

The CenterPost

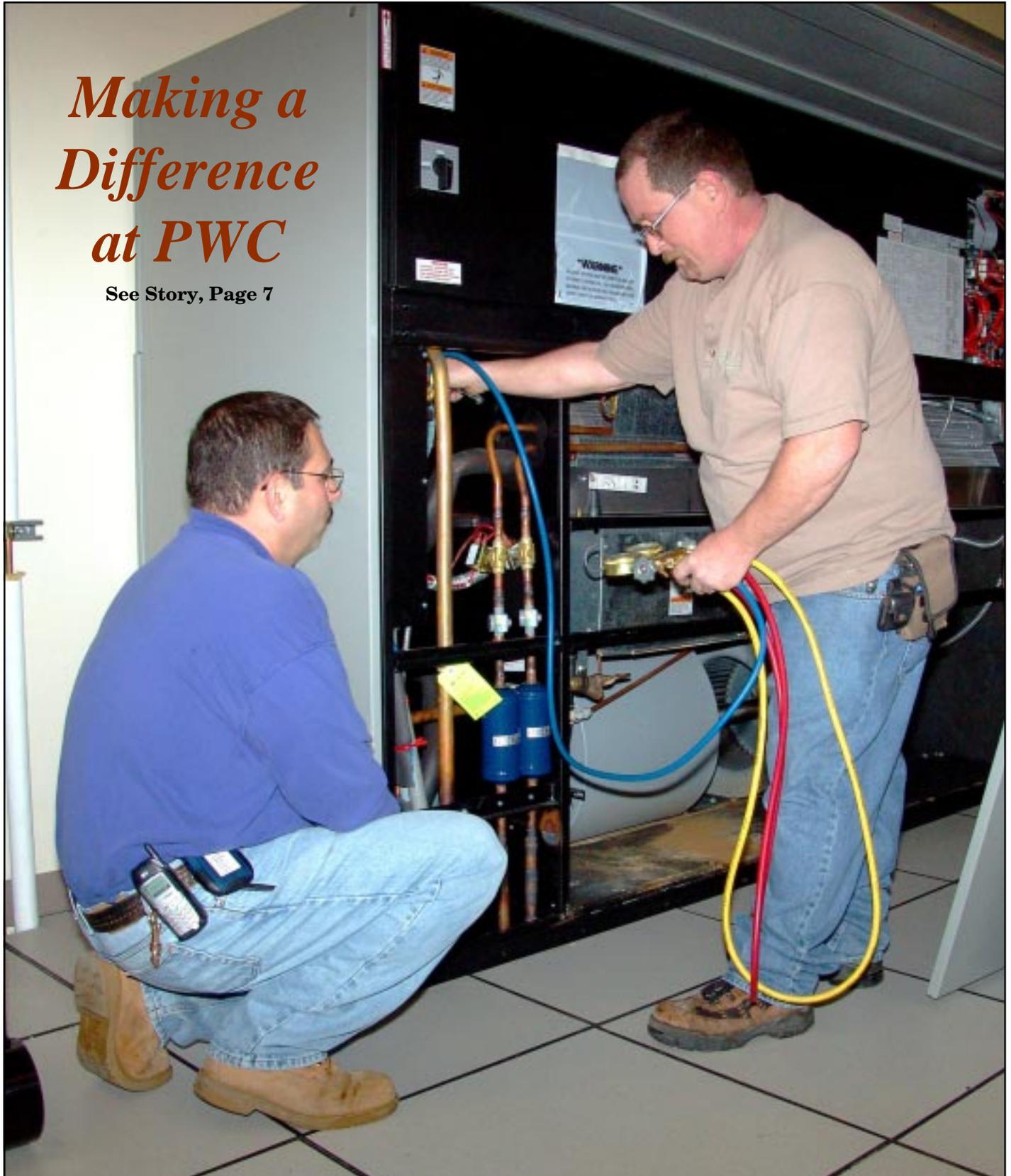
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PWC/RE Norfolk's official newsletter

February/March 2004

Making a Difference at PWC

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About the Cover: Air conditioning equipment mechanic Mike Carley holds the gauges to check the refrigerant pressure on a computer room air conditioning unit, while machinist Robert D'Adamo looks on. See Making a Difference at PWC, Page 7.

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Capt. George E. Eichert
Commanding Officer

People now and then ask me what my vision is for our organization. What is the direction we, as a command, need to go?

Because there are many variables we don't control, it is impossible to map out accurately an exact direction – I can't tell you or accurately predict how we will have changed as an organization over the next 10 or 20 years.

However, I believe there are key characteristics of any organization that shape the organization's reputation, and these are totally in our control. In the private sector some would call this "brand management". It is not by chance that the reputation for the Lexus brand is one of high quality and

luxury. The Toyota Motor Company worked hard to develop and earn that reputation. So please allow me to use this space to address some of the key characteristics of our organization and what my vision is of those for our command. You can assess where you and your part of our organization are with respect to each characteristic.

Can do. Like the Seabees, we are a "can do," proactive organization. We find a way, within regulations, to meet or exceed every customer expectation and support the mission of the Navy and our other clients. We always succeed!

Teamwork. Our people enjoy working with each other, communicate well up and down the chain of command, and support each other's work as makes sense. We all consider the "big picture" and not just our part of the organization when we make decisions that may affect others. Leaders listen to their people, reward those deserving and do not tolerate substandard performance. Employees are cooperative and find ways to break down barriers and obstacles to success. We are all dedicated to our Navy mission.

Innovative. We seek new and improved ways to get the job done. Change for improvement, not just for change sake, is welcomed and sought. We explore and aggressively use new technology to leverage the workforce and increase productivity. We are thought of as a modern, leading organization.

Totally satisfied clients. We treat each client as we would want to be treated if we were a client. We give them high quality and fairly priced work on time. In addition, we keep them informed, listen to, understand, and respond to their needs, and are always open and honest as we work with them. At the end of every job they say we did good work that met their needs and they enjoyed working with us! They think, "Why would I go anywhere else for my facility needs?"

We have a terrific organization. By working together, being innovative, and diligently doing our jobs to support the Navy, we can continue to grow and better serve our country. I ask for your support to make this vision a reality!

G. E. EICHERT



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Environmental Program passes CA milestone

By Dr. Bill Grant
Strategic Sourcing Office

Good News

Independent reviewer E.L. Hamm & Associates has completed the post-implementation review of the performance of the Environmental Services Department's Most Efficient Organization (MEO) for the first performance period. They have determined that the department is in compliance with the requirements of OMB Circular A-76, OPNAVINST 4860.7 (series) and the Navy Post-MEO Review Guide.

E.L. Hamm & Associates further found that the Environmental Services Department has done an excellent job in controlling costs during the performance period. In fact, Environmental Services' actual costs were 11.5 percent lower than the In-House Cost Estimate (IHCE). Under these circumstances, the department would almost certainly qualify as a "high performing organization" under the revised (May 2003) OMB A-76 Circular.

If so designated, the MEO would not re-compete for eight years rather than the current three to five years.

Background

As part of the Navy's Shore Infrastructure Cost Reduction Initiative, the Environmental Services Department, PWC Norfolk, was directed to undergo a commercial activities (CA) competition as established in the Office of Management and Budget (OMB) Circular A-76.

The study's tentative decision date was July 6, 2001. As there were no bidders, the Government retained the Environmental Services function

in house. The Most Efficient Organization's (MEO's) first performance period began Aug. 1, 2002. This was one month earlier than the schedule established in the Transition Plan.

The objective of the post-MEO review was to determine whether the MEO had been implemented in accordance with the Transition Plan, verify that the MEO performed the services specified in the PWS and determine if actual costs of the first performance period were in compliance with the in house cost estimate (IHCE).

While there are a great number of areas to be checked, there are two overarching questions that were addressed by this post-MEO review:

- (1) Did the MEO accomplish the requirements established in the Performance Work Statement (PWS)?
- (2) Were MEO costs in compliance with those established in the In-House Cost Estimate (IHCE)?

Based upon this review, it is E.L. Hamm & Associates' opinion that the Environmental Services Department MEO is in compliance with the principal requirements of the Navy Post-MEO Review Guide during the first performance period.

Workload or the quantity of services delivered was evaluated as being in compliance. The MEO successfully accomplished mission require-

ments and satisfied its customers, despite the fact that Operation Iraqi Freedom almost exactly coincided with the first performance period resulting in the deployment of the Fleet which almost certainly had an effect on several of the commodities.

Congratulations

Rich Eitel, the Strategic Sourcing Officer, noted that there are 95 thoroughly professional people within PWC Environmental Program led by Merrill Ashcraft. All these individuals have worked diligently, contributing to the success of the post-MEO review of the Environmental Services Department.

Dave Buckner assured the smooth execution of the audit by creating a leadership environment wherein it was clear that he personally supported the conduct of the review and ensured that the independent auditors had complete access to his entire department.

The extremely high degree of technical competence, professionalism and work ethic of Gary Boudreau and Mahlon Blue of Code 400, and Don McCuiston and Genny Caton of the Strategic Sourcing Office were also noted. Additionally, the significant contributions of Ralph Rossman, Dino Webb, and Irene Williams of Code 150 helped this review to proceed in a timely manner. □



Mechanics working smarter with handheld devices

By Julie Schober

On Sept. 8, 2003, the Business Support Department, Code 110, implemented the first five PPT2800 handhelds by training mechanics in the Maintenance Department how to use them.

The idea of using handheld devices at PWC Norfolk evolved from the study of their successful use at other PWCs. The first PWC on board with the technology was PWC Pearl Harbor, followed by PWC Washington and PWC San Diego.

MAXIMO's Mobile Work Manager website spells out the objective of the handheld program. It states, "the efficiency of your maintenance operation relies on each employee's ability to access and update key information in a timely manner.

"Deploying handheld computers armed with Mobile Work Manager speeds the exchange of data between technicians, rounds inspectors, inventory managers and supervisors.

"By automating work orders, inventory tracking and other key functions, Mobile Work Manager helps every member of your maintenance workforce perform better."

Handhelds will increase productivity by allowing mechanics to work smarter, meet reporting requirements, build effective Preventative Maintenance programs, and make the most of budgeted funds and constraints on the workforce.

Mechanics can do away with the paperwork shuffle by using the handheld instead. They can download the work order to the handheld when it is docked in the docking station.

They can also take the device to each job and update the progress of the work and truck stocking information. At the end of the day, they can update a change to workload data when they dock the handheld.

Another advantage to the hand-



Maintenance mechanic Rodie Hatfield (left) checks off tasks on a work order using a handheld device, while Earl Fischl checks voltages on an air conditioning unit. When they finish their tasks, they complete the work order and call in their time to dispatch.

held is that it allows a supervisor to reassign work to a different mechanic when another takes leave. With paperwork, the work may end up being performed twice from duplicate tickets in the field.

With the handhelds, a ticket can only be on one handheld, which eliminates duplication.

The handheld is capable of using Barcode scanning technology to easily capture the parts used for each work order.

The device can also search for parts used by either stockroom or by type. Vital information used to expedite work, including detailed equipment location, are becoming updateable fields in the handheld.

This does away with the data clerk having to input information and eliminates the paperwork getting lost or bogged down in the system.

The current goals of the handheld are to use technological gains in the private sector, eliminate the paperwork shuffle, retain me-

chanics' information, and improve measures in asset inventory and management.

Phase II additions to the functionality of the handhelds include: labor reporting, answering equipment condition questions, tracking chemical usage, and entering new equipment.

Based on these future functions, the Utilities and Environmental Departments are taking steps to integrate the technology.

A team met in San Diego in November 2003 to discuss the functionality of the handhelds at each PWC. The meeting proved to be very effective thanks to a study of the successes and failures with the program at Pearl Harbor. Many features will now be available to PWC Norfolk in a shorter amount of time, thus saving a considerable amount of money for PWC Norfolk.

The meeting also standardized the data entering MAXIMO from the handhelds, which follows the vision of a Single Platform MAXIMO. □

Transportation Department first to use EMALL

By Robin Willis

On Feb. 5, Transportation became the first PWC department to receive training in Department of Defense (DoD) EMALL, a new procurement system that speeds up the material purchase process and reduces costs.

Lt. Cmdr. Robert Fairbanks, Transportation Department Head, gave an overview of the benefits of using EMALL to PWC purchase card holders attending the training.

"This is the wave of the future," he said. "In one year, everything will be ordered this way. This has the potential to be a phenomenal tool. Since NAVFAC contracts placed on EMALL have already been competed, using this method for ordering and payment becomes faster and easier. EMALL is a safe house that helps prevent split purchase pitfalls. This will streamline the job of our buyers to put supplies more efficiently into the hands of the mechanics. Ninety percent of issues with purchase cards will go away with EMALL."

EMALL trainers Kathy Busby and Freda Reilly from the Atlantic Division, Naval Facilities Engineering Command (LANTDIV), gave a brief on the EMALL process, a demonstration of the EMALL website, and answered questions about the process. More detailed, hands on training is planned.

"The recommended target audience for the EMALL training includes Clients who are authorized to place orders using a Government Purchase Card, Client Shoppers (those who could be permitted to shop and then forward a shopping cart to a cardholder to place an order), Client Activity Purchase Card



Dominique Stewart makes the first EMALL transaction for Forklift Batteries on March 3 as (from left) Christine Lucas, Freda Reilly (LANTDIV), Dennis Stewart, Kathy Busby (LANTDIV) and Lt. Cmdr. Robert Fairbanks look on.

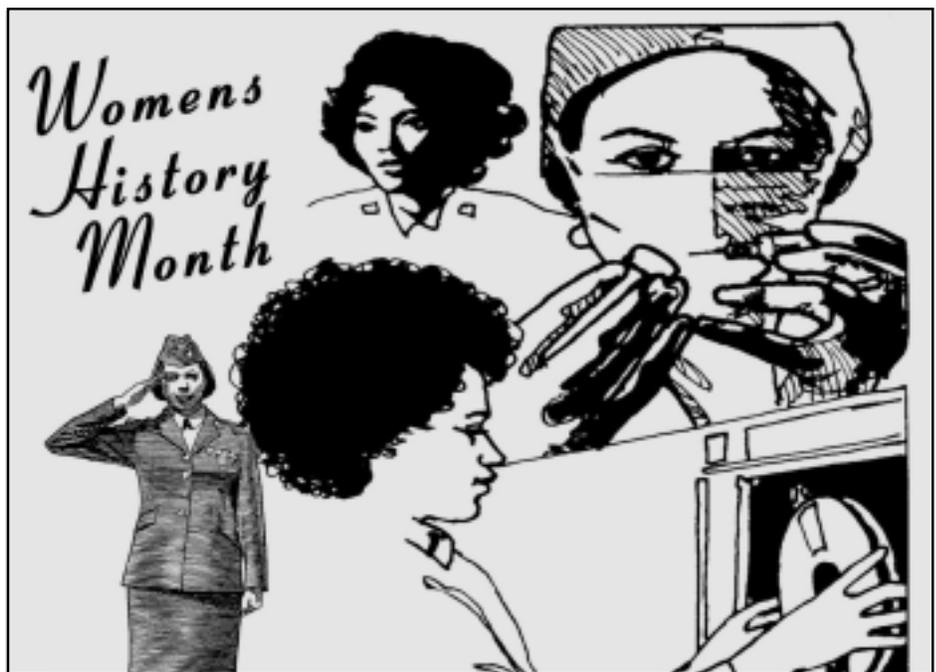
Coordinators and Contracting Officers who administer these contracts," said Busby.

LANTDIV has five local contracts ready for Client ordering via DoD EMALL: Maintenance and Repair of Forklift Batteries, Rubber and Wood Disposal, Regional Sub-surface Utility Scoping (PWC), Yorktown Refuse Collection and Regional Tree Trimming (PWC).

Those who attended the training were: Christine Lucas, Lea DeSmet,

Reynaldo Balmaceda, Dennis Stewart, Ronald Buchan, Don Jackson, Jim Litchfield, Wayne Scruggs, Jim King, Jannette Ferguson, Marilyn Snead, Lucille Robinson, Exum Lee, Doris Hamler, Clarence Hubble, and Jeff Busby.

Utilities will be the next department to receive the EMALL training. For more information about EMALL, go to www.EMALL.dla.mil or call Freda Reilly at 322-4070 or Kathy Busby at 322-4079. □



Single Platform MAXIMO launched

Since 1997, the Navy Public Works Centers (PWCs), have been using MRO Software's MAXIMO, a commercial-off the-shelf, computerized maintenance and asset management system in support of their mission business lines.

In 1999, the PWCs started to focus on improving standardization of both data and application in their use of MAXIMO.

After significant work by the MAXIMO Project Managers and the IT Managers at the PWCs, with support from the Public Works Field Support Office (PWFSO) MAXIMO Center of Expertise (COE), the first set of core application and data standards for corporate MAXIMO were issued in 2001.

Fast-forward to the present: Today's Navy has a complex information technology infrastructure that's critical to the success of its mission. In addition to engaging in business practice standardization, organizational alignment, and compliance activities such as Task Force Web (TFW) and the Navy-Marine Corp Intranet (NMCI), the PWCs have also reached a crossroads with their MAXIMO system.

The Challenge: How can the PWCs use MAXIMO to provide quality service, in a consistent manner, in an NMCI and TFW compliant infrastructure, while at the same time controlling costs and maintaining system performance and reliability?

The Way Ahead: To meet this challenge, the Commander, NAVFAC, consistent with the message of speaking with "One Facilities Engineer Voice," chose to extend the concept of MAXIMO's "standardization"

of separate systems and initiated the idea of a single platform environment. Translation: one MAXIMO database, with a single set of applications, operating in a central location, for the PWCs. The current approved milestone for achieving a single platform MAXIMO is 2004 for all nine PWCs. PWC Norfolk is expected to be online in late spring 2004.

Bottom line: By implementing MAXIMO 5, the PWCs should expect to reap the following benefits:

- Reduced operating and maintenance costs. With a single instance to maintain and no additional client software to load (other than a web browser, which is included in most standard client software installs), the costs to operate and maintain the MAXIMO applications and database are less than the corresponding costs in an environment with separate instances of MAXIMO applications and databases.

- Enterprise View and Standardization. A single platform for MAXIMO will provide a significant improvement in the ability of the PWCs to produce corporate-wide metrics based on consistent data, since the database configuration and business rules for processing information in MAXIMO is standard across the corporation. The SPM Project Manager's primary role will be to facilitate communication and direct the efforts of the multi-faceted, Single Platform Maximo (SPM) Project Team. From inception through go-live, the SPM Project will require contributions from many different groups, teams, and stakeholders — a monumental challenge by any measure. To effectively manage, track, and measure progress of the SPM project, the PWFSO Project Manager will rely on the initiative, creativity, and community.

- Interoperability. This single platform improves the interoperability of MAXIMO with other enterprise applications.

Interfaces and system integration efforts are lowered due to the standard configuration of MAXIMO. Potential exists to evolve toward pooling of purchasing power.

- Superior System Performance. The database and applications platform will be designed to meet or exceed current performance levels.

- Enhanced System Reliability. The system architecture will provide assured availability, disaster recovery and fail-over capability that is so necessary in a consolidated environment.

Where are we headed? Undoubtedly, we will confront numerous challenges on our path to SPM. To overcome these challenges, we need to be adequately prepared and ready to execute.

PWC Washington Completed: Post PWC Washington going-live, the SPM SE Team continues to monitor the system, looking for signs of any problems, while at the same time looking down the road in preparation for the second pilot site. The next big step is to run two sites on the systems and there will be no shortage of challenges for the Team as PWC Norfolk is now on the radar screen.

PWC Norfolk: As PWC Norfolk embarks on this journey, here are some things you can expect to see in the near term:

- Conversion to Maximo 5.2
- Single Platform Maximo (SPM) training Survey (located at <http://www.pwcnorva.navy.mil/MaxSurvey/survey.asp>)
- Prototype 5 evaluation
- Prototype 6 evaluation
- Implementation of SPM 5 at PWC Norfolk - late spring 04

—Submitted by Julie Schober in the Business Support Office with information obtained from NAVFAC and PWC's Single Platform MAXIMO newsletters. □

Making A Difference at PWC

Supervisor Michael Thompson in the Maintenance Department at Oceana (Code 572) has nominated machinist Robert D'Adamo and air conditioning equipment mechanic Michael Carley for "Making a Difference at PWC."

He writes, "D'Adamo and Carley were assigned to Oceana buildings 140, 150 and 240 in October to perform HVAC maintenance. The buildings are home to those who run the F-14 and F-18 simulators, a crucial customer at Oceana.

"Due to customer concerns, D'Adamo and Carley were on the front lines where the rubber meets the road. These two have done a superb job. They have managed to keep one of our most crucial customers here at Oceana happy. They put together a list of material for stocking the building like a truck. They have identified changes needed in the PM

program and worked with numerous people to implement those changes. They have built customer trust in PWC.

"In a few short months they have taken equipment that was neglected and whipped it into shape. I believe their efforts have saved PWC and the customer money and, more importantly, downtime on the trainers. As the first line supervisor it was not always easy dealing with these buildings when this process was started, but it has always been a pleasure to supervise two fine craftsmen like Bob and Mike. I would like to take this opportunity to thank them for a job Well Done. Thanks, guys."

D'Adamo came from the Philadelphia Shipyard in 1995 and Carley from Fort Knox in 2001. The two also received PWC coins from Capt. Eichert in February. □

African American History Month

February marks the 78th annual observance of African American History Month. This year's theme is "Brown vs. Board of Education (50th Anniversary)."

African Americans have made extraordinary contributions to the Navy throughout its history. From Chief Gunner's Mate John Henry "Dick" Turpin, the first African American Chief Petty Officer, and a survivor of the explosion aboard USS Maine, to Harriet Ida Pickens and Frances Wills, the first African American Women Naval officers.

These proud warriors served on the front lines of freedom, bringing talent, dedication, and innovative ideas to the fight.

They still do. Today, there are more than 75,000 African Americans on active duty in the Navy, with thousands more serving proudly in the Naval Reserves. They work, train, lead, and contribute every day in the finest tradition of the heroes who preceded them. Indeed, they are writing new history.

During the past year, a number of exceptional African-American sailors and civilians were recognized for outstanding service to country and community.

Mr. Larry Hollingsworth was selected by the Black Engineer of the Year Organization for the Professional Achievement in Industry or Government Award; and Rear Adm. Melvin G. Williams won the National Society of Black Engineers' Golden Torch Award for lifetime achievement in government.

We salute and congratulate these individuals, but we also recognize that they represent the high ideals, the selflessness, and the proud service of all African American — indeed all American — sailors. □



Machinist Robert D'Adamo (left) and air conditioning equipment mechanic Mike Carley at the Virginia Beach Site (Oceana) are cited for their outstanding customer support.

A tribute to PWC workers

By Merrill Ashcraft
Division Director, Environmental
Operations Division

Christmas brought back memories. As I look around the Center, I am in awe of all the changes we have undergone. I can identify with the child who looks at the world in wonderment.

How did all this happen? These changes would not have materialized if it weren't for the adaptability of our dedicated workforce.

Few organizations of this size have undergone such drastic changes in such a short time. For those of you who have forgotten how far we have come, the following are some examples of the new images of PWC.

Just a few years ago you could have asked any employee what a "CA Study" was, and you would have received a strange look or, even worse, a fearful reply of: "They are trying to get rid of me." PWC has been very successful in winning these studies. I sense less fear and more knowledge of CA processes in the air.

Morale seems to be improving as our workforce has accomplished some of the difficult transition to their Most Efficient Organization (MEO). There is more information shared about expectations and quality control of our services. CA, though we expected it to be bad, was not that bad after all.

Today, many of us work with clear definition of the amount, timeliness, and quality of the work expected from us.

We have a keener knowledge now of what is beyond the scope of our Performance Work Statement (PWS). But we have not let these constraints stop us from delivering our expert services whenever and wherever they were needed. One only has to think back a few months

about the dedicated workers who worked diligently to protect Navy assets during Hurricane Isabel.

As additional evidence, a recent NAVFAC survey demonstrated our clients still rate our services of high value.

In Environmental (where I am closest to the changes), I see Wage Grade workers learning to use the computer and enter field data — a task they never dreamed they would have to learn how to do. Sure, some were apprehensive about mastering this new task, but in the end many acquired new skills.

Today they are proud of having accomplished so much, and rightfully so. I could not have learned to be a craftsman in any one of their trades as fast as they learned to how to use the computer as a tool for efficiency.

"How did all this happen? These changes would not have materialized if it weren't for the adaptability of our dedicated workforce."

I see our first line supervisors juggling programs like MAXIMO, SCDCADA, and Microsoft suite tools like ACCESS, OUTLOOK (e-mail), WORD and EXCEL. These managers are not only skilled craftsman, but they have learned how to master many of these computer programs.

They also help their team get recognized for the great work they do. Each shares their skills with others.

Today most of the Environmental Shops meet or exceed their performance goals. They have all taught me many things, for which I am thankful. At the same time they are doing all this juggling, they are ensuring excellent client services.

Around the Center there is other evidence of our changes. In Transportation, performance indicators are posted on the board for all to see. Workers, as well as clients, can now

see how well they are performing as a group.

In Maintenance, workers are dispatched tickets electronically through a WORKMANAGER program. Upon completion of a ticket, they send a message to close out the MAXIMO ticket. Another ticket is already waiting in their cue.

In Utilities, there is an array of operator consoles that announce the status of boilers in the Tidewater region in near real time.

Today, many of our workers are equipped with cell phones and alphanumeric beepers. They are able to send and receive messages. There is better communication between workers in the field and their supervisors. This has helped shorten the length of delays as their supervisors work their magic to get the needed resources in place.

Although I have seen a lot of changes, I certainly have not listed them all. The PWC family has a lot to be proud of, thanks to its workforce.

PWC is more competitive; we are better, faster, cheaper and safer than ever before. Yes, there remain a lot of kinks in the system to work out, but PWC has championed many changes. One thing we are all sure of, of course, is that there will be more changes ahead. But I have no doubt that PWC will meet its future challenges, and that we will remain the adaptable, flexible workforce we have become.

With Christmas 2003 and many changes behind us, I look forward to seeing what innovations are next for our PWC family. Anyone who observes can see the difference if they try. Keep aspiring to be the best you can be! □

Message of thanks

Thanks to all the PWC employees who donated leave to me. Words cannot express how much I appreciate everyone's thoughtfulness when I was in need. May God Bless you.

—Ruby Young

Environmental Partnership charter signed

On Dec. 18, 2003, the Department of Defense (DoD), Pennsylvania Department of Environmental Protection (DEP), and the Environmental Protection Agency (EPA), formalized its cooperative Environmental Partnership during a charter signing ceremony.

The partnership's charter promotes the use of pollution prevention and other environmental techniques at military installations.

About two-dozen participants signed the charter in a ceremony at the Defense Distribution Center in New Cumberland, Pa.

"The Department of Defense installations have always been, and always will be, integral parts of the communities that surround them," said Rear Adm. Stephen Turcotte, DoD Regional Environmental Coordinator for EPA Region 3 and Commander, Navy Region Mid-Atlantic. "We are proud of our environmental efforts and take pride in our relationships with local communities. We view this partnership as a further indication of our commitment to the citizens and environment of Pennsylvania."

"This cooperative agreement will strengthen the ability of each of us to take positive steps that conserve our natural resources," said DEP Secretary Kathleen McGinty. "Together, the Department of Defense, DEP, and EPA can share information and become more effective in our efforts to improve the quality of the environment for everyone in the Commonwealth."

Members of the partnership, environmental managers from defense installations, and state and federal environmental regulators



Representatives from the EPA Region III, Commonwealth of Pennsylvania, and the Department of Navy take part in the charter signing ceremony for the Environmental Partnership. From left: Stan Laskowski, Director, Environmental Assessment and Innovation Division; Kathleen McGinty, Secretary, Pennsylvania Department of Environmental Protection; and Capt. Frank Aucremanne, Chief of Staff, Navy Region Mid-Atlantic.

meet regularly to provide a forum to share ideas and discuss regulatory issues, updates and educational opportunities and are com-

mitted to achieving measurable environmental improvements by improving communications between their agencies. □

New Executive Assistant on board

Ensign Elizabeth Durika reported to PWC Norfolk in May 2003 as a Regional Facilities Officer.

She then attended Naval School, Civil Engineer Corps Officers (CECOS) in Port Hueneme, Calif., from September to December 2003.

In January 2004, she returned to PWC Norfolk as Assistant to the Executive Officer.

A native of Fairfax, Va., Ensign Durika earned a bachelor of science degree in Civil Engineering from Carnegie Mellon University in May 2003.

She was commissioned an Ensign in the Civil Engineer Corps on May 16, 2003, through the Naval ROTC program. Ensign Durika is



Ensign Elizabeth (Liz) Durika

married to Lt. j.g. Nathan Durika of Derry, Pa. □

Welcome Aboard New Officers



Lt. Ben Miller

Lt. Edward "Ben" Miller was born Feb. 29, 1976, and grew up in Newburgh, N.Y. After graduating from Wallkill Senior High School in 1994, he attended Rensselaer Polytechnic Institute (RPI) where he earned a bachelor of science degree in Civil Engineering in 1998. Lt. Miller earned his commission as an Ensign in the U.S. Navy through the NROTC program at RPI.

After attending Surface Warfare Officer School (SWOSCOLCOM), in Newport, R.I., his first assignment was onboard USS Hayler (DD 997) as the Strike Officer. Lt. Miller completed two deployments onboard USS Hayler. The first deployment was to the Arabian Gulf where he participated in Operation Desert Fox. The second deployment was an UNITAS deployment to South America.

In January 2000, Lt. Miller transferred to Commander Amphibious Squadron Eight (COMPHIBRON 8) as the Assistant Operations Officer. He completed one deployment, participating in Operation Enduring Freedom with the BATAANARG and 26 MEU(SOC).

Upon completion of his tour with COMPHIBRON 8, Lt. Miller transferred to SWOSCOLCOM as an Expeditionary Warfare instructor and Course Manager for SWOSCOLCOM's International Student program.

Upon completion of his training at Naval School, Civil Engineer Corps Officers (CECOS) in Port Hueneme, Calif., Lt. Miller reported to PWC Norfolk in January 2004.

Lt. Miller is Surface Warfare Officer qualified. His personal decorations include the Navy and Marine Corps Commendation Medal, Navy and Marine Corps Achievement Medal, Navy Unit Commendation, National Defense Service Medal, Armed Forces Expeditionary Medal, Sea Service Deployment, and Pistol Qualification Ribbons. □

Ensign Jacob W. Segalla reported to PWC Norfolk in May 2003 for duty as Facility Operations Officer Portsmouth (Code 21E). He was then assigned to Civil Engineer Officer School in Port Hueneme, Calif., from September until December 2003 and returned to duty at PWC Norfolk in January 2004.

A native of Charlottesville, Va., Ensign Segalla enlisted in the



Ensign Jacob Segalla

Navy's Civil Engineer Corp Bachelor Degree Completion Program in June 2000.

He then earned a bachelor of science degree in Mechanical Engineering from the University of Florida in December 2002.

Ensign Segalla completed Officer Candidate School in Pensacola, Fla., and was commissioned as an Ensign in the Civil Engineer Corps on April 25, 2003.

He is married to Julie A. Segalla of Melbourne, Fla. He and his wife are the proud new parents of Isabella N. Segalla. □

Seeking annual leave donations

The following employees are seeking donations of annual leave due to medical emergencies: **Sherelle Coleman**, 09F, **Christina Geisler**, Code 90; **Sandra Wilson**, Code 150, **Renee Russell**, Code 400; **Danilo Ilagan**, **James Collins**, **Deborah Deerfield** and **David McGilberry**, Code 500, and **Tracey Fleming**, Code 700. Also, **Karen Pennington**, a Budget Technician in the Supply and Fiscal Department (N7) is requesting leave donations from former NADEP co-workers.

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

A Reservist's story of service

By **Tim Woods**

When you think of PWC, you might think of the men and women throughout the command that keep the lights on and the utilities working.

I am but one member of "Team PWC"; however, myself and many more like me have other duties to this great nation of ours. We are members of the Reserves and National Guard.

Since the attacks on Sept. 11, 2001, we have been called upon to help defend our nation — some defended the home front while others were deployed overseas.

This is my story:

My name is Tim Woods. I work in Code 842, Material Branch. I am also a Technical Sgt. in the United States Air Force. I was called to duty Nov. 5, 2001, and was stationed at Langley Air Force Base, Va. (Just a side note, I was one of the lucky few that were stationed close enough to sleep in their own bed.)

On April 1, 2003, shortly after the war started in Iraq, I was sent to Qatar (a small country on the east side of Saudi Arabia).

I was assigned to the 379th Air Expeditionary Wing, 1st RED HORSE Group, Al U Deid AB.

I was part of an Air Borne Unit consisting of three 35-man teams. I was on Team 3. My job as a Chemical and Biological Warfare Specialist was to protect the team by identifying, locating and destroying any lethal agents.

Fortunately, Saddam Hussein and his henchmen realized the consequences of using such agents and either decided not to use them or his unit commanders refused such an



Tim Woods packs his bags prior to boarding the plane in Las Vegas that flew him to Qatar in 2001.

order. In any case, the United States Military forces were prepared for such an attack.

I lived in a tent where the outside air temperature reached over 100 degrees by 9 a.m. My day consisted of daily physical training at 5 a.m., including a 5K run. After a quick (three minute) shower, it was time for breakfast, and then continuing training and equipment checks.

We prepared pallets of equipment that we would need at Baghdad International Airport. We and our equipment were ready to go when the war was officially declared over on May 1.

The war being over and my mission complete, I waited to rotate back to the U.S.; however, I didn't return until May 20. My time was spent with physical training twice a day and packing equipment.

My evenings were spent writing letters home, watching movies and other activities sponsored by MWR.

The plane ride home took 17 hours. Although a long time on a plane, I couldn't stop thinking about the men and women in the Navy. When they come home, it takes about two weeks, so I shouldn't complain

about 17 hours.

My call up didn't end until the end of September 2003 at which time I returned to PWC and my old job. My job was the same but there were many faces missing as some had retired or moved to other positions.

I will retire from the Air Force on June 1, 2004, after almost 26 years of military service. □

In Memory

Phyllis Lee Hoy, Transportation Assistant for the Transportation Department, Portsmouth Site, until her retirement in 1999, passed away Feb. 19.

Andrew G. Wharam, 47, Supervisory Contract Surveillance Representative, Engineering Department, Portsmouth Site, passed away Feb. 28. He retired in January 2004. He had 28 years of Civil Service at NNSY and PWC.

Donald "Ducky" Felce, 64, who retired from the Maintenance Department in 1999, passed away Feb. 28. □

CFC thanks

Capt. George E. Eichert presents Letters of Appreciation to CFC key coordinators Kelly Miller (left) and Dianne Edwards on Jan. 30 on behalf of the Combined Federal Campaign (CFC) of South Hampton Roads, for their enthusiasm and support in handling the financial records for the campaign.



*Thanks
to all
those at
PWC who
donated to
CFC!*

CFC Eagle donors (those giving \$1,000 or more) were recognized at the regional level on Jan. 16. They are (front row, l - r): Capt. Bob Howard, Defense Distribution Depot, Norfolk, Connie Hannah, John Cochrane, and Ron Hughes; (back row, l - r) John Wesley Weaver (PWC Norfolk) and Richard Rawson (PWC Norfolk). PWC's seven other Eagles not pictured are: Mark Monse, Lewis Brame, David Lane, David Nimmich and three who gave anonymously.



Capt. Eichert recognizes PWC CFC key workers with Letters of Appreciation on Feb. 19. Led by chairperson

George Kuhn and Co-chair Craig Meyer, their time and energy helped ensure a successful campaign.

35 years at PWC

By Julia Hobbs

As I receive my 35-year certificate, I wonder how many others have spent their entire career at PWC Norfolk and remember how things have changed, but stayed the same.

As I reflect (without telling old timer stories), I remember a lot of the changes I've seen.

For instance, when I started out in the Comptroller Department as a Time and Leave Clerk, I collected the daily time cards from the racks by the time-clocks where everyone punched in and out in every shop and office. At the end of two weeks, a paycheck was placed in your hand.

At that time there was only one computer, and data was entered by Data Entry Clerks who would sit for eight hours and punch in information on punch cards that were then read into the computer by a card reader.

When I went to the Transportation Department, it was a full complement service organization for all aspects of vehicle treatments. Transportation employees did the corrosion treatment on equipment to ship overseas, and overhaul and service to ground support equipment that serviced the air planes.

A train shop in building W6 did all of the overhaul and service of trains and tracks on the base. There was also an engine overhaul shop and a paint shop where vehicles were painted, and nothing was contracted out.

When I started in the Maintenance Department, it was also a full service organization that used a good many of the apprentice programs to bring new employees into the paint, machinist, sheetmetal and carpentry fields.

In 1974, I helped establish the first Federal Women's Program (FWP) to enable PWC women to at-



Production Branch Manager Julia Hobbs, Engineering Department, receives her 35-year Length of Service Award from Capt. George Eichert on Jan. 28.

tain their fullest potential as employees. In 1992, I was nominated as one of the first Unsung Hero recipients when the program was formulated.

The PWC Navy Federal Credit Union was originally run by one woman from her desk as a collateral duty and one woman as the CPA in a tiny office in A-81.

There were telephone operators in the basement of building N26 that handled all of the incoming and outgoing phone calls for the Naval Base and another office at NH95 on CINCLANT.

When Production Control was

established in 1972 and I was hired, there were three schedulers for shop jobs, minor works, shop planners, and project managers.

Preventive Maintenance was a one person operation and FSC contracts was a collateral duty of one or two Production Controllers.

As with anything that endures a great length of time, I have seen organizations, programs, processes, employment and performance appraisals go through a lot of changes and are now coming full circle.

Some of today's initiatives, in fact, are "retro" to the earlier days in PWC! □



Architect Gerry Mattoon, Engineering Department, receives his 30-year Length of Service Award from Capt. George Eichert on Jan. 28.

PWC Safety Manager retires

PWC Safety Manager Mike Kelly ended many years of devoted service on Feb. 29.

Kelly began his career in 1966 as an Air Frames Apprentice at the Norfolk Overhaul and Repair Department, later known as the Naval Air Rework Facility (NARF) and then as the Naval Aviation Depot (NADEP).

He graduated from Apprentice School and worked as an Air Frames Mechanic, later becoming a Plane Captain.

He was RIFed in the early 70's and re-entered Federal Service as a Firefighter. He was promoted to a Company Officer and then became a Fire Inspector for the Fire Service. In 1978, he became one of the first two safety specialists at Naval Station Norfolk.

He then returned to NADEP as a safety specialist. In 1985, he became the first safety manager at



PWC Safety Manager Mike Kelly accepts his retirement certificate from Capt. George Eichert on Feb. 19.

the Fleet Combat Training Center, Dam Neck. After regionalization in the 1990's, he became manager of the Little Creek Storefront and

later served as Division Head for the Dam Neck and Oceana regional offices. He became Safety Manager at PWC Norfolk in July 2001. □



Tools and parts attendant Claude Chavis (left) and Material Department Head Larry Butler receive their 30-year Length of Service Awards from Capt. George Eichert on Feb. 19.



Maintenance worker Roger McCann accepts his 30-year Length of Service Award from Capt. George Eichert on Jan. 30.

On the Spot Awards

(December 03)

Abuel Rachel B
 Adams Amos L
 Adkins Thomas E
 Agee Larry D
 Ahrens Mark D
 Aldrich Thomas B
 Allan Suzanne P
 Ama Ardissia R
 Armstrong Moses E
 Arnold Charles P
 Ashton William F Jr
 Askew John W III
 Bailey Mark J
 Baker Shelton G
 Ballance Jerald W
 Balmaceda Reynaldo M
 Balsamo Lawrence C
 Barber Ronald K
 Barnes Russell C
 Barstow Thomas E
 Bartley Richard D
 Basnight Stanford R
 Bell Claymon L
 Benson Frank E
 Biggins James T
 Blanding Wanda H
 Bliss Eugene E Jr
 Bloxom Gene W
 Blue Mahlon M
 Boettcher Thomas W
 Bohanan Lorene E
 Bond Jeremiah F
 Bowers Kenneth A
 Bowman Harold M
 Boyce David W
 Bradley Bettie J
 Bright David C
 Brinkley Howard A
 Brooks Bryan M
 Brown Brent J
 Brown Wardell E
 Buddenhagen William P
 Bush Gary E
 Butters Robert L
 Cain Robert T
 Carr Harris E
 Carter Joe F
 Castleberry Larry G
 Chase Charles S
 Cherry Henry R
 Clark Homer L
 Clark Timothy G
 Coard Richard W Jr
 Collins Robert N
 Copon August T*
 Corbett Zorita L
 Cotton Steven F
 Cousar Lauren T
 Cox John E
 Crear David D
 Credle Clarita A
 Criger Roy W
 Cutrell Michiel W
 Daniel Melvin
 Davis Barry A
 Davis Donald E
 Davis Richard D Sr
 Davis Robert J
 Decker Gary B
 Deerfield Edward C
 Deloatch Maurice
 Dingle Trotter Valerie R
 Dougherty Paul D Jr

Dunn Robert A
 Edwards William L
 Elder Patricia C
 Eley Melissa R
 Fishburn Janice D
 Fisher Michael L
 Flanagan Robert A
 Flannagan Stanford W
 Fleet Margaret R*
 Franks Randy L
 Frazier Elizabeth L
 Freeman Willie L*
 Gargantos Fe G
 Gayton Reginald L
 George Carl A*
 Giffin Ryan C
 Goenner Edward R*
 Gordon Harry W
 Gray Adrian S
 Gray William E
 Green Joseph L
 Greene Ronald W
 Greenman William G III
 Gurganus Donald W
 Gwynn Russell Wayne
 Hagedorn Wesley T
 Haith James A
 Handley Bobbie G
 Hanes Gary Jr
 Hardy Anthony O
 Harmon Bernard N
 Harris Wallace E
 Hassell Jack N
 Hatton Robert M
 Hatton Wayne M
 Haynes John M
 Hebron Larry E
 Hendrix Marie L*
 Hibbler John
 Higgins Timothy L
 Hollingsworth Steven G
 Horner Robert M
 Houck Barry E
 Howton James E
 Hughes Bobby L*
 Humphrey Douglas W
 Irizarry Nelson E
 Jackson Blanche C*
 Jackson Paul R Jr
 Jarvis Carlton L
 Jenkins Leslie T
 Johns Julian C
 Johnson Alan D
 Johnson Anne Marie
 Johnson Louis III
 Johnson Richard A
 Jones Richard L
 Josie Sr Kevin E
 Kacprowski Charles A
 Kaluzny Joseph D
 Kayton Thomas L
 Kendall Stephen D Jr
 Kerzanet Michel J
 Kight M Keith
 Kovacs James E
 Lane David N
 Leatherwood Jerry
 Lee Simon P Jr
 Leiteritz Barry B
 Letempt Cheri S
 Lewis Thomas H
 Little Ronald L
 Livick Eileen S
 Lloyd Hudson A
 Loedding Edward H
 Lofgren Lauretta A

Lohman Richard A
 Loudin James P
 Love Frances A
 Love Richard J
 Loyd Earl
 Machmer Craig A
 Majors Clarence L
 Manall John George
 Marriner David T
 Mayo Vanessa S
 McClimans Marvin G
 McGilberry David
 McLeod Elwood E Jr
 McPherson Wesley E Jr
 Meligonis P Dennis*
 Mercado Wilfredo M
 Miller Althea B
 Miller Jeffrey D
 Miller Kelly S*
 Minton William D
 Monaco Thomas D
 Moore Herman L
 Morgan Paul R
 Morris Ira G
 Morrison Robert W
 Morse Tammy L
 Moyer Paul H
 Murray Michael D
 Napier Tommy
 Nichols Timothy E
 Obenchain Gregory T
 Osborne Randy D
 Othersen Claus B Jr
 Overholter Heather E
 Owens Leonard
 Pasicarlo Regalado P
 Peden James W Jr
 Perez Elizabeth L
 Pete Bobbie L
 Phelps Norman L
 Pickeral Dennis E
 Pickral Robert W
 Piland Roger P
 Pinner Gaston S Jr
 Pinner Bobby L*
 Powell John D
 Powell Milton M
 Praileau Emily L
 Presgraves Kevin L
 Presto Adoracion S
 Price Randolph C
 Pridgeon Billy J
 Pritchard James E
 Putnam David K
 Pyon Michael S
 Quick Charles B Jr
 Rawls Robert S*
 Reinking Alan E
 Rentas Jorge L
 Reynolds Craig B
 Rhoades Nathan A
 Rhoades Wilmer A
 Rhue Alex D
 Richardson Elijah
 Riddick Darris E*
 Riddick Linwood
 Roberson Harry D
 Robichaud Glen E
 Rolfe William F
 Rountree Edward E
 Rucka Edward T Jr
 Russell Paul E
 Salopek Gregory T
 Sanderson Richard M
 Satterfield Daniel W
 Satterfield Pamela Jean

Sawyer Gary Wayne
 Sawyer Robert L
 Sayers Susan D
 Schulte Richard C
 Scholtz Vonney R
 Scott Jacob M
 Scott Marcus A
 Shepard Deanna D
 Shipp Wayne F
 Shum Alexander
 Smith Robin A
 Smith William L
 Snively Thomas H
 Spence Calvin R
 Springer Linda C
 Springer Michael A
 Stacks Jr Charles E
 Stanton Russell L
 Stewart Robert W
 Sturdifen Denise A
 Sublett Travis G
 Suiter Martin E
 Swain Philip L
 Taylor Charles F IV
 Taylor Paul S
 Taylor William H
 Temple Brenda E
 Theel Orville R
 Turner Merton C
 Turner Terry L
 Upshur Marvin L
 Vickhouse Robert E
 Warren Dockey L
 Washington Donna G
 Weaver Adam D*
 Wells Michael B
 Westcott George A
 West Charles R III
 Whitehurst Frank L
 Whitfield Charles E
 Whitley Roland E Sr
 Whitmire Billy S
 Wilcox Gregory R
 Williams Kelli L
 Wilson John R
 Winingham Ralph W
 Woods Ronald D*
 Woolridge Judith E
 Wright Robert A*
 Yates Tony L

(January 04)

Ashton William F Jr
 Blend Francine E
 Blue Mahlon M
 Boehm Michael P
 Bullard William S
 Copeland Richard L
 Corbell Larry W
 Cox Donna K
 Darouse Christopher D
 Dennis James T
 Ditty Stephen J
 Doughtie William T Jr
 Everitt Robert A
 Fisher Michael L
 Forehand Harry J Jr
 Freeman Minnie B
 Harrington Kenneth A
 Hazlett Rex E
 Hedgepeth Jimmy G
 Hitchcock Phillip L
 Hodges Kevin L
 Holloway Lawrence T

Hulock Michael S
 Jones Michael W
 Land John B
 Latta Jeffrey D
 Lawrence Robert L
 Lee Exum Jr
 Pelton Leigh A
 Lim Dominador D
 Maddox James C
 Magruder Larry W
 McKendree Rodrick W
 Morris Ira G
 Nash Donald E

Palmer Gerald H
 Pickeral Dennis E
 Pope Joshua E
 Rhodes William R
 Robertson Henry B II
 Savani Aarti A
 Spruill Amos Jr
 Sullivan Agnes K
 Sutton Ervin Jr
 Tejada Simon
 Urbaniak Dennis J
 Ward Donald T
 *Two Awards

Personnel Actions

Retirements

(January)

Edward G. Andreassen
 Terry E. Baker
 Thaddeus E. Butler
 John T. Byrum, Jr.
 Beverly S. Carr
 Thomas Conlon
 Albert F. Cooper
 Sammy L. Davis
 Russel D. Donham
 Jerry W. Gunter
 Samuel T. Hardy, Jr.
 Anderson L. Hill
 Raymond H. Ives, Jr.
 Thomas R. Jacobs
 William R. Johnson
 Philip E. Jones, Jr.
 Frances W. Kucharski
 Jackie O. Mitchell
 Sheryal G. Moore
 Darro H. Pickeral
 John R. Potts
 Larry B. Scott
 Alvin R. Smith
 Dennis G. Sondej
 Frank S. Tarver
 Annette L. Thomas
 Andrew G. Wharam
 Randall R. Wiele

Welcome

(Dec./Jan.)

Joseph T. Burns
 Stephen R. Cook
 William E. Craig, Jr.
 Robert L. Crain, Jr.
 Lucas T. Doan
 Richard E. Fisher
 Charles F. Gallagher, Jr.
 Troy G. Hoke, Sr.
 Patricia K. Kerr
 Thomas L. Kowalski
 Joseph C. Lanclos
 John George Manall
 Michael J. May
 Barry A. McLendon
 Laura J. Morse
 Gary L. Neal
 Robert E. Neal
 Paris A. Price

Promotions

(December)

Rachel B. Abuel
 James H. Adams
 Richard D. Bartley
 Roger J. Bernard
 James T. Biggins
 Jeremy D. Boothe
 Steven F. Cotton
 Christopher D. Darouse
 Barry A. Davis
 Marshall F. Frierson
 Barry D. Glover
 Matthew Jackson
 Keith M. Kight
 Ricardo R. King
 Simon P. Lee, Jr.
 Karen M. McClimans
 Timothy F. McIlvane
 Alfonso L. Morris
 George J. Patterson
 Bryan K. Peed
 Jonathan L. Thomas
 Lance G. Waldrop
 Robert E. West

(January)

Bryce P. Dublin
 Anthony R. Elliott
 Lauren M. Hedrick
 Bobby L. Hughes
 Scott A. Kelly
 Jae M. Kim
 Larry A. McMillan
 Leigh A. Pelton
 Angela L. Shelton
 Scott A. Smith
 Lydia E. Stevens
 Kristi M. Unzicker
 Randall A. Whiteside

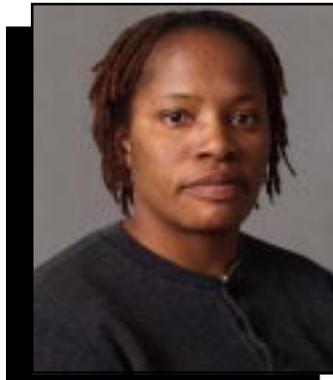
Unsung Heroes of the Navy Public Works Center



Production Controller Gail Irby in the Engineering Department provides critical support to the Maintenance Department, region-wide. She is cited for her extensive knowledge and experience that enable her to successfully determine “needed” work, resulting in meeting customer driven completion dates, on time, every time.



Secretary John Wesley Weaver is commended for providing outstanding administrative support to the Transportation Department. His superior organizational skills, resourcefulness and experience are invaluable when answering customers’ questions and providing creative solutions to problems. His professional manner sets a standard.



Motor vehicle operator Lisa Youngblood distinguishes herself in providing critical operational support for the Transportation Department. She takes great pride in efficiently operating tractor trailers, buses, five-ton trucks and fuel trucks, supporting numerous missions within the Mid-Atlantic Region as well as cross country.



Facilities maintenance specialist Larry Corbell is responsible for all Facility Management issues for the Engineering Department. He successfully leads the team effort on the research, assessment and resolution of building problems related to asbestos and lead issues. His dedication to excellence sets a standard for others to follow.

Length of Service Awards

January/February/March 2004

35 years – Larry A. Barnes • John Brickhouse • Leslie P. Hanak • Robert W. Morrison • Dennis C. Smith • Daniel C. Williams

30 years – James M. Allmond • Leroy A. Branch • Kathleen V. Brink • Newton S. Carter • Larry C. Cooper • Zorita L. Corbett • Ronald D. Coyer • Rogelio A. Escobar • Terry L. Farling • Minnie B. Freeman • Harvey B. Glass • Martin F. Leonard • Roy O. Matney • Michael D. Minter • Martin M. Mundy Jr. • Delton L. Scarborough • Martin E. Suiter • David B. Seate • Calvin R. Spence • Allan V. Taylor • Johnnie R. Turner • Charles R. West III

20 years – Martin B. Andrews Jr. • Evelyn B. Baker • Eugene E. Bliss • Larry W. Broach • David S. Brown • Beverly S. Carr • Roland L. Dillon III • Theodore J. Eiban • Carl A. Forbes • Randall P. Garmon • Robert J. Glass • Donald W. Gurganus • Maurice J. Holland • Gina L. Jackson • Alan Paul Jones • Larry W. Magruder • Jackie B. Matthews • Tommy Napier • Charles C. Prosser Jr. • Glenn T. Rountree • Randy P. Stallings • Kenneth W. Waters • James E. Wood III • Neil R. Wright

10 years – Arnold J. M. Agustin • Christopher A. Boucher • Rex B. Fitch III • Jonathan A. Johnson • Catherine L. Weeks