

the Columbus Federal Voice

The newspaper of the central Ohio federal community

Vol. XVIII, No. 1

Jan. 19, 2011



(DLA photo by Rachel Kocin)

DLA Land and Maritime Executive Director of Contracting and Acquisition Management Milton Lewis briefs material cost reduction initiatives to procurement personnel at a recent Acquisition Functional Forum in the Building 20 auditorium.

Local teams planning cost reduction efforts

By John Foreman
DLA Land and Maritime Public Affairs Office

Moving out on instructions from the Secretary of Defense and Defense Logistics Agency leadership directives, local teams of experts at DLA Land and Maritime are making efforts to embrace material cost reduction.

The driving force behind the effort is to cut the cost of material supplied to the armed forces.

"The American taxpayer should not pay one penny more for the defense of the nation than is absolutely necessary," DLA Director Vice Adm. Alan J. Thompson said in emphasizing this requirement.

In his fiscal 2011 guidance, Thompson directed the agency to "pursue price reductions by as much as 10 percent in

selected areas by profiling greater focus on price reasonableness, incorporating price reduction factors and establishing more long-term contracts."

DLA Land and Maritime Commander Army Brig. Gen. Darrell Williams asked for everyone's support in the effort in a letter to the workforce. He asked everyone to become more efficient and effective as future financial constraints increase.

In his letter, the general said, "You may be asked to participate on some of the focus teams, receive additional training or implement revised processes and procedures. Buyers will be asked to negotiate lower contract prices, make use of quantity price breaks, eliminate unnecessary contract requirements, but all functional areas will have a role in material cost reduction. We can all identify and chal-

See Cost reduction on page 10

Defense community celebrates Martin Luther King Jr.

By Dan Bender
DLA Land and Maritime Public Affairs Office

Local defense federal employees in the audience were the students as guest speaker Valerie Lee spoke about the literary traditions behind Martin Luther King Jr.'s famous "I Have a Dream" speech during a Jan. 12 celebration of the civil rights icon.

Lee is vice provost and chief diversity officer at The Ohio State University, where she has served in various teaching and administrative capacities since 1991.

"I'm a firm believer in outreach and engagement and this invitation to speak here offers an opportunity to have class with a different constituency of local federal employees," she said.

She explained that King's famous speech followed a literary tradition in which African-American poets used dreams as a metaphor for imagining possibilities. One of the themes in the poems is that people who are constrained in some way need dreams to "see" their way



(DLA photo by Rachel Kocin)

Valerie Lee, vice provost and chief diversity officer at The Ohio State University, spoke about the literary traditions behind Martin Luther King Jr.'s famous "I Have a Dream" speech.

See Martin Luther King Jr. on page 9

In this issue

5 Associate recognition



8 Hispanic summit



14 Director's call



NEWS BRIEFS

Pass & ID Office extends hours

As of Jan. 3, the Pass & ID Office located in Building 52 on the DSCC installation near the Broad Street gate has extended its operating hours to 6:15 a.m. to 3:30 p.m. Monday through Friday.

Associates are encouraged to continue making appointments to avoid extended wait times. Anyone who needs more information can call the Pass & ID Office at 614-692-3141.

GSA announces mileage reimbursement rates

The General Services Administration has announced the 2011 privately owned vehicle mileage reimbursable rates, which went into effect Jan. 1. Pursuant to the Federal Travel Regulation 301-10.303, the following rates are: privately owned automobile: \$0.51; privately owned motorcycle: \$0.48; privately owned airplane: \$1.29; privately owned automobile when a government owned automobile is authorized: \$0.19.

IRS extends tax deadline to April 18

Some taxpayers must wait until mid- to late February to submit tax returns

By Jennifer Jenkins
IRS Media Relations

The Internal Revenue Service opened the 2011 tax filing season by announcing that taxpayers have until April 18 to file their tax returns. The IRS reminded taxpayers impacted by recent tax law changes that using e-file is the best way to ensure accurate tax returns and get faster refunds.

Taxpayers will have until Monday, April 18 to file their 2010 tax returns and pay any tax due because Emancipation Day, a holiday observed in the District of Columbia, falls this year on Friday, April 15. By law, District of Columbia holidays impact tax deadlines in the same way that federal holidays do; therefore, all taxpayers will have three extra days to file this year. Taxpayers requesting an extension will have until Oct. 17 to file their 2010 tax returns.

The IRS expects to receive more than

140 million individual tax returns this year, with most of those being filed by the April 18 deadline.

The IRS also cautioned taxpayers with foreign accounts to properly report income from these accounts and file the appropriate forms on time to avoid stiff penalties.

"The IRS has made important strides at stopping tax avoidance using offshore accounts," said IRS Commissioner Doug Shulman. "We continue to focus on offshore tax compliance and people with offshore accounts need to pay taxes on income from those accounts."

The IRS also reminded tax professionals preparing returns for a fee that this is the first year that they must have a Preparer Tax Identification Number (PTIN). Tax return preparers should register immediately using the new PTIN sign-up system available through www.IRS.gov/taxpros.

See Tax deadline on page 15

OBITUARIES

Loren E. Beck

Loren E. Beck, 96, of Westerville, Ohio, died Dec. 26. Mr. Beck was a U.S. Army veteran of World War II and was retired from DCSC.

Loy Ronald Brewer

Loy Ronald Brewer, 74, of Newark, died Jan. 7 at his residence. Mr. Brewer, an industrial engineer, retired from Newark Air Force Base after 26 years of service.

Elson L. Craig

Elson L. Craig, M.D., of Columbus, died Jan. 1. Mr. Craig was a U.S. Army veteran and was a long-time consultant at the Veterans Administration Optometry Clinic, Chalmers P. Wylie VA Ambulatory Care Center.

Rosemary J. Donohue

Rosemary J. Donohue, 71, died Dec. 21. Ms. Donohue was retired from DSCC after 27 years of service.

Virginia Arnetta Rose English

Virginia Arnetta Rose English, 86, died Dec. 22 at Eastland Care Center. Ms. English retired as a supply clerk from DCSC after 37 years of service.

James C. Ferrell

James C. Ferrell, 69, of Pataskala, died Dec. 24 at his home. Mr. Ferrell was retired from the U.S. Air Force and Newark Air Force Base.

Christopher C. Garvin

Christopher C. Garvin, 88, died Jan. 10. Mr. Garvin was a World War II veteran and was employed at DESC for 37 years before retiring in 1986.

Larry Wayne Harris

Larry Wayne Harris, 60, of Columbus, died Dec. 20. Mr. Harris served in the U.S. Army during the Vietnam War and was retired from DCSC.

John Frank "Bunk" Hill

John Frank "Bunk" Hill, 58, died Dec. 26. Mr. Hill was a U.S. Navy veteran and retired from DSCC in 2007.

Donald C. Holderle

Donald C. Holderle, 80, of Columbus, died Dec. 20 at his residence. Mr. Holderle served in the U.S. Navy Reserve and was a member of the DSCC Officers Club.

Lawrence D. Jacobson

Lawrence D. "Jake" Jacobson,

87, of Huber Heights, died Dec. 25. Mr. Jacobson was a World War II veteran, having served with the 8th Air Force, and was retired from DESC.

Evelyn M. Longstreth

Evelyn M. Longstreth, 91, formerly of Johnstown, Ohio, died Dec. 28 at the Campbell House in Bellefontaine, Ohio. Ms. Longstreth was retired from DCSC after many years of service.

Doris Jean McGill

Doris Jean McGill, 66, of Dayton, died Dec. 20. Ms. McGill was a former DESC employee.

David Osborn Sr.

David Osborn Sr., 92, died Jan. 7. Mr. Osborn was an Army Airborne veteran of World War II and was retired from the IRS.

Donald L. Ritter

Donald L. Ritter, 58, died Dec. 18. Mr. Ritter was a U.S. Air Force veteran of the Vietnam War, served in the Air Force Reserve for 21 years and was chief of law enforcement at Rickenbacker Air Force Base in Columbus.

Glenn P. Ross

Glenn P. Ross, 86, of Upper Arlington, Ohio, died Dec. 19. Mr. Ross was a U.S. Army veteran of

World War II and was an investigator for more than 50 years with the U.S. Office of Personnel Management and the FBI.

Robert James "Snaz" Shaner

Robert James "Snaz" Shaner, 90, of Columbus, died Dec. 27. Mr. Shaner was U.S. Navy veteran of World War II and was later employed at Newark Air Force Base.

Martha Skeen

Martha Skeen, 80, died Dec. 26 at her residence. Ms. Skeen was retired from DCSC.

Leroy E. Smith

Leroy E. Smith, 85, died Jan. 8. Mr. Smith was a U.S. Army veteran and retired from DCSC after more than 40 years of service.

Sam Stypczynski

Sam Stypczynski, 37, died Dec. 29. Mr. Stypczynski was employed at DSCC.

Sandra "Sandy" Dent Wells

Sandra "Sandy" Dent Wells, 72, of Circleville, died Dec. 21 at Grant Hospital. Ms. Wells was retired from the V.A. Medical Center.

POINT OF VIEW

Team performance has supplanted individualism as good motivator

By Robert L. Boggs
 DLA Land and Maritime Human Performance Division

“Few people bond with a soulless organization or senior leaders they see only a few times a year, and few employees feel even a Herculean effort on their part would have an impact on the organization as a whole. Since the earliest human history, we have bonded first with those immediately around us, those we work and play with every day.” - Adrian Gostick and Chester Elton

Gostick and Elton in their book, *The Orange Revolution: How One Great Team Can Transform an Entire Organization*, provide some valuable insights into team dynamics. Some people like to be part of a team, some don't. Some see the advantage of teams while others see teams as a waste of time.

There are some negative associations with the word “team” that comes from agricultural farming. Gostick and Elton explain: “A team of animals (oxen, horses, etc.) are harnessed together to accomplish something that a single animal could not. On the farm, a team is a group that is not asked to think but merely do...Unlike our four-footed friends, most human teams simply don't work at their full potential in an environment of harnessed direction. We need certain freedoms.”

In a society where we often reward the efforts of a single person rather than a team, we get more of what we reward (individual versus team effort). We know behavior that is not rewarded, even if we desire that behavior, will not continue. Gostick and Elton explain: “We love the idea of a lone genius, the mastermind, the hero. From an early age, we're indoctrinated with the single-achiever ideal in school. Our textbooks boil things down to their simplest form, and for a fifth-grader, it's easy to say that Edison=light bulbs. The reality is very different.”

Those who have studied Thomas Edison know his genius was supported by the efforts of a great team. Just like Edison, organizations that survive and excel have learned to



Robert L. Boggs

depend on teams. Going it alone may be appealing on a personal level but the era of rugged individualism has been replaced by the era of collaboration.

Collaboration enables people to compensate for the weaknesses of others while benefiting from their strengths. Great teams thrive on collaborative

effort.

There is a reason we collaborate. There is something in each of us that desires and needs the companionship of others. We have a tendency to gather together in communities, to seek out others for comfort and safety.

Research shows that great teams collaborate effectively and are made up of members who feel a heightened sense of camaraderie. Members consider at least one of their co-workers to be a close friend and also feel their manager cares about their well-being. Vince Lombardi put it this way when asked why sports teams win, “It's because the players love one another.”

Nearly 40 percent of the global workforce doesn't care or feel engaged about their jobs. The job equates to a paycheck and nothing more. Workforce engagement dramatically increases when workers are organized into motivating teams where team members support and recognize each others good work, and they have a clear picture of how their work impacts the organization's mission. Workforce engagement ties directly into job and customer satisfaction.

When observing the most effective organizations, we see people that are formed into teams that are singularly focused on a common purpose. Nothing motivates like the opportunity to collaboratively unite behind a common purpose. It is truly energizing to be part of something bigger than oneself. When we really think about it, we realize that our closest bond comes through collaboration with those immediately around us, those we work and play with every day.

VOICE MAIL

IRS tips help make tax filing season easier

To the editor:

Income tax filing season has begun, and important tax documents should soon arrive in the mail. Returns aren't due until April, but getting an early start will make filing easier. Here are some tips to make the process run smoothly.

- Round up documents you'll need when filing your taxes - receipts, canceled checks, etc., to support deductions and credits you'll claim on your return. If you've not received copies of W-2s and 1099s by Jan. 31, contact your employer or retirement fund agency. Follow up with the IRS for further assistance after Feb. 14.

- Weigh filing options carefully. You can prepare your return yourself, or go to a tax preparer. Low-income, elderly and military may receive free tax filing help from trained community volunteers statewide. Free, face-to-face filing help is available for those with incomes under \$49,000 at IRS Taxpayer Assistance Centers.

- File electronically. IRS e-file is the safe, quick, easy way to file. If you owe, e-file enables you to file immediately and pay by the tax deadline. If you're due a refund, opt for direct deposit and receive your refund in as few as 10 days. Free brand-name tax software is available to taxpayers earning \$58,000 or less, and others can access Free Fillable Forms (electronic versions of IRS paper forms), at www.irs.gov/freefile.

- Before filing, review your return. Double-check all the Social Security numbers and math calculations, as these are the most common errors. Mistakes slow down the processing of your return.

If you run into a problem - don't panic. The IRS can help. Answers to many questions and additional tax tips can be found online at www.irs.gov. Or, call toll-free to 800-829-1040 (800-TAX-1040). With planning and preparation, you can make this year's tax filing the easiest yet.

Jennifer Jenkins
 IRS Media Relations

ADDRESS CORRESPONDENCE TO:

Editor, Columbus Federal Voice
 DLA Land and Maritime
 P.O. Box 3990

Columbus, OH 43218-3990

Phone: 614-692-2328 Fax: 614-693-1563

Editorial Deadline: Friday, one week prior to publication date

ADVERTISING INQUIRIES TO:

Randy Green

Newspaper Network of Central Ohio

A Gannett Group

22 N. 21st St.

Newark, OH 43055

Phone: 740-328-8533 Fax: 740-328-8582

E-mail: rangreen@nncogannett.com

Advertising Deadline: Wednesday, one week prior to publication date

the Columbus Federal Voice

Online: <http://federalvoice.dsccl.dla.mil/voice/default.asp>

Brigadier General Darrell K. Williams, USA,
 DLA Land and Maritime Commander

John Foreman, Acting Public Affairs Officer

Public Affairs Team: Dan Bender
 Tony D'Elia

Christina K. Mullins
 Judi Obrig

Photographers: Rachel Kocin
 Chuck Morris

The Columbus Federal Voice is published by the Newspaper Network of Central Ohio, a private firm in no way connected with the Defense Logistics Agency, under exclusive contract with DLA Land and Maritime. This Commercial Enterprise newspaper is an authorized unofficial newspaper published bi-weekly for federal employees of Columbus and central Ohio.

Contents and opinions expressed by the publisher and writers herein are their own and are not necessarily the official views of or endorsed by, the U.S. government, the Department of Defense, DLA Land and Maritime or the Newspaper Network of Central Ohio. The appearance of advertising in this publication, including inserts, does not constitute endorsement by the Department of Defense of the

products or services advertised.

Everything advertised in this publication shall be available for purchase, use or patronage without regard to the race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other non-merit fact of the purchase, user or patron.

SERVING 8,000 FEDERAL EMPLOYEES IN CENTRAL AND SOUTHERN OHIO
 ACTION ■ DLA Land and Maritime ■ Defense Finance and Accounting Service ■ Federal Bankruptcy Court ■ Veterans Administration ■ Rickenbacker ANG Base ■ Defense Logistics Agency ■ U.S. Geological Survey ■ Social Security Administration ■ U.S. Customs ■ Small Business Administration ■ Drug Enforcement Administration ■ Department of Interior ■ National Weather Service ■ Internal Revenue Service ■ American Federation of Government Employees ■ Veterans' Administration, Chillicothe, Ohio Office.

DLA Land and Maritime improves on culture survey results

Defense Logistics Agency Land and Maritime associates give high marks to their workplace culture, according to initials results from the Denison Culture Survey taken by Defense Logistics Agency Land and Maritime associates last fall.

The results show increases of 40 points in the "Mission" quadrant, 33 points in the "Consistency" quadrant, 23 points in the "Adaptability" quadrant and 12 points in the "Involvement" quadrant.

The DLA Land and Maritime Command team was pleased with the results.

"The increased coverage of the Denison 'target' indicates that DLA Land and Maritime continues to move forward," Commander Army Brig. Gen. Darrell Williams said. "It takes an exceptional workforce to achieve these results and we want you to know how much we appreciate being part of this team."

Culture Council champion Don Schulze noted one interesting fact is that this

survey included DLA Land and Maritime personnel at 10 current detachments, seven of which took the survey for the first time.

"About one-third of our respondents were outside Columbus," he said.

Although a formal analysis has yet to be completed, some factors being credited with the improvement are engaged leadership at team levels, concerted efforts to share information as transparently as possible, and the exceptional work of the DLA Land and Maritime Culture Council and Supervisors' Council in concert with all associates.

Williams and Deputy Commander James

McClagherty agreed that "the DLA Land and Maritime Way" mission statement is the defining description of what makes DLA Land and Maritime special, even among other high-performing DLA activities.

"We do not intend to rest

on these improved results. We still have room to grow and to improve," Williams said. "As a learning organization, we want to take these results and build on them for the future in support of our three main efforts: Warfighter Support, Stewardship Excellence and Workforce Development."

DLA Land and Maritime will work with the Denison team to complete a detailed analysis of the survey findings.

"We will provide more specific survey results based on that interaction, and then develop action plans, and continue to share information as we continue our culture journey," Williams stated.

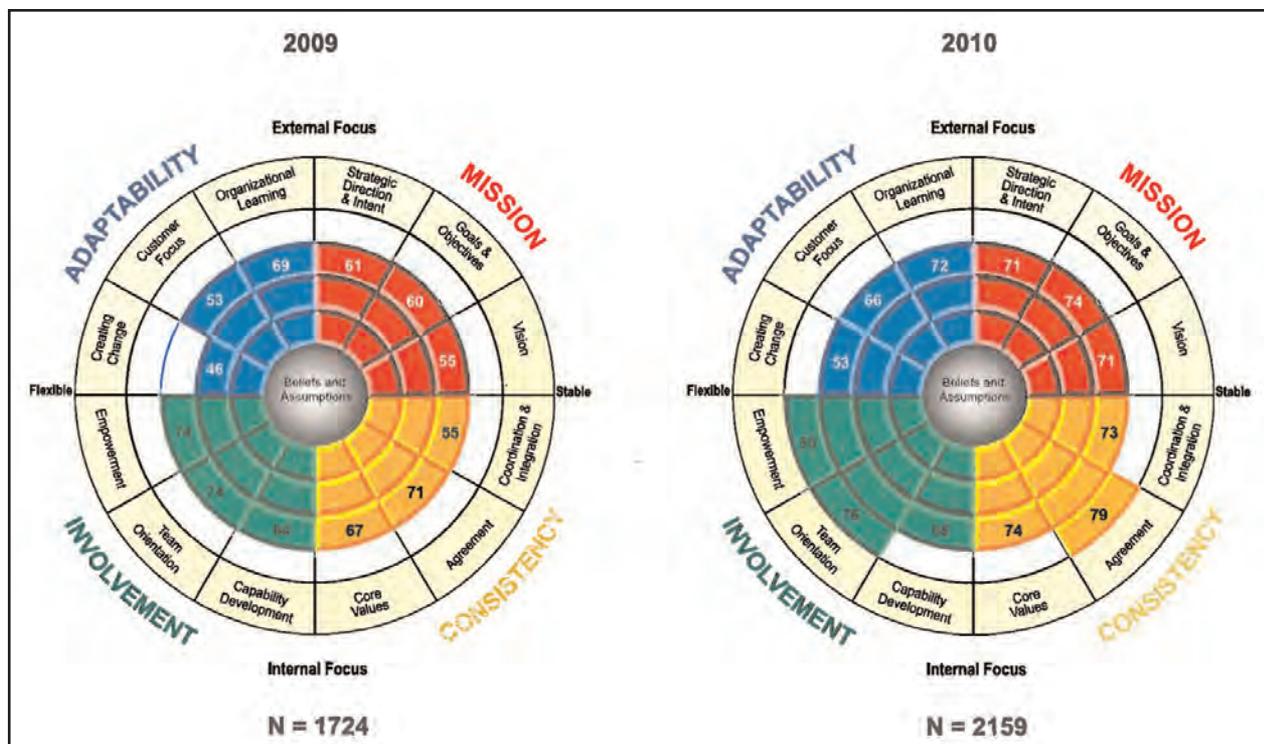
After the last survey, each DLA Land and Maritime directorate built a comprehensive action plan, implemented various culture initiatives, and briefed Command on how it was progressing with its plan exe-

cutution.

"This deliberate action planning approach helped add structure and accountability to our culture improvement process," Schulze said.

The overall DLA Land and Maritime response rate was 67.5 percent, which Williams and McClagherty noted "makes it evident that a majority of voices were heard," but they added that "we'd still like to hear from more of our people during the next survey."

DLA has used culture surveys since 1996 to assess the organizational culture and look for areas that need improvement. The agency uses the Denison Culture Model, which measures four traits of culture and leadership - mission, adaptability, involvement and consistency. All agency employees were encouraged to respond to the survey to provide feedback that's necessary for improvement.



Initials results from the Denison Culture Survey taken by DLA Land and Maritime associates last fall show increases in each of the four quadrants on the survey, which measures four traits of culture and leadership.

Bad weather should prompt call by installation associates

Associates on the Defense Supply Center Columbus installation are reminded to call 614-692-1800 in the event of adverse weather conditions for updates on the

status of the installation's operation.

If the center's operation is impacted due to weather, an update will be available at that number by 4 a.m.

Maritime acquisition specialist named Associate of the Month

By Dan Bender
 DLA Land and Maritime Public
 Affairs Office

An acquisition specialist who works on the Powered Valves and Marine Hardware team in Maritime Supplier Operations was selected the Defense Logistics Agency Land and Maritime Associate of the Month for September.

Kyle Barr, who is a Student Career Enhancement Program intern, has “quickly established himself as a top notch performer and a real ‘go to’ guy for special projects,” according to his supervisor, Joey Smith.

Barr, who has worked at DLA Land and Maritime for about two and a half years, serves as the focal point for procurements for the Virginia-class submarines. Smith noted his “creativity and uncanny ability” to get quotes and make quick awards for requisitions.

He lauded Barr’s aggressive effort to get older part requisitions awarded, saying it “has had a monumental impact on my team’s wellness.”

Between January and September, requisitions greater than 180 days old decreased from 772 to 463, Smith said, adding that “Kyle is a big part of that success.”

Barr, who hopes to enter the DLA Corporate Intern Program after he completes his current internship, said one of the things he enjoys the most about his job is “the people I



(DLA photo by Rachel Kocin)

Kyle Barr (right), an acquisition specialist in Maritime Supplier Operations, receives the Associate of the Month award for September from DLA Land and Maritime Commander Army Brig. Gen. Darrell Williams.

work with.”

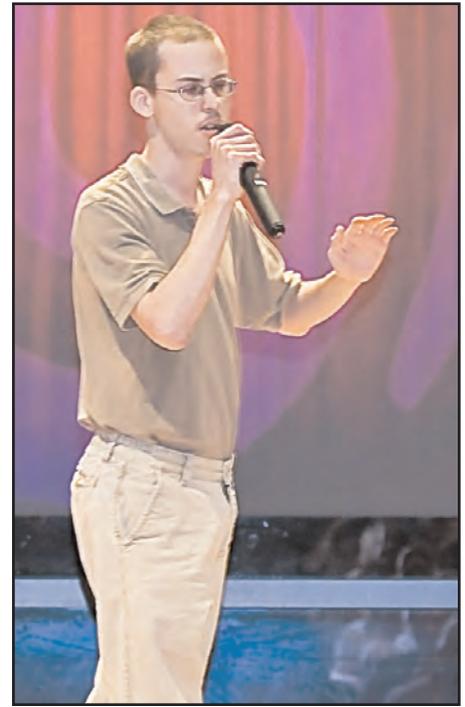
Smith also lauded Barr for his work to put together a clause matrix for General Electric Aviation procurements.

“The result was a clear and useful tool to determine what exceptions could be accepted and which needed to be negotiated,” Smith stated. “Kyle is adept at coordinating with other customers, and gets

the job done, based on that customer’s request.”

He noted that Barr has developed a good working relationship with large and small vendors in support of military customers.

“He is attuned to the priority codes, and expects only the best from the companies he deals with,” Smith said. “He is not afraid to make best-value judgments, and in



(DLA photo by Chuck Morris)

DLA Land and Maritime associate Kyle Barr sings “My Love” during the Culture Council Talent Showcase held Sept. 30 in the Building 20 auditorium.

everything he does, he puts the warfighter first.”

Barr is working on a graduate degree in information systems management from the Keller Graduate School of Management; he has degree in business administration from DeVry University.

When he’s not working, Barr enjoys singing; he has participated in the past couple of Talent Showcases on the Defense Supply Center Columbus installation.

Mettille selected DES-C associate of the Month for November

By Tony D’Elia
 DLA Land and Maritime
 Public Affairs Office

Management and program analyst Kara Mettille was selected the November Associate of the Month by the DLA Installation Support at Columbus organization.

As a member of the Environmental, Safety and Occupational Health Office, Mettille got high marks for her performance in the center’s blood donation drives, the flu vaccination program and the Combined Federal Campaign.

Mettille, a Newark, Ohio, native, worked with the two blood donation programs, the American Red Cross and the Armed Services

Blood Program, to arrange new schedules that would help associates more easily schedule their appointments. By moving the drives to the “payday” Fridays from the end of the pay period, it is now more convenient for associates to schedule their donations and take advantage of the administrative leave time granted for their donations before they submit their time sheet. The Safety and Health Office has reported an increase in donations since the change.

Another one of her major projects was the annual flu shot program. Mettille worked to assure that the online appointment scheduler was opera-

tional. She also worked with the service provider, center officials and associates to ensure the success of the program. In the end, 2,100 DLA and tenant associates were inoculated.

At CFC time, Mettille was the first to volunteer to represent the office and when it was all over, her office had achieved 168 percent of its goal.

After graduating from Newark High School, Mettille went on to earn a bachelor’s degree in business administration from the Ohio State University. After serving almost 19 years at Defense Finance and Accounting Service, she came to DES-C in 2010.



(DLA photo by Rachel Kocin)

Management and program analyst Kara Mettille (left) receives her November Associate of the Month Award from DES-C site director Kenny Youn.

Small Business Office director retires after 38 years of service

By Dan Bender
DLA Land and Maritime
Public Affairs Office

Cindy Nevin said she has “lots of stories and lots of friends” that she’ll look back on fondly after her retirement from the federal government.

Nevin, director of the Defense Logistics Agency Land and Maritime Small Business Office, retired Dec. 31 after more than 38 years of federal service, all of it with DLA.

During a celebration of her career in the Small Business Office, Nevin thanked her friends and colleagues for their friendships and all their hard work through the years.

“I really appreciate all the hard work you’ve done,” she said, “Thank you to all who have worked for me and others who were partners in getting the work done. I will miss you.”

She asked everyone to “keep in mind what we’re here for” ... to support the

warfighter.

Nevin, who became director of the Small Business Office in January, said she decided it was time for her to go and try new things.

DLA Land and Maritime Deputy Commander James McClaugherty said Nevin was “clearly a successful and professional acquisition specialist” during her long career, which began in 1971 as an OCR machine input operator at Defense Electronics Supply Center in Kettering, Ohio.

“We’re very proud to call you both friend and colleague,” he said. “You’ve had a marvelous and fulfilling career.”

Pat Shields, deputy director of Maritime Supplier Operations, said Nevin was a “great mentor and developer of talent” among associates in the DLA Land and Maritime workforce.

“Her impact will be felt for years to come,” she said.

McClaugherty noted that on Dec. 14, the National Industries for the Severely



(DLA photo by Chuck Morris)

DLA Land and Maritime Deputy Commander James McClaugherty presents the DLA Meritorious Civilian Service Award to Small Business Office director Cindy Nevin at a ceremony celebrating her retirement. Nevin retired Dec. 31 after 38 years of federal service, all of it with DLA.

Handicapped named Nevin a 2011 AbilityOne Champion. The recognition is given to federal employees who support the mission of AbilityOne, which helps create employment and training opportunities through government contracts for people who are blind or who have other severe disabilities.

McClaugherty also pre-

sented Nevin with letters of commendation from DLA Small Business Office director Pat Meehan and U.S. Rep. Pat Tiberi and awards including the DLA Meritorious Civilian Service Award.

Nevin was joined in her retirement from the Small Business Office by Charles Miller, a business opportunity specialist who also retired Dec. 31 after nearly 31 years of military and civil service.

Columbus associate named a DLA Employee of the Quarter

Laura J. Webb and Janet Hilbish are the Defense Logistics Agency Employees of the Quarter for the fourth quarter of fiscal 2010.

Webb is an inventory management specialist at DLA Land and Maritime, and Hilbish is an information technology specialist at DLA Information Operations.

Webb is a recent graduate from the DLA Career Intern Program and has been looking for ways to improve the demand planning function at DLA Land and Maritime. She recently streamlined the Land Customer Operations responsibility of reassigning misaligned demand forecasting units. She developed a new system that greatly simplified the process and shaved eight hours off the time needed for the

process, which involves 1,000 to 6,000 national item identification numbers and 45 demand planners.

Hilbish led the implementation of the DLA Employee Activity Guide for Labor Entry time, attendance and project management system. The EAGLE system now supports more than 26,000 DLA employees, almost 3,000 supervisors and more than 1,600 time-keepers. The EAGLE implementation was completed on time without any impact to employees’ pay. The new system will reduce overall system costs for DLA, increase standardization and reduce future modification costs.

Webb and Hilbish were chosen from 36 nominations to receive this honor.

Mott retires as Environmental, Safety and Occupational Health manager

By Tony D'Elia
DLA Land and Maritime Public
Affairs Office

Mike Mott plans to spend more time watching his children's sports now that he's retired from his job as manager of the Environmental, Safety and Occupational Health Office on the Defense Supply Center Columbus installation.

Mott, himself a part-time softball and baseball umpire, will have more time to be with his son, an Ohio State University senior and a high school coach, and his daughter, a sophomore who recently made the Ohio State University varsity softball team as a walk-on. She played last year for Capital University.

Mott came to the federal government in 1978 as a Social Security claims representative, but soon took his biology degree to the Environmental Protection Agency, working first in Indianapolis and later in Chicago. In 1986, he came to Defense Construction Supply Center, which is now DSCC. In summer 2007, he became the ESOH manager.

Looking back on his DSCC career, Mott points to several projects with pride. He was instrumental in efforts to eliminate the installation's 75 electrical transformers containing the highly hazardous poly chloral biphenyl, or PCBs. He also worked to eliminate 18 underground storage tanks around the installation and later he took on the huge task of closing down the center's old inefficient and polluting coal-fired central heating plant. He was also called



(Photo by Charles Morris)



Mike Mott, who retired Dec. 31 as the Environmental, Safety and Occupational Health Office manager, speaks at a recent Supervisors Call where he was recognized for his years of service. Among his retirement plans is to see more sports in the future. His daughter (right photo) plays softball for Ohio State University and his son is an OSU senior and a high school coach.

upon to help eliminate several other hazardous waste sites on the installation, including a zinc ore ingot storage site and a low radiation zirconium site.

In the case of the central heating plant project, the plant had failed the air emission standards inspection and if they weren't met the Ohio EPA would hold the installation commander liable for damages. Mott implemented a corrective action, developed a training plan for the operators, and completed several critical contracts that resulted in the plant passing the air emission test.

"We've never had a major envi-

ronmental or regulatory trouble - no fines or penalties," Mott said. "We have more people, but less problems, but that's because we've become less industrial."

Also, it was under his watch that the installation was re-certified last year as a "Star" site in the Occupational Safety and Health Administration's Voluntary Protection Program.

Under Mott's leadership, the Defense Logistics Agency named DSCC as a pacesetter in implementing the Environmental Management System. Mott succeeded in instituting programs that exceed the requirements of Execu-

tive Orders 13514 and 13423. Under his leadership, DSCC has not been cited by any environment regulation agencies for non-compliance.

Just recently, the installation was honored with an honorable mention for the 2010 Secretary of Defense Award for Installation Sustainability. Upon his departure, he was presented the DLA Distinguished Career Award by DLA Land and Maritime Commander Army Brig. Gen. Darrell K. Williams.

"I've gotten good support from my staff and, really, from everyone on the installation," Mott said.

Installation team earns high honors for environmental initiatives

By Tony D'Elia
DLA Land and Maritime
Public Affairs Office

Tom Childs routinely re-uses cardboard boxes for delivery of printed material from his DLA Document Services shop. He also takes time to trim waste paper for re-use as note pads and paper.

Many small measures like that can add up, and Childs is one of many Defense Supply Center Columbus installation associates who use their talents and toil for the sake of the environment. Their collective efforts haven't gone unnoticed

and recently resulted in the installation earning the Defense Logistics Agency Environmental Award, and an honorable mention citation for the 2010 Secretary of Defense Award for Installation Sustainability.

Members of the DLA Columbus Installation Sustainment Champions Team were honored last month at the 43rd Annual Employee Recognition Program ceremony. The team includes associates involved in managing and promoting many environmental initiatives.

DLA Installation Support at Columbus deputy site director Bob Genton

accepted the award on behalf of the team.

The recycled paper for printing and copying routinely used by DLA Document Services Columbus contains 50 percent post consumer content in printing and copying paper, which is higher than the government's 30 percent requirement. Also, due to DLA Information Operations Columbus' credit, its reduction of printing paper usage from duplex printing and copying is reportedly years ahead of the target date established by Executive Order 13514.

Among the many installation environmentally-

friendly efforts were DLA Information Operations at Columbus (J6C) initiatives in procuring computers and electronics. The switch to laptop computers in January 2009 has saved energy, but targeting Energy Star models conserves even more energy since there are more than 5,000 laptops on center.

Other J6C energy and resource saving measures were to consolidate equipment to multifunctional devices, choosing servers that are more easily upgraded, and changing printer defaults to two-sided printing to save paper.

J6C also procured equipment to make video teleconferencing accessible to more of the installation's associates to save money and fuel from reduced travel.

DLA Information Operations Columbus associates on the team were Schellie Wood, J6CMA chief, Business Planning and Acquisition Services, and IT specialists Vickie Abbott, Charlotte Green, Kathy Pierce, Karen White and Gayle Wolfe.

All DoD organizations have implemented policies to reduce construction and demolition debris by 60

See Environment on page 10

DLA associates attend Hispanic career advancement conference

By Mislín Aslín Pérez-Fernández
DLA Land and Maritime Strategic Programs Directorate

Three Hispanic/Latino associates from Defense Logistics Agency Land and Maritime and DLA Human Resources Services attended the Third Annual Federal Hispanic Career Advancement Summit Nov. 29-30 at the National Institutes of Health Natcher Conference Center in Bethesda, Md.

The event, which was open to all federal employees at no cost, helped attendees to realize their professional aspirations and to develop individual leadership competencies in order to prepare them for senior positions in the federal sector.

Local associates in attendance were John Nazario, a business process analyst in DLA Land and Maritime Order Fulfillment IMSF, Mislín A. Pérez-Fernández, a contract specialist in the DLA Land and Maritime Strategic Programs Directorate, and John Ramos, a general supply specialist instructor at DLA Human Resources Services/DLA Training.

The theme for this year's summit was "Change, Challenges, and Opportunities."

According to U.S. Secretary of Transportation Ray LaHood, "This theme is a reminder to federal execu-

tives that talented, qualified Hispanic candidates are available for employment and promotion as future leaders in the government."

The summit was developed to address the shortage of Hispanics in senior executive and management positions in the federal government. Its goal was to gather Hispanic leaders and all who support issues affecting the Hispanic community from the federal government to ensure development of educational tools that can provide equal employment opportunity in the federal workplace.

The summit was certified by the U.S. Office of Personnel Management as official federal training. During the training, DLA associates had the opportunity to participate in workshops related to three different topics: Building Coalitions, Business Acumen and Fundamental Competencies. All the participants selected the courses based on their own interest and individual goals. Some of the courses included "Executive Coaching," "Influencing and Negotiation Skills," "Lifelong

Learning," "Crucial Conversations," "Government Ethics" and "Financial Internal Controls."

In addition, the participants had the opportunity to form networks with about 800 other federal employees from 37 federal agencies at the summit.

Ramón Surís Fernández, director of the U.S. Department of Labor's Civil Rights Center, welcomed everyone and introduced keynote speaker John Berry, director of the U.S. Office of Personnel Management.

Berry, who is responsible for recruiting, hiring and setting benefits policies for more than 1.9 million federal civilian employees,

mentioned that an organization is more than the sum of its employees and that the federal government needs a workforce that represents all Americans.

During the "Plenary Discussion: Charting the Course of your Federal Career," three successful Hispanic executives shared their own experiences and provided insights in leadership skills and discussed strategies that are necessary for anyone who wants to advance in their federal careers. The moderator was Rafael DeLeón, director of the Office of Cooperative Environmental Management for the U.S. Environ-

mental Protection Agency.

The panelists were Sally C. Gutierrez, director of the National Risk Management Research Laboratory in Cincinnati, Segundo Pereira, Deputy Assistant Secretary for Diversity Management and Equal Employment Opportunity, Office of the Assistant Secretary for Administration, U.S. Department of Health and Human Services, Washington, D.C., and Dora A. Treviño, director of Equal Employment Opportunity and Diversity Field Services, U.S. Internal Revenue Service in Dallas.

Another keynote speaker was Ignacia S. Moreno, Assistant Attorney General for the Environmental and Natural Resources Division at the U.S. Department of Justice. She was born in Colombia and raised in the Washington Heights section of New York City.

"We are not blacks or whites; we are all Americans, and we are all part of this country," she said in her speech about leadership challenges and opportunities in a changing environment.

For more information about the summit, call Hispanic Employment Program manager María Castillo Buch at 614-692-9704 or HEP coordinator Frances R. Quiñones at 614-692-7908.



(Photos courtesy of DLA Land and Maritime Hispanic Employment Program)

Ignacia S. Moreno (second from left), Assistant Attorney General for the Environmental and Natural Resources Division at the U.S. Department of Justice, is pictured with DLA associates (from left) John Nazario, Mislín A. Pérez-Fernández and John Ramos. Moreno was a featured speaker at the Third Annual Federal Hispanic Career Advancement Summit held Nov. 29-30 in Bethesda, Md.



Participants in a panel discussion on "Charting the Course of your Federal Career" are pictured with DLA Land and Maritime associates Mislín A. Pérez-Fernández (third from right) and John Nazario (right) after the event. From the left are panelist Dora A. Treviño, moderator Rafael DeLeón, panelist Sally C. Gutierrez, Pérez-Fernández, panelist Segundo Pereira and Nazario.

Maritime buyer expedites award for antennas for Navy cruisers

A buyer in Maritime Supplier Operations was recently recognized for her action to quickly fill an order for a waveguide horn antenna for the Navy's Ticonderoga class of cruisers.

Nancy Sebastian received an urgent and compelling justification in early November to fill 37 Non Mission Capable Supply for the waveguide horn.

After contacting the manufacturer with the requirement, the manufacturer submitted its quote over the weekend and

the award was made the following Monday.

The item was delivered 15 days under the production lead time on record, clearing the unfilled orders.

A waveguide horn antenna covers a broad frequency range and is suitable for receiving and transmitting signals,

The Ticonderoga class of guided-missile cruisers performs primarily in a battle force role. These ships are multi-mission Air Warfare,

Undersea Warfare, Naval Surface Fire Support and Surface Warfare surface combatants capable of supporting carrier battle groups, amphibious forces, or of operating independently and as flagships of surface action groups.

During the next several years, 22 Ticonderoga-class guided-missile cruisers will undergo a structured modernization to ensure they reach their projected 35-year service life.



(U.S. Navy photo)

The Ticonderoga-class guided-missile cruiser USS Lake Erie (CG 70) cruises through the Pacific Ocean during Rim of Pacific 2010 exercises last summer.

Martin Luther King Jr.

Continued from page 1

to freedom, Lee said.

Lee then discussed a number of poems by authors such as Nikki Giovanni, Lucille Clifton, Langston Hughes and Maya Angelou and some of the metaphors and symbolism in the poems, which were printed on a handout provided to audience members.

Before ending, Lee noted that "as we celebrate, it's easy to romanticize the struggle (for civil rights).

"Some argue that Martin Luther King's dream has been realized, especially with an African-American president, but there are still some who are outside the margins," she said, adding that advocating for King's dream needs to continue until it is fully realized.

In introducing Lee, DLA Land and Maritime Commander Army Brig. Gen. Darrell Williams noted that she has held many diverse positions at Ohio State.

"It's a great opportunity to have someone of her stature and character with us today," he said. "She is eminently qualified to speak to us today."

DLA Land and Maritime associate Regina Westbrook, accompanied on the piano by Latricia Wilson, brought the house down with her rendition of "Precious Lord Take My Hand." The audience was on its feet applauding at the conclusion of the moving song.

The national anthem was sung by DLA Land and Maritime associates Aaron Layton and Micah Holmes, DFAS Columbus Chief of Staff James Hunter provided opening remarks, chaplain Dan Law provided the invocation and DFAS African-American Employment Program coordinator Maciola Newman served as mistress of ceremonies.



(DLA photos by Rachel Kocin)

Above, Valerie Lee (center), vice provost and chief diversity officer at The Ohio State University, receives a memento of appreciation for her remarks at the DSCC installation celebration of Martin Luther King Jr.'s birthday from DFAS Columbus chief of staff James Hunter (left) and DLA Land and Maritime Commander Army Brig. Gen. Darrell Williams. Below, DLA Land and Maritime associate Latricia Wilson (at the piano) accompanies Regina Westbrook on a rousing rendition of "Precious Lord Take My Hand" during a celebration of Martin Luther King Jr.'s birthday in the Building 20 auditorium.



Gates reveals budget efficiencies, reinvestment possibilities

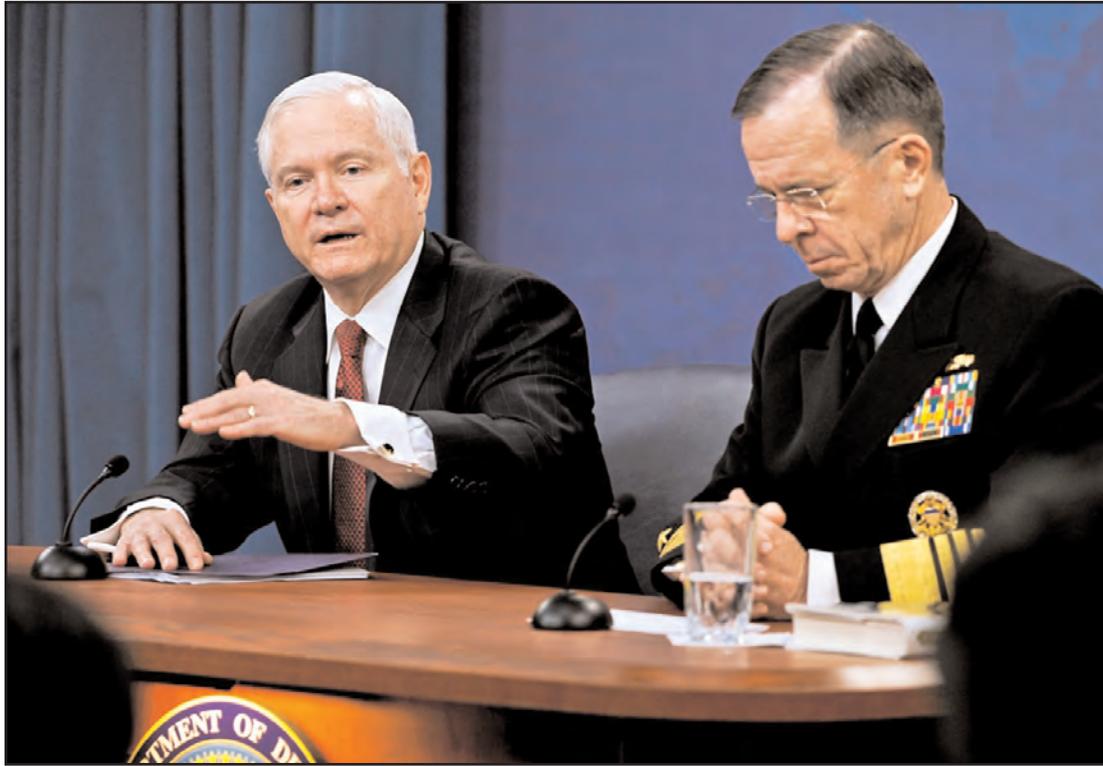
By Jim Garamone
American Forces Press
Service

WASHINGTON, D.C. - The Defense Department has found \$154 billion in efficiencies during the next five years and will be able to invest \$70 billion of that saved money in more deserving accounts, Defense Secretary Robert M. Gates said at a Jan. 6 news conference at the Pentagon.

Gates emphasized that the nation is at war and faces a range of future security threats.

"It is important to not repeat the mistakes of the past by making drastic and ill-conceived cuts to the overall defense budget," he said. "At the same time, it is imperative for this department to eliminate wasteful, excessive and unneeded spending."

Gates said he wants every dollar invested in defense spent in the smartest manner. The efficiencies continue a process to reshape and re-balance the defense budget that has already saved the nation \$300 billion, he not-



(Photo by U.S. Air Force Master Sgt. Jerry Morrison)

Defense Secretary Robert Gates and Navy Adm. Mike Mullen, chairman of the Joint Chiefs of Staff, brief the press on proposed efficiencies that mark the next major step in the Defense Department's reform agenda Jan. 6 at the Pentagon.

ed.

The secretary announced efficiencies in modernization accounts. He said he agrees with the Navy and Marine Corps recommendation to cancel the expeditionary fighting vehicle program, which already has consumed \$3 billion to

develop and would require another \$12 billion to build.

Gates said he also will restructure the F-35 joint strike fighter program. The Air Force and Navy variants of the fighter are on schedule, but the short take-off and landing variant is experiencing significant testing problems.

"As a result, I am placing the STOVL variant on the equivalent of a two-year probation," Gates said. "If we cannot fix this variant during this time frame and get it back on track in terms of performance, cost and schedule, then I believe it should be cancelled."

The secretary said he also wants changes to the military's TRICARE medical program, noting that fees have not risen since the program was introduced in 1995. He said he will propose modest increases to fees for working-age military retirees.

These changes also will be part of the fiscal 2012 budget request. The Army will cancel procurement of the SLAMRAAM surface-to-air missile and the non-line-of-sight launch system.

The efficiencies will change the way the department uses information technology, consolidating

hundreds of information technology centers to save more than \$1 billion a year, Gates said.

"At the same time," he added, "I am not satisfied with the progress we have

made in this area since August, and expect to make a follow-on announcement with a specific plan of action by next month."

The efficiencies will cut the number of contractors. "Overall, we will cut the size of the staff support contractor cadre by 10 percent per year for three years and realize nearly \$6 billion in total savings," the secretary said.

A third efficiency will trim the size of the defense work force and place more in areas with the most pressing need, he said. This should yield \$4 billion in savings, he added.

Gates also said he's initiating changes in the defense intelligence apparatus, and will eliminate or downgrade general and flag officer positions. He will also eliminate or downgrade 200 senior executive positions.

The efficiencies will eliminate the Office of the Assistant Secretary of Defense for Network Intelligence

See Gates on page 12

Environment

Continued from page 7

percent, and non-hazardous solid waste diversion from the waste stream by 50 percent before 2015. DSCC's construction and demolition debris diversion has approached 86 percent since 2007.

Upgrade and replacement projects by DLA Installation Support to boiler, heating, cooling and lighting provided the major energy saving measures, however. Other effective initiatives are telework and carpooling.

DLA Columbus Installation Sustainment Champions Team members are site director Kenny Youn, deputy site director Bob Genton, site energy manager Steve Webster, general engineer Eddy Poprock, electrical engineer David DiGiulio, Environmental, Safety

and Occupational Health Office manager Michael Mott, environmental protection specialist Barbara Palincsar, environmental protection specialist Leslie Fox and DES-C RideSolutions promotions manager Michael Dick.

Other team members are Debi Bever, mass transit point of contact, Defense Finance and Accounting Service Columbus; Mary Landes, Columbus Telework Program Coordinator, DLA Human Resources Services Columbus; Serene Culp, DLA Land and Maritime mass transit point of contact; Patty Olmsted, RideSolutions vanpool program developer; Bonnie Keith, DFAS mass transit POC; and Thomas Childs, DAPS lead electronic duplicating system technician.

Cost reduction

Continued from page 1

challenge technical, quality, packaging or other requirements which drive up prices unnecessarily."

Efforts at DLA Land and Maritime are being spearheaded by a special group of strategy team leaders facilitated by Marty Sass. The team has reviewed areas targeted by DLA headquarters and identified 25 local areas of focus toward the material cost reduction effort. Each focus area includes multiple strategy actions.

"Many of our focus areas are in the long-term contracting arena," Sass said. "We're also going to engage suppliers to cut their prices, too. We'll need their help in controlling cost and we'll be engaging them to decrease cost. However, every buyer also needs to attempt to execute price reductions on every buy they make."

Some of the primary targeted areas are long-term contracting efforts, supplier negotiation efforts, quantity price breaks, including manual buys and long-term contracts, multiple award long-term contracts (Aberdeen), competition enhancement, ESA technical data issues, pricing initiatives, reverse auctions, transportation costs and packaging costs.

Most of the initiatives are targeted for completion during the next two years through the end of FY 12. The initial estimated savings are more than \$13.5 million at DLA Land and Maritime.

"We've had a good start by saving close to \$1.4 million in the first quarter of FY 11," Sass said. "Monthly tracking of the cost savings allow the teams to meet monthly and make adjustments."

New Jersey firm pleads guilty in Land item acquisition fraud case

NEWARK, N.J. - New York Machinery, LLC (NYM), a New Jersey-based defense contracting company, pleaded guilty Dec. 17 to military contract procurement fraud involving the sale of replacement parts for use in military operations, U.S. Attorney Paul J. Fishman announced.

NYM, originally located in Little Ferry, N.J., and now located in Leonia, N.J., pleaded guilty to one count of wire fraud in connection with the scheme. NYM's majority member, Hacı Galip Dedekarginoglu, 57, of Teaneck, N.J., entered a guilty plea on behalf of the company before U.S. District Judge Susan D. Wigenton in Newark federal court.

According to documents filed in this case and statements made in court, from September 2001 through March 2005, NYM entered into contracts with the U.S. Department of Defense to provide replacement parts, primarily for use in automotive and ground support tractor-trailer military vehicles. The parts to be supplied under DoD contracts were to be "exact products" manufactured by or under the direction of an original equipment manufacturer.

The investigation began when Defense Logistics Agency Land and Maritime reported that non-conforming parts were supplied from a contractor. DLA Land and Maritime associates Don Lushbaugh and Karen Spradlin worked

on the matter.

NYM substituted cheaper parts that were not "exact products" manufactured or purchased in accordance with DoD specifications, causing the packaging for the substitute parts to be relabeled to make them appear to be OEM parts. Some of the parts provided by NYM to the DoD were cheaper, "reverse engineered" copies of OEM parts that were manufactured in Turkey by another company owned by Dedekarginoglu. In total, NYM caused DoD to sustain losses of about \$163,080 in connection with the fraudulent contracts.

Under the terms of the plea agreement, NYM has agreed to make full restitution to DoD for the losses. NYM is also subject to a fine of between \$400,000 and \$500,000.

Sentencing is scheduled for March 21. It is anticipated that the majority of restitution will be returned to DLA Land and Maritime.

Additionally, NYM has entered into a civil settlement that requires the company to pay the government \$200,000 to resolve allegations that NYM violated the False Claims Act in connection with its substitution of non-OEM parts.

Atilla Kan, 34, of Ridgefield Park, N.J., a former NYM employee, previously pleaded guilty to one count of conspiracy to commit wire fraud for his role in the scheme and awaits sentencing.

Fishman credited special agents of the U.S. Department of Defense, Office of Inspector General's Defense Criminal Investigative Service, under the direction of Resident Agent in Charge

Christopher J. Fair, with the investigation.

The government is represented in the criminal case by Assistant U.S. attorneys Christine Magdo, Joyce Malliet and Lisa Rose of the

U.S. Attorney's Office Criminal Division; Assistant U.S. Attorney David Dauenheimer of the office's Civil Division represents the government regarding the civil settlement.



(DLA photo by Chuck Morris)

Leadership group selects new officers

The DLA Land and Maritime Leadership Development Association recently selected new officers for the coming year. They are (front row from left) program chair Alicia Barrowman, president Donald Glosser and vice president Lori Bennett; (middle row from left) secretary Katrina Newman, program chair Jessica Budinsky and communication chair Jamie Pocatko; and (back row from left) membership chair Robert Jones, military advisor Navy Lt. Cmdr. James Murphy, historian Melanie Schmechel, treasurer Edmund Wypasek and members-at-large Gregory Pierson and Rajesh Sehgal. LDA is a professional organization dedicated to promoting the development of leadership skills by providing the workforce with continuous learning opportunities through educational forums, networking and professional events.

IT'S A DATE

January 2011

Jan. 24 - DLA Land and Maritime Supervisors Call, 3:30 p.m., Building 20 auditorium

Jan. 31 - DLA Land and Maritime Town Hall meeting, 1:30 p.m., Building 20 auditorium

February 2011

African American Heritage Month

Feb. 1 - National Freedom Day

Feb. 1 - DLA Land and Maritime Town Hall meeting, 1:30 p.m., Building 20 auditorium

Feb. 2 - Groundhog Day

Feb. 12 - Abraham Lincoln's birthday

Feb. 14 - Valentine's Day

Feb. 21 - Presidents Day Holiday

Feb. 22 - George Washington's birthday

Feb. 23 - Carter G. Woodson awards presentation, 1 p.m., Building 20 auditorium



(DLA photo by Rachel Kocin)

Associates learn safe winter driving tips

DLA Installation Support at Columbus site director Kenny Youn (left) presents a certificate of appreciation to Ohio State Highway Patrol trooper Aaron Reimer after his presentation on "Safe Winter Driving and Accident Prevention." The presentation, held Dec. 16 in the Building 20 auditorium, was sponsored by the Environmental, Safety, and Occupational Health Office. Attendance was mandatory for all installation associates who drive in the performance of their jobs.

Local Army Reservists recognized at awards ceremony

By Army Master Sgt. Dave Johnson
 412th Civil Affairs Battalion (Airborne), Columbus, Ohio

The 412th Civil Affairs Battalion (Airborne), located in Building 2 on the Defense Supply Center Columbus installation, conducted an awards ceremony Dec. 12 for promotions, reenlistments and awards.

Also, Army Sgt. 1st Class Sean Robey, a training non-commissioned officer with the 412th Civil Affairs Battalion (Airborne) reenlisted in the U.S. Army for another six years recently.

Robey joined the Army Reserve right after he graduated from Gahanna Lin-

coln High School in 1999.

After graduating from jumpmaster school in 2004, the airborne paratrooper decided to join the Army full time, so he transferred to the Active Guard Reserve program.

Robey's love for airborne operations is paralleled only by his desire to sing country music.

"He's a great singer," said Sgt. 1st Class Jennifer Skunza, a paratrooper and Active Guard Reserve training NCO at the 412th. "I've heard him sing karaoke, and he is excellent."

Robey and his wife, who met at Gahanna Lincoln High School, reside in Gahanna. They have five children.



(Photos by Valerie Minor)

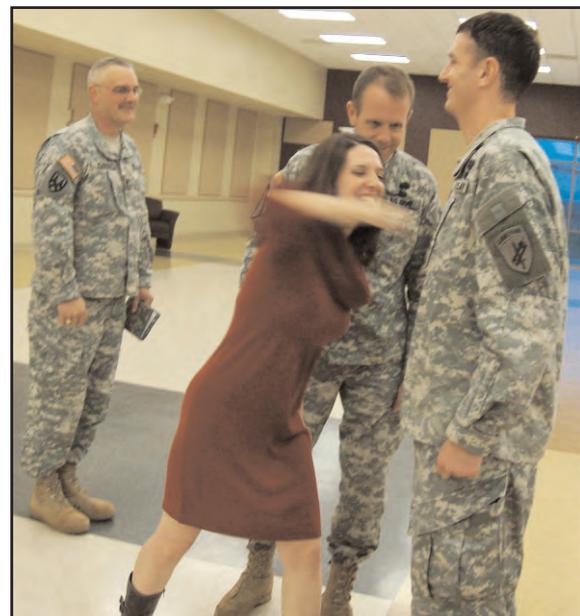
Army Sgt. 1st Class Sean Robey (left) raises his right hand and repeats his re-enlistment vow as administered by Capt. Garrett McAdams.



Army Sgt. 1st Class Wanda Milner receives an award for achievement because of her dedication to duty and expertise in teaching first aid and medical procedures to deploying soldiers. She is shaking hands with 412th CAB Commander Army Lt. Col. Richard Brown.



Army Spec. Kurt Starin of the 758th Maintenance Co. in Whitehall, Ohio, pins the new rank of first lieutenant on his wife, Laura, with a solid push to the velcro. Laura Starin serves with the 412th Civil Affairs Battalion.



Army Maj. Patrick Bailey, the executive officer of the 412th Civil Affairs Battalion, has his new rank pinned on him with a healthy push by his wife as battalion commander Army Lt. Col. Richard Brown and Command Sgt. Maj. Mark Kloha (background) watch.



Army Master Sgt. Valerie Lofton was promoted to the rank of master sergeant effective Dec. 1. Battalion commander Army Lt. Col. Richard Brown salutes after pinning on her new rank.

Gates

Continued from page 10

and Information, the Business Transformation Agency and the U.S. Joint Forces Command, Gates said, though roughly 50 percent of Joint Forces Command will survive and be assigned to other organizations.

In April, Gates instructed the services to find at least \$100 billion over five years in overhead savings that they could keep and shift to higher-priority programs. They have done so. In addition, defense agencies have found \$54 billion in possible efficiencies.

Gates stressed the need to make cuts carefully and judiciously.

"To maintain the kind of military

needed for America's leadership role requires not only adequate levels of funding, but also fundamentally changing the way our defense establishment spends money and does business," Gates said. "That is why it is so important to follow through on the program of reform and overhead reduction."

"This department simply cannot risk continuing down the same path — where our investment priorities, bureaucratic habits and lax attitude towards costs are increasingly divorced from the real threats of today, the growing perils of tomorrow and the nation's grim financial outlook," he added.

CROSSWORD PUZZLE

- ACROSS**
- Sidles past
 - Forded a stream
 - Two-BR unit
 - Pamphlet
 - Comic-strip queen
 - Dawn Chong
 - Off-limits
 - Spring flower
 - Turkish official
 - Charges it
 - Perch
 - Quite upset
 - Woe's need
 - No-goodnik
 - Check endorser
 - Limber
 - Remains on hold
 - Garden-pond fish
 - Fillet a fish
 - Coffee and steamed milk
 - Wheel bolts
 - Improve, as wine
 - Resides
 - Astrologer's scales
 - Hopeless case
 - Barrage
 - Punk hairdos
 - Lariat
 - Separate
 - Temporary shelter
 - Campground initials
 - Plant eater
 - Boring (hyph.)
 - How — things?
 - Ate well
 - Remove chalk
 - Take it on the —
 - Facilitates
 - Dings a door

LAST ISSUE'S ANSWER

A	M	B	I	T	M	E	S	H	L	U	R	K	
V	E	R	N	E	E	R	M	A	O	P	A	L	
E	M	A	I	L	D	I	E	M	O	D	I	E	
C	O	S	T	L	Y	C	A	M	I	S	O	L	E
			I	R	S	R	E	C	E	S	S		
L	I	C	E	N	S	E	R	O	N				
P	R	O	N	G	A	L	I	E	N	U	H	F	
G	A	D	S	F	R	O	N	D	C	L	U	E	
A	N	Y	C	A	S	T	E	G	E	N	R	E	
		A	R	C	R	E	H	E	A	T	S		
D	E	M	O	T	E	T	V	A					
M	A	X	I	C	O	A	T	A	S	S	E	R	T
A	L	E	G	I	S	A	K	T	H	R	E	E	
S	A	R	A	D	E	L	I	L	O	A	N	S	
K	I	T	S	S	L	E	D	Y	E	S	E	S	

- © 2009 United Feature Syndicate, Inc.
- Cop's contact
 - Subsided
 - Woe is me!
 - "The", to Wolfgang
 - Handy abbr.
 - Milk sources
 - Firebug's crime
 - Hesitate
 - Easily irked
 - Several
 - Elf-sized
 - Run in neutral
 - Tips to the side
 - London park
 - Ali —
 - Thrilled
 - Sellers or O'Toole
 - Does road work
 - "In Xanadu did — —"
 - Hideous giant
 - By Jove! (2 wds.)
 - String together
 - Cheery tone
 - Seaside event (2 wds.)
 - Detested
 - Clothing
 - Monsieur's wine
 - Taj —
 - Puccini genre
 - Sheik's bevy
 - Cattails
 - Park feature
 - Depose
 - City in Iowa
 - By way of
 - Switch positions
 - Iron source

- DOWN**
- Jazzy — James
 - Party pooper
 - Suit material
 - Kind of system

Want more puzzles?
Check out the "Just Right Crossword Puzzles" books at QuillDriverBooks.com

CELEBRITY CIPHER

by Luis Campos

Celebrity Cipher cryptograms are created from quotations by famous people, past and present. Each letter in the cipher stands for another.

Today's clue: K equals U

"X M S T G L C X V C L H D L S W V S T J
B S L H V , B W M J H V T H G G S T J
B W M J M W I H S V H W T I S D L X M S T G L C
X V C L H D L Z S T ." - G L H B S V L K J S M M

Previous solution: "FAITH MEANS BELIEVING THE UNBELIEVABLE. HOPE MEANS HOPING WHEN EVERYTHING SEEMS HOPELESS." - GILBERT K. CHESTERTON

(c) 2009 NEA, Inc.

Fitness Center hosting winter programs

A "Biggest Loser" contest and the new Fit Club will be among the events offered at the DSCC Fitness Center this winter.

Biggest Loser is returning to DSCC and Fit Club is a new program. Registration for both programs is under way.

The Biggest Loser contest, based on the television show of the same name, will run for 12 weeks beginning Feb. 7. Participants will be challenged to get into shape and lose body fat. Individuals and teams of two or four will compete to see who will be "the Biggest Loser."

Program leaders will provide tips on nutrition that will enable participants to make better food choices. Participants will have access to certified personal trainers in the area and the Fitness Center will offer special fitness classes to help participants

improve their cardiovascular, muscle strength and flexibility.

"We really want to help people reach their goals in this new year," program manager Tiara Crowder said.

Fit Club will be a community of people at the DSCC installation dedicated to exercise and fitness programming that improves practical physical performance. Participants will work toward building more functional strength, speed, stamina, power, accuracy, coordination, agility, flexibility, balance and endurance. The club is divided into two categories, Fit and Fit Elite, and activities will be coordinated by BethAnn Craddick.

Registration and additional information can be found at www.dscmwr.com or by contacting the Fitness Center at 614-692-3084.

DSCC BOWLING LEAGUE STANDINGS

DSCC 3-man league standings

Team	Points Won-Lost	Team	Points Won-Lost
Bob Hart's Pro Shop	57-27	WWJD	43-41
N.T.R.	53-31	Strike 3	41-43
Hustle & Flow	53-31	X-Men	39-45
Night Shift	50-34	Tailgaters	39-45
Bust 'Em	50-34	Three Aces	39-45
Snap Crackle Pop	49-35	T.N.T.	39-45
Playboys	49-35	Pinbusters	38-46
Originals	48-36	The Brier Patch	37.5-46.5
Two + One	47-37	3 Stooges	34-50
Somebody	47-37	Land Rollers	33-51
Blues Brothers	47-37	Hackers 3	32-52
Going Postal	46-38	Sm Med Lg	32-52
Crown Sports Bar	44-40	Mixers	31-53
GRE-3	43.5-40-5		

Top scores through week of Dec. 30 (Week 12 of 24)

- Team Scratch Game:** 1. Snap Crackle Pop (745); 2. X-Men (731); 3. Hackers 3(730)
Team Scratch Series: 1. Snap Crackle Pop (2,077); 2. Bust 'Em (2,027); 3. N.T.R. (1,974)
Scratch Game: 1. Ray Griffith (300); 2. Allen Clark (296); 3. Jim Sapp (290)
Scratch Series: 1. Ray Griffith (826); 2. Roy Whitehead (767); 3. Gary Fuller (750)
Handicap Game: 1. Allen Clark, Jim Sapp and Sam Green (314)
Handicap Series: 1. Ray Griffith (835); 2. Norm Lance (817); 3. Chuck Arata (815)
Team Handicap Game: 1. Hackers 3 (835); 2. X-Men (805); 3. Land Rollers (787)
Team Handicap Series: 1. Bust 'Em (2,195); 2. Hackers 3 (2,191); 3. Snap Crackle Pop (2,181)

Ladies Night Out Trio standings

Team	Points Won-Lost	Team	Points Won-Lost
Twins Plus One	34.5-13.5	The Rivals	24-24
Easy Does It	31-17	2 Seniors & Babe	22.5-25.5
3WB	29-19	Faithful 3	22-26
EZ Credit	29-19	Bob Hart's Bowlers	16-32
Triple 3ers	27.5-20.5	Classic Trio	15-33
Young Divas	26.5-21.5	2 Sassy	13-35

Top scores for week of Dec. 30 (Week 12 of 24)

- Team Scratch Game:** 1. Easy Does It (618); 2. 3WB (592); 3. 2 Sassy (561)
Team Scratch Series: 1. Easy Does It (1,644); 2. 3WB (1,612); 3. Twins Plus One (1,608)
Team Handicap Game: 1. Easy Does It (722); 2. 2 Sassy (716); 3. 3WB (678)
Team Handicap Series: 1. Easy Does It (1,956); 2. 2 Sassy (1,869); 3. Twins Plus One (1,868)
Scratch Game: 1. Elaine Stevens (265); 2. Betty Nichols (226); 3. Pat Kendrick (221)
Scratch Series: 1. Elaine Stevens (671); 2. Donna Mills (594); 3. Missy Collinsworth (590)
Handicap Game: 1. Elaine Stevens (277); 2. Betty Nichols (268); 3. Edith Wooden (265)
Handicap Series: 1. Elaine Stevens (707); 2. Jimmie Wattley (692); 3. Pat Kendrick (683)

DLA leaders address employee, agency issues at Director's Call

By Jacob Boyer
DLA Strategic Communications

Defense Logistics Agency leaders addressed several issues important to employees during a Director's Call Jan. 12 at DLA headquarters.

DLA Director Navy Vice Adm. Alan Thompson addressed the agency's role as a DoD combat support agency during the question-and-answer session that closed the gathering, which was broadcast live to DLA's remote locations.

"A combat support agency is a Department of Defense component that has a special emphasis on direct support to military operations in the field and forward deployed, which certainly fits with the Defense Logistics Agency," he said. "It's a small number of defense agencies that have this special role in direct support of military operations around the globe."

Thompson went on to describe how the designation as a CSA means that in addition to answering to the undersecretary of defense for acquisition, technology and logistics, the agency also reports to the chairman of the Joint Chiefs of Staff.

"One of the things that's required is that every two years, the chairman needs to conduct an assessment of how we're doing as a combat support agency," he said. "The good news I would share with all of you is I have the draft report sitting on my desk, and it's very positive. ... In general, I think it's a positive endorsement that we're on the right track with respect to our support for military operations around the globe."

Thompson started the presentation by listing DLA's accomplishments in 2010, emphasizing its support to deployed warfighters in



(DLA photo by Teodora Mocanu) DLA Director Navy Vice Adm. Alan Thompson talks to employees assembled in the McNamara Auditorium during a Director's Call Jan. 12. Thompson and other DLA leaders covered an array of issues during the hour-long session, which was broadcast live to DLA's remote locations.

addition to relief operations in Haiti and Pakistan.

"It's been a very dynamic, very busy year," he said. "(There's been) some high-impact work that has made a huge difference for the Army, Navy, Air Force and Marine Corps, as well as the Department of Defense. I think our reputation as an organization continues to be very strong."

Brad Bunn, DLA's director of human resources, addressed the recently enacted two-year federal pay freeze for civilian employees. He emphasized that the pay freeze, which applies to most federal employees, only affects increases in rates of pay that typically occur each January. Employees will still be eligible for promotions, in-grade or step increases, quality-based step increases, and bonuses.

Bunn also shared some of the results of DLA's climate survey, which wrapped up in December after more than 18,000 of the agency's employees responded. He said the overall results indicated DLA's corporate culture is improving.

"Agency-wide, we have seen improvement," he said. "What this tells us is we're on the right track. We're generally doing the right things to improve the mission, the consistency and the adaptability. The things that we're doing to affect culture, which affects mission performance, are on the right track. We still have some work to do in some of these areas."

DLA got particularly high marks in regard to employees having a deep understanding of customer wants and needs and the agency

having a clear mission that gives meaning and understanding to employees' work.

"We seem to be doing pretty well for our workforce understanding what our mission is and who our customer is," Bunn said.

Bunn said the survey indicated the agency could improve communication across its elements, as one statement it scored low on was "Working with someone from another part of this organization is like working from a different organization." Another area that Bunn said needed improvement was "Leaders set goals that are ambitious but realistic."

Mae DeVincentis, DLA's vice director, talked about the agency's contributions to Defense Secretary Robert Gates' efficiency initiatives.

She said there would likely be some impact to DLA's operations, but those decisions have not been made yet.

"Although there was nothing specific in (Gates') announcement on Jan. 6 related to DLA, I will tell you that there is some impact on us aside from (personnel) caps and the pay freeze," she said. "The disestablishment of (the Business Transformation Agency) will impact us; ... we will get some of the work and some of the workforce. It is highly complex work that we're picking up and so will require a lot of management attention."

DeVincentis also said that Gates' desire to trim the ranks of flag and general officers and Senior Executive Service personnel could have an impact at DLA, with at least one SES billet going away in 2013.

FREE CLASSIFIED AD FORM

The Columbus Federal Voice

Free ads are subject to the policy printed on the right.

Please type or print your ad below (one word per line, limit 20 words).

Home and/or work phone number must be included on submitted ad form.

- Share-a-Ride Lost & Found Wanted Real Estate for Sale
 Automobile For sale Garage Sale Other

I certify that the property and/or services listed above are my own and that the property will be shown or sold without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation or any other non-merit factor.

THIS FORM MUST BE SIGNED

Name _____ Office Symbol _____
 Signature _____ Work Phone _____

Columbus Federal Voice Free Classified Ad Policy

- Only federal employees and military personnel in central Ohio are eligible for free ads.
- Ads must not exceed 20 words.
- Ads may be submitted by one of the following methods: e-mail (publicaffairs.dsc@dla.mil); type or neatly print on form at left and send via inter-office mail to DSCC-DOEB, Bldg. 20, room B527N; mail to The Columbus Federal Voice, P.O. Box 3990, ATTN: DOEB, Columbus, Ohio 43218-3990; hand carry to the Public Affairs Office, Bldg. 20, Room B527N; or fax to 614-693-1563.
- Ads will appear in the Voice with home and/or work phone numbers, including area code, only. No names may appear in the free ad.
- A maximum of three ads per issue will be accepted from one employee. Ads will run for no more than three issues, after which ads must be resubmitted. Please notify the Public Affairs Office if advertised items are sold.
- Only free animal ads will be accepted.
- Homes for sale or rent ads will be accepted only from military personnel who are departing the area on PCS orders. Ad must state PCS.
- Ads promoting a business will not be accepted.
- Ads for firearms, antiques, collectibles or hobby related items will not be accepted.
- Privately-owned tickets, sold through the free ads, must show ticket price and may not exceed the face value of the ticket.
- Ads must be submitted by COB on the Monday of the week preceding the publication date of The Voice. No revisions or cancellations will be accepted after that Monday's deadline.
- Ads will appear on the Voice Web site and may also appear on the publisher's Web site.

Your cooperation is needed in order to continue to offer free ads in The Columbus Federal Voice. The publisher reserves the right to edit and/or reject ads which do not conform to the intent of the Free Ad Policy, which is to provide federal employees and military personnel who work within the distribution area of The Columbus Federal Voice an opportunity to advertise personal property in which other employees or military personnel may be interested.



(J6C photo by J. Spencer Denison)

Schroeder selected J6C Employee of Month

Sacha Schroeder (left), an IT specialist in the Environment Management Branch, was recently recognized as the J6C Employee of the Month for January. J6C director Susan Van Meter presented the award and certificate to her. Schroeder has been a J6C employee for almost a year; prior to that she worked for J6C as a contractor with Digicon.

Tax deadline

Continued from page 2

Who Must Wait to File

For most taxpayers, the 2011 tax filing season starts on schedule. However, tax law changes enacted by Congress and signed by President Obama in December mean some people need to wait until mid- to late February to file their tax returns in order to give the IRS time to reprogram its processing systems.

Some taxpayers - including those who itemize deductions on Form 1040 Schedule A - will need to wait to file. This includes taxpayers impacted by any of three tax provisions that expired at the end of 2009 and were renewed by the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act Of

2010 enacted Dec. 17.

Those who need to wait to file include:

- **Taxpayers Claiming Itemized Deductions on Schedule A.** Itemized deductions include mortgage interest, charitable deductions, medical and dental expenses as well as state and local taxes. In addition, itemized deductions include the state and local general sales tax deduction that was also extended and which primarily benefits people living in areas without state and local income taxes. Because of late Congressional action to enact tax law changes, anyone who itemizes and files a Schedule A will need to wait to file until mid- to late February.

* Taxpayers Claiming the Higher Education Tuition and Fees Deduction.

This deduction for parents and students - covering up to \$4,000 of tuition and fees paid to a post-secondary institution - is claimed on Form 8917. However, the IRS emphasized that there will be no delays for millions of parents and students who claim other education credits, including the American Opportunity Tax Credit extended last month and the Lifetime Learning Credit.

* Taxpayers Claiming the Educator Expense Deduction.

This deduction is for kindergarten through grade 12 educators with out-of-pocket classroom expenses of up to \$250. The educator expense deduction is claimed on Form 1040, Line 23 and Form 1040A, Line 16.

In addition to extending those tax deductions for 2010, the Tax Relief, Unemployment Insurance Reauthorization, and Job Creation Act also extended those deductions for 2011 and a number of other tax deductions and

credits for 2011 and 2012 such as the American Opportunity Tax Credit and the modified Child Tax Credit, which help families pay for college and other child-related expenses. The Act also provides various job creation and investment incentives including 100 percent expensing and a two-percent payroll tax reduction for 2011. Those changes have no effect on the 2011 filing season.

The IRS will announce a specific date in the near future when it can start processing tax returns impacted by the recent tax law changes. In the interim, taxpayers affected by these tax law changes can start working on their tax returns, but they should not submit their returns until IRS systems are ready to process the new tax law changes. Additional information will be available at www.irs.gov.

For taxpayers who must wait before filing, the delay affects both paper filers and electronic filers. The IRS urges taxpayers to use e-file instead of paper tax forms to minimize confusion over the recent tax law changes and ensure accurate tax returns.

Check for a Refund

Once taxpayers file their federal return, they can track the status of their refunds by using the "Where's My Refund?" tool, located on the front page of www.irs.gov.

Taxpayers can generally get information about their refunds 72 hours after the IRS acknowledges receipt of their e-filed returns, or three to four weeks after mailing a paper return. Taxpayers need to provide the following information from their tax returns: (1) Social Security Number or Individual Taxpayer Identification Number, (2) filing status, and (3) the exact whole dollar amount of your anticipated refund.

CLASSIFIEDS



Furniture

Furniture - Oak coffee table, \$75; 4-drawer dresser, \$25, dining room set w/China cabinet, hutch, table, six chairs, \$500, all great condition, 614-855-5285 or 614-692-1821.

Tools - Power compound miter saw with base, EC, \$50, can e-mail pictures, 614-855-5285 or 614-692-1821.

Misc for Sale

Power Washer - Electric power washer, 1450 psi, \$50, 614-476-3870.

Snow Blower - Toro Power Curve electric snow blower, EC, great for small driveways and sidewalks, light weight, \$135, 614-692-1999.

Musical Instruments

Key Board - New 60 key electric piano keyboard, in box, never used, \$100, 614-837-6031.

Pets

Free to Good Home Kittens - Two male kittens, one black/white, one grey tiger tones, 614-507-6382.

STUFF

Furniture

Dining Room - Table, four chairs, sleeve, china cabinet in black/gold lacquer with mirror finish, GC, \$450 OBO, 614-598-1168.

Call
1-877-513-7355
option 3
for ad info