

Information Dominance In-Service Sustainment/Coordination

By Rear Adm. Patrick Brady, commander SPAWAR

I want to share some tasking I received from the Assistant Secretary of the Navy (Research, Development and Acquisition) Sean Stackley. We have been tasked by Secretary Stackley to develop a plan to establish a SPAWAR in-service support organization modeled after the other systems commands.

Information Dominance requires an acquisition organizational alignment that most effectively procures, integrates, delivers and supports critical warfighting capabilities. The goal of this tasking is to (1) provide the fleet and resource sponsors a single entry point for addressing near-term material readiness and managing long-term lifecycle management, including alignment of existing logistics and training; and (2) permit the PEOs to increase their focus on major acquisition programs.

Deputy Assistant Secretary of the Navy - C4I and Space (DASN C4I/Space), Dr. John Zangardi joined SPAWAR's leadership team in a full day Strategic Leadership Session (SLS) here in San Diego to focus on Secretary Stackley's tasking. We did not intend to implement the entire tasking during the SLS, but rather identified the right teams, team leads, team members and the required drumbeat necessary to put together the detailed plans necessary to accomplish this tasking in a prudent and thoughtful manner. Integrated process teams consist of key subject matter experts from across SPAWAR, the PEOs and SSCs. We are coordinating with the DASN to develop the plan to present to Secretary Stackley by July 12 and once approved the goal is to execute the plan by Sept. 30.

Many of you may be asked to participate in collecting data or developing courses of action to support a comprehensive look at this tasking and the smoothest way to accomplish the task. As we progress, I will keep you informed on our progress. ■

[Check the Commander's Corner blog for more information.](#)



'There Should Be No Hatred!' Holocaust Days of Remembrance Observance Held at SPAWAR

By MMC (SW/AW) Joshua J. Jackson, SPAWAR Equal Opportunity Advisor

"Justice and accountability in the face of genocide: what have we learned?" was the theme for our nation's annual commemoration of the Holocaust. SPAWAR hosted this year's tribute May 4 with Lou Dunst, a Nazi concentration camp survivor. His story began with a journey by train all over Europe and ended with his liberation by an American Soldier. Dunst's story is not unlike other stories told by survivors of the Holocaust and is a story that must be told and re-told, so that we never forget.

Dunst opened with statistics about the Holocaust: more than six million Jewish people, including men and women, young and old, those the Nazi's deemed "undesirable," such as the physically disabled and political opponents that simply voiced opposition to the Nazi regime, were rounded up, tortured or murdered in the name of the state. SPAWAR

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CALENDAR OF EVENTS

6/21	AFCEA Luncheon
6/21	First Day of Summer
7/1	Navy League Breakfast
7/4	Independence Day
7/13	NDIA Monthly Luncheon

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Lou Dunst
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employees who attended listened closely as he told of a life that began when he was a young boy living in the Czechoslovakian mountains. His story turned from ordinary to a story of tragedy and loss that many of us can not imagine.

More than 250 SPAWAR employees came to listen to Dunst tell the story of life under Nazi brutality. Many of them came to hear a story they may have only read about in a book or seen in a movie, but had never heard first hand.

The auditorium was quiet when he spoke about his liberation. Dunst was moved to tears when questioned whether his faith and Orthodox Jewish beliefs were ever shaken during his ordeal.

As a man of faith, he recalled the prayer he said nightly in hope he would survive until the next day, “Please let me live, for nothing else than to tell my story.”

His prayers were answered in the form of an Army tank named “Lady Luck,” which crashed through the gates of the camp in Austria where he and more than 18,000 were being held. It was at that moment Dunst developed an everlasting fondness for the American military. Several years ago he was reunited with the commander of Lady Luck for his birthday – a birthday he said was the best he ever had.

Dunst closed the event with an impassioned observation that “there should be no hatred!”

Indeed, years later there should be none. Yet there is still hatred all over the world. As survivors of the Holocaust age and slowly die, those of us left behind have a duty to keep Dunst’s story alive. With the availability of an online video, the retelling of his story at the Israeli Holocaust Museum and Memorial, and word of mouth, his story will be retold.

Before departing SPAWAR, Master Chief Mickey Ayres presented Dunst with a SPAWAR cap and coin on behalf of the command. After the presentation Dunst wore the cap for pictures and said he would treasure it.

The Holocaust Days of Remembrance Observance was established by Congress in 1980 and should be used to remember and increase awareness within our force of equal and fair treatment of individuals.

If you have any concerns, please contact me at (619) 206-9100 or at joshua.j.jackson1@navy.mil or visit <http://www.deomi.org/>. ■



Navy Air Traffic Controller 2nd Class Christopher Cornick, assigned to SPAWAR, poses with Lou Dunst, guest speaker at SPAWAR’s Holocaust Days of Remembrance Observance.

The Graying SPAWAR Workforce

Health and Fitness for the Over 40 Crowd

By Tina C. Stillions, SPAWAR Public Affairs

Take a look around the SPAWAR campus and what do we see? We see gray hair. That is because the average age of our workforce is 48 years old. As we age, staying healthy and incorporating a personal fitness program into our daily lives is even more important than it was when we were younger. Good health enables a person to cope with the rigorous demands of work, raising children or caring for aging parents.

It is never too late to start a diet and exercise program. There are things you can do now to improve your fitness level, at any age, and with a little effort you can create an overall wellness program that meets your specific needs. Diet and exercise are essential to your success and are the key ingredients for a healthier lifestyle.

DIET

A balanced diet is an important piece of the wellness puzzle. Maintaining your ideal weight will help you keep moving when life has you running at a breakneck pace. A diet high in complex carbohydrates and moderate in protein and fat will provide the calories you need to keep your energy at a level that will enable you to maintain optimum health. Though there are a number of popular diets on the market, the [American Heart Association](#) recommends following “the basic four” for heart disease risk reduction, which is still the leading cause of death in the United States for both men and women. It should include four servings of vegetables and fruits; four servings of grains; two-four servings of milk and milk products, (depending on your age); and two servings of meat and fish.

Your diet should also include calories to satisfy your recommended daily requirements. Most active people use 15 calories for each pound of body weight. For example, a 130-pound woman needs approximately 1,950 calories to maintain her weight ($130 \times 15 = 1,950$). If that same woman is more sedentary, her metabolism will slow and she will need fewer calories; if she is more active, she will require more.

“The older we get, the slower our metabolism gets, so we have to keep in mind that we can’t eat everything in sight, which is usually what you will feel like doing after a hard workout,” said Dan Guillory, president and owner of [West Coast Road Runners](#), a San Diego-based half and full marathon training program for runners and walkers.

“Think healthy; eat more grains and whole foods. Instead of white bread, flour tortilla or white rice, substitute wheat bread, corn tortilla and brown rice. And think color; eat food rich in color for more vitamins,” said Guillory.

As a rule, we need approximately one percent fewer calories for each year over the age of 25, because we lose muscle mass as we age; that is almost 15 percent fewer calories required by the age of 40. Men have more muscle mass than women because women tend to carry more fat for reproduction purposes. Therefore, the goal should be to burn more calories with aerobic exercise, while at the same time increasing muscle mass with a regular program of weight training.

EXERCISE

There are as many views on exercise as there are diets on the market. However, the [American College of Sports Medicine](#) and the American Heart Association have created guidelines that outline exercise recommendations for healthy adults. For those under the age of 65, with no health problems, exercise should consist of moderately intense cardiovascular exercise 30 minutes a day, five days a week, or vigorously intense cardiovascular 25 minutes a day, three days a week. Cardiovascular exercise is described as any moderately intense physical activity that makes you work hard enough to raise your heart rate and break a sweat, yet allows you to comfortably carry on a conversation while exercising. [\(To calculate your target heart rate, check on the heart rate calculator at WebMD.\)](#)



Diana Dipre works out in the SPAWAR Old Town fitness center at least four days per week. A committed exercise enthusiast for more than 30 years, she believes exercise is essential for managing daily stress and staying healthy as we age.

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According to Paul Greer, associate professor of health and exercise science at San Diego City College, “If weight control is your goal, you need to bump your cardio up to 60 minutes, five days a week.”

NEED MOTIVATION TO GET OUT THERE?

“Most people treat exercise as if they were doing their taxes. We are not meant to do what we don’t like,” said Greer. “The greatest motivation will be enjoyment in what you are doing.”

Experts also advise adding a program of weight training to your regimen. Basic recommendations are to do strength-training exercises that work all the major muscle groups (legs, hips, back, chest, abdomen, shoulders and arms).

Do three sets of eight to 12 repetitions of each exercise, twice a week. By increasing muscle mass, you burn more calories. Muscle weighs more than fat, so you can actually carry a few more pounds but look slimmer. Weight training also helps ward off osteoporosis, which can occur after a woman reaches menopause, and slow muscle atrophy.

“If you don’t do anything to replace the lean muscle you lose, you’ll increase the percentage of fat in your body,” says Edward Laskowski, M.D., a physical medicine and rehabilitation specialist at the Mayo Clinic in Rochester, Minn., and co-director of the [Mayo Clinic Sports Medicine Center](#). “But strength training can help you preserve and enhance your muscle mass — at any age.”

The following are a few tips for incorporating more activity and exercise into your daily routine:

- ➔ **Set your schedule.** Maybe it is easier for you to walk during your lunch hour, or perhaps hitting the pavement right after dinner is best for you. There is no right or wrong time of the day to exercise. The important thing is to set aside certain days and times for exercise and make it a part of your regular routine.
- ➔ **Become more active.** Many people have sedentary jobs that keep them confined to their desk all day. Take a break a few times a day to stand up or walk around the building. Park your car farther away and use the stairs rather than the elevator.

Activity accumulated throughout the day in 10-minute time periods can be an effective tool in helping burn extra calories and increasing a slowing metabolism. It is no replacement for sustained cardiovascular exercise, but it can be useful when trying to fit more physical activity into a busy schedule.

- ➔ **Mix it up.** Combine moderate to high intensity physical activity into your routine and cross-train. For example, walk briskly for 30 minutes twice per week, jog at a higher intensity on two other days or bike or swim. Just remember to be consistent, conservative and increase your exercise slowly.



“Most people forget that they are not 20. We slow down as we get older and are more prone to injury,” said Greer, who is also coach of [San Diego Track Club’s Rockin’ ’n’ Runnin’ marathon training program](#). He advises not starting out too quickly. “Start out slowly and increase your workout time by no more than 10 percent per week. For instance, start out running 10-15 minutes the first week; the second week increase to 17 minutes and so on.”

West Coast Road Runners’ Guillory says it is never too late to start an exercise program. “The oldest person in our training program was a guy named Harry who was 80 years old. I have an assistant coach who has lost over 60 pounds and he’s 66 years old.”

Guillory also advises seeing your doctor to find out if you have a history of health issues before starting any exercise program. “Just take your time; things will happen a little slower for you now, but you will get there if you don’t limit yourself by your self-doubt.”

A healthy diet and program of regular exercise are essential ingredients for personal and professional well-being. Though diet and exercise may not stop the graying, they will enable those of us over 40 here at SPAWAR to improve the quality of our life now and in later years. So, dust off those shoes and pull out that bike. “Just find something you will enjoy,” said Greer. “And you’ll be more likely to do it for the rest of your life.” ■

SPAWAR Writing the CMMI Book — Literally!

By SPAWAR Public Affairs

Capability Maturity Model Integration (CMMI) and Lean Six Sigma (LSS) are often viewed as competing initiatives, contending for the same process improvement funding and priorities. However, SPAWAR has demonstrated that CMMI and LSS are complementary, and implementing these methodologies in tandem can result in a synergistic effect that accelerates and enhances the benefits of process improvement.

To realize the benefits of this complementary nature, SPAWAR Headquarters' Organizational Process Management Office (OPMO) created an approach that utilizes both initiatives and targets business unit challenges within the organization.

The combined approach addresses risk areas identified by the SPAWAR Process Workbook. These risks become the focal point for application of process improvement activities. Specifically, the CMMI model is leveraged to conduct a gap analysis of an organization's business practices to identify opportunities for improvement. Then LSS is applied to provide the organization with the proper tools and techniques for achieving the necessary improvements.

"In order to share this innovative approach, we submitted an abstract to the Software Engineering Institute for consideration as a possible topic for the Software Engineering Institute's Software Engineering Process Group (SEI SEPG) North America conference," explained OPMO's Anne Prem.

After reviewing the abstract, SEI invited Prem and colleague Kileen Harrison to present at the 2010 SEPG North America conference in Savannah, Ga. The pair presented the brief "CMMI and LSS: A Dynamic Duo" to more than 75 conference

participants, including senior members of SEI technical staff.

In June 2010, Sandy Shrum, co-author of CMMI textbooks "CMMI for Development," "CMMI for Services" and "CMMI for Acquisition," invited Prem and Harrison to write a case study based on the 2010 conference presentation.

Prem and Harrison co-authored the case study, "Leveraging CMMI and LSS to Accelerate the Process Improvement Journey," based on work they developed on behalf of SPAWAR's OPMO. This case study was published in the latest version of the CMMI for Development textbook, which was released in March 2011.

"Being in the textbook acknowledges our innovative approaches to process improvement. It provides an example of how SPAWAR is leading the way, not just for government but for industry too," said Harrison. "It's very rewarding to see your work recognized by industry experts and published internationally."

SPAWAR's Organizational Process Management Office is among a select few presenting at the annual Department of Navy Performance Symposium being held in Virginia, June 28-30.

Of the 16 conference sessions, OPMO will be leading three:

- ➔ *Other Productivity Improvements and Seven CPI Daily Use Tools* by Dan Bartholomew
- ➔ *Managers' Internal Control Program and CPI* by Bob Kamensky
- ➔ *Strategic Utilization of CPI Tools and Methodologies: CMMI and LSS* by Prem and Harrison.

Prem and Harrison's briefing is based on the case study published in "CMMI for Development" and will present the benefits and synergies of CMMI and LSS, a demonstrated approach, as well as share key lessons learned and critical success factors. ■

CMMI IN PRACTICE AT SPAWAR

In a typical implementation of CMMI at the foundational level, the driving effort is ensuring that process definition includes all the necessary elements. Improvements and greater efficiencies are then achieved over time through the maturity that naturally occurs with advancing through the CMMI levels. In contrast, LSS is focused on increased efficiency and effectiveness in the initial stages of the improvement journey so that the included benefits are achieved early. Collectively applying these two initiatives encourages a balance between both business efficiency (through LSS) and process comprehensiveness (through CMMI).

One Example:

As a result of a CMMI report identifying opportunities for improvement, SPAWAR 8.3.4 kicked off a LSS rapid improvement event. Among other improvements, the LSS project resulted in the following:

- Internal resources and responsibilities realigned to improve efficiency of mail handling.
- Resolved duplication of efforts between in-house resource and service provider, resulting in type II benefits savings of \$324,000 (across the FYDP) and .60 work year saved annually.

NTCSS Team Helps Ensure Fleet Readiness Enables the Warfighter Through Cross-Organizational Collaboration

By Lee Hood, SSC Pacific Public Affairs

Efficient maintenance, personnel administration and inventory management are vital to today's fleet. The Naval Tactical Command Support System (NTCSS) gives the fleet those capabilities. Teamwork and collaboration across SPAWAR and between civilian and military professionals—from development to installation, training and life cycle support—are key to successfully delivering NTCSS.

NTCSS is a multi-application information system program that provides automated maintenance, administrative and supply management capabilities to afloat- and shore-based fleet activities. It enables efficient and cost-effective management of non-tactical information resources using standardized software and hardware to meet force readiness and sustainment requirements.

The NTCSS family of systems consists of five core applications. The Organizational Maintenance Management System—Next Generation (supports shipboard organizational-level maintenance. Relational Administration Data Management (R-ADM) supports automated personnel management. Relational Supply supports inventory ordering, processing and control. The Optimized Intermediate Maintenance Activity and Optimized Organizational Maintenance Activity support intermediate and organizational-level aviation maintenance, respectively.

SSC Pacific and SSC Atlantic work closely to offer a wide range of NTCSS expertise and support, from development and testing to installation, training and life-cycle maintenance. PEO C4I's Command and Control Program Office manages NTCSS, ensuring that cost and schedule requirements are met.

SSC Atlantic's NTCSS Software Architecture team (Code 54410) develops the NTCSS software. Aviation and NTCSS Installation (Code 42400) installs the software in the Atlantic area of operations (AOR). SSC Pacific's NTCSS Implementation and Fleet Support Division (Code 422) provides testing, installation, instruction and ongoing maintenance throughout the Pacific AOR.

"The Norfolk team develops the software, so they're out with the fleet gathering the requirements, determining what the fleet needs, then putting together a software package to meet those requirements," said Keith Kubiak, Code 422 division head. "After the software is developed, we'll assist them with testing to make sure it works as designed. We then install the software. Once it's delivered and signed off, our help desk kicks in. SSC Pacific and SSC Atlantic support the fleet through their respective help desks."

The process involves considerable expertise and collaboration. Software development is one example of the expertise required. SSC Atlantic is currently working on the newest NTCSS release. The new release, called Patriot, will provide updates to meet continuously evolving security requirements. Just as in the private sector, protecting personal information is critical.

Jane McNaught, SSC Atlantic's R-ADM development lead, is currently working on the new NTCSS release. "Requirements constantly evolve," she said. "In each application, there were a huge number of security updates that had to be made. For instance, in the previous R-ADM release, we encrypted all the social security numbers in the database—in this release we had to mask them to make sure they weren't showing up on screens and reports unintentionally. That's in addition to functional changes we made."

The installation involves a lot of coordination with the installation sites.

"I do a lot of coordinating with the shore stations, ships and submarines to make sure that our NTCSS piece, when we go out to do the installation, fits in with what they already have going on," said Master Chief Rod Dodson (Code 42220), the military lead for SSC Pacific



LS1(SW) Eugene Cabarrubias works at the help desk using Remedy, which is a database for ships to report their trouble calls, view their problems and fix discrepancies.

NTCSS Team

Continued from page 6

NTCSS installations. “There are other teams out there doing other things. We have to coordinate the exact time frame that we’re going to be onboard, and what we are going to do.”

The team also provides extensive training on the new software.

“We do a lot of training with the crews, whether it’s onboard ship, sub or a shore station, much of it hands-on and over the shoulder,” said Dodson. “We train up until the point where the subject matter experts tell us ‘yes, we’ve got it.’ Once they’re satisfied and sign off on the product, it’s then ready to hand over to life-cycle support to maintain the system.”

Two factors are critical to the effective training and efficient ongoing support: civilian and military collaboration, and distance support.

The SSC Pacific team’s civilian-to-military ratio—currently 12 civilians and 86 military—is unique at the center. The military personnel have experience aboard ship. That makes a big difference to the success of the product. The people who are teaching it are the people who have used the software in the fleet.

“They come here from the fleet, increase their level of knowledge, then go back and teach their peers,” said Kubiak. “So a supply chief may be teaching another supply chief—there’s a lot to be said for that—you’re teaching your product that you use for your job to your peer out in the fleet.”

The civilian side of the house provides extensive subject matter expertise and continuity to the program. The military workforce in the division turns over every three years.

The people who are on their third year are teaching the people who are on their first year. It is important that they keep the cycle going to ensure the program’s success.

“I like to think of myself as the coach for helping the military team leaders perform their specific functions,” said Glenn Peterson (Code 42110), the civilian lead for NTCSS installations and life cycle support. With 22 years of experience, Peterson has done almost every job involved with the organization. If a problem comes up and the military team needs guidance or direction on the best way to go, he can tap into his experience and provide assistance.

“We’re here for the continuity and to help the military be successful. That’s the key here for this organization—if the military are successful, we’ll be successful,” added Kubiak.

The team provides ongoing 24-hour/365-day help-desk support. Today, 99 percent of that support is distance support. Distance support is especially important in today’s environment of declining funding. The division has met that challenge by becoming more efficient. Distance support came out of necessity—funds for travel are limited.

“No one came in here and said ‘here’s distance support and here’s how you do it.’ The help desk and installations teams figured out how to make it happen.” SSC Pacific and SSC Atlantic developed a process that provides for distance support to the warfighter, ensuring the right technical skills are available when needed.

Cross-organizational teamwork and collaboration between civilians and the military have made NTCSS the success it is today—and have helped ensure the fleet maintains a high state of readiness. ■



Restoration of the NTCSS database is being conducted in the test lab by ITC(SW) Glenn Peterson, LS1(SW) Sharon Balcom, Eugene Cabarrubias and MN3 Dedetron Parks for USS Comstock (LSD 45).

Organizational Assessment Survey Results

You Voiced Your Opinion

By Linda L. Oestreich, supporting SPAWAR Headquarters' Strategic Management Office

SPAWAR conducted its third all-hands Organizational Assessment Survey (OAS) in February 2011, and a representative from the Office of Personnel Management (OPM) briefed SPAWAR leadership on the results in April. OPM provides this tool to help government organizations understand how their workforce evaluates their jobs, their workplace and their organization. When analyzed, the survey provides SPAWAR leadership with important feedback to help them identify areas of strength and opportunities for improvement within the organization.

All SPAWAR civilian and military personnel had the opportunity to take the survey. The command hit an all-time high of 75 percent completion—that means that more than 6,700 people completed the 151 questions presented within the 12 dimensions. The accompanying organizational climate chart shows our high-level results by dimension.

All in all, the command received a positive report. We scored above 66 percent, a level that OAS considers favorable, in four areas: teamwork, customer orientation, employee support and ethics. According to the data, the organization has no major challenges. However, it did score below 66 percent in a few dimensions, even though the scores are at or near government-wide benchmarks. Those dimensions are training, innovation, flexibility and rewards.

Compared to other government organizations

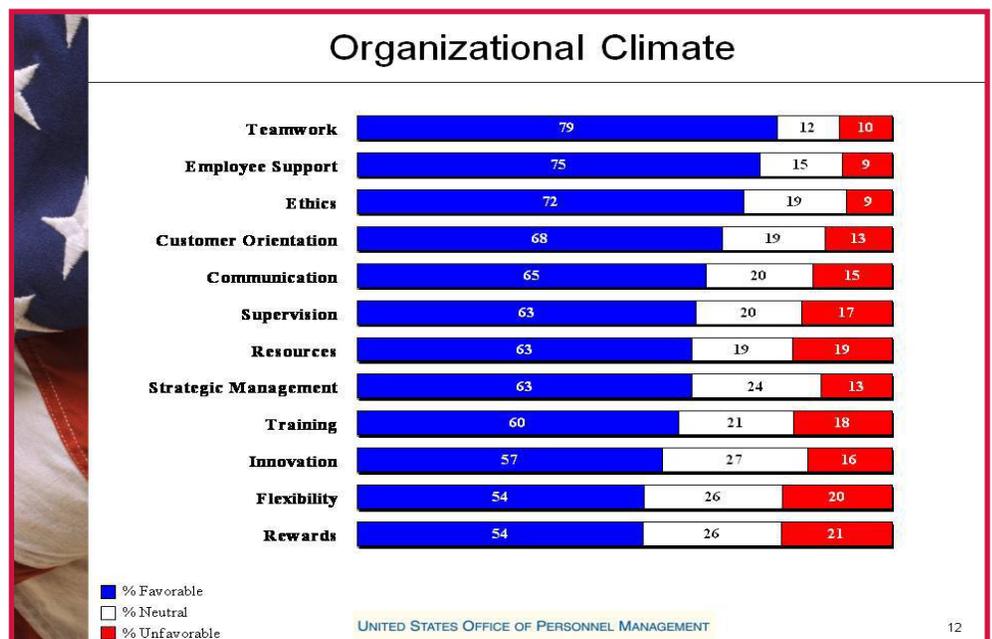
taking the survey, SPAWAR is well above their median scores in six dimensions and at or only slightly below in all the rest except flexibility and supervision. When compared with Fortune 100, private-sector scores, we are competitive and out scored their medians for cooperation, benefits and supervision.

SPAWAR's Deputy Commander, Rod Smith stated that results highlight several conditions for SPAWAR:

- We are a high-performing organization that outpaces most other government activities and can hold our own against some of the best private-sector companies.
- We continue to be serious about making SPAWAR an excellent place to work and our leadership and workforce work together to achieve that end.

- We perform well, but we can do better. We must consider the areas where our scores were lower than in 2009 and understand what circumstances may have caused those changes. In the same manner, we must evaluate those areas where we have improved and understand how we achieved that improvement, so we can learn from it and apply it elsewhere, if possible.

SPAWAR leadership will be identifying ways to improve and they will keep the workforce informed of planned changes or those in-progress. SPAWAR Commander Rear Adm. Patrick Brady will soon be sending out a two-page summary highlighting other key features of the survey. In the mean time, if you want to view the complete OPM results brief, the report is on the CnE: <https://cne.cse.spawar.navy.mil/portal/page/portal/Enterprise/ORG/OAS>. ■



SPAWAR IG INSPECTION

ARE YOU READY?

NAVINGEN INSPECTOR QUESTIONS

In a recent [IG Preparation blog](#), we mentioned that you would soon receive information to help you prepare for the questions that the Naval Inspector General (NAVINGEN) team might ask during the onsite inspection **11-22 July 2011**. Here are the questions; the rest is up to you!

- **We expect questions related to the SPAWAR Overarching Objectives and Mission:**
 - Do you know the SPAWAR Mission?¹
 - Do you know the Team SPAWAR Command Objectives (there are 3)?²
 - Do you know where to find them?³
 - Can you explain how your work supports the SPAWAR Objectives and Mission?
- **We expect questions about our work and our work processes:**
 - What do you do?
 - Can you show someone where that process or SOP is published?
 - How does your work group keep track of metrics/work output? What measures do you use?
 - Are there any barriers that you encounter in doing your job? (If not, skip the next two questions.)
 - How are you trying to overcome those barriers?
 - Have you asked for and/or received assistance to resolve those barriers?
- **We expect questions about management:**
 - Who are your first- and second-level supervisors?
 - Do you ever interact with SPAWAR executive leadership? If yes, with whom?
 - How does SPAWAR leadership communicate with the workforce (you)?
- **We expect questions about work environment and ethics:**
 - When you have a good idea or beneficial suggestion, to whom do you deliver it?
 - If you have a complaint or see something going wrong, what do you do? To whom do you deliver your message?
 - What type of training is available to you? What is mandatory? Are you in compliance with requirements?



When you answer, remember two themes:

Be prepared. Understand your role at SPAWAR and know how it fits into the overall command mission. Know your job requirements, standard operating procedures, and SPAWAR Process Workbooks (formerly the P4I Workbooks) and Tool Suite. These workbooks are an instrumental part of preparing for this year's IG inspection.

Tell it like it is. Be honest. The purpose of these inspections is not to look for perfection, but to understand our strengths and weaknesses from a larger Navy perspective.

¹ Making the Navy's Information Dominance Vision a Reality

² (1) Build affordable future Information Dominance capability; (2) Maintain, modernize, and integrate the existing Fleet; and (3) Develop premier Information Dominance acquisition workforce.

³ From the SPAWAR CY2011 Commander's Guidance

WE UTILIZE SPAWAR PROCESS WORKBOOKS AS A WAY TO COLLECT AND REPORT PROCESSES, RISKS AND ACCOMPLISHMENTS ABOUT HOW WE PERFORM THE MISSION, FUNCTION AND TASKS OF THE ORGANIZATION. KNOW WHO YOUR PROCESS WORKBOOK LEAD IS IN YOUR COMPETENCY. TO VIEW ALL OF SPAWAR'S PROCESS WORKBOOKS, PLEASE CLICK ON THE FOLLOWING LINK:

<https://wiki.spawar.navy.mil/confluence/display/P4I/FINAL+Workbooks+to+NAVINGEN>.

OTC SOLAR PANEL FACT SHEET

- ▼ Rear Adm. Patrick Brady actively supports the Department of Defense and Department of the Navy efforts to reduce energy consumption. To lower SPAWAR's energy costs, increase efficiencies and lower the cost of doing business, Brady included in his FY11 Commander's Guidance rapid development of an energy reduction strategy.
- ▼ The Old Town Complex rooftop photovoltaic installation is funded by the American Recovery and Reinvestment Act, which provides needed jobs, and is estimated will generate 1.4 MWH of power yearly. The command will save an estimated \$588,000 each year and reduce greenhouse gases by 1,404 metric tons.
- ▼ Fun facts: number of panels—5,376; annual KWh saved/generated—3,845,990; equivalent yearly number of average homes powered—553; equivalent yearly number of trees saved—69,927; total project cost—\$8,394,115. If you laid the panels end-to-end, they would stretch 5.59 miles; if you stacked the panels on top of each other, they would rise to 600 feet tall.
- ▼ Over the last 18 years, the SPAWAR/SSC Pacific energy management team has completed 93 major projects, costing \$48.5 million and resulting in \$5.6 million of combined annual savings in energy and water.
- ▼ In 2011, the SSC Pacific team won the Sixth Annual SDG&E Energy Showcase Award for the Navy in the Government and Utilities Division, along with the Navy Facilities Command, Southwest Division, and the North Island Fleet Readiness Center.
- ▼ In 2006 and 2007, SSC Pacific won the coveted Secretary of the Navy Energy and Water Management Award at Gold Level. The center went on to win the Blue Level in 2008 and in 2009 won the Top Level award for Navy Large Shore Facilities.
- ▼ An innovative command-wide energy savings performance contract was started in March 2011 and involves ongoing projects to install low-flow toilets and faucets, and make energy saving replacements of lighting, chillers, boilers and heating and ventilation equipment. The project will cost \$20,193,424 and save \$1,586,313 per year.
- ▼ U.S. Navy energy vision for the 21st century: "Our energy vision is a Navy that values energy as a strategic resource; a Navy that understands how energy security is fundamental to executing our mission afloat and ashore; and a Navy that is resilient to any potential energy future."
- ▼ A 10 dollar increase in a barrel of oil equals an approximately \$1.8 billion increase in the nation's military costs.

What Can You Do to Get Ready for USAJOBS?

By Kara McDermott, SPAWAR Public Affairs



You have heard that the transition from CHART to USAJOBS is coming, but what can YOU do to get ready? Here is a simple list:

1. Explore the fact sheets and resources located on the CnE USAJOBS Transition Information page (<http://budurl.com/USAJOBSTransition>).
2. Create and personalize your account on USAJOBS (www.USAJOBS.gov) and Application Manager (<https://ApplicationManager.gov>).
3. Explore USAJOBS features and functionality.
4. Transition resume(s) over to USAJOBS. Copy existing resume(s) from CHART or create a resume using the USAJOBS resume builder. Upload supporting documents.

SPAWAR Chili Cook-Off

Wounded Warrior Battalion West Judges Competition

By Nicole Collins, SPAWAR Public Affairs

U.S Marine Corps Wounded Warrior Battalion West judged the SPAWAR Chili Cook-Off Competition May 26.

The cook-off was part of a wider initiative to support and partner with Wounded Warriors and veterans in the community.

“The chili cook-off is a great morale booster and team building event for the Wounded Warrior Program here at SPAWAR,” said Navy Cmdr. George Byrd, SPAWAR Wounded Warrior Program Manager. “Wounded Warrior Battalion West has the majority of wounded, ill and injured service members in the San Diego area. Having the Wounded Warriors aboard gives them the opportunity to interact with employees and see what we do here at SPAWAR.”

SPAWAR is currently working with Naval Sea Systems Command and Naval Air Systems Command to lead the Navy’s effort to identify local employment opportunities and streamline the process to support the hiring of Wounded Warriors after they transition from active duty to civilian life.

In addition to hosting events like the cook-off, SPAWAR is taking the lead to implement an Education and Employment Initiative (E2I) Center. E2I is an Office of the Secretary of Defense led effort to provide services such as recruiting, candidate screening, career training, spousal employment opportunities, interview skills and resume writing for Wounded Warriors.

“These individuals have a lot to offer our command and it is important for us to connect these Wounded Warriors with rewarding careers in the federal government or the private sector in the San Diego region,” said Byrd.



(left to right) Cpl. Marcus Chilly, a judge from Wounded Warrior Battalion West, and Rear Adm. Brady enjoy tasting and judging chili at the cook-off.



(left to right) Navy Cmdr. George Byrd, SPAWAR Wounded Warrior Program manager and Navy Master Chief Mickey Ayres dish chili, during SPAWAR’s Chili Cook-off Competition.

To date, SPAWAR has successfully placed six full-time and one Student Educational Employment Program (STEP) Wounded Warriors through SPAWAR’s Wounded Warrior Program, with a goal of placing 12 warriors by end of 2011.

The cook-off concluded with a grand prize winner and memorable moments with Wounded Warriors and SPAWAR employees.

“I’m a big fan of chili being spicy,” said Cpl. Marcus Chilly, a judge from Wounded Warrior Battalion West. “It’s all about how the beans are cooked and the mix of sour cream and sauce. With a name like Chilly, I know what I’m talking about.”

As the Navy’s Information Dominance Systems Command, SPAWAR is committed to successfully reintegrating Wounded Warriors into civilian careers in Southern California and providing leadership and community collaboration. ■



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1100 – 1400

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- **LIVE ENTERTAINMENT**



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Military Ticket Pack: \$26.50

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25-Coupon Ride Sheet: \$16.25

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(Note: The MWR Ticket Van is having mechanical problems again and may not be out to our locations next week. Please visit the Navy Exchange MWR Ticket Office on Rosecrans and Nimitz to purchase these tickets. You can also go to the MCRD MWR Ticket Office, bldg. 16, to purchase tickets. MCRD prices may be slightly different.)

For ticket van schedule, phone numbers and info, visit <https://blog.spawar.navy.mil/cmwr/mwr-tickets.html>.