



Total Force Seeks to Expand HQ, PEO Workforce

NAVSEA Onboarding Coordinator Chris Zubof familiarizes new employees with organizational fundamentals during an onboarding session with new NAVSEA hires at headquarters Aug. 17. U.S. Navy photo by Monica McCoy.

After many years of downsizing and “doing more with less,” the NAVSEA Headquarters (HQ) and affiliated Program Executive Offices (PEO) workforce is expanding.

According to Capt. Kate Janac, NAVSEA’s Total Force program commander, the command anticipates bringing a minimum of 1,000 people to the HQ/PEO workforce over the next three to five years.

“This growth is focused on the acquisition workforce,” said Janac. “That doesn’t mean there aren’t other types of positions available, but we are focused on the acquisition group as driven by the priorities provided by Secretary of the Navy Robert Gates and Assistant Secretary of the Navy for Research, Development, and Acquisition.”

To fill this need, NAVSEA has an extremely robust Recruiting Partnership reaching out through a variety means

and high-profile events to attract relevant, desirable candidates. In addition to a recruiting Website, NAVSEA’s Recruiting Partnership conducts four large-scale national recruiting events that represent the NAVSEA Enterprise (HQ/PEOs, shipyards and warfare centers) throughout the year.

These events include Society of Women’s Engineering event, Oct. 15-17, Long Beach, Calif.; Detroit Hiring Event, Oct. 27-28, Detroit, Mich.; Society of Hispanic Professional Engineers National Convention, Washington, D.C., Oct. 30-31; National Society of Black Engineers Annual Convention, Toronto, Canada, March 31-April 3.

“The previous Detroit hiring event met 60 percent of the NAVSEA Headquarters demand signal for the new Associates program sponsored by the Pentagon,” explained NAVSEA

HQ/PEO Chief Recruiter Doug Levitas. “We thought the event would be strategically significant, but it went beyond the high bar of expectations we had.”

In addition to the big four national events and smaller recruiting fairs, the Recruiting Partnership also hosts a hiring event where pre-screened, relevant candidates meet with NAVSEA recruiting agents for interviews.

“Our hiring events attract candidates relevant to our mission,” Levitas said. “We get project engineers, cost engineers, contracting specialists, business and financial candidates.”

Although the inaugural hiring event held last year required months of preparation to yield the appropriate amount of candidates, its success validated the need for additional hiring events. The next hiring event will be held early next year in Crystal City, Va.

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FROM THE FRONT OFFICE...

Happy Fall Season, NAVSEA! Sept. 15 marks the beginning of Hispanic Heritage Month, a time to specially recognize the many contributions Hispanic men and women have made throughout American history.

Hispanic Americans have fought in every single U.S. war since the American Revolution, including 43 men of Hispanic origin who have received the Medal of Honor. Today, without the Hispanic men and women serving in our nation's government, Industry, Congress, as well as in the fields of science and technology, the Navy simply would not be able to accomplish our mission.

This month is an opportunity for NAVSEA to celebrate diversity and say thanks to our Hispanic men and women serving in our active-duty, reserve and civilian ranks!

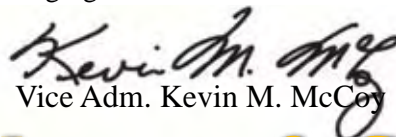
According to the most recent Census Bureau statistics, Hispanics constitute 14 percent of the U.S. population and are the fastest-growing minority group in America. NAVSEA must be able to keep pace with workforce diversity in order to recruit and retain the talent that

we need to continue building the world's greatest ships and weapons systems. Accordingly, NAVSEA will continue to invest in our diversity outreach programs, particularly within the Hispanic community, in order to attract NAVSEA's next generation of scientists, engineers and mathematicians. Obtaining diverse talent from across America will strengthen our workforce and ensure naval readiness well into the 21st century.

NAVSEA proudly joins the rest of America in celebrating the contributions Hispanic men and women have made throughout our nation's history.

I encourage you to take this opportunity to participate in Hispanic Heritage Month celebrations, engage affinity groups, and most importantly, recognize the great contributions NAVSEA's Hispanic men and women are making in building the world's greatest ships and submarines!

As always, stay safe and keep charging!


Vice Adm. Kevin M. McCoy



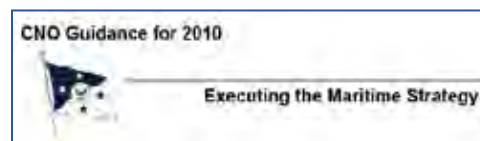
NAVSEA will host a Hispanic Heritage month observance Oct. 2 at 9 a.m. in the auditorium of building 197.

Best-selling author Charles Garcia will be the keynote speaker.



LATEST & GREATEST

CNO Releases 2010 Guidance



Chief of Naval Operations (CNO) Adm. Gary Roughead released his CNO Guidance 2010, Sept. 2. Continuing with last year's theme of Executing the Maritime Strategy, the CNO reaffirmed his focus on building the future fleet, maintaining warfighter readiness, and supporting sailors, Navy civilians and their families. NAVSEA's Strategic Business Plan continues to be in alignment with these focus areas.

The CNO's 2010 guidance considers the strategic, operational and fiscal challenges of the U.S. Navy; identifies intentions the Navy will focus on in the coming year; and highlights accomplishments of the past year. For NAVSEA, this includes the delivery of USS George H. Bush (CVN 77), delivery of the sixth Virginia-class submarine USS New Mexico (SSN 779), and an increased focus on total ownership cost.

To read the complete CNO 2010 guidance, visit www.navy.mil/features/CNOG%202010.pdf.

LATEST & GREATEST



ABOVE: The Los Angeles-class submarine USS Boise (SSN 764) finished her maintenance availability one day early at Norfolk Naval Shipyard (NNSY) Aug. 31, completing the largest modernization package to date on a Los Angeles-class submarine at the shipyard. Improving performance on submarine availabilities has been a major emphasis of Naval Sea Systems Command (NAVSEA) Commander, Vice Adm. Kevin M. McCoy's "Back to Basics" initiative. "Back to Basics" is about eliminating bottlenecks and optimizing the workday to improve shipyard processes with the goal of completing quality availabilities on time and on cost. U.S. Navy photo.



ABOVE: Retired Navy Rear Adm. Wayne E. Meyer, regarded as the father of the Navy's AEGIS Weapons System, passed away Sept. 1. In 1970, the Navy chose then Capt. Meyer to lead the development of the new AEGIS Weapon System in the Naval Ordnance Systems Command. In January 1977, he assumed duties as the founding project manager of the AEGIS Shipbuilding Project. This project was ultimately responsible for the construction of all of the Navy's current cruisers and destroyers. U.S. Navy photo by MC1 Tiffani Jones.

GET TO KNOW NAVSEA: SUPERVISOR OF SHIPBUILDING, GULF COAST

Supervisor of Shipbuilding, Conversion and Repair (SUPSHIP) Gulf Coast, whose headquarters is in Pascagoula, Miss., is the liaison between the Department of the Navy and numerous builders of new construction ships and craft along the Gulf Coast.

SUPSHIP Gulf Coast is NAVSEA's authority at each site for technical, contractual and business matters.

Who we are...

Some 600 civilians and 26 military personnel provide SUPSHIP oversight and support at nine different contractors' yards whose products range from small RHIBs (Rigid Hull Inflatable Boat) and special purpose craft to the largest amphibious assault ships.

This ensures the contracts' technical and quality requirements are fulfilled, production schedules are met, and that a quality product is provided to the fleet.

What we do...

- Administer all NAVSEA engineering, design and production contracts for the variety of ships and craft built at assigned shipyards.
- Ensure that contractual technical and quality assurance requirements are met and that production schedules and cost objectives are achieved.
- Foster an environment of teamwork, respect, diversity, empowerment and accountability while communicating effectively with customers and stakeholders.
- Deliver at least 50 percent of new construction ships and craft to the Fleet.

Major Projects: LHA 6 Class, LPD 17 Class, DDG 51 Class, and LCS 1 Class

Contact SUPSHIP Gulf Coast:
Supervisor of Shipbuilding, P.O. Box 7003
Pascagoula, MS 39568-7003
Public Affairs: (504) 654-3389

LATEST & GREATEST



POW • MIA Day
~ Friday, Sept. 18 ~

Kistler Selected as SEA 05B



Michael Kistler has been selected as Executive Director, Naval Systems Engineering Directorate (NAVSEA 05B).

As the Executive Director, Naval Systems Engineering Directorate, Kistler is the senior civilian engineer (Deputy Chief Engineer), leader of the Research & Systems Engineering (R&SE) Competency domain, and responsible for developing and maintaining Technical Authority standards, processes, policies research, technology development, engineering, and certification of U.S. Navy ships, submarines and aircraft carriers, and their systems.

NAVSEA is Hiring

Continued from page 1

Of course, the process of bringing (and keeping) new people to the organization doesn't stop with recruitment. Grooming and retaining new employees remains equally important. Through SEA 10's new Onboarding sessions, the organization has stepped up efforts to best prepare these new teammates for federal service at NAVSEA.

"From the moment we receive notification that a hiring agreement has been consummated, we immediately begin building a relationship with that new hire," said NAVSEA's Onboarding Coordinator Chris Zubof. "We send them emails with information about the organization, and do a brief pre-orientation before they arrive."

Onboarding sessions are conducted



NAVSEA's recruiting agents and display presents a unified front for the command by equally representing Headquarters, Naval Shipyards and Warfare Centers. U.S. Navy photo.

every two weeks, and over the past few courses, have averaged more than 40 new employees per session.

Zubof believes the two days new hires spend in the Onboarding sessions offer new employees a complete "soup to nuts" orientation that familiarizes

those new to federal service with the universal policies and practices they will encounter, regardless of where they work within the organization.

Providing a comprehensive familiarization program helps to cut down on the time it typically takes new employees to settle into the organization by explaining why the organization is structured the way it is, why it functions the way it does, and why its rules and regulations are postulated the way they are.

"The whole idea," Zubof continued, "is that first impressions count. If you make a good first impression with a new employee, statistics show that the organization will typically hold that employee much longer."

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AWARDS



DSPO Accepting Nominations for Annual Award

The Defense Standardization Program Office (DSPO) is soliciting candidates for the 2009 Defense Standardization Program Outstanding Achievement Award. This award recognizes individuals and teams for efforts in achieving significant improvements in cost reduction, interoperability, quality, reliability, and readiness through standardization.

Team award nominations must be limited to a total of five team members. Nominations are due to SEA 05M2 by close of business Oct. 1 in Microsoft Word format.

For questions, contact Sandra Leach at 1-3730 or Sandra.Leach@navy.mil.

Reasonable Accommodation Requests Require Immediate Action

Under federal law, all agencies are required to provide a “reasonable accommodation” to a “qualified disabled” individual unless to do so would impose an undue hardship on its operations or pose a direct threat to the employee or others.

The goal of “reasonable accommodation” is to enable qualified individuals with disabilities to perform the essential functions of the job and to enjoy equal employment opportunities. Examples of reasonable accommodation include, but are not limited to, schedule changes, providing assistive software devices, modifications to furniture or



other facilities, job restructuring, and telework.

In order to fulfill our obligations under this law, it is imperative that NAVSEA managers respond immediately by contacting NAVSEA’s Reasonable Accommodation Advisory Team.

The Advisory Team members are: Rebecca Tittle, Head, Employee Relations, 1-1153, Rebecca.tittle@navy.mil; Dale Birdoff, Associate Counsel, 1-3030, dale.birdoff@navy.mil; and (until the end of September 2009) Laura Tronge, Disability Program Manager, 1-4247, laura.tronge@navy.mil.

SECURITY NOTES

OPSEC Refresher Training Mandatory

Annually, all personnel assigned to NAVSEA headquarters, affiliated PEOs and NAVSEA Field Activities (military, government civilians and contractors) are required to complete mandatory Operations Security (OPSEC) refresher training.

This course outlines a risk management process to deny adversaries unclassified information concerning the command’s intentions and capabilities by identifying, controlling, and protecting indicators associated with the planning processes and operations in NAVSEA and the Department of Defense.

Course completion date is Nov.

1. The Web-based course takes approximately 25 minutes to complete and can be accessed via TWMS or ASDB:

Total Workforce Management Service (TWMS) at <https://twms.nmci.navy.mil>
TWMS (Unclassified Lan) instructions for civilian personnel:

1. Click on “self service”
2. Click on “online training”
3. Go to “required training” tab; click “Operations Security (OPSEC);” or Acquisition Security Database (ASDB) Sites NIPRNET (Unclassified (Lan)) instructions for civilian, military and contractor personnel:

Direct your NIPRNET browser to the ASDB Secure File Transfer site (SFT): <https://sft.strikenet.js.mil/forum/asdb/dispatch.cgi/>

1. Select the “Training - NAVSEA” ASDB SFT Workspace
2. Select the “NAVSEA OPSEC Training Video” Discussion and document sharing forum
3. Select the “NAVSEA OPSEC Training Video” URL
4. Complete the training; or SIPRNET (Classified Lan)

instructions for civilian, military and contractor personnel:

Direct your SIPRNET (Classified) browser to the ASDB Public Web site:

<https://asdb.strikenet.navy.smil.mil>

1. Select the “Navy/Marine Corps” link from the top menu option
2. Select the “NAVSEA OPSEC Training” menu option from drop down
3. Select the “NAVSEA OPSEC Training Video” link
4. Complete the training

All personnel must print and deliver a completion certificate to the Directorate/PEO/Field Site training coordinator. Completion must also be recorded in your WAMO System Individual Leadership Development Plan (ILDP).

For questions with ASDB connectivity questions, or for assistance, contact the ASDB Web Team at (252) 464-5914 or DSN 451-5914. For courseware content problems and/or questions, contact Daryl Haegley ext. 1-1652 or daryl.haegley@navy.mil.



Drafting Effective Job Objectives

Job objectives are written expressions of the major work you do and describe the specific results you expect to accomplish during the year. Your job objectives are specific to you, your work, and your position within the organization. As such, your job objectives must clearly identify performance expectations so you and your rating official have a shared understanding of the criteria against which the rating official will evaluate your performance.

Establishing Job Objectives and contributing factors describe performance expectations in a performance plan for each employee. Job objectives are written descriptions of the major work and specific results an employee is expected to accomplish during the performance year. Job objectives summarize what the employee needs to accomplish by the end of the performance period and how he/she needs to accomplish it. Job objectives may be weighted to reflect relative priority of the objectives included in the performance plan. No job objective may be weighted less than 10 percent. Weighted job objectives must total 100 percent.

At the beginning of the performance period, job objectives enable the rating official and employee to develop a shared understanding of work priorities and goals. At the end of the performance period, the rating official writes the employee evaluation and recommends a rating by comparing

Be SMART When Writing Objectives



One model for writing job objectives is the SMART approach. Using the SMART approach ensures job objectives are Specific, Measurable, Aligned, Realistic/Relevant, and Timed.

Job objectives should contain all of the elements in the SMART model and are described in more detail below:

Specific: Job objective describes, clearly and concisely, what employee expects to accomplish in the coming year

Measurable: Result of the job objective is observable, or verifiable through appropriate quantity, quality, resources or time measurements.

Aligned: Job objective shows a clear line of sight between organization's mission and goals and employee's work.

Realistic/Relevant: Job objective is challenging yet attainable, outcome is within employee's control, and the expected results are appropriate to employee responsibilities, pay band and salary.

Time: Job objective identifies realistic timeframes for completion.

the employee performance to the documented job objectives.

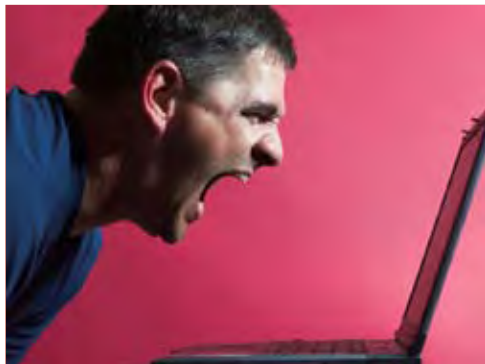
The job objectives must be written and performance plan completed within 30 days after the start of the performance cycle or employee's placement in a new position.

Job objectives should:

1. Should communicate major responsibilities or contributions and related outcomes expected of the employee;
2. Focus on desired work results and describe expected outcomes;
3. Align with the mission, goals and priorities of the organization;
4. Should be appropriate to the position pay band and salary;
5. Reference the Performance Indicators that are appropriate to the position pay schedule and pay band;
6. Be documented in the performance plan; be the basis for determining the employee final rating of record; and
7. May change from year-to-year or within a year due to changing work focus or organizational goals.

NSPS requires that an employee have a minimum of one job objective. The best practice is to have between three to five job objectives.

Employees and supervisors may obtain more information to include helpful fact sheets, checklists, and worksheets on writing job objectives at NSPS Connect at <http://www.cpms.osd.mil/nsps/nspsconnect/index.html>.



DCPDS Scheduled Outage

The Department of Defense, Human Resources Business, Information and Technology Solutions (HR-BITS) will be implementing several upgrades to the Defense Civilian Personnel Data System (DCPDS) Enterprise Suite, which includes MyBiz, MyWorkplace, PAA, and CSU. To conduct upgrades, the DCPDS Enterprise Suite will not be available to users Sept. 19-22. Please plan accordingly.

VPP — SAFETY BEGINS WITH YOU

PSNS & IMF Receive VPP Star Site Recertification



PSNS & IMF Employees raise the VPP Star Site flag following the recertification ceremony Sept. 8. U.S. Navy photo by Richard Chaffee.

Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF) employees celebrated the recertification of the Bremerton site as an Occupational Safety & Health Administration (OSHA) Star Site in the Voluntary Protection Program (VPP) Sept. 8.

To qualify for VPP status, sites must meet or exceed all OSHA standards and submit to a rigorous OSHA review of their programs.

“[This recognition] demonstrates what happens when you listen, take action,

get the results of those actions with safety, going home with all 10 fingers and 10 toes, being safe everyday,” said PSNS & IMF Commander Capt. Mark Whitney. “Actions, listening and making sure we follow through is critically important. That doesn’t happen all by itself. It happens with great partnership.”

OSHA’s certification team visited the Bremerton site in mid-March and at the end of their evaluation, recommended the shipyard for recertification. Employees, labor organizations and management contributed to the command’s success in safety.

“The accomplishments you have made over the last few years are terrific,” said OSHA’s Regional Administrator Richard Terrill. “The VPP Star is not just an event, it is a process and most importantly, it is a cultural change. You now, from these past three years, are 30 percent below the shipyard average for both total cases and loss time illness and injury rate.”

Out of more than 4 million work sites in the United States, just more than 2,000 have been designated as VPP Star Sites. PSNS & IMF’s Bremerton site raised the Star Site Workplace Flag for the first time during a ceremony held in April 2006. The Bangor site received Star Site status in January 2009. PSNS & IMF is the only Navy command to have two VPP Star Work sites.

VPP Employee Working Groups

Do your part to help improve our work environment, and consider volunteering your time and services on a VPP Employee Working Group! Points of contact:

Building Inspection Team

Rick Stein, ext. 1-3070
Richard.e.stein@navy.mil

Emergency Preparedness & Fire Evacuation Team

John Cooner, ext. 1-1233
John.cooner@navy.mil

Ergonomics Team

Louis Bullock, ext. 1-4177
Louis.bullock@navy.mil
Leroy Harvey, ext. 1-3753
Leroy.harvey@navy.mil

Hazard Recognition, Analysis & Control Team

Dan Butler, ext. 1-3568
Daniel.w.butler@navy.mil

Systems Safety & Risk Management Team

Kurt Yankaskas, ext. 1-4349
Kurt.d.yankaskas@navy.mil
Lt. Cmdr. Jennifer Gelker, ext. 1-1471
Jennifer.gelker@navy.mil

Total Wellness Team

Melissa Brenenburg, ext. 1-0979
Melissa.brenenburg@navy.mil
Leslie Knipple, ext. 1-4217
Leslie.knipple@navy.mil

Transportation Safety Team

Craig Kamenjar, 703-872-3509
Craig.kamenjar@navy.mil
Patricia Bannister, ext. 1-2382
Patricia.bannister@navy.mil

VPP — General

Charles Anderson, ext. 1-3265
Charles.i.anderson@navy.mil
Andrew Blanco, ext. 1-1257
Andrew.blanco@navy.mil

VPP Leadership Team

Liz Duplantier, ext. 1-2169
Elizabeth.duplantier@navy.mil

Workers’s Compensation & Disability Awareness Team

Laura Tronge, ext. 1-4247
Laura.tronge@navy.mil
Charles Reid, ext. 1-4931
Charles.t.reid@navy.mil

An advertisement featuring a close-up of a person's feet wearing white sneakers on a grassy field. A blue starburst graphic in the top left corner contains the text: "Meet at Willard Park at noon on Tues. & Thurs." To the right of the image are the VPP and NAVSEA logos. Below the logos, the text reads: "Join NAVSEA's VPP Total Wellness Team at noon every Tuesday & Thursday, through Sept. 29, for a series of 59-minute walks around the Washington Navy Yard." At the bottom, it says: "For more information on the VPP or the Total Wellness Team, contact Melissa Brenenburg at ext. 1-0979 or Andrew Blanco at ext. 1-1257."

Upcoming Training

Introduction to MBTI (Myers-Briggs Type Indicator): This no-cost, one day class is to help individuals understand how they prefer to take in information, make decisions and conduct their workday, as well as learn how others may prefer to work differently and how to enhance workplace effectiveness. Course will be held Sept. 21.

Writing a National Security Personnel System Self-Assessment: This half-day, no-cost workshop provides participants with the skills they need to write a quality self-assessment with the ORE+T model. Courses will be held Sept. 29 – Oct. 1, 8 a.m. – 12 p.m. at Washington Navy Yard Building 197, Room 1W-2083.

Working Sm@rt with BlackBerry is a hands-on, 3-hour workshop that shows you how to apply Priority Management's best practice time management techniques using your NAVSEA-issued BlackBerry device as an extension of Microsoft Outlook. Cost: \$208.25 per person. Course will be held Sept. 15, 8-11 a.m.

DAWIA Competency Management Course
Human Systems Integration for Program Managers, Systems Engineers, and IPT Leads is a one-day course providing an introduction to HSI in the systems engineering framework. Course will be held Sept. 15.

National Security Personnel System Compensation for Supervisors: This two-day course familiarizes participants with Department of the Navy NSPS compensation policy. Courses will be held Oct. 22-23, Nov. 5-6, Nov. 12-13, and Dec. 1-2 from 8 a.m. – 3:30 p.m. in Washington Navy Yard Building 197.

For questions regarding upcoming training, contact Chaprella Collins at 1-1310; or Emily LaChance at 1-1758.

For Learning Management System questions, Chaprella Collins at 1-1310, chaprella.collins@navy.mil; or Lillie Jacobs at 1-2080, alice.jacobs@navy.mil.

For Workforce, Administration, Management and Organization access questions, contact WAMO help desk at (866) 439-5613.

Upcoming Onboarding Sessions

Planning For Your Future - Benefits and Financial Planning Seminar: One-day, no-cost seminar to be held Sept. 15 will familiarize employees with the Federal Employees Retirement System (FERS), FERS rules and regulations, and what to expect from upon retiring from federal service.

Organizational Savvy: One-day workshop to be held Sept. 22. Participants learn to identify and leverage political styles in the workplace and develop critical skills for entering and navigating the corporate arena.

For more information on ONBOARDING Seminars, contact Moira Finnegan at 1-2268 or moira.finnegan@navy.mil.

LIFE AT THE YARD

WorkLife4You Provides Change-of-Life Kits



WorkLife4You's College Kit. U.S. Navy photo by Nicole Martin.

WorkLife4You, part of NAVSEA's Civilian Employee Assistance Program, is offering college, prenatal, adult care, college, and child safety kits to civilian employees, their spouses, dependents and household members at no cost.

The college kit includes two books, a screwdriver set, thinking putty, combination sewing and manicure

set, emergency whistle key chain with light, and 3-color ballpoint pen with six interchangeable highlighters.

The prenatal kit contains items to help plan for a healthy pregnancy and child birth, and educational information about child care and parenting issues.

The adult care kit provides information and products designed to help seniors with daily living.

The new college kit is filled with practical products and safety information to help students transition smoothly into college life.

The child safety kit can help protect a child from today's most prevalent dangers.

To request a free WorkLife4You kit, call (800) 222-0364 or (888)262-7848 (TDD/TTY).



WorkLife4You's Prenatal Kit. U.S. Navy photo by Nicole Martin.

LIFE AT THE YARD

CMWR Hosts NYC Shopping Trip

New York City Shopping Trip
Saturday, Sept. 26



Tickets are \$27 per person, and go on sale Sept. 9 at Washington Navy Yard (WNY), Building 22, and Anacostia Annex, Building 419. Limit four tickets per purchase. CMWR civilian government employees & their guests are eligible for tickets. Buses depart from Washington Navy Yard, Building 166, 7 a.m., and return 9 p.m.

For more information, contact Gayle Moore at (202) 433-2480.

Note: All tickets are non-refundable, and CMWR is not responsible for lost tickets.

NAVSEA SPORTSFANATICS

The NAVSEA Sports Fanatics have a limited number of tickets available for select Washington Redskins 2009 home games. The open sale is available to all Headquarters NAVSEA/PEO military, civilian, contractor employees, and retirees.

Tickets will go on sale Sept. 15 at 11:30 a.m. in the Building 197 atrium for \$150 cash in pairs only, on a first-come first-served basis. Each person is allowed to purchase one or two pairs only. Tickets are located in Section 424 Rows 17-21 of Fed Ex Field.

Sunday, Sept. 20, 1:00 p.m. vs. St. Louis Rams
Sunday, Oct. 4, 1:00 p.m. vs. Tampa Bay Buccaneers
Sunday, Oct. 18, 1:00 p.m. vs. Kansas City Chiefs
Sunday, Nov. 15, 1:00 p.m. vs. Denver Broncos
Sunday, Dec. 6, 1:00 p.m. vs. New Orleans Saints

For questions, contact Michelle Greene at 1-3580 or michelle.greene@navy.mil and Kurt Doehnert at 1-3312 or kurt.doehnert@navy.mil.

A photograph of a male referee wearing a black and white striped shirt, a white cap, and white pants, with his arms raised in a signaling gesture.

Total Force Expands Workforce

Continued from page 4

The Onboarding program has been so successful that other NAVSEA initiatives and Navy agencies, such as Naval Criminal Investigative Services, are seeking to participate as well. Discussions are currently underway to possibly extend the orientation program by an additional day.

There are a number of steps – recruiting efforts, staffing, funding,

and workforce development – that go into adding more employees to the organization. NAVSEA's Total Force program brings it all together.

"I see my Total Forces' role as a program integrator for all of these important components," said Janac. "In my role, I can truly see the big picture. We're not yet where we would like to be, but we are well on our way."

Nursing Mother? Expecting?

NAVSEA has provided an Expression Center available to working, nursing mothers on the first floor of building 197.

Contact Erica Poindexter at ext. 1-1011 or erica.poindexter@navy.mil for badge-entry access to the Nursing Mothers' Expression Center (1W-3523).

NAVSEA's 2009 CFC Season Kick Off



Tues., Oct. 2
Building 197
Auditorium

