

One Voice

Published for employees of Commander, Navy Region Southeast, Regional Engineer and N-46; Navy Public Works Center Jacksonville/Engineering Field Activity Southeast with sites in Charleston, Jacksonville, Kings Bay, Mayport, Orlando Satellite Office, Panama City, and Pensacola

FTSE answers the call for assistance

Equipment sent to Pensacola to support relief efforts

Floridians face the fury of hurricanes each year. In years past, they have had to worry about droughts and fires. This year has changed all of that. With the most hurricanes/tropical storms hitting the coasts of Florida within a month's time, the entire state of Florida has been affected one way or another.

The last storm, Hurricane Ivan, was devastating for the Navy. NAS Pensacola has suffered catastrophic damages which will take years to recover. Nearly 90 percent of the buildings on the base have suffered significant damage. Navy Public Works Centers and the Seabees are no strangers to emergency repairs. The Seabees were quick to respond sending emergency crews from NMCB 1 of Gulfport, Miss. to remove trees from the streets to make way for emergency vehicles to get on to the base.



(Sept. 18, 2004) - Hurricane Ivan left a string of debris in front of "Admiral's Row" on board Naval Air Station Pensacola. (U.S. Navy photo by Harry White)

Navy Public Works Center Jacksonville also stepped in to help their site in Pensacola. After receiving a phone call at home Saturday evening, Sept. 18, PWC JAX/EFA SE Commanding Officer Capt. Paul Walden engaged

- continued on page 6

Operations Officer 2	Military news 5	Galley changes 10
EBA picnic 2	Travel advisory 6	NAVFAC CONOP 10
Uniform change 3	CHART tips 6	Drug tests 10
Sweeper 3	New ship 7	Employee awards 11
CFC 4	NSPS 8	Gains/losses 11
FEHB 4	FEC update 8	Ethics 11
Mgmt Dept update 4	Roundtable 9	NAVFAC news 12

From the Operations Officer, PWC JAX/EFA SE



**PWC JAX/EFA SE Operations Officer
Cmdr. Mary Helinski**

It is great to be here in Florida and to be part of the FTSE organization. Before I get too far into this article, I would like to dispel an ugly rumor that is going around...the hurricanes are NOT my fault! They certainly have added some excitement to our jobs, however. Pensacola has been the worst hit and we need to continue supporting them as much as possible. Although CNI forward has the lead on the recovery actions, we at FTSE are also providing valuable support via equipment and other day-to-day efforts. Please continue to keep up the great work and support.

There are a lot of big projects going on in the OPS world. Two I would like to highlight are the services contract to support the Marines at Blount Island Command (BIC) and RBOS II.

Our Acquisition department wrote a letter contract for BIC in less than a week to continue the services provided by the prior landowner through 30 Nov 04. The MIF group is writing the specifications and contract modification to add an annex onto the RBOS I contract to provide these services for the long term, starting 1 Dec 04. This is a huge undertaking, but these folks are definitely up to the challenge!

The acquisition staff has also worked diligently to get the RBOS II contract on line to take over facility services for JAX/Mayport effective 1 Oct. They have done an outstanding job on this extremely difficult acquisition.

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

Civilian Employee Assistance Program (CEAP): Any FTSE teammate can request assistance by calling (800) 327-9757.

EBA to host picnic

The date is set for Oct. 21 and lunch will be served around 12:30 p.m. Jacksonville area employees are invited to attend the annual picnic held at SeaKing Park, located by the Birmingham Gate on board Naval Air Station Jacksonville. The lunch menu will consist of roast pork, garlic chicken, black beans, white rice, potato salad, tossed green salad, garlic bread, chips and salsa, with iced tea, water and soft drinks provided. Employees who have volunteered to bake for this event will provide homemade desserts.

There will be plenty of activities including a dunking booth, volleyball, piñata, horseshoes and a tug of war competition. The last EBA auction was such a success, there will also be a BIG door prize. Mark this date on your calendar. Don't miss this free EBA sponsored event.

Task Force Uniform announces changes in uniform regulations

From Task Force Uniform Public Affairs

WASHINGTON (NNS) — Task Force Uniform (TFU) has announced some significant changes to the Navy Uniform Regulations, which were recently approved by Chief of Naval Operations (CNO) Adm. Vern Clark.

These changes are among the first initiatives being rolled out as a result of Task Force Uniform. The Uniform Regulation changes were made based on fleet input from interviews with Sailors, command site visits, comprehensive research and data collected from a Navywide uniform survey. The survey collected feedback from more than 40,000 Sailors throughout the fleet.

The approved changes include women's skirts, identification badges, civilian bags, women's handbags, communication devices and breast insignia.

One of the changes effective immediately will be the authorized wear of civilian bags while in uniform. This includes briefcases, gym bags, backpacks, suitcases and garment bags. The specific guidance on wear and appearance for each is outlined in NAVADMIN 209/04.

Another revision that is effective immediately is the wear of a wireless communication device, such as a cell phone, PDA or pager for official business, while in uniform. The device cannot be visible from the front, and must be worn on the belt, aft of the right or left elbow. Specific guidance and further details on the proper wearing and use of these devices is contained in NAVADMIN 209/04.

Female Sailors may now wear civilian handbags while in uniform, but must meet the specific criteria

and be worn in the manner prescribed in NAVADMIN 209/04. Women's uniform handbags are now an optional uniform item, and will no longer be a prescribed seabag item or issued at recruit training as of Oct. 1, 2004.

In addition to the handbag, women's skirts will also be an optional uniform component as of Oct. 1, 2004. This applies to both service and dress uniforms, and may no longer be prescribed. Female Sailors who desire to wear a skirt will still be able to purchase them through the Navy Uniform shop.

There is also new guidance regarding silver breast insignia and identification badges. Specifications are outlined in the NAVADMIN.

"In the fleetwide survey, we asked a lot of detailed questions and received some very detailed responses in return," said Master Chief Petty Officer of the Navy (SS/AW) Terry Scott, who oversaw the massive effort. "We were very pleased with the level of participation in the survey and the focus groups."

These changes to the Uniform Regulations are just the first in a number of initiatives being produced by TFU. In addition to streamlining and simplifying the Uniform Regs, TFU is developing concept uniforms for a working uniform for E-1 through O-10, as well as a year-round service uniform for E-6 and below. TFU plans to announce the uniform concepts in the coming weeks, and an announcement about specifics of the wear testing dates and areas to follow. NAVADMIN 209/04 serves as the interim change to the Navy Uniform Regulations.

Jacksonville receives new Sweeper

Air Ops at NAS JAX was happy to see the new Schwarze A700 airfield sweeper (pictured to the right) that was recently delivered. This new sweeper replaces a 1992 model that was on its last leg. It is a big task to keep the runway free of FOD. With the addition of this new sweeper, that job will be easier now.



Combined Federal Campaign

The 2004 Combined Federal Campaign (CFC) runs through Dec. 15. This is the only opportunity for charities to solicit contributions in the federal workforce. Many charities depend on private contributions to fund various programs throughout the year. "CFC provides a great opportunity for us to help those in need. I strongly encourage your support this year," declared Capt. Walden.

The goal this year is to raise \$21,246.36 in the Jacksonville commuting area. So far, \$11,345 has been raised, which is 53 percent of the goal. All employees should have received their pledge forms. Contributions can be made by payroll deduction or by a one-time payment (cash or check). When making contribution, employees should ensure money donated is allocated to organizations of their choice.



For more information, contact one of the FTSE CFC representatives below:

Jacksonville - Melanie Irvin, 904-542-2114, ext. 2354
and LTJG Tim Kaber, 904-542-2114, ext. 2034
Charleston - CW02 Bryant, 843-764-4390, ext. 145
Mayport - Michele Edwards, 904-270-5580, ext. 303
Panama City - Arthur Shazier, 850-234-4624
Pensacola - David Pelletier, 850-452-4662

FEHB Open Season just around the corner

The Office of Personnel Management (OPM) message to FSAFEDS participants:

In 2005, there will be a significant new choice in the Federal Employees Health Benefits Program - High Deductible Health Plans (HDHPs) that incorporate Health Savings Accounts (HSAs). HSAs are similar to Health Care Flexible Spending Accounts (HCFSA) in that they are funded with pre-tax dollars that can be used for the same type of health care expenses. They are different from HCFSA in that savings can accumulate from year to year without limit; there are no forfeitures. HSAs are available to employees who elect a HDHP that has an annual deductible of at least \$1,050 for self or \$2,100 for family coverage. HDHPs will make a contribution to HSAs from the HDHP premium.

The Flexible Spending Accounts for Federal Employees (FSAFEDS) HCFSA is not restricted to any type of plan. As an HCFSA participant, be sure that you acquaint yourself with the differences between HSAs and HCFSA by carefully reviewing the information that will become available during the Open Season. One of the most important things to keep in mind is that you cannot have an HSA and an FSA at that same time.

There is basic information available now at <http://www.opm.gov/hsa> and additional information will be provided in conjunction with the **Open Season that runs from November 8 through December 13, 2004** and in HDHP brochures.

Management Department update

Milli Noel is currently working as the interim travel coordinator for FTSE. She is available to assist employees with all of their travel needs. Continue to utilize the pwcjax_travel@navy.mil mailbox to submit travel requests or fax them to (904) 542-3269; DSN 942.

When submitting travel claims, please ensure that the split option box is completed on the form. It is now mandatory for all travelers, both civilian and military, to use the split pay option for direct payment of your government travel credit card.

If you have any questions, please contact Ms. Noel at (904) 542-5140, ext. 2129; DSN 942.

Military news

JAX area wardroom military promotions



Capt. Walden and Lt. j.g. Cort Stringham's family helped pin on his new rank in a ceremony held at the T-Bar overlooking the St. Johns River in Jacksonville, Fla. on Sept. 21.



Capt. Paul Walden and Lt.j.g. Tim Kaber's wife pin on his new rank in a joint pinning ceremony.

Meritorious Service Medal awarded

Cmdr. Mary Helinski, operations officer, PWCJAX/EFA SE, was recently presented the Meritorious Service Medal (Gold Star in lieu of fourth award) for outstanding meritorious service as Public Works Officer and Resident Officer-in-Charge of Construction, U.S. Navy Support Facility, Diego Garcia from July 2003 to June 2004. Helinski performed her duties in an exemplary manner leading 24 military and 28 civilian personnel responsible for \$25 million dollars in annual facilities support/environmental programs supporting \$1.75 billion dollars in plant property, a \$50 million dollar BOS contract and \$60 million dollars in combined construction contracts. She brought Diego Garcia's facilities management program in line with current regional and Chief of Naval Installations (CNI) Sustainment, Restoration and Modernization (SRM), environmental and facility services programs. She meticulously realigned all PWO business processes and support with region and CNI objectives through benchmarking and applying best value engineering and planning services. Helinski overcame extremely challenging situations to execute several "impossible" projects, including installation BOS housing improvements and disposal of antiquated harbor service craft. By her exceptional professional ability, personal initiative, and loyal devotion to duty Cmdr. Helinski reflected great credit upon herself and upheld the highest traditions of the United States Navy.



Capt. Paul Walden (right) congratulates Cmdr. Mary Helinski on receiving the Meritorious Service Medal.

Advisory recounts instance of conflict of interest, false travel

From Federal Managers Daily Report, Sept. 9, 2004

An advisory from Department of Defense's Standards of Conduct Office (SOCO) includes the description of a former Air Force employee that was sentenced for conflict of interest, and a DoD employee sentenced for false travel claims.

The Air Force employee was sentenced last July in a U.S. District court to two years of probation and ordered to pay \$12,000 restitution plus a \$1,000 fine for "sole sourcing" a contract to his brother's company, which then subcontracted to another company that the former employee set up, according to the SOCO.

It said the former employee violated 18 U.S.C. 208 by preparing a statement of work and a cost estimate for coming back as a contractor to the Air Force.

"The conflict resulted from his personal and substantial participation in drafting the contract in his official capacity that he would sign in a personal capacity to benefit his own financial interest," said SOCO.

In another matter, it recounted the case of an employee of the Defense Finance and Accounting Service who was sentenced in a U.S. District Court for submitting false lodging claims.

It said the employee pled guilty to submitting nine false claims totaling \$11,418 for lodging and rent reimbursement, which he had claimed even while sharing an apartment with another DFAS employee who worked in the same office. He was sentenced to four months of home confinement, two years of probation, ordered to perform 200 hours of community service, and fined \$2,000 plus \$11,418 in restitution, it said.

SOCO also announced that it has completed and posted its 2004 computer-based ethics-training module for the ethical issues surrounding contractors in the workplace — for which the training module and slides are available here: http://www.defenselink.mil/dodgc/defense_ethics/.

CHART Tips

By Linda Powell, management analyst, Pensacola Site

All employees should ensure that their application is up-to-date. With the recent change over from the old Resumix web site to the new Civilian Hiring & Recruitment Tools (CHART) everyone should review the data that was in the old Resumix system. This can be accomplished by going to the CHART web site at <https://chart.donhr.navy.mil/>. When the transition was made from Resumix to CHART, there were some glitches in the system. For example, the geographic preference was lost from most applicants' resumes. Therefore, all employees should review their current resume and determine if the geographic preference (Question 10 of the Additional Data Sheet) is correct. If the geographic preference states, "None specified," then the resume has not been referred to any activity for consideration. Employees must select the correct preferences and resubmit the resume to all series for which they are interested in applying.

Topics of interest or questions on CHART can be sent to linda.powell@navy.mil.

Pensacola relief

- continued from page 1

various PWC, NAS JAX PWD, and Johnson Controls - Hill (JCH) personnel to find desperately needed equipment to support NAS Pensacola relief efforts. NAS JAX was able to provide three 200 KW generators and JCH was able to rent a 2000 gpm pump. "These assets were needed to bring the PWC Pensacola waste water treatment plant back on line, as well as support critical electrical requirements," claims Walden. With outstanding support from the Airfield Facilities Maintenance Staff, these assets were prepped, loaded, and flown in record time to Pensacola on Sunday and Monday via three separate flights utilizing both U.S. Air Force and Marine aircraft.

Facilities Team Southeast teammates involved were Ken Melchiorre, Bob Boyd, Pat Boyce, Wayne Kalap, Paul Holz and Lise Worley from JCH; Mitch McPherson, PWC Environmental; Craig Hitt and Don Boykin, Facilities Environmental Department (FED); and Bill Meyers, NAS JAX Air Facilities Field Manager. Walden personally thanked the individuals involved in an impromptu ceremony the following Monday and handed out command coins for their outstanding efforts. BZ to all involved!

Navy's newest ship commissioned in Florida

New Ship has Admiral's Name and Great Grandson

By JO2 William Lovelady, USNR, Mobile Public Affairs Det. 108, Mayport, Fla.

PORT PANAMA CITY, Fla.— The Navy commissioned its newest ship, USS Momsen (DDG-92) here Aug. 28, in a ceremony attended by Florida governor Jeb Bush, Sen. Bill Nelson (D-FL), and other civilian and military dignitaries.

Momsen is the 42nd Arleigh Burke-class guided missile destroyer the Navy has put into service. Named in honor of Vice Adm. Charles B. Momsen (1896-1967), the ship is sponsored by his daughter, Evelyn Momsen Hailey.

Florida Gov. Jeb Bush received a 19-gun salute from a pier-side 40mm cannon before welcoming the ship and crew. He said it was fitting that a ship named after Vice Adm. Momsen, who dedicated much of his career to diving and life-saving efforts, be commissioned here in the world capital of Navy diving. Momsen is known for his development of the "Momsen Lung," an underwater breathing device designed to help Sailors escape from downed submarines.

"Momsen's courage, resourcefulness, honor and commitment to his fellow Sailors reflect the heart of a true patriot," said Bush. "Vice Admiral Momsen, and other men and women of his era have been called 'the greatest generation' for their commitment to the cause of freedom. Today, we're commissioning a ship that will carry a whole new generation of Americans to places like

Iraq and Afghanistan in defense of that same cause."

After the governor and other speakers addressed the audience, the commissioning pennant was hoisted and Cmdr. Edward Kenyon assumed command of the ship.

Hailey's husband, a retired Navy captain, set the ship's first watch and passed the long glass to his grand-

entitled to a piece of deck planking after the ship was decommissioned. Even though Navy ships no longer have wooden deck planks, the experience of coming together as a team and getting their ship ready to sail for the first time is one that all Sailors hold dear.

For some crew members, like 3rd Class Fire Controlman Theresa J. Fox, their new ship is their first ship. "It is both challenging and fulfilling to be a part of a crew that is bringing a ship to life," said Fox. "It involves a lot of hard work and long hours."

The more senior Sailors, drew on their past experiences to ready the ship. "Just learning what it takes to build a ship from the ground up has been a unique personal and professional experience," said 1st Class Gunner's Mate Steven E. Haddock. Haddock

is the leading petty officer of the combat missile division. "We had to set up a new work center and establish procedures," said Haddock. "We also had to teach all the new crew members security measures for the ship."

Momsen is assigned to the Pacific fleet and will be homeported in Everett, Wash. In addition to air and surface warfare and surveillance capabilities, she is the Navy's first ship to carry the Remote Minehunting System, an unmanned craft that seeks out underwater mines to protect the ship and Sailors.



USS Momsen (DDG 92) approaches Port Panama City on Aug. 20, 2004, while citizens at local beaches came out to welcome the ship. Photo by Rob Cole, NSWCP.

son, Vice Adm. Momsen's great-grandson, 2nd Class Fire Controlman Andrew Hailey one of the ship's crewmembers.

With the first watch set, Mrs. Hailey gave the sponsor's traditional command to the officers and crew, "Board our ship and bring her to life!" At this, nearly 300 new plankowners ran up the fore and aft brows and assumed their places, some at controls and others manning the rails to render a salute to their guests on the pier.

The term plankowner comes from the days of wooden ships when each member of a ship's first crew was

NSPS provides flexibility in personnel system

Frequently Asked Questions

From <http://www.cpms.osd.mil/nsps/faq.html>

With something as new and exciting as the creation of the National Security Personnel System (NSPS), we understand you have many questions - whether you are a civilian employee, a military or civilian supervisor, or a citizen interested in a career with DoD.

Answers to certain questions may lack specific information at this time. This is because the law authorizing our new personnel system provides a general framework, and we are in the process of developing the details of NSPS. Please continue to visit this site often as more information becomes available in the coming weeks and months. We encourage you to Contact us using the links on this web site, and we will do our best to respond.

NSPS DESIGN AND IMPLEMENTATION

1. What is the National Security Personnel System (NSPS)?

Section 9902 of Title 5, United States Code, enacted by the National Defense Authorization Act for Fiscal Year 2004 (Public Law 108-136, November 24, 2003) gives the Department of Defense (DoD) the authority to establish a more flexible civilian personnel management system. NSPS will allow the Department to be a more competitive and progressive employer at a time when the country's national secu-

ity demands a highly responsive system of civilian personnel management. NSPS, once the design is finalized, will likely include changes in the way civilian jobs are graded and classified (a shift to Pay Bands), in the way the employee and manager performance objectives are set, managed and rewarded (Pay for Performance), in the way the Department works with its unions (Labor Relations), in the way the Department hires, promotes and adjusts its workforce size (Staffing Flexibilities) and in the way the Department addresses personnel issues, discipline and appeals. The specifics of each of the above are not yet determined. They will result from a DoD-wide effort currently underway.

2. What does the implementation of NSPS mean to me?

NSPS will establish new rules for how civilians are hired, assigned, compensated, promoted, and disciplined. NSPS will also have elements that address the Department's labor relations. This will all be within the framework of merit principles, veterans' preference, and employees' rights to organize and bargain collectively. NSPS will strengthen DoD civilian employees' ability to accomplish the mission in an ever-changing defense environment.

Look for more Q&A's in next months issue.

FEC update

PWC Norfolk disestablished - joins NAVFAC Mid-Atlantic

From NAVFAC message

Navy Public Works Center (PWC) Norfolk has been disestablished and become part of the new Naval Facilities Engineering Command Mid-Atlantic (NAVFAC MIDLANT). This is an Echelon IV Command that will report to Commander, NAVFAC Atlantic, and additional duty to Com-

mander, Navy Region Mid-Atlantic (COMNAVREG MIDLANT).

This announcement recently went out Navy-wide informing Commands of the new organization. FECs will better align shore facilities engineering maintenance, transportation, utilities, construction contracting, and facility service.

Captain George E. Eichert, CEC, USN, has assumed command of NAVFAC MIDLANT. "We look forward to providing responsive and agile service and support to commands throughout the Mid-Atlantic Region," states Eichert.

Roundtable discussions

Below are issues addressed from monthly Roundtable discussions:

Q: Downward mobility is the trend, there is no upward mobility.

A: Our objective is to match the quantity and grade of our workforce to the workload. In some cases, workload is increasing, and in others, it is decreasing. Customers have less funding which translates into less work for us. Regarding upward mobility, we strongly consider in-house talent when filling vacancies and in many cases, in-house forces are promoted.

Q: Contractors/civil service employees are being treated as second-class citizens by the khaki's. There appears to be a lack of respect and professionalism.

A: The command values every member of the workforce. The past and present COs have stressed the importance of quality leadership and fairness to the wardroom and civilian leadership on many occasions.

Q: Codes are not communicating up or down the chain.

A: Communication is critical to the efficient operation of FTSE. Command leadership continues to stress the importance of chain of command communications and has significant focus on direct communication with the workforce. Communication will be a primary topic of the next supervisors training.

Q: Shallow organization – no immediate supervisor to go to (vacant position).

A: Unfortunately, vacancies do create a disruption and our ability to fill supervisory positions is not as fast as we would like. In all cases, an acting or temporary supervisor will be named or the manager of the vacant position assumes the supervisory role.

Q: Instructions take too long to renew. Aren't they supposed to be done annually?

A: With so many competing requirements and the rate of change that we are experiencing, we have been unable to get instructions updated quickly. Efforts are being made to get instructions updated.

Q: EFA feels that their morale is low due to workload.

A: NAVFAC is pressed on many fronts to reduce costs and reduce the size of the workforce. The NAVFAC transformation, which includes workload elimination and command consolidation, is expected to relieve some of the pressure. The Southeast Region will have the

opportunity to consolidate in FY06.

Q: Some employees believe that the All Hands is waste of time and that 1200 is too late to start when there is an all-hands meeting scheduled before lunch.

A: There will not be an All Hands meeting before this year's picnic. The CO will offer some short opening remarks before the festivities begin.

Q: There are things that have yet to be addressed from this roundtable list. They continue to be brought up at every meeting.

A: We are working to address issues in a timely manner. Some issues, like NMCI, require our patience to be worked out by higher authority. Other issues, like communications, will always be concerns for our improvement.

Q: Many departments don't understand the work that their teammates do. We work in separate areas in various buildings and never interact with counterparts. We need internal training so that we know who to talk to in order to find the correct information/procedure. A new employee orientation or contact list may be helpful.

A: As part of the FY04 Strategic Business Plan, we want to provide a training session to all hands on this very subject. That training program is complete and will role out in the next 2-3 months.

Q: Utilities: Engineering Techs are writing job packages for the RBOS contract without direction/training.

A: Code 600 has confirmed that all Code 620 Engineering Techs that prepare job packages have the proper training.

Q: No apprenticeship program for equipment operators. Knowledge and skill irretrievably lost with each retirement.

A: PWC has been able to fill vacancies by utilizing Merit Staffing. If future recruitment is a problem, apprenticeship program will be considered.

For more information, go to the Roundtable action register on the Intranet (<https://intranet.pwcjax.navy.mil/intranet/Roundtable/tocround.htm>).

Galley restricted to military

From Commander, CNI

As we continue to pursue efficiencies, we have identified the current practice of cash sales in ashore galleys as a potential area for savings.

Analysis of the majority of Navy Regions indicates that meals sold for cash do escalate resources. There are guidelines that require collection of the full cost of each cash meal sold. Until the current authorized surcharge rate can be increased, there is no alternative means to increase cash sales in CONUS galleys.

Civilians and contractors who work in the galley are authorized to purchase their meals at the

government's convenience. However, in CONUS Galleys, cash sales to civilians and contractors who do not work in the galley are no longer authorized effective Oct. 1.

While I understand the potential inconvenience this action may have on civilian and contractor personnel, we are responsible for identifying costs of support processes and properly allocating them. This measure is thus required to ensure resources are properly utilized. Case-by-case waivers will be considered. Address all waiver requests to CNI point of contact, Cmdr. Robert W. Foster, at 703-601-1660, DSN 329, or e-mail robert.w.foster@navy.mil.

NAVFAC Concept of Operations

It is now available on the NAVFAC Intranet at <http://navfacilitator.navy.mil/conops>. The Concept of Operations (CONOPS) serves as the Naval Facilities Engineering Command's official guidance to chart our course into the 21st Century. "*The CONOPS covers all the critical elements of Transformation and lays out in great detail how we will operate in a matrix structure. As we've discussed, this CONOPS represents some profound change,*" states RADM(s) Greg Shear.

Meth presence surges 68% in workplace drug tests

By Del Jones, USA TODAY

As states try to restrict sales of over-the-counter cold and allergy medicine to keep it from being cooked into methamphetamine, there is evidence meth is becoming the workplace's latest drug headache.

Meth use by workers and job applicants soared 68 percent last year, according to data that will be released today by Quest Diagnostics from the 7.1 million drug tests it administered for employers in 2003. If use continues to rise at this pace, meth will pass cocaine this year as the illegal stimulant of choice.

No end is in sight. Meth labs are migrating east and churning out increasingly pure and addictive drugs.

In the past, meth recipes were passed by word of mouth between drug lab operators, said Ed Childress, special agent with the Drug Enforcement Administration. But the Internet has put meth recipes within anyone's reach.

The number of DEA meth lab seizures has risen from fewer than 8,000 in 1999 to 10,000 last year. "It's pushed its way like a firestorm across the United States," Childress said.

The trend is ominous in light of fresh research by UCLA brain mapping expert Paul Thompson. He found that regular meth users lose about one percent of their

brain cells each year, a loss comparable to that associated with Alzheimer's.

Workers use meth because it halts fatigue and offers a feeling of self-confidence without an obnoxious high. But increasingly large doses are needed to produce the same high, which leads to addiction.

About 70 percent of Quest's drug tests are given to job applicants in pre-employment screening.

Overall, marijuana remains by far the most popular drug, accounting for more than half of positive tests and about 3 positive tests per 100 given. In comparison, 3.2 in 1,000 tested positive for meth in 2003, up 68 percent from 1.9 in 2002.

Barry Sample, Quest's science and technology director, said methamphetamine use is what drove the 17 percent jump in amphetamine use from 2001 to 2002.

That increase was considered shocking but is dwarfed by last year's rise. The past six years, workplace amphetamine use has surged 145 percent.

Be aware of zero tolerance policies regarding illegal/unauthorized use of drugs in the workplace. Bottom line, you use, you lose!

Employee awards

On-the-Spot Awards

PWC JAX/EFA SE HUB

Judy Creamer
Marie Dixon
Judy Doggett
Scott Dombrosky
Gail Hand
Claudia Hart
Florence Hatcher
Thomas Klaneckey
Richard Peek
Patricia Pickney
Celestino Rivera
Terilyn Silvera
Steve Straughn

Charleston Site

Dale Bausley
Mary Brown

Richard Tisdale
Sherry Washington
Thomas Biglin
Joseph Blunt
William Etheredge
Robert Hendricks
Charles Sheleby

Jacksonville Site

Richard Armstrong
Omar Martorell
Jimmy Pacetti
David Pieper
Sharon Teal

Mayport Site

Michele Edwards

Pensacola Site

David Pelletier
Jeff Gullatt
Robert Davis
Larry Knight
Clarence Prater
Rodney Salley

Employee gains/losses

Gains:

PWC JAX/EFA SE HUB

Robert Marshall-Intern

Jacksonville Site

Ronald Martin
Sam Costello

Losses:

Charleston Site

Linda Corbisello

Pensacola Site

Barbara Holland
Raymond Wragg

Mayport Site

Ted Baggott

Jacksonville Site

Barbara Holland
Aggie Ricks

Ethics reminder - OGE Form 450 due Oct. 31

All employees and military of Navy Public Works Center Jacksonville (PWC JAX) and Engineering Facilities Activity Southeast (EFA SE) that are covered by the U.S. Office of Government Ethics (OGE) confidential filer requirements of 5 CFR 3634.904 are reminded that they must file their confidential financial disclosure statement (OGE Form 450) with Counsel by close of business **Oct. 31**. This form must contain the information requested for the reporting period from Oct. 1, 2003 through Sept. 30, and must be signed by the disclosing employee and his/her supervisor. If the OGE Form 450 is signed by the disclosing employee and dated Sept. 30, it will be returned for him/her to re-sign and date to the earliest possible endorsement date Oct. 1. If the form is incomplete, it will be returned for completion. Depositing the form on a supervisor's desk will not excuse the disclosing employee from the filing deadline with Counsel. Make sure your supervisor signs the form and sends it to Counsel by the Oct. 31 deadline. Vacation leave does not excuse a failure to comply with the filing deadline.

All confidential filers subject to the OGE Form 450 requirement must complete mandatory ethics training on or before Dec. 31. Ethics training sessions will be announced by Counsel in October and November. Employees will receive an email with the scheduled training dates, locations and instructions.

All employees and military of PWC JAX and EFA SE, not covered by the confidential filer requirements, are also required to complete ethics training, which may be accomplished by going to the PWC JAX Intranet website, click on the "Hot" button and go to the 2004 Ethics Training. Once you complete training, send the training certificate to one of the PWC JAX and EFA SE Training Coordinators, Code 120, P.O. Box 30, Jacksonville, FL 32212-0030 or email pwcjax_training@navy.mil. Remember, good ethics is everyone's responsibility!!

NAVFAC News

New Policies Published

Two new NAVFAC policies have been published. The first, Enterprise Project Classification, establishes a risk-based criteria process for classifying both in-house and contracted projects based on the level of NAVFAC design and construction oversight (Four Categories of Work). The second policy, Policy for Professional Licensing of Engineers and Architects revises NAVFAC's policy for the professional licensing of Engineers and Architects. Both policies can be found on the Transformation webpage.

Transformation Update

A new webpage on the NAVFACilator has been created to provide NAVFAC employees the latest information on NAVFAC's Transformation. This site serves as a library and communications opportunity for Business and Support Lines, as well as a one-stop resource for official Transformation information. To access the site visit <http://navfacilator.navy.mil/>.

Frequently asked questions:

1. Why is NAVFAC changing?

NAVFAC's transformation is aligned with the CNO's guidance to get more productive, efficient, and effective. Our new organization will enable us to leverage staffing, provide our Clients a single touch point for all our products and services, and standardize our business practices.

2. When will the changes take place?

Changes will take place FY04 through FY06.

3. Will commands be relocated? Will any new facilities be built to accommodate the alignments?

Moving commands is not part of NAVFAC's realignment plan.

4. Is NAVFAC's new structure patterned after any successful commercial business?

NAVFAC conducted a lot of research and benchmarked against the private sector before moving ahead. We asked a lot of hard questions such as "Where do we want to be 20 years from now." We brainstormed and consulted with other organizations that transformed successfully. We came to our decision to realign, get smaller, and focus on providing core product and services after extensive assessment, study and consultation, including evaluation of the FacTS Client Survey.

5. How long will this change take?

The structural change that we envision will be in place at the end of FY06. We will continue to refine and improve our ability to serve our Clients and the Naval shore establishment.

6. What is a Facilities Engineering Command and what is its mission?

A Facilities Engineering Command will be the consolidation of Engineering Field Divisions/Activities and Public Works Centers, except for Specialty Centers. Its mission is to be the best value provider and give our Clients one touch point for facilities engineering products and services.

7. How many Facilities Engineering Commands (FECs) are planned and when?

11 FECs are planned.

8. Will our Engineering Field Division structure change?

Engineering Field Divisions will be eliminated and two primary Echelon III commands will be established: NAVFAC Pacific and NAVFAC Atlantic. All CONUS Facilities Engineering Commands and NAVFAC Europe will report to NAVFAC Atlantic and all Overseas (OCONUS) Pacific-based Facilities Engineering Commands will report to NAVFAC Pacific.



Watch for more information in the November issue.