication — the Internet. @Road pro-

*Continued on Page 11*

vided a complete turnkey solution as an application service provider. All the command needed for the pilot was access to the Internet.

Code 110 provided assistance to @Road during the installation process and provided support to the command during the pilot when needed.

Suggestions and recommendations were key to the success of the pilot. It was found during the pilot that the units needed to be turned off around ordnance areas on the base.

The GPS receivers were upgraded with a key-switch option for areas where adherence to policy was crucial. With a \$38,500 investment, the command experienced a \$106,500 increase in revenue through the addition of the fleet management tool. With the consideration of a five-year life cycle of a vehicle, a conservative life cycle estimate, the cost of full implementation would be \$56 a month per vehicle.

With GPS installed, the piloted work centers were able to obtain the lowest man-hours per ticket average for the specific timeframe for all available years of analysis. The overall goal was to save 10 minutes a day in travel or unproductive time for each mechanic.

The results of the pilot showed a simple payback of only 1.4 months. The cost savings from the maintenance work centers paid for the entire pilot program, which included ten vehicles assigned to the Utilities department. The pilot showed a significant cost reduction where GPS was implemented and proved that there is a need for a fleet management tool at NAVFAC Midlant.

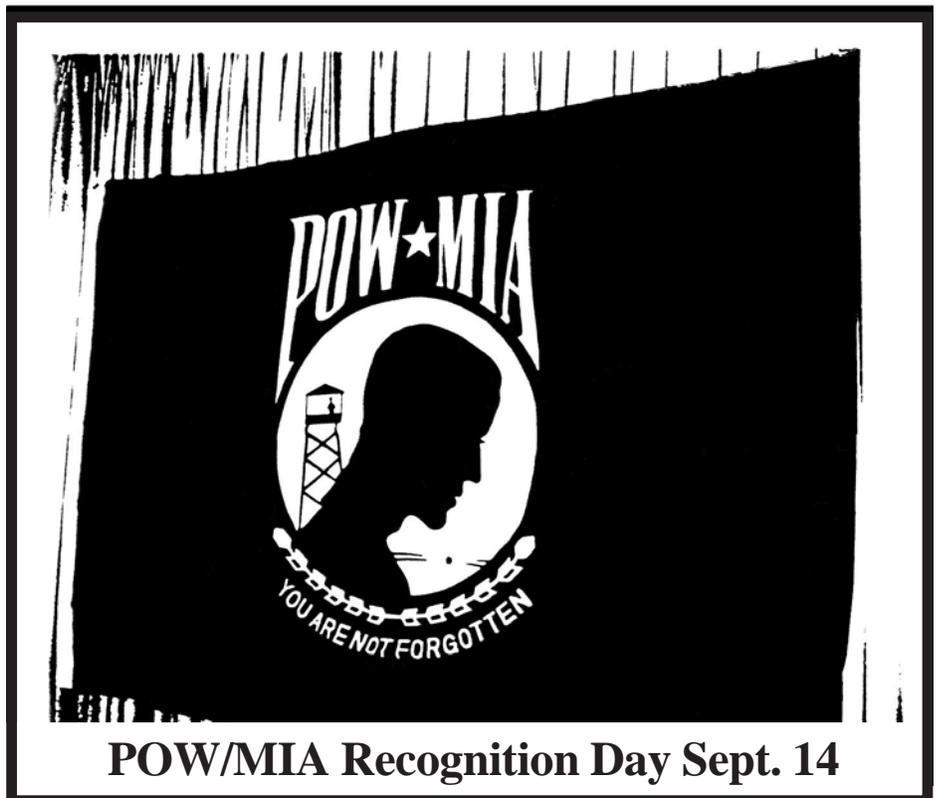
The Maintenance Department at PWC Norfolk has been chosen as the first department to implement GPS within the command.

The Business Support Department is currently investigating other areas, such as the Utilities, Environmental, and Transportation Departments where implementing GPS could potentially reduce costs to our customers and the Navy. □

## Osprey lift a first at Midlant



The crane operations team from NAVFAC Mid-Atlantic's Transportation Department, Weight Handling Support Service Division, lifts a disabled Osprey aircraft off a ship at Norfolk Naval Station's Pier 10 on June 30. This was the first time an Osprey aircraft was ever lifted from a ship by crane.



**POW/MIA Recognition Day Sept. 14**

# Tips on recognizing and documenting cost avoidance

By Merrill Ashcraft

Documenting cost avoidance is becoming even more vital to the Navy due to declining budgets. As Capt. Eichert said in his recent All Hands meetings, PWC managers need to learn how to recognize cost avoidances when encountered and submit this type of information up the chain of command.

One excellent example of a cost avoidance is the team who were recognized in the last edition of *The Center Post* for supporting the ROICC in mediating a crisis that would have impacted the re-opening of Gate 3.

The estimated cost savings of that action ranged from a low of \$32,244.22 to a high of \$96,728.12. This estimate does not include the intangible savings achieved by minimizing the following impacts: delay of Gate 3 reopening; delay of the Gate 2 upgrade; extended traffic delays; road rage; and maintaining the Navy's image as a good neighbor.

Here are some tips that might be useful in recognizing cost avoidances:

## Response/Timeliness

- Ask how fast is PWC's response compared to other alternatives? Few contractors have 30-minute response times or 1 day turn-around, etc. Recognize having resources of other commodities just a JON away saves time and money. Our Command can do just about anything with its widely structured talent base. (Fast response of our internal "subcontractors" is almost instantaneous within the PWC family).

- Does the speed of response delay or have an impact on another Contract? If so there are usually charges for contract delays built into their contract. Find out how much these costs (typically referred to as

overhead costs) are?

- One can anticipate a 5-day delay to provide a contractor a new scope of work and to negotiate costs. There is usually another 10-day period delay after fees are negotiated for work to commence work. This process can delay response of more than 15 days while contractor gears up to take on the additional workload.

- Contractors usually are not obligated to take on additional work unless it was bid as part of their contract. If a contractor is unable to perform work under an existing contract via a modification (caps on dollar amounts or the contractor lacks capability) a new solicitation will have to be written, posted on a bid board and awarded prior to commencement of work. Under the best of circumstances this process will mean at least a 60-day delay.

## Cost Estimates

- Ask why the client chooses PWC over alternatives. For example, a client informed us that a recent offload of 70,000 gallons of wastewater that the oil recovery charge was a minimum of \$ 21,000 less than a Contractor's estimate for a barge for offload.

- Connect with ROICC/Contracting office to obtain a Government estimate for work performed under a similar contract.

- Use the INTERNET to compare competitors rates for some items (for example the advertised rate for disposal of bulk asbestos is \$ 0.25/lb while the government rate (Defense Reutilization and Material Office-DRMO) for disposal is \$ 0.07/lb.

- Look for cost savings for bulk purchased materials (such as treatment chemicals for industrial wastewater treatment plant chemicals or bulk drum orders).

- Look for cost savings for disposal, reuse, or recycling of items by the government agents (DRMO) that reduce costs.

## Quality

- Does your activity have high quality workmanship that lasts longer or is more reliable? (For example many agencies learned the hard way that saving money by purchasing "cheap" lab tests was more costly in the long run.

Sometimes you really do get what you pay for. Millions of dollars was spent re-running tests, remediating sites that did not need remediation, and cleaning-up sites thought to be contaminant free based on poor data discoveries. It is sometimes not the cost of the activity, but how much money could be lost if there is a mistake.

- Are they paying for a Hugo and expecting a Cadillac?

## Documentation

- How well is the work documented? Is reconstruction of the event important?

- How well are client's complaints managed?

If you would like more guidance on this subject, please contact Merrill Ashcraft by e-mail or phone (445-2919 x 3041). □

*Lest We Forget*



**PATRIOT DAY**

*Sept. 11, 2004*

## Making a Difference at PWC

### Team completes environmental clean up at CAX

By George Steffen

Tucked back in the woods and set along the shores of the York River (just down the road from Water Country USA), is a place some regard as the best kept secret in the navy. Cheatham Annex, also referred to as “CAX” is a 2,300-acre parcel of Navy property.

Although Cheatham Annex was not commissioned until June 1943, the land on which the base is located can claim the unique distinction of having been associated with every conflict involving the United States from the earliest fight for independence to the current-day war against terrorism.

*This project is testament to the diverse capability of Midlant employees and exemplifies the coexistence between the Navy and the environment.*

The CAX mission is to provide complete retail supply support services for approximately 40 tenant activities between Cheatham Annex, Williamsburg and Naval Weapons Station, Yorktown. Services include custody asset storage for large, bulky and unique Navy material and programs. CAX once boasted a sizable



The Midlant Engineering team who helped complete the environmental clean up project at Cheatham Annex are: (Front row, l - r) Roger Crim, Ben Norman, (contractor, name unknown), Bryan Revell, Pete Lang, Nate Ballard and Edmund Harris; (back row) Skip Gronbach, George Steffen, John Linbeek, Larry Dykes and James Wray. Not pictured: Ronald Horton.

bulk fuel storage facility.

In the early 1970's, the Navy ceased fuel storage and refueling operations at CAX. The pipes and pumping systems were cleaned in accordance with accepted house-keeping practices of the day, the valves were locked down, and the doors shut.

Left in place were 10 miles of buried fuel lines and 2.5 miles of pipes jetting out across a wooden fuel pier. The tank farm was turned over to the state during the oil embargo of the early 1980's. It wasn't until 2000 that PWC Engineering was called upon to finally clean, close and cap the buried fuel lines to a more stringent environmental standard.

PWC Engineering was approached once more, this time to remove the pipes so the pier structure could be demolished, officially closing the chapter on Navy fueling operations at CAX.

The removal of the fuel lines from the wooden pier posed environmental concerns. The fuel pier is constructed in the shape of a long “T,” which extends out 2,600-lf from shore.

The depth of water remains a constant 4-ft deep at high tide for the first 1,000 feet and is only 15 feet deep at the far end. The pier supported four, 20-in and one 16-in diameter fuel lines along with one 14-in water line; all pipes had to be removed.

A survey of the pipes identified the presence of latent fuel. Four of the lines were also coated with an asbestos containing weather protection material. And if the environmental issues weren't enough, migratory ospreys had been building nests along the pier for as far back as anyone could remember.

*Continued on Page 14*

# CAX project

Continued from Page 13

In keeping with the "Can Do" motto, NAVFAC Mid-Atlantic led the way in getting this project completed through a concerted effort between in-house work forces and contracted services. The project was planned, executed and managed by Midlant Engineering. Coordination with the CAX natural resource officials provided the means for preventing the ospreys from nesting on what was to become an active work site. Contracts were written to remove approximately 32,000 lbs. of asbestos coating material from the pipes.

The remnant fuel was removed from affected pipes, which were then cut into 50-ft sections, lifted and removed via crane-mounted barge by the Midlant wharf builders. A total of five barges containing some 420-tons of pipe were ultimately removed. In the end some \$20,000 was generated from the sale of the scrap metal pipe. This project was effectively completed ahead of schedule, within budget and without mishap or incident. This project is testament to the diverse capability of Midlant employees and exemplifies the coexistence between the Navy and the environment. □



## HRO answers your STAIRS concerns

**M**errill Ashcraft has been providing voluntary STAIRS training after-hours since October 2003. She is not an HRO expert, but is aware that some employees have little training in applying for positions using STAIRS. She shares what knowledge she has about the process to help members of the NAVFAC Mid-Atlantic family establish accounts in STAIRS. Many attendees have asked questions she is unable to answer, so she has represented your concerns to HRO. Here are the questions employees have asked and HRO's guidance.

**Q. Who decided the Navy would use STAIRS to fill positions? What was wrong with the old way?**

A. The manual process previously used to fill vacancies was not efficient. Therefore a chartered task force was formed to evaluate the recruitment process in Navy back in 2001. The Deputy Assistant Secretary of the Navy (Civilian Personnel/Equal Employment Opportunity) endorsed the task force's decision to implement an automated process to reduce the time it takes to fill civilian vacancies.

**Q. How can one expect those with little computer experience to be able to fill out an application? Are we losing out on good people who do not have access to computers in the trades?**

A. STAIRS sessions have been offered by HRO Norfolk to educate perspective applicants on the application process. Applicants must be willing to take the initiative to familiarize themselves with the STAIRS

process. If an applicant has access to a computer and can access the [www.donhr.navy.mil](http://www.donhr.navy.mil) site, then "jobs, jobs, jobs" there are instructions on how to build a resume as well as what information a resume needs to contain. As an applicant works their way through the application process, numerous "Quick Tips" are available that teach how to utilize the system.

**Q. Who can help people with STAIRS applications?**

A. If an applicant has not had the opportunity to attend STAIRS training, much can be learned by investigating the web site and reading the information available or by viewing the HRO tutorial video on STAIRS. There are numerous "Quick Tips" which are equivalent to an on-line tutorial that can be accessed. These are helpful, informative and leads an applicant through the process of applying. Additionally, the HRO staff is available for assistance.

**Q. We would like more detailed information.**

A. Working in cooperation with John Land in Public Affairs, HRO has made a tutorial videotape on STAIRS. The tape has been made available to your departmental administrative point of contact.

**Q. Since your name and password have to match to get reset, if your e-mail account has changed how can you get your password reset since it sends the information only to the old e-mail account that is no longer active?**

A. Access the [www.donhr.navy.mil](http://www.donhr.navy.mil) web site, click on "jobs, jobs, jobs" and log in. On the right hand side of the CHART site is your current account information. By clicking on "Click here to update" you can reset your password as well as revise personal data such as an email address.

**Q. What does one do if they do not have a computer? Does that mean they are no longer eligible for any jobs?**

A. For those who do not have computer access at home, libraries offer free time usually in hour increments. Also some churches and community organizations allow computer access.

There is also the option of co-workers and friends who might allow access as well as help those with little or no computer skills. Businesses or individuals specializing in resume writing are available for a fee. Again, the applicant must be proactive in compiling information for their resume and be willing to spend the time necessary to complete the process.

**Q. After one user created an account and wrote down their password, the system timed out. This happens because somehow the password does not match and the user has to contact HRO, since they do not have an e-mail account to send the password back to. So the question is: When I type in my password, why can't I see what I'm typing to make sure I typed it right?**

A. This is a security measure to protect your password and, subsequently, access to your personal information and resume. When a password is created, you are asked to provide a "hint". Access the [www.donhr.navy.mil](http://www.donhr.navy.mil) site, click on "jobs, jobs, jobs" and, on the right hand side of the screen where you normally log in, click on "Forgot your password? Click here?"

If your email address is the same, there is no problem because you will receive an email with your hint in 24 - 48 hours; however, if your email address has been changed, click in the body of the 3rd Quick Tip — text follows:

**Account Request Action**—You may select to have your Password Hint emailed to you OR have your Account Password reset and emailed to you.

As above, to receive either request the email address entered MUST match the email address on

file in the CHART database. If your current email address doesn't match the address on file, click here <https://chart.donhr.navy.mil/ContactUs.asp> to provide your old and new email address to the webmaster and request a reset.

Access the form by clicking on the link ("Click here") in the text, complete the form and submit it one time only.

If you do not remember your old email address, leave blank and write a note to that effect in the space provided. If you have not received an email addressed to your current address after 48 hours, please contact your HRO staffing specialist.

You will need to provide your name, social security number and current email address.

**Q. How is it decided whether someone qualifies for a position or not?**

A. Applicants' experience is evaluated against the relevant Office of Personnel Management Qualifications Standards to determine their eligibility for a position. These qualification standards are the same standards used before STAIRS.

**Q. How critical are keywords in determining qualifications?**

A. Key words do not determine qualifications. Applicants must meet the type of experience and/or education as required by the Office of Personnel Management qualification standard to qualify for a position.

**Q. When was the policy developed to not notify people directly, either by e-mail or mail, if they are not qualified?**

A. When the HRSC-East Region stood up in the 1997-98 timeframe, notices were mailed to applicants notifying them only if they were ineligible. After STAIRS was initiated in the 1999-2000 timeframe, notices were no longer mailed because it was believed that employees could access the website to check their applica-

tion status.

With the advent of CHART in 2002 this is finally a reality. Employees now have the capability to access their account to see if their resume has been accessed. Resume status can be viewed by accessing "My Status" or by selecting a region where your resume is on file from the dropdown menu and clicking on "Select Region."

Status is reflect for the jobs to which you applied when: 1) A manager requests to fill the position AND 2) a certificate of eligibles has been forwarded for selection AND 3) you were considered for the job. Resume status information will remain displayed for 60 days once the position has been filled or canceled.

**Q. When will more information be available on STAIRS?**

A. An All Hands Notice is being distributed on STAIRS. Additionally, HRO is in the process of distributing an HRO/PAO produced user-friendly tutorial video throughout the command. The video may be taken home by employees for viewing. □

## Length of Service Awards

September 2004

**40 years** – Robert L. Sawyer • Thomas D. Stillwell

**35 years** – Richard W. Stout

**30 years** – Genevieve M. Caton • Ricky R. Durrance • Simon Tejada • Robert A. Tyndell • George A. Wescott

**20 years** – John D. Castello • Marie L. Hendrix • Anthony L. Pope • Darris E. Riddick • Deanna D. Shepard • Kermit I. Tapia • Kim D. Walden • Emory E. Wilson II □

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# Do's and Don'ts political guide for Federal employees

**D**ue to the upcoming Presidential election in November, the Command Counsel Office is sending us this reminder of the Hatch Act requirements for prohibited and permitted political activity.

## **Prohibited Political Activities**

Civilian employees (except PAS and SES officials, members of the contract appeals boards, and all NSA, DIA and NGA employees) may not:

*Use their official authority or influence to interfere with or affect the result of an election, which includes:*

- Using their official titles while participating in a permitted political activity;
- Using their authority to coerce anyone into participating in a political activity;
- Soliciting or receiving uncompensated volunteer services from a subordinate; and
- Soliciting or discouraging the participation in a political activity of anyone with official matters before DoD.

*Participate in the following political fund-raising activities:*

- Soliciting or receiving political contributions (except under limited circumstances in relation with certain local elections or Federal labor organizations);

*Note: Employees may not solicit contributions anonymously over the telephone.*

- Allowing the use of their official titles in relation with political fundraising; and
- Hosting or sponsoring a political fund-raiser.

*Note: An employee's spouse may host or sponsor a fund-raiser, and the employee may attend it.*

*Run for partisan office (except as independent candidates in certain local elections.)*

*Participate in a permitted political activity while on duty, while in a Government office or building, or while using a Government vehicle.*

## **Permitted Political Activities**

*Civilian employees (except PAS and SES officials, members of the contract appeals boards, and all NSA, DIA, and NGA employees) may participate in political activities to the extent not expressly prohibited above. These employees may:*

*Participate in the following political organization activities:*

- Being members of a political party or partisan group;
- Serving as officers of a political party or partisan group;
- Attending and participating in a political convention, caucus, or rally; and
- Serving as delegates to a political party convention.

*Take an active part in a political campaign, which includes:*

- Displaying a political sign, sticker, button, or similar material (but not while on duty, in a Government office or building, or using a Government vehicle);
- Employees may place political stickers on their privately-owned vehicles even if they park in a Government lot or occasionally drive themselves to attend meetings at other agencies.
- Initiating or circulating a partisan nominating position;
- Canvassing for votes;
- Endorsing or opposing a candidate in a political advertisement, broadcast, or campaign literature;
- Addressing a political convention, caucus, or rally on behalf of a candidate;
- Managing a political campaign; and
- Distributing campaign literature.

*Participate in the following election-related activities:*

- Voting;
- Acting as recorders, watchers, or challengers at a polling place;
- Serving as election judges or clerks;
- Driving voters to a polling place; and
- Running for nonpartisan office (that is, an office to which political parties may not designate candidates).

*Note: Employees who run for nonpartisan office may not seek the endorsement of a political party or print partisan campaign literature.*

*Participate in the following political fundraising activities:*

- Making a financial political contribution;
- Attending, addressing, or being featured guests at a political fund-raiser (but refraining from soliciting contributions personally);

*Note: Invitations to a fund-raiser may list employees as guests or speakers but may not include their official titles.*

- Soliciting or receiving uncompensated volunteer services (but not from a subordinate or anyone with official matters before DoD); and
- Managing or organizing a political fund-raiser hosted or sponsored by others (but refraining from soliciting contributions personally).
- Use work email to discuss political subjects in a manner similar to water-cooler conversations.

*Note: Employees may not use work email to send messages to a high number of people with whom they have a minimal relationship for the purpose of encouraging the recipients to support or oppose a candidate, political party, or partisan group. □*

## Sivakumar cited for completing USAWC studies

**D**uring the past 16 years, Nilakanta “Neal” Sivakumar has held positions as Branch manager for Architectural, Civil, and Structural Engineering Designs, worked as the Director for Facilities Management in NCTSFE (Japan), and as Director of the Environmental Management Division at NAVFAC Mid-Atlantic.

Also, he graduated from the NAVFAC Leadership Development Program in Dec 2003.

In July 2004, Sivakumar graduated from the U.S. Army War College (USAWC) through the Department of Distance Education program.

According to Elihu Root, the founder of the USAWC, the grand purpose of USAWC is, “Not to promote war, but to preserve peace by intelligent and adequate preparation to repel aggression . . . to study and confer on the great problems of national defense, of military science,



Neal Sivakumar is congratulated by Environmental Business Line Coordinator Andrew Kissell after Capt. George Eichert presented him with the diploma he earned from the U.S. Army War College on Aug. 31.

and of responsible command.” Since 1901, USAWC has prepared senior military officers and civilians for strategic leadership responsibilities, educated current and future leaders on the development and employment of land-power in a joint, multinational and interagency environment, conducted research and published articles on national security and military strategy; and engaged in

activities in support of the Army’s strategic communication efforts — “Building One Team for the Future.”

By obtaining a Diploma certificate and Masters in Strategic Leadership studies from USAWC, Sivakumar has met the Professional Military Educational requirements for Defense Leadership and Executive program (DLAMP). Congratulations! □

## In Memory

**Tracey Fleming**, 37, in the Transportation Department, died July 26. She had worked for the department since Feb. 16, 1988 as a Work Control Clerk for the Production Control Division and lastly as a Transportation Assistant in the Rental Lease Department.

**Larry G. Ott**, 54, died Aug. 4. A U.S. Army veteran, he joined PWC in Dec. 1985 and worked as an automotive mechanic in the Transportation Department at the Sewells Point Site, assigned to the Northwest Garage in Chesapeake. His wife, Phyllis, retired from the Transportation Department approximately three years ago. □



Mike Cutrell (left) gives Jerry Yarbrough his money clip as a memento in gratitude for the return of the money he lost near A-81 on Aug. 24. Yarbrough found the lost sum and reported it to the command. Cutrell’s detailed description of his money clip established him as the owner. Both Cutrell and Executive Officer Paul Kuzio praised Yarbrough for his honesty and integrity in reporting the loss.

# Navy Meritorious Civilian Service Awards

Surrounded by family members, Glen Delk returns from her recent retirement to accept the Navy Meritorious Civilian Service Award from Capt. George Eichert on July 1. She was cited for her outstanding performance of duty while serving as Team Leader in the Funding and Administrative Department, Regional Environmental Group, PWC Norfolk, from Aug. 6, 2001 to May 1, 2004, along with 30 years of dedicated government service. She was commended for expertly managing the Regional Environmental Group's \$15 million budget covering manpower, support costs, and training. Her work was specifically recognized by former NAVFAC Chief, Rear Adm. Johnson, when he visited in July 2003.



Jan Patterson is presented with the Navy Meritorious Civilian Service award at Oceana on July 8. She was cited for her outstanding performance of duties while serving as the Production Management Division Director, Oceana Site of PWC Norfolk from January 2001 to December 2003. She was commended for being instrumental in the realignment of facilities management resources at Naval Air Station, Oceana, into the Regional Engineer Program Directorship. She is known as a motivated team player and volunteer who takes great interest in the careers of her subordinates and cares about their development.



Doug Moore and his wife, hold the Navy Meritorious Civilian Service Award presented to him by Capt. George Eichert on July 8. Moore was cited for his outstanding performance of duty while serving as Oil Recovery supervisor in the Environmental Services Department from April 2002 to April 2004. He was commended for his tremendous efforts to protect the environment while minimizing the impact on government assets, and for his leadership that has helped preserve, restore, and enhance mission critical services to numerous customers throughout the region.



## Length of Service Awards



Dale Matthews (left) and James Williams, Utilities Department, receive their 40-Year Length of Service Awards from Capt. George Eichert on Aug. 4.



John Spears, Utilities Department, accepts his 35-Year Length of Service Certificate from Capt. George Eichert on Aug. 4.

## Length of Service Awards, *Continued*



Bill Jennings, Maintenance Department, accepts his 30-Year Length of Service Award from Capt. George Eichert on Aug. 15.



Michael Fisher, Engineering Department, accepts his 30-year Length of Service Award from Capt. George Eichert on Sept. 2.



George Brooks, Marshall Frierson and Gary Engle, Utilities Department, receive their 30-Year Length of Service Awards from Capt. George Eichert on Aug. 4.



Lt. Cmdr. Chris Knudsen, Public Works Officer, Peninsula, presents a 30-Year Length of Service Award to William Greenman on Sept. 2.

## FEGLI holds Open Season, Sept. 1 - 30

**F**or the first time in five years, the Federal Employees' Group Life Insurance (FEGLI) Program is having an Open Season.

It starts Sept. 1, 2004, and closes on Sept. 30, 2004.

Open Season allows eligible employees the opportunity to enroll in the FEGLI Program or change their FEGLI coverage without answering any medical questions, having a physical examination, or providing marriage or birth certificates.

OCHR Civilian Benefits Information Bulletin 2004-11 provides specific information on how to make an election using the automated benefits system.

**NO PAPER FORMS WILL BE ACCEPTED.** The bulletin is available at [http://www.civilianbenefits.hroc.navy.mil/Bulletins/Bulletin\\_2004\\_11.pdf](http://www.civilianbenefits.hroc.navy.mil/Bulletins/Bulletin_2004_11.pdf).

Additional information is available on the official FEGLI Open Season homepage at <http://www.fegli2004.opm.gov>.

Please note that new coverage elected during this Open Season has a delayed effective date.

The earliest date that the coverage will be effective is Sept. 4, 2005.

Navy civilian employees who have questions about life insurance can call the Benefits Line at 1-888-320-2917 and select option 4 to talk to a Customer Service Representative (CSR).

CSRs are available from 7:30 a.m. until 7:30 p.m. (Eastern Time), Monday through Friday, except on Federal holidays.

The TTY number for the hearing impaired is (757) 396-7078. □



**Capt. Tony Ermovick, Deputy Regional Engineer, NAVFAC Midlant, relaxes after being promoted to his new rank by Rear Adm. Stephen Turcotte, Commander, Navy Region Mid-Atlantic on July 2.**

## EPDP Report

By Dianne Edwards

**F**ive hundred and fifty individuals from all 50 states launched the American Association of People with Disabilities (AAPD) on July 25, 1995, in Washington D.C. It is a nonprofit organization representing 54 million people with disabilities. The hopes and convictions of people with disabilities is based on unity, leadership and impact, which is necessary to ensure the future of inclusion promised by the Americans With Disabilities Act (ADA).

AAPD is not a handout. Membership is an annual amount per person or groups. This organization is able to offer amenities that were never available to people with disabilities, such as prescription plans, automobile, life, health and disability insurance, affinity banking benefits, credit card options and telephone affinity cards. Other such options are Disability Rights on-line news, employment, intern and scholarships programs. For more information, please access their website at <http://www.aapd.com>. Other websites are [DisabilityInfo.gov](http://DisabilityInfo.gov). If you have a question, please contact one of the following committee members:

Dianne Edwards	Chairperson, 444-4828
Chuck Vogel	Secretary, 444-1222 ext. 313
Raleigh Benthall	Code 500, 444-3164
Russell Stanton	Code 600, 696-6834
Lt. Pablo Sierra	444-8591
Remo Harris	Code 140, 444-1222 ext. 316
Wayne Ballard	Code 140, 444-1222 ext 317
Durk Simmons	Code 500, Dispatch 918-5936

## National Hispanic Heritage Month

**N**ational Hispanic Heritage month will be observed from Sept. 15 to Oct. 15, 2004, with the theme of “Hispanic Americans: Enhancing the National Tapestry.”

The history of the U.S. Navy is intertwined with the rich heritage and sacrifice of Hispanic Americans on behalf of this Nation who have served bravely and honorably in every war and conflict since the American Revolution. With more than 37 million people in the United States who are of Hispanic origin, this proud tradition of service has an even brighter future in today’s diverse Navy.

More than 30,000 Hispanic Americans today serve proudly in the tradition of generations who served before.

Storekeeper Chief Petty Officer (Surface Warfare) Nesto Rivas of Navy Personnel Command, was recently quoted as saying, “Hispanics of all backgrounds need to understand the sacrifices and struggles made by those that came before our generation to improve their life and to provide a better tomorrow for us. Share their dream, prepare yourself through education, and be committed to achieving your goals. Be active and proud of your Hispanic heritage. Celebrate your heritage, culture, and language and finally, ask yourself: “What am I going to pass to the next generation?”



**Keisha Frances Cooper**  
Daughter of Larry C. Cooper,  
Maintenance Department,  
graduated from Old Dominion  
University, Class of 2004,  
with a degree in Human  
Services Counseling.

## Welcome Aboard

(June)

Kenny L. Anderson  
Jerome Ball  
James C. Bond  
Randy S. Brown  
Alexander B. Brownley  
Ricardo M. Burrell  
Dennis Carter, Jr.  
Keith J. Clinchot  
Dana P. Coleman  
William F. Deberry  
Richard Depetris, Jr.  
Jamaal O. Ellison  
Donavan F. Gray  
Daniel W. Greenfield  
Robert E. Lake  
Crystal L. Landrigan  
Henry W. Wheeler  
Bryant A. Williams

(July)

Elaine J. Capps (Formerly HRO)  
Eric L. Fonville  
Kimberly A. Jones □



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## Americans need to eat the right kinds of fats

**A**lthough many Americans have cut back on fat, two kinds of fat remain out of balance in the typical diet. There is too much of omega-6 fats and too little of omega-3 fats.

The American Institute for Cancer Research (AICR) has linked this imbalance to an increased risk of cancer.

Omega-6 fats are found in vegetable oils such as corn, safflower, sunflower and soybean oil. They are often used in processed snacks, baked products and commercial salad dressings.

Omega-3 fats are found mostly in fatty fish like salmon, sardines, trout and herring. Smaller amounts are found in canola oil, flaxseed, green leafy vegetables and walnuts. Omega-3 fats have displayed a range of anti-cancer activities in the laboratory and have been repeatedly associated with lower cancer risk in population studies.

**How to Improve Your Ratio—**The ratio of omega-6 fats to omega-3 fats in the typical American diet ranges from 10:1 to 15:1. Besides cancer, such a ratio, heavily weighted with omega-6 fats, is also linked to heart disease and inflammatory conditions like arthritis. In healthy populations that consume traditional plant-based diets, the ratio ranges from 2:1 to 4:1.

Scientists are still uncertain exactly how much omega-3 fat you

should eat to reduce your cancer risk. But AICR recommends eating a three-ounce serving of different types of fatty fish twice a week.

Although fish oil supplements can provide a hefty dose of omega-3 fats, they raise serious concerns for some people, including diabetics. Individuals who have bleeding disorders or are taking blood-thinning medications daily should discuss the use of fish oil supplements with their physician.

If you decide to take fish oil supplements, you should limit your daily dose to 1,000 mg to avoid potential health problems.

To help you put more healthy fats in your diet, AICR offers a free brochure, *The Facts about Fats*. Call 1-800-843-8114, ext. 110, to request a copy. □

*--From the American Institute for Cancer Research*

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## Retirements

(June)

Bryan M. Brooks  
William P. Franklin  
Frances A. Love  
James R. Norton  
Kenneth E. Vick  
Daniel F. White  
John D. Yow, Jr.

(July)

Robert W. Barcroft  
Donnie I. Bennett  
Mahlon M. Blue  
David G. Bolduc  
Howard E. Briggs, Jr.  
Wilson Campbell  
Estille W. Cox  
Richard W. Eitel  
Bobbie G. Handley  
Danilo L. Ilagan  
Carl D. Mausolf, Sr.  
William L. Morgan  
Patrick O'leary  
Robert L. Sessoms

(July, continued)

Willie C. Skenes  
Martin E. Suiter  
Donald V. Swanson  
Sandra A. Wilson □

### Seeking leave

The following employees are seeking donations of annual leave due to medical emergencies:

**Renee Russell**, Code 400, **Danilo Ilagan**, **David McGilberry**, and **Thomas Walker**, Code 500, and **Eric Hodies**, a former PWC employee who now works for NAVFAC Atlantic.

For more information or to donate leave, please call Donna Lathan at 444-4461. □

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## Promotions

(June)

William J. Edwards  
Robert A. Everitt  
Patsy M. Greer  
John R. Keeling  
Jean R. Kendall  
Connie A. Lofton  
Harold S. Moore  
David L. Murphy  
Oscar R. Pruden, Jr.  
Inell E. Ricks  
Venus L. Rivera  
Bryan D. Vanlandingham  
Madie L. Veasley

(July)

Tommy L. Burritt  
Reuben D. Cockrell  
Lucas T. Doan  
Kenneth G. Fudala  
Harold R. Kelly  
Allen F. Lavorato  
Dana A. Simmons  
Edith A. Williams □

# Unsung Heroes of NAVFAC Midlant

Photos by  
John Land



Mechanical engineer Charles “Chip” Taylor, IV, skillfully performs mechanical engineering support functions for the Utilities Department. He is cited for expertly managing the sewer and oily waste systems at the Oceana, Dam Neck, and Sewells Point sites.



Production control dispatcher Judith Woolridge in the Maintenance Department is responsible for dispatching work to Regional Maintenance. She is known as a highly motivated, reliable professional who regularly exceeds expectations for levels of service.



Electrician Ernie Banks in the Facilities Sustainment and Services Department provides critical emergency electrical repairs at the Naval Medical Center, Portsmouth Site. He consistently displays his expert knowledge and is known for always being ready to help.



Transportation crane project coordinator Maurice Holland is cited for his planning and scheduling weight handling support services for the waterfront and shore activities. His achievements are evident in the successful day to day flow of ship arrivals and departures.



Marine mechanic John Clendenan in the Environmental Department is responsible for operating, repairing, and overhauling a wide variety of boats, vehicles and different types of auxiliary equipment. He is cited for his outstanding work ethic and genuine concern for co-workers.



Deckhand William Taylor in the Environmental Services Department excels in his primary duty as a boat crew member, working a variety of containment and spill clean up tasks, 24/7 in all types of weather, at all sites. He is known for his dedication and teamwork.



Heavy mobile equipment repair inspector Warren Church provides clients with an exceptional level of dedication, enthusiasm, and quality service at the Sewells Point site. He responds promptly and efficiently to all tasks and assignments.