

One Voice

Published for employees of Commander, Navy Region Southeast, Regional Engineer and N-46; PWC Jacksonville including Mayport, Charleston, and Panama City Sites; PWC Pensacola; Engineering Field Activity Southeast including ROICC Jacksonville, Mayport, Kings Bay, and the Orlando Satellite Office

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New Clinic at NS Mayport

By Lt. Jorge Cuadros, ROICC Mayport

Construction of the new 102,000 square-foot Branch Medical and Dental Clinic on board Naval Station (NS) Mayport was recently completed. This U.S. Navy Bureau of Medicine and Surgery (BUMED) clinic is a state-of-the-art facility that replaces the existing 59,000 square-foot building constructed in 1971.

This \$22 million design-bid-build project was designed by Rogers, Loveluck and Fritz, Inc. of Winter Park, Fla. and constructed by Hoar Construction LLC of Birmingham, Ala. The construction contract was awarded in April 2002 for \$17 million. On June 5, 2002, the ground was broken and construction never stopped until Jan. 21. The clinic opened for service on March 1. The 22-month construction gave life to ideas that took years of planning.

Project Uniqueness

From day one, the construction team focused on schedule partnering. This approach combined the implementation of the NAVFAC Partnering Policy and the building of a culture that regards the construction schedule as the heart of the project. Every month, the team discussed all aspects of construction,

the contract, and their relationship to the schedule. The key to a solid start, was establishing a good baseline schedule. From that, nothing changed unless the construction team discussed it and approved it. The results were a great working relationship between the members of the construction team and an outstanding facility. The construction was completed two months ahead of the originally scheduled completion date and had zero lost time accidents in its 570 days.



More room means expanded capabilities

The new clinic will deliver a wide range of outpatient services to the fleet and eligible beneficiaries aboard NS Mayport. TRICARE Prime enrollment is estimated to increase by 20 percent.

When approaching the entrance to this new facility, visitors will be impressed with the rotunda that divides the

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From the Production Officer

Continuous improvement in support of the Warfighter

As presented during the recent All Hands briefs, FTSE will be going through a realignment over the next few months. As previously discussed, there are many tools that have been used to collect data, such as FacTS, that provide information to aid us in determining areas that need improvement. Input from customers has also made us



**PWC JAX/EFA SE Production Officer
Lt. Cmdr. Craig Prather**

look at how we align execution resources with our sites, standardize Concept of Operations across sites, to look at eliminating redundant overhead and to generate additional cost savings.

We will provide a single “touch point” for all clients at their respective installations. Although each site is presently somewhat different due to their organizational makeup and the mission of the installation they support, an effective and efficient local site execution platform will provide daily operations in support of the Region, their installations, and tenant organizations.

As processes are improved or new ones are developed, we will continue to effectively communicate them with all levels of the team, including clients and other stakeholders. Effective communication is key. It is important that all FTSE shipmates continue to work

together as ONE TEAM! We have accomplished much in the past two years working closely as a team. I am confident in our abilities to continue this forward momentum as we execute the Navy’s mission.

For those of you at Jacksonville and Mayport, I encourage you to attend one of the informal presentations, which are currently scheduled for April 15th at 1100 in Bldg. 902; April 21st at 0900 in Bldg. 103; and April 22nd at 1300 at Mayport. If you have questions, please contact me at craig.prather@navy.mil.

One Voice

Facilities Team Southeast
NAS Jacksonville, Fla. 32212

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Important Numbers

- CO’s Fraud, Waste/Abuse Hot Line: (904) 542-5335
- DoD Hot Line: (800) 424-9098
- Navy Hot Line: (800) 522-3451
- NAVFAC Hot Line: COM (202) 685-1833, DSN 325-1833
- Navy Sexual Harassment Advice Line: (800) 253-0931
- NAS JAX Police: (904) 542-2661
- Fire/Rescue: 911
- Employee Assistance Program: PWC JAX/Mayport/Charleston - (904) 296-9436 or (800) 327-9757, EFA SE/ROICC - (800) 677-5327, and PWC Pensacola - (866) 433-3277

New EBA board

The EBA Board recently met to elect its officers. Pictured are the newly elected officers and outgoing President. From bottom center moving clockwise: David Pieper, Code 600, is the new Vice President, replacing Scott Hatcher; Smitty Smith, Code 150,



is the new Treasurer, replacing Glenda Watkins; Rik Peek (past President); Ginger Batey, Code 200, is the new Secretary replacing Keith Bass; and Joe Kersey, Code 200, is the new EBA President replacing Rik Peek.

Demolition project complete at Jacksonville Navy Fuel Depot

By Lt. Jorge Cuadros, ROICC Mayport



Tank Car Loading Rack and Tank 10 at Navy Fuel Depot, Jacksonville, Fla. are demolished in preparation for potential FY08 Military Construction (MILCON).



One important year-end project is near completion at the Navy Fuel Depot at Heckscher Drive. This \$218,000 Resident Officer In Charge of Construction (ROICC) Mayport contract demolished and removed the rail car loading rack (pictured at the right) that had not been used since the early 1990's. Most of the underground fuel piping was also removed. Piping that ran under active facilities was flushed, cleaned and closed out in accordance with Florida Department of Environmental Protection regulations. It also removed the storage tank (pictured below) for the Fuel System Icing Inhibitor Agent, which is no longer used since the fuel mixture is now blended before delivery to this bulk storage site. These two projects had been slated for demolition for several years, but contracts were never written since funding was not available.

In August of 2003, the client was able to obtain year-end demo funding and ROICC personnel partnered with the client to quickly develop a request for proposal and make the year-end award. Removal of the facilities were complete in only two and one-half weeks. Only the closure assessment report and removal of piping with asbestos containing protective wrap remains. Once the closure assessment is complete, another contract to remove contaminated soil may be required. Proper decontamination of this site is extremely important because a MILCON project for \$26 million will build new bulk storage tanks on this location in 2008.

Uniform change in April

The shift to the summer uniform of the day for all ships present and stations within Commander, Navy Region Southeast's area of responsibility will take place effective April 5 at 12:01 a.m.

At this time, the uniform of the day will be:

Officer/CPO:

Prescribed – Summer White
 Alternate – Service Khaki

E6 and below:

Prescribed – Service Dress White
 Alternate – Summer White

PWC JAX – Charleston Site supports the warfighter

By Cmdr. Emmanuel Bautista, public works officer, NWS Charleston

During the past several months, the PWC Transportation Division has provided frontline support to the military during Operation Iraqi Freedom. Transportation, by the very nature of the business, means getting the warfighters what they need to mobilize personnel, weapons, support equipment, and supplies to the very front line of the nation's war effort.

PWC Transportation takes pride in its ability to facilitate the support of the military at every possible opportunity. They provide a full scope of transportation services to the local military commands. For example, busses from Charleston were shipped to support the movement of terrorist prisoners detained at the Guantanamo Bay, Cuba facility.

Recent logistics operations conducted at Naval Weapons Station Charleston (NWS CHSN) in support of Operation Iraqi Freedom included 32 ships



loaded through NWS CHSN Southside in the last 6 months; 767 mTons of material loaded out; 5,500 commercial trucks and 2,100 rail cars. Twenty-five percent of all Army combat equipment was loaded through NWS CHSN. In addition,

all Marine Corps pre-positioned ordnance was prepared and staged at NWS CHSN for shipment, which totaled over 800,000 mTons.

Pictured above is an aerial view of the railroad operations personnel moving equipment to and from the waterfront to be shipped directly to the front line of the military's Iraqi Freedom fighters.

During the last seven months, PWC Transportation in Charleston has spent 3,338 man-hours in support of railroad operations for the movement of weapons and equipment to the front lines. Railroad operations were used to move the equipment to the waterfront for loading onto ships for delivery to strategic military locations.

As the local and national news provides daily coverage of the troops in combat, one sees transportation equipment actively deployed, many of which were shipped out of Charleston. PWC Transportation supports the warfighter!

NSA Panama City earns Cultural Management Award

By Jacqui Handwork, NSA Panama City, Public Affairs

PANAMA CITY, Fla (NNS) — Naval Support Activity (NSA) Panama City, Fla., was named the Chief of Naval Operations (CNO) Cultural Resources Management Award recipient in February, for installations for the fiscal year 2003.

The award is presented to NSA Panama City for the installation's outstanding environmental stewardship, and efforts to promote the management of cultural resources and demonstrating a great cultural resources conservation ethic.

Chief of Naval Operations Adm. Vern Clark said in a congratulatory letter to NSA Panama City Installation Commander Cmdr. Bob Findley, that he is "proud that you are working hard to balance our environmental responsibilities with our national security imperative. You have shown that our Navy takes environmental protection very seriously."

NSA Panama City's Cultural and Natural Resources Manager, Jim Sartain, said he's thrilled about the award. "It's significant because it means you've got a good program going, and it certainly helps people become aware of natural and cultural resources on this base," Sartain said. The award ceremony will take place May 4 at the U.S. Memorial and Naval Heritage Center in Washington.

Bush issues order implementing pay raise

By David McGlinchey
dmcglinchey@govexec.com

President Bush issued an executive order officially implementing a 4.1 percent average pay raise for civilian federal employees in 2004.

Congress passed the raise in its 2004 omnibus appropriations bill, which Bush signed into law Jan. 23. The raise could not go into effect, however, until the president issued the executive order to implement it. Federal employees have been receiving a 2 percent pay raise in the first few months of 2004 based on a stop-gap executive order Bush issued on Dec. 30, 2003.

Under Bush's order, 2.7 percent of the 2004 raise will go to an across-the-board salary increase and 1.4 percent will be devoted to locality pay.

In connection with the order, the Bush administration issued official pay tables showing how the raise would be implemented in various federal pay systems, and the rates of locality pay in metropolitan areas around the country.

Federal employees will still have

to wait for individual agencies to adjust their pay systems to implement the raise. Last year, when there was a similar delay in implementing the raise, some employees didn't receive their full raises until the late spring.

In his fiscal 2004 budget request, Bush sought a 2 percent pay raise for civil servants and a new \$500 million Human Capital Performance Fund to reward top civilian federal workers. At the same time, the administration proposed a 4.1 percent pay raise for military personnel.

In January, Congress rejected that formula and provided both civilian and military personnel with a 4.1 percent increase.

House Minority Whip Steny Hoyer, D-Md., criticized the delay in issuing the order.

"It is unfortunate that it took so long for the administration to issue this executive order," Hoyer said. "The order should have been issued immediately following the president signing the omnibus appropriations

bill into law."

National Treasury Employees Union President Colleen Kelley criticized Bush in late February for delaying the order, saying that Bush "needs to do what Congress has authorized." The American Federation of Government Employees issued tongue-in-cheek praise for the order.

"AFGE is glad that the president finally found the time to pay the people who work for the public good every day," AFGE President John Gage said.

Bush is now locked in a struggle with Congress over the fiscal 2005 pay raise. The White House and a cadre of House Republicans have said that the country cannot afford to give federal civilian and military workers an equal 3.5 percent pay raise. Other lawmakers are adamant that pay parity be provided. Senate Budget Committee Chairman Don Nickles, Okla., included language in his proposed fiscal 2005 budget resolution requiring equal pay raises for military personnel and civil servants.

FTSE employee gains/losses

Arrivals

Please welcome the following new employees to Facilities Team South-east:

Patricia Carter, PWC JAX – Mayport Site
 Mike King, PWC JAX – Panama City Site

Departures

It's always sad to see them go. Best wishes to those who have moved on:

Ralph Young, PWC JAX – Charleston Site
 John Devine, PWC JAX – Panama City Site

FTSE celebrates Engineer's Week

PWC JAX - Panama City Site participates in City Proclamation

Mayor Gerry Clemons, City of Panama City, signs Proclamation for National Engineers Week, Feb. 22-28, 2004. Pictured from left to right: Dick Woodworth, Air Force Civil Engineer Support Agency, Tyndall AFB - Northrop Grumman, representatives from Panama City Post and Society of American Military Engineers (SAME); Lt. Cmdr. (Sel) Mike Thornton, Naval Support Activity Panama City, SAME; Mike Kazunas, PBS&J, President, Florida Engineering Society Gulf Coast Chapter; Mayor Clemons; Col. Gus Elliott, AFCESA, President, SAME Panama City Post; Col. Jeff Leprone, AFCESA, Vice President, SAME Panama City Post; Neil Fravel, City of PC, FES and Heidi Rubin, City of PC, FES. Courtesy photo.



SAME recognizes guest speaker

SAME's local Jacksonville post President Capt. Charlie Khan presented a SAME coffee mug to Cmdr. Bret Muilenburg, commanding officer of Naval Mobile Construction Battalion 7 in appreciation for his presentation on "Military Engineers in Iraq" to the Jacksonville Post on Feb. 24 as part of Engineer's Week 2004. Courtesy photo from local SAME post.

Career Day held during Engineers Week

By Ensign Crystine Lesniak

On Feb. 27, the Society of American Military Engineers (SAME) and other Jacksonville area engineering societies hosted their second annual Career Day. Over 125 high school students from the greater Jacksonville area



who have shown an interest in engineering and are scientifically and mathematically inclined attended the event. The students were divided into teams and had several engineering competitions to show them just how fun engineering can be. Several engineering firms from the area, plus the Army Corps of Engineers and the Navy's Civil Engineer Corps (CEC), see picture at left, set up information booths to give students the opportunity to interact with the communities top leaders. Representing the Jacksonville Area CEC were Cmdr. Van Dobson, Lt. Shea Zahner (pictured standing on left), Ensign Travis Zwenger, and Ensign Crystine Lesniak (pictured standing on right). The purpose of the naval presence was not necessarily to recruit anyone; it was just to "plant a seed and show the students what's available to them," reports Dobson.

Employee awards

On-the-Spot Awards

ROICC JAX

Diane Bazemore
Diane Haymans
Pam Smith

EFA SE

Barbara Burgess
Pat Haley
Scott Hatcher
Dana Howard
Shelly McLane
Theresa Kohler
Glenda Watkins
Sandy White
Cathy Wilber
Pam Woodworth

PWC JAX

Rick Armstrong
Ginger Batey
Rodger Berry
Joseph Cassidy
Douglas Delaguila
Ramon Gonzalez
Florence Hatcher
Wallace Holdstein
Phil Hutson
Melanie Irvin
David Kelly
Bettye Jo Kersey
Dave LeConey
Pat McGugan
Rolando Ortiz
Marilyn Osbeck
Jimmy Pacetti
Vern Smith
Gary Spencer
Veronica Taylor
Tommy Surrency

PWC JAX – Mayport Site

Sue Osbeck

PWC JAX – Panama

City Site
John Devine
Wilbur Farrell
David Laird
Kenneth Mapp

PWC JAX – Charleston Site

Floyd Almers
James Berry
Linda Corbisell
William Graves
Dennis Hazel
Donald Henderson
Thomas Morrison
George Nelson
Benbee Pulumbarit
Robert Ray
Donald Smith
Sherry Washington
Judy Wiggins

PWC Pensacola

Ettaly Ponder

Length of Service Awards

5 years: Thomas Kathe, Counsel, PWC JAX

20 years: Celestino Rivera-Cortes, PWC JAX

25 years: Thomas Hartin, PWC JAX and
Mary Patterson, PWC JAX – Charleston Site

30 years: Tomas Klaneckey, PWC JAX

35 years: Beverly Green, PWC JAX

LDI Certificate

Darrell Denaux, PWC JAX – Charleston Site



Cruisin' News from your Travelin' Crew

By Dawn Reed and Aggie Ricks, travel coordinators, PWC JAX

Remember to utilize the Travel mailbox (travel@pwcjax.navy.mil) for all travel matters (i.e. travel requests, Government Travel Charge Cards, and travel claims). EFA SE employees may contact Shelly McLane at (904) 542-8745, ext. 1100.

In an effort to ensure that all travel documentation is secured properly, employees are reminded to use the lock box that is set up in Bldg. 902 near the mail room on the second deck. Sensitive data must not be left on an employee's desk if the employee is not there. Please utilize this mechanism for delivering travel requests, claims, etc. to the travel coordinator in Bldg. 902. The box will be checked regularly and paperwork is distributed to the appropriate person.

NAS JAX traffic alert - gate construction update

Construction continues at all three entrances to Naval Air Station Jacksonville (NAS JAX). Over the past several months, commuters have had to deal with continuous change in traffic patterns when entering NAS JAX. This construction will continue throughout the entire year.

Gate improvement upgrades will enhance the station's base security ability to inspect both commercial and privately owned vehicles more effectively. This project will allow rejected vehicles at gates to easily exit without impacting other traffic entering the base. Many improvements have been made already at each of the gates.

Commercial Gate: The installation of the truck circulation road is near completion, and construction continues on the truck inspections area, parking area paving and vehicle inspections and sentry check point area. Excavation and concrete forms for footings to support sentry post canopies are under construction. The connector road is open to the public

(speed is 20 MPH) Allegheny Road is closed to through traffic at the construction site. Underground utilities are being installed including water, electric, security systems, and storm drains, and paving is continuing. Sod is being placed at drainage areas. Additional construction to include a separate sentry post and active hydraulically operated vehicle barriers.

Yorktown Gate: Building 9 parking area is now undergoing a facelift. New paving will occur in some areas and Seal-Coat will be used to cover the existing pavement. New striping and markings will be placed to designate parking spaces. The traffic wall is complete and is in the process of being finished. The bus inspection area is under construction, footings for the inspection canopies have been placed and the curbing as well as the concrete traffic lanes are being constructed. Concrete footings for support of the main sentry post canopies are in place and the main roadway is now undergoing enhance-

ment for eventual laying of asphalt pavement and striping. Underground utilities are nearly complete with some electrical and communication utilities to be installed. The area for the active barriers is being prepared, some excavation will be required and when completely installed this section of road will be turned back for vehicular traffic. Most other utilities have been completed, including water, sprinkler, and sewer lines. Construction for separate sentry post will begin soon as well as new fencing and a sliding main gate.

Birmingham Gate: Some work will begin soon at the Birmingham gate and along Birmingham Avenue. Initially, tree cutting and utility locations will be the primary efforts. After that will come excavations, utility relocations, and tree and brush removal. Birmingham road widening will involve heavy construction equipment such as back-hoes, road grading equipment, bulldozers, paving equipment, and heavy trucks.

FTSE employee spotlight

Name: Carl T. Shiver

Position: Electrician

Responsibilities: All high voltage on board Naval Support Activity Panama City. Inside wiring on all buildings serviced by PWC JAX – Panama City Site. Shore power, water, and sewage to boats. Wiring for project work on land and sea.

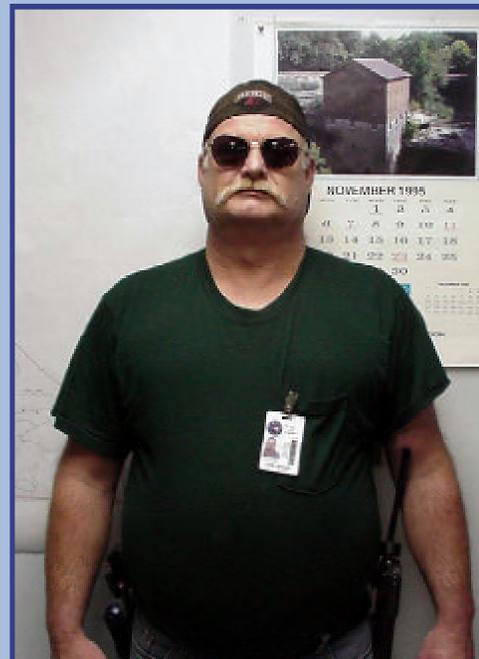
Work location: PWC JAX – Panama City Site, Fla.

Years: 1982 – 1995 Charleston Naval Shipyard, Charleston, S.C.

1995 – present Naval Shore Activity, Panama City, Fla.

Hobbies: Working with wood and working around the house. Of course, we can't forget the time I look forward to spending with my grandchildren.

Family: Married. Son and daughter with two grandsons in Panama City and a daughter, granddaughter and grandson in Tulsa, Okla.



NS Mayport's new clinic

two parts of the clinic. Inside the rotunda, there is a virtual quarter-deck equipped with wide screen television and continuous educational programming.

Some of the improvements include a state-of-the-art pharmacy outfitted with the latest in automated



systems, a digital radiology system capable of sending information worldwide, and an expanded medical records area. There will also be smart boards in all conference rooms.

The new clinic will bring several services currently found in outlying buildings, such as community counseling, the Substance Abuse and Rehabilitation Program, physical therapy, and occupation health services under one roof for the added convenience of clinic beneficiaries. It also allows space for additional specialty care including dermatology, urology, neurology, and ear, nose and throat specialists.

On the dental side Commanding Officer Naval Dental Center Southeast Capt. James J. Ware said, "the new Mayport Branch Medical Clinic (BMC) will have 26 dental chairs utilizing state of the art digital radiography and microscopic visual ca-

pabilities for the 14 dentists and dental hygienists billeted here."

"The dental clinic alone will have an annual throughput of 30,000 patient visits providing general dentistry and specialty care to include endodontics, prosthodontics, implants, oral surgery and periodontics services

for the fleet and shore Sailors in the Mayport area resulting in an annual dental health benefit of more than \$11 million," he continued.

Sustainability

One of the most important concerns of any facili-

ties team is that of sustainability. This building meets or exceeds most sustainability standards. It is equipped with the latest in direct digital controls and uses natural gas for much of its energy needs.

Most clinic rooms can be used for dual purposes. Thanks to a design that incorporated all hook-ups and outlets for each use, with little work most rooms can be used as either examination rooms or offices. Sinks and counters can be removed from the wall in minutes and the plumbing fixtures are covered with a wall plate. This added convenience will save thousands of dollars that could have been spent making modifications to rooms to accommodate increased patient or staffing levels.

About six months before completion, the facilities team at Mayport initiated all required coordination that allowed a smooth transition on contract completion. In this venture, the

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ROICC, PWC, PWO and Johnson Controls Hill (the base operating support contractor) developed a POA&M that reflected the one facilities voice spirit and guaranteed a successful Initial Operating Capability for BUMED clients. The plan included among others: indoctrination for all required personnel on systems maintenance; coordination with the Healthcare Support Office for delivery and installation of government owned and furnished equipment, and information technology systems; incorporation of the facility requirements in the Regional Base Operating Support Contract; and incorporation of the facility in the base plant account. The sustained strong communications and relationships within the Mayport facilities team ensured a strong start to this sometimes overlooked important aspect of our business.

The last piece of this project will be the execution of its warranty. Along with maintaining this facility, there will be things that will fall under warranty. A relevant warranty response plan has been developed between the station and Naval Hospital Jacksonville.

A reason to celebrate

Cmdr. Thomas Balestrieri, BMC Mayport's former Officer in Charge throughout the development and construction phases of the new facility, said, "We know our beneficiaries will be as pleased to be a patient in our new clinic as we are eager to provide the professional care that they deserve in this state of the art medical treatment facility. Our crew of healthcare professionals remains focused on our patient's immediate healthcare needs as well

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Roundtable discussions

The following issues have been addressed through Roundtable discussions and are available for review on the PWC JAX Intranet site. Below are items discussed during a Charleston Site meeting.

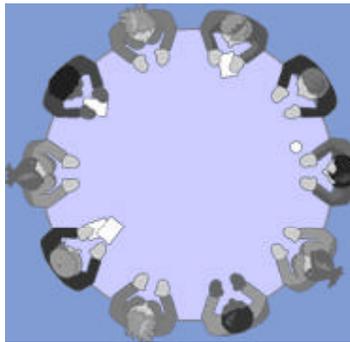
Q.1. Command Policy for Naval Weapons Station Charleston (NWS CHSN) on correction of NMCI problems is to call IT first. Can't call 1-800 number to get the problem solved. Priority needs to be set as to who gets problems solved.

A.1. The policy has been changed to allow employees to call NMCI directly.

Q.2. Remote access control – can't check e-mail from home or when on TAD.

A.2. NWS CHSN is giving laptops with PKI certificates for checking e-mail to regular travelers. Other travelers should check with their Department Head. PWC will

have laptops to check out for employees going on travel with the same certificate to allow e-mail checks. Employees will not be able to check e-mail at home without a PKI certificate. A PKI certificate may or may not work on a home computer. To receive a certificate, employees need



to meet with their supervisor and go through an approval process before it can be obtained. Employees should be able to log on to any NMCI machine while on TAD to check e-mail.

Q.3. Large files. Employees stated that they were not able to use FTPs with NMCI. Tried to send files to Southern Division without success. Finally had to drive over there with a disk.

A.3. Files are limited to 10 MB. It appears there is nothing in the works to increase this amount, although some departments desperately need the increase. Although not a solution, but what can help is to Zip the larger files.

National Volunteer Week runs April 18-24

National Volunteer Week (NVW) began in 1974 when President Richard Nixon signed an executive order establishing the week as an annual celebration of volunteering. Since then, every U.S. President has signed a proclamation promoting NVW. Additionally, governors, mayors and other elected officials make public statements and sign proclamations in support of NVW.

During NVW, organizations of all types host awards ceremonies recognizing millions of our nation's volunteers for their outstanding contributions to their communities over the past year.

Simultaneously taking place during NVW, thousands of volunteers also participate in local community service projects. In 2003, an estimated 2,400 events took place across the country during 2003 NVW that recognized and/or engaged an estimated 488,000 volunteers. Look for future highlights and project ideas from FTSE volunteer activities in upcoming issues.

National Initiatives for 2004

In addition to local recognition events and service projects, national programs plan for initiatives to be spotlighted, kicked-off or brought to a close during NVW. A new national awards program being kicked off during NVW this year is the Presidential Volunteer Service Awards. The President's Volunteer Service Award gives Presidential recognition to people of all ages who have demonstrated a sustained commitment to volunteer service. The Award honors their achievements as a way to inspire others and encourage more Americans to help meet our country's urgent needs.

For more information, contact your local Volunteer Coordinator or visit <http://www.whitehouse.gov/news/releases/2003/04/20030425-3.html>. Stop by and see the display that will be set up in the lobby of Bldg. 902 to commemorate volunteer activities supported by FTSE teammates.



Spring Storms

From NAS JAX Safety Newsletter

It's time to prepare for spring's severe storms. Along with flowers and warmer weather, spring can bring something that's not so pleasant—the threat of severe weather. Tornadoes, thunderstorms and windstorms can damage or destroy entire neighborhoods within minutes. Learn how to protect yourself and your family when storms strike.

Learn the warning signs

Nobody likes to cancel a golf game or other outdoor activity, but when weather looks threatening, remember: Put safety first. Before heading out, turn on your radio or TV to see if a storm watch or warning is issued for your area.

Thunderstorms

The National Weather Service issues a **Severe Thunderstorm Watch** when conditions favor the develop-



ment of severe thunderstorms. These storms can produce hail, high winds, danger-

ous lightning and possibly tornadoes. If you are in the watch area, keep apprised of the latest weather information, as a watch can quickly change to a warning.

A **Severe Thunderstorm Warning** means a severe thunderstorm has been reported or detected by radar

in your area that has produced high winds, hail and dangerous lightning.



Take shelter indoors and stay tuned to weather reports. If no

watches or warnings are issued and you hear thunder or see lightning, it's still best to postpone outdoor plans. If you're already outside, go immediately into a building or enclosed vehicle. Avoid water, high ground and open spaces. Don't take shelter underneath canopies, small picnic or rain shelters, or near trees. Stay away from large metal objects such as a flagpole, fence or pipe that could carry lightning to you. Suspend your outdoor activities until 30 minutes after you last see lightning or hear thunder. If indoors, avoid taking a shower or bath. Stay away from doors and windows and don't use the telephone. Turn off, unplug and stay away from appliances, computers, TVs, headsets and power tools. Lightning could strike electric and phone lines, causing shocks to inside equipment.

NS Mayport's new clinic

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as their long-term personal health goals.”

“Our commitment to our patients is the driving force for us to continuously challenge ourselves to offer better access, better services, and better quality for the Navy's third largest fleet concentration, their family members, and our deserving retirees,” he said. “We believe quality healthcare must be provided in an atmosphere of service, professionalism, compassion, teamwork, trust, and respect.”

A ribbon cutting ceremony was held March 26 (picture on page 9). The new clinic will be dedicated in honor of HM2 Robert R. Ingram, USN.

This Vietnam-era hospital corpsman received the Medal of Honor for his bravery and dedication for events that took place on March 28, 1966. Ingram, a Green Cove Springs, Fla. resident, was on hand for the dedication ceremony.

The extreme success of this project was a direct result of the work of a very astute team of professionals who handled the project from concept to reality! In this project, NS Mayport, BUMED, NAVFAC, and their contractors have delivered an outstanding Quality of Life improvement to active duty military, retirees and dependents in the area.

Award Instruction – arbitration ruling

By Joe Kersey, AFGE Local 2010 Unit Vice President and Cmdr. H.V. Dobson Jr.

Many of you have heard about the results of an arbitration ruling regarding the implementation of the awards instruction, but never knew what brought it about, so Labor and Management would like to explain. Beginning in January 2003, the Partnership Council began negotiating a new awards instruction. While the council made many improvements from the old instruction, labor and management could not agree on inclusion of the NOR award (the command-wide award associated with PWC's year-end financial performance). Based on Financial Management Regulations, management determined that the NOR award was illegal because it limited the command's discretion to manage its budget. Labor had a hard time letting that go. We were stuck.

Many months went by, we tried several approaches, and some give and take resulted in agreement on ev-

erything except the NOR award. In June 2003, the Command implemented the new instruction without the NOR award. In July 2003, Locals 2298 and 2010 filed a grievance, were denied their grievance, and elected to take the issue to arbitration. An arbiter was then selected and the case was heard on Nov. 19, 2003. The arbitrator was to decide on two issues. One was whether the case was arbitrable, because Management held that a regulatory appeals procedure existed. The second was whether Management violated the collective bargaining agreement by unilaterally rescinding a previously negotiated instruction governing the recognition and awards program and if so, were the employees of PWC due any remedy. The arbiter decided that 1) the case was arbitrable, and 2) that the command failed to successfully conclude negotiation on the awards instruction. He also con-

curred with management regarding the legality of the NOR award. However, the arbiter did not award any remedy.

At that point, both AFGE Locals and Management agreed to bring the new instruction back to the table and renegotiate. Negotiations were concluded on March 5, and the new instruction, with changes, will be published shortly. We achieved our agreement through a process known as interest based bargaining (IBB) where you work toward your interests, not toward some predetermined positions. Both management and labor had strong interests, but when you identify them as interests and not positions, anything is possible. Our primary lesson learned was that when you start negotiations you need to finish them.

Anyone interested in reviewing the arbitration decision may contact Judy Doggett at (904) 542-5140, ext. 2002 or DSN 942.

Employee Training

There are several resources available to FTSE employees to find courses to fulfill training requirements. The internet hosts several sites that one can research for training opportunities. Employees can also find training opportunities by visiting the Training section on the PWC JAX Intranet or by visiting <http://www.hrojax.navy.mil> and clicking on training.

Employees should look at all of the opportunities available as many courses are offered locally free of charge or for a nominal fee. Everyone can help keep costs down by researching the many opportunities that are available.

FTSE training coordinators are available to assist you in locating courses. Feel free to call them so that they can refer you to the right places to find the courses you need. For employees in the Jacksonville commuting area, there are several catalogs and brochures available through the training coordinator in Bldg. 902, second deck, Code 122.

Ensure that approved training requests are submitted in a timely manner so that training coordinators have ample time to process paperwork, register employees, and make payment. Notify them at least two weeks prior to registration deadlines. Many vendors offer discounts for early registration. For more information, contact Joyce Horne, PWC JAX, at 904-542-5140, ext. 2122 or DSN 942; or Glenda Watkins, EFA SE, at 904-542-8745, ext. 1120 or DSN 942.

NMCI

The rest of the FTSE team (Jacksonville and Panama City) has begun the transition to NMCI. This process will go on through the month of April with all FTSE sites cutover to NMCI by May. Please look for new email addresses to appear with the first.last@navy.mil and update your contact list.

Questions regarding the NMCI transition should be directed to your local NMCI representative or visit the PWC JAX Intranet site for frequently asked questions.