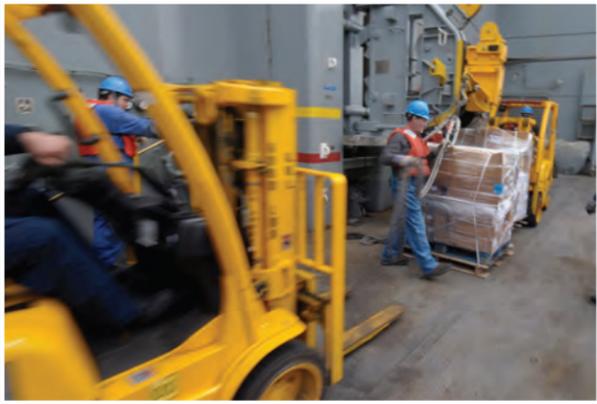


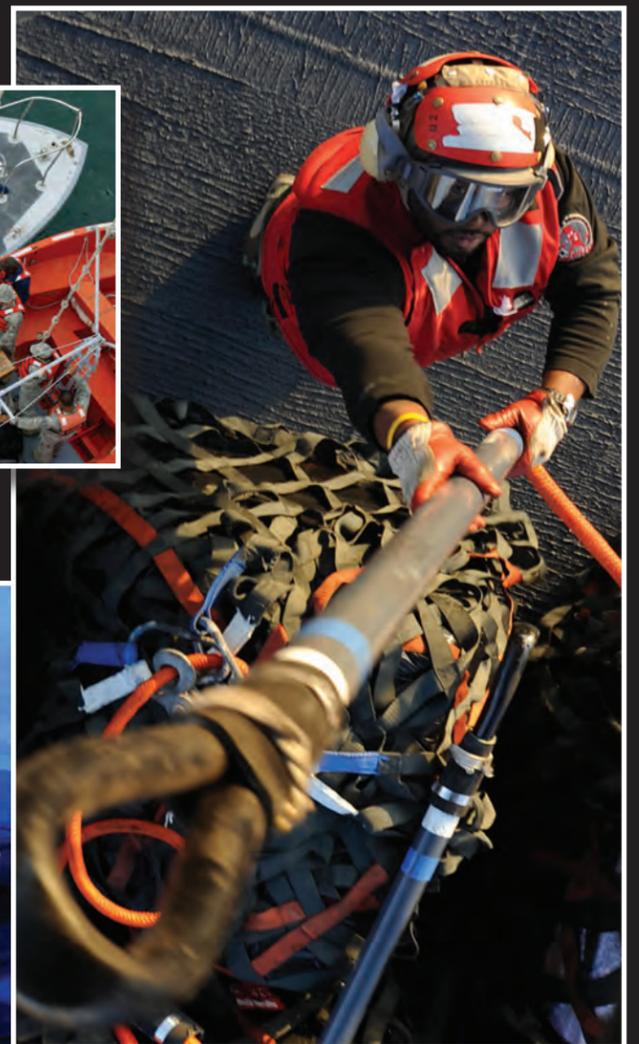
February 2012

S.E.A.L.I.F.T

THE U.S. NAVY'S MILITARY SEALIFT COMMAND



MSC survey results: Testing command's climate worldwide



INSIDE — Special Edition: Record-breaking participation in DEOMI organizational climate survey

We asked, you answered: Here's what we learned

Between May and November of 2011, MSC asked you to participate in a comprehensive organizational climate survey. A record-breaking 3,411 of you responded, and I personally thank each and every one of you who did. Your response helps me take the pulse of MSC and find out what's going well for you and what issues you think we need to work on. The huge response rate is a 60 percent increase over the last survey, and that's good.

Since 2007, this was the third time our shore personnel got a chance to respond, and the second time for our shipmates at sea. These surveys are part of an ongoing series conducted by the Defense Equal Opportunity Management Institute. The surveys look at workplace factors ranging from equal opportunity to leadership effectiveness – from training to upward mobility – and a host of other day-to-day factors that affect the environment in which you do your job.

Each of MSC's surveys acts as a benchmark for the next survey on both the ashore and the afloat side. It's a way to measure how well MSC is progressing on the issues that matter to you.

We worked hard to get as many of you as possible to respond, either electronically or via paper survey forms that were mailed to ships with bandwidth issues, which, by the way, continues to be an issue that you are all deeply concerned about.

Here's what we learned from the most recent survey.

Ashore findings

Overall, if you work at an MSC location ashore, you feel that we have a pretty positive climate when it comes to equal opportunity. That translates as a generally low incidence of racial, age, religious, gender and other types of discrimination. I am pleased to get positive feedback on those highly important issues.

You also said that we have a strong organizational effectiveness. That means that MSC is committed to its people – something I've made a priority since I arrived more than two years ago. A large majority of you appear to be satisfied with your jobs, our leadership and the cohesiveness of our shipmates as an effective team.

You are all fairly proud of MSC, as I am, and think that we've been able to recruit and retain quality people who share your pride in our mission in support of our armed forces and the nation.

You did note some concerns: The need for better, more timely communication from leadership; a desire for clarification of the hiring and promotion process; and more cohesion between military and civilian leaders.

Afloat findings

Since 80 percent of our people serve at sea, I'm really happy with the large response to the survey. I can hold town meetings ashore, but I can only catch my afloat shipmates when they're in port (not often) or when I've got time to be underway with them (also not very often).

The good news is that you tell me you're generally satisfied with pay, travel and benefits. You take a great deal of pride in MSC and our mission and think your job is a good way to support your families. You're also generally content

with training opportunities and the opportunities to advance.

You do have concerns, especially when it comes to communication with your marine placement specialists at MSFSC. Getting you and them on the phone at the same time can be difficult. Even e-mails have to contend with bandwidth issues and the fact that we operate in 24 time zones.

Late reliefs were an issue in the first afloat survey and they continue to be an issue. More on that below.

Okay – bandwidth. No matter how you slice it, it comes up short, whether you're talking personal or official business. You know it. I know it. My information technology staff definitely knows it. Just ask them how many times a week I call them to talk about it. More on that below, too.

Our action items

You gave us valuable feedback – things that need our attention – and even possible solutions. Now we're looking at how to move forward on the issues that concern you most. As we try solutions on for size, some may work and stay, and others may fail and drop out of sight. Just know that if we try something that doesn't work, we'll try something else until we succeed. Nothing is going to be forgotten.

Ashore

Better communication from the top down starts with me and goes straight to my senior executive service leaders and my area commanders. Quarterly all-hands meetings may help solve this issue, but that's not enough. I'm encouraging all my senior leaders, civilian and military, to do monthly 'walk-arounds' to talk to you in your spaces. Brown-bag lunches are another way for MSC leadership to pass information on to you and listen to your concerns. A good leader

listens more than talks.

One of the subjects of the brown-bag lunches will be our hiring and advancement processes. Experts from our own human resources staffs will be at the lunches to explain, expand on and offer resources for promotions, internships and the like. We all need to know how to compete effectively for promotion opportunities as they arise.

As far as leadership cohesion, we're developing guidance for realigning internally as ONE MSC. As of January, Jack Taylor became the director, Government Operations; Chris Thayer became the director, Contractor Operated Ships; and Eileen Roberson became the director, Total Force Management. Our area commanders will carry the ball in operational efforts. Our ship support units now report to their respective area commanders.

Cohesion should go deeper than that, though, so I will expand our joint military/civilian award ceremonies. We did some last year; we'll do more in the coming year. We need to know when all of our shipmates are being recognized for outstanding accomplishments.

I will continue to expand our newly created mentorship program to include leadership development, especially on the civilian side. We need to be constantly grooming our younger shipmates for those leadership positions that will become available to them in the future.

Afloat

The need for better communication between marine placement specialists and civilian mariners has been an issue since way before our first afloat survey. We have made some progress, but we still have a ways to go. We've added specialists to reduce the workload on each individual placement specialist. Now, we're looking

at the possibilities that newer technologies offer, such as video chat. There are obviously NMCI limits here, but we think we might have some interesting possibilities to improve the situation and we're exploring that now. As soon as I have feedback, I'll pass that on to you. I have challenged Ms. Roberson and her team to focus on this area as a matter of priority.

We will strive to provide CIVMAR community updates from MSC leadership. We'll look closely at how best we can do this so that information is detailed and timely.

Late relief is another issue that continues to challenge us, and has for years. It's always been a pretty big monster. However, better recruiting and a clearer promotion process have helped to start getting the numbers trending downward. Research conducted as part of the N00H focus has helped us better understand all of the variables that impact the personnel assignment equation.

The constant need to balance CIVMAR relief and mission requirements is never easy, but we're getting better at it. Back in July, 183 CIVMARs were overdue for relief, with 61 people overdue more than 30 days. As of the beginning of 2012, 128 CIVMARs were overdue for relief, with 61 people overdue more than 30 days. We're always looking for new methods to

DEOMI continued on Pg. 3

Moving forward with ONE MSC



It's official! Effective Jan. 9, MSC realigned its organizational structure to create ONE MSC. Part of this realignment starts with the reassignment of three of our Senior Executive Service personnel. Eileen Roberson has been appointed to the position of director, Total Force Management. She assumes responsibility for all of our human resources functions for civilians and military, afloat and ashore; our newly acquired responsibilities for human resource operations; and our medical detachment in support of our civilian mariners. Jack Taylor has been appointed to the position of director, Government Operations, and Chris Thayer has been appointed to the position of director, Contractor Operated Ships. They have overall responsibility for those lines of business. Existing program management and class management functions will align under one of the two lines of business.

In addition, all ship support units and MSC offices worldwide now report directly to their associated area commands and, in turn, report to the program executive responsible for the operations and maintenance of the ships in that particular area of responsibility.

We are also instituting a competency-based organization model for MSC staff in Washington, D.C., and Norfolk. This competency-based organization will provide a single source for all talent and skills to support our lines of business as they execute their missions. We'll use the competency bases in our existing technical directorate (N-code) structure. More on this to come as it develops, but from now on, we will operate as ONE MSC.

For up-to-date information and answers to questions about the ONE MSC realignment process send an e-mail to MSC-Future@navy.mil. Or, you can visit our new blog, Thackrah's Thoughts, on the MSC portal at <https://www.mysealift.msc.navy.mil/sites/n01/mscfutures/default.aspx>.

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DEOMI continued from Pg. 2

cut the overdue backlog down to size. Any time we find a new way to do it, we'll put it out to the fleet as quickly as we can.

With today's technology and national security requirements, the bandwidth issue at sea isn't solved to everyone's total satisfaction. But we're making progress there, too. Even as you read this, Next Generation Wideband is replacing the BEST satellite system that we had been running on our ships. By December 2014, all MSC ships will be operating with the new system. As each ship cuts over to NGW, their bandwidth will increase by 50 percent under our current budget. That should provide more and more reliable connectivity.

We've also initiated a project to

host a webmail system this summer. A prototype system will help us iron out the bugs, then we'll go live. When it does, each CIVMAR will have a fixed e-mail account to manage personnel actions and personal business. Your e-mail address won't change when you change ships. We'll host the system, so it won't carry advertisements that use up bandwidth. This will cost us money to do, but I believe it is a wise investment.

Finally, let's talk about promotion opportunities. There are always ways to improve the promotion process. We are preparing a schedule of planned promotion announcements for the year that will be available via "All MSC" message and online. I know "on line" sounds like the kiss of death, but, remember, the bandwidth problem is getting a lot of attention, and the NGW

system will help tremendously.

When it comes to promotion opportunities, you still have a key role. Prepare your promotion package with care and attention to detail! Take advantage of MSC training opportunities to make yourself more competitive. Be in charge of your future.

More to come

We haven't exhausted the gold mine of information you provided in the latest survey. As we further evaluate the results, I'll share them with you so, together, we can devise solutions that are effective, but also affordable. Most everything "costs," and we do not have unlimited funds – we're on a budget, too!

Thanks, again, for taking the time to respond to the survey and for helping us focus on areas that need our attention.

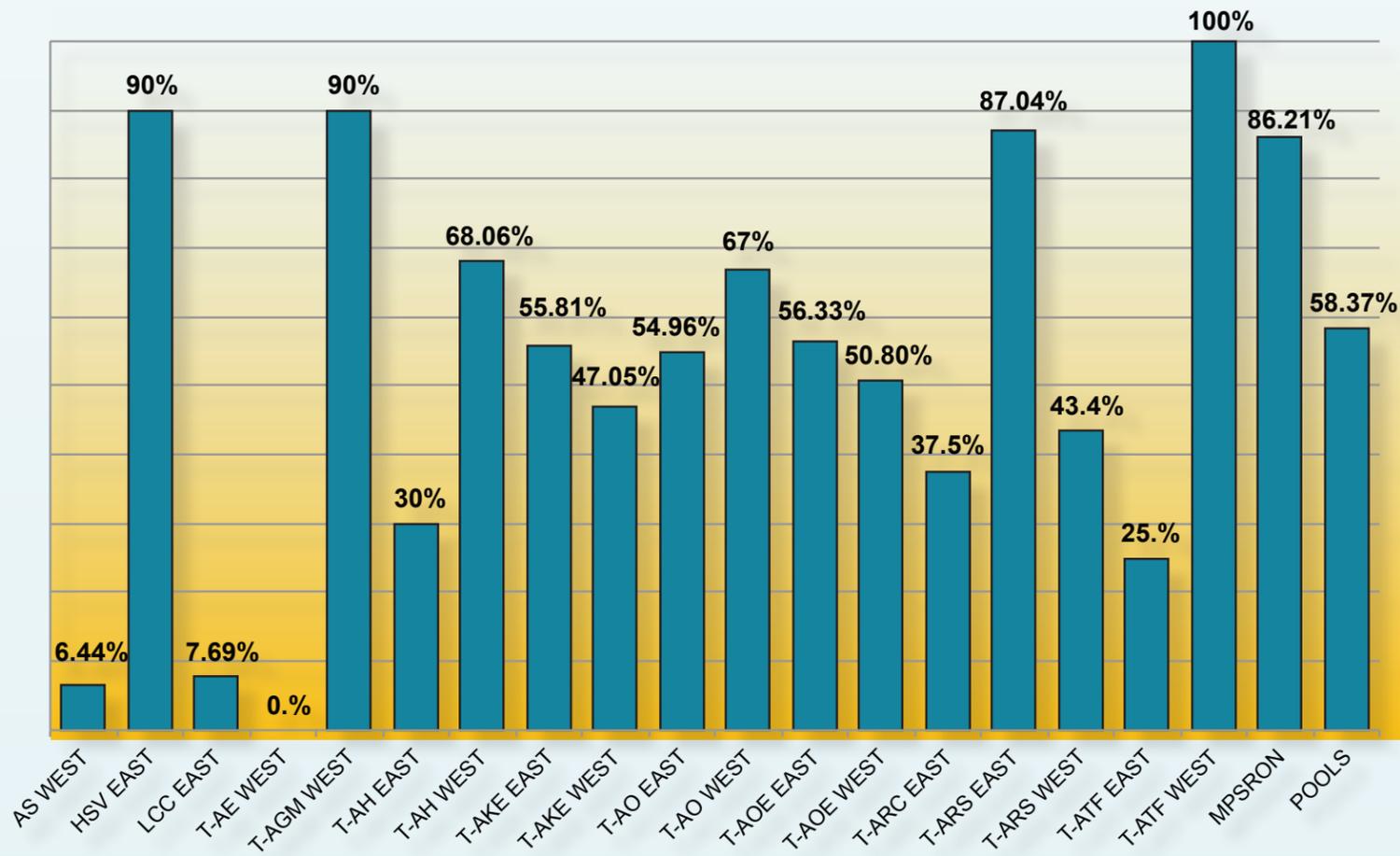
As problems and solutions continue to evolve, I'll talk about them here in Sealift. As fixes are put in place, I'll ask you if you think they're working.

You, shipmates, are the reason MSC is the go-to command, not only within the Navy, but throughout the DOD and the entire federal government. MSC delivers! And we couldn't do it without you.

Sail safe, and yours aye,

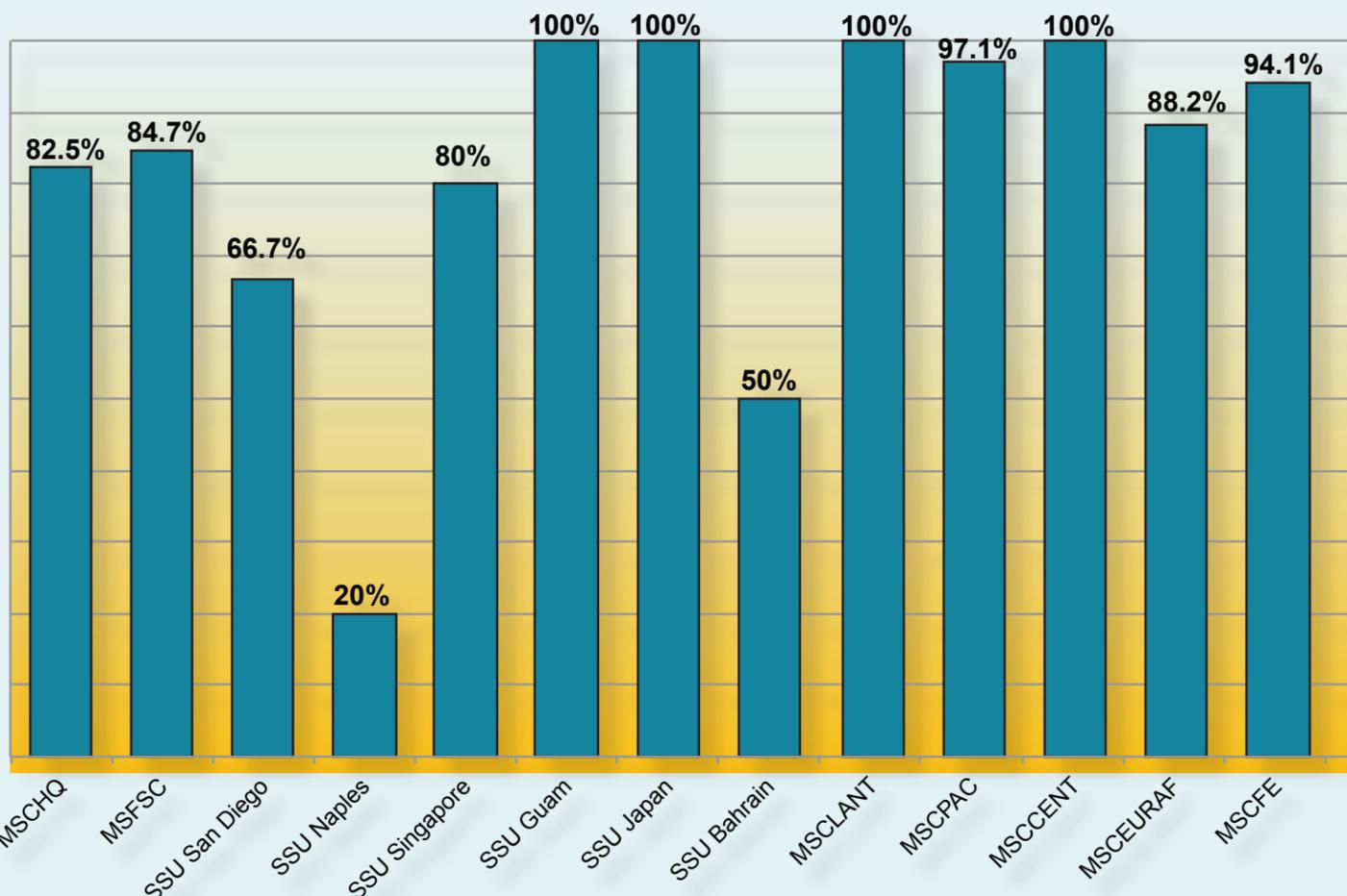
Mark H. "Buz" Buzby
Rear Admiral, U.S. Navy
Commander, Military Sealift Command

Afloat total survey respondents: 2,274* CIVMAR: 2,017 Military: 216



* 41 did not identify as CIVMAR or military

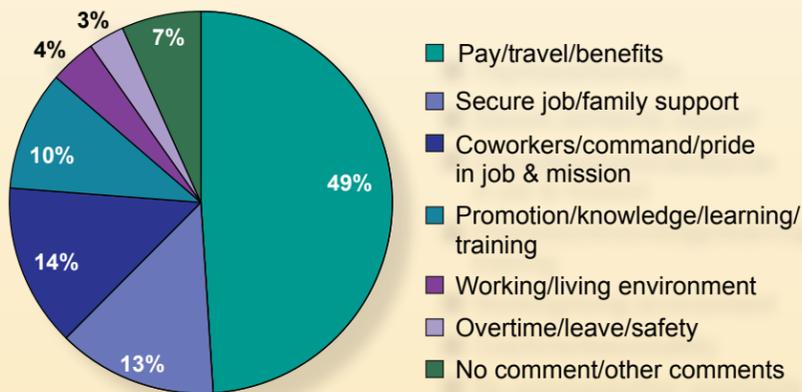
Ashore total survey respondents: 1,137 Civilian: 952 Military: 185



MSC Afloat

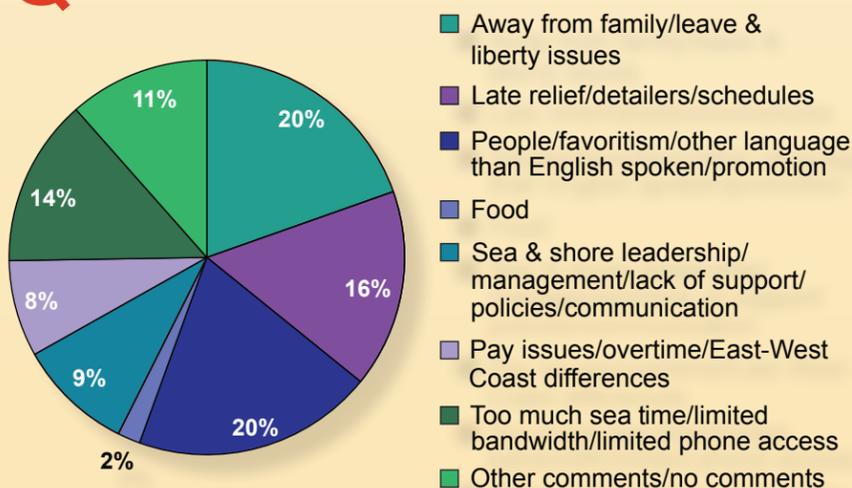
Short Answer Questions

Question 1: What do you like most about working at MSC?



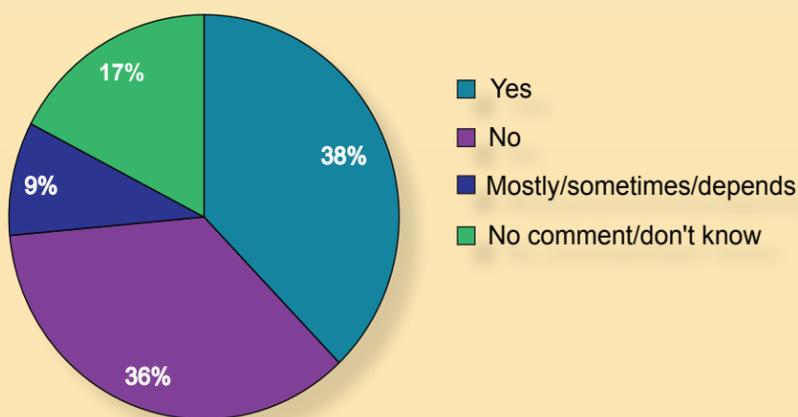
1,786 Respondents from Afloat Commands

Question 2: What do you like least about working at MSC?



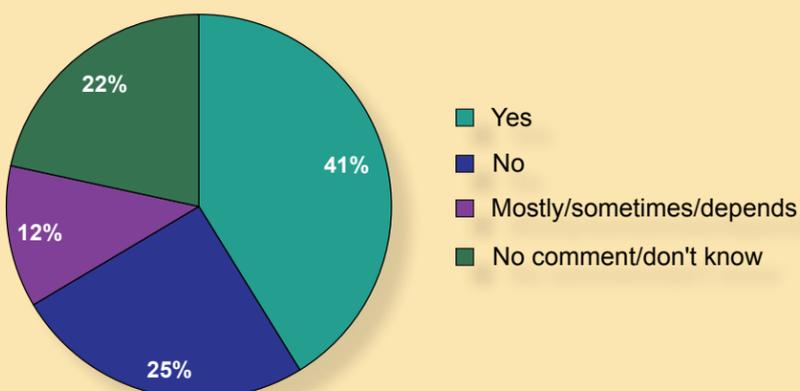
1,833 Respondents from Afloat Commands

Question 3: Do you believe discipline is assigned fairly, and why?



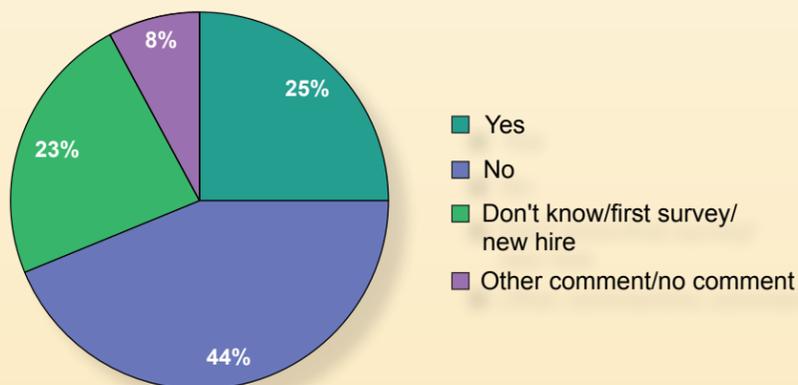
1,761 Respondents from Afloat Commands

Question 4: Are you satisfied with the level of customer service at the CIVMAR Help Desk? Where do you feel it can be improved?



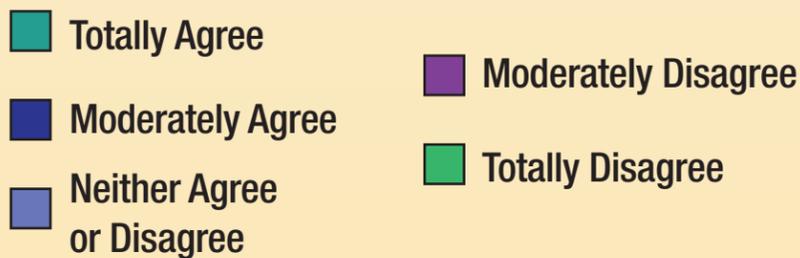
1,672 Respondents from Afloat Commands

Question 5: As a result of the last DEOMI surveys and a distribution of the results, do you think leadership is paying more attention to your issues/concerns?

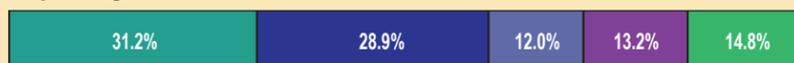


1,692 Respondents from Afloat Commands

Locally Developed Questions



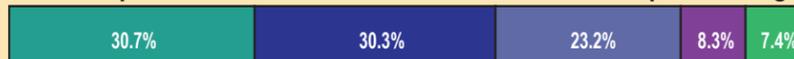
1. I am able to communicate consistently with my loved ones from the ship using e-mail.



2. Shipboard safety concerns are taken seriously aboard MSC vessels.



3. This ship is committed to an environment of human respect and dignity.



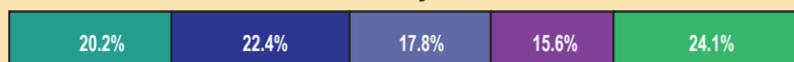
4. I am rewarded for good job performance.



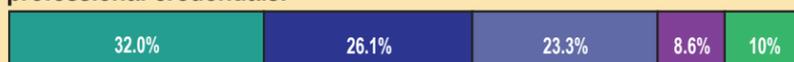
5. I am encouraged to present new ideas to our current workplace procedures.



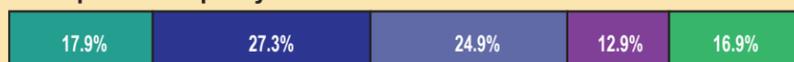
6. I am able to communicate with my detailer.



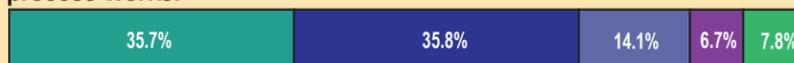
7. My supervisor provides time and encourages me to upgrade my professional credentials.



8. The promotion policy is reasonable and fair.



9. I understand and have sufficient information about how the promotion process works.



10. My supervisor responds promptly to prevent or correct situations that could give rise to discrimination issues.

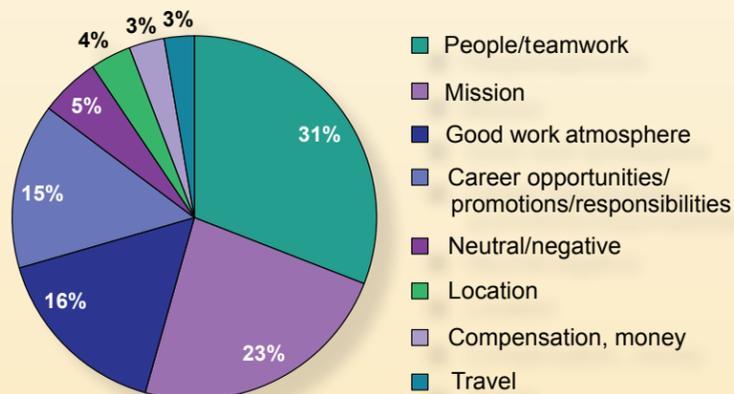


Note: Some figures do not add up to 100 percent due to rounding

MSC Ashore

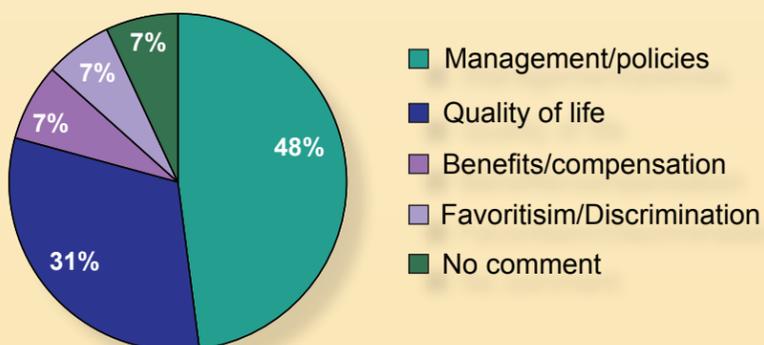
Short Answer Questions

Question 1: What do you like most about working at MSC?



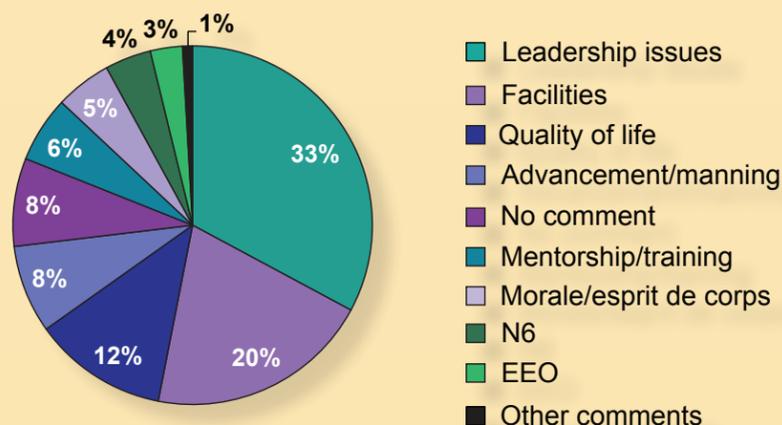
414 Respondents from MSCHQ

Question 2: What do you like least about working at MSC?



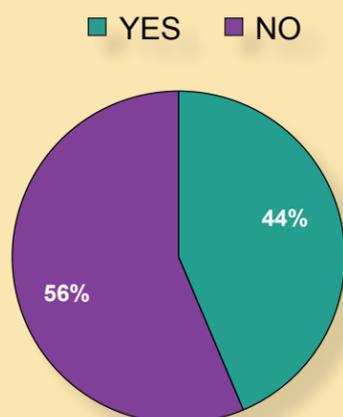
419 Respondents from MSCHQ

Question 3: If you could change two things about MSC, what would they be?



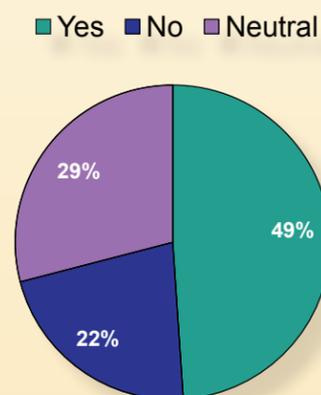
390 Respondents from MSCHQ

Question 4: Does the command promote physical exercise?



362 Respondents from MSCHQ

Question 5: As a result of the last DEOMI surveys and a distribution of the results, do you think leadership is paying more attention to your issues/concerns?

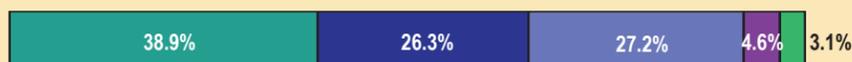


326 Respondents from MSCHQ

Locally Developed Questions



1. Have you witnessed examples of leadership support that indicate MSC supports EEO/EO program policies and responsibilities?



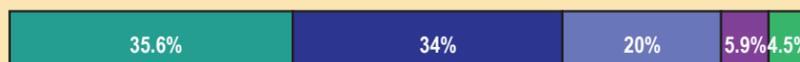
2. I would recommend employment with MSC to my family and friends.



3. My intentions are to remain an employee of MSC in the next 3-5 years.



4. I get timely information about employee benefits that affect me.



5. I feel free to discuss issues with my supervisor.



6. Management handles complaints, problems, or issues seriously.



7. Human relations problems are handled correctly in this command.



8. I am satisfied with the physical surroundings of my work area.



9. I receive counseling needed to advance my career.



10. Communication flow down from the chain of command is good.



Note: Some figures do not add up to 100 percent due to rounding

ATLANTIC • LINES

Military Sealift Command dry cargo/ammunition ship USNS Robert E. Peary and fleet replenishment oiler USNS Laramie returned from deployment in December. The command also welcomed MSC dry cargo/ammunition ship USNS William McLean, the newest ship in the class, to Norfolk, Va.

MSC Atlantic participated in a triennial Individual Shipboard Assessment Dec. 14, conducted aboard MSC fleet replenishment oiler USNS Leroy Grumman by a Naval Criminal Investigative Service Security Training Assessment and Assistance Team at Norfolk. The objective of the assessment was to identify any weaknesses in security plans, programs or operations, as well as to provide recommendations for improvements. Leroy Grumman's civil service master, **Capt. Jonathan Keffer**, **Chief Mate Timothy Wheeler** and crew members performed exceptionally well. The ship's preparation helped facilitate a timely and satisfactory assessment of administration, weapon systems, force protection posture, and crew

response. Scheduled to last three days, the assessment was completed in one day.

MSCLANT's force protection directorate completed a baseline anti-terrorism/force protection spot check Dec. 19 aboard McLean while the ship was berthed at Norfolk. The ship was well prepared with a responsive and highly-trained security reaction force. The outstanding organization of the entire program and attention to detail were specifically noted during the assessment. Don Price, MSCLANT's force protection director, gave a Bravo Zulu to civil service master **Capt. Robert Baus** and **Chief Mate Craig Gallagher** for attaining a high level of force protection readiness.

John Gregov at Military Sealift Command's office in Port Canaveral, Fla., developed a berthing plan in mid-December for MSC navigation test support ship USNS Waters and MSC oceanographic survey ship USNS Pathfinder. Aligning the ships stern to stern, Gregov's plan permitted the ships to be berthed together at the port's Trident Pier.

PACIFIC • BRIEFS

Military Sealift Command rescue and salvage ship USNS Salvor successfully completed the tow of amphibious dock ship ex-Cleveland, which is at the Inactive Ships Yard, Pearl Harbor, Hawaii, Dec. 9.

Fleet replenishment oiler USNS Guadalupe departed Pearl Harbor Dec. 14 to provide deployed support to the USS Abraham Lincoln Carrier Strike Group. While in Hawaii, Guadalupe loaded stores for an underway replenishment with aircraft carrier USS Carl Vinson in the Middle Pacific operating area. Guadalupe and MSC dry cargo/ammunition ship USNS Charles Drew will provide logistics services to the Lincoln strike group throughout the U.S. 7th Fleet and U.S. 5th Fleet portions of the deployment.

MSC-chartered tanker MT Empire State arrived in Pearl Harbor Dec. 3 and discharged cargo from Ferndale, Wash. On Dec. 3-4, the ship served as

a training platform for Navy Reservists from Expeditionary Port Unit 115 in tanker and dry cargo operations.

Dave Carmody from the office MSC Representative Pearl Harbor facilitated the training, which focused on the port call documentation process, cargo gauging and sampling, and oversight of operations. Following the completion of training, Empire State loaded F-76 fuel for discharge in Guam Dec. 17.

Fleet replenishment oiler USNS Henry J. Kaiser arrived in San Diego Dec. 20 following maintenance in San Francisco. While in San Diego, the ship conducted a post shipyard ready-for-sea grooming.

MSCPAC welcomes **Noel Maghirang** as the new director of safety, facilities and security. Maghirang assumes the position following work as a marine transportation specialist in the MSCPAC Operations Department.

MSC fleet replenishment oiler USNS John Lenthall deployed May 26 to Dec. 14. The ship conducted 75 underway replenishments in the Mediterranean Sea, delivering nearly 5.5 million gallons of fuel, including more than 115,000 gallons of jet fuel, and 945 pallets of food, cargo and mail to 39 ships.

MSC fleet replenishment oiler USNS Kanawha relieved Lenthall Dec. 9 as the Combat Logistics Force presence in theater. Upon reporting, Kanawha headed to Augusta Bay, Italy, Dec. 14-17, off-loading vehicles and loading provisions in support of guided-missile destroyers USS Ramage and USS The Sullivans.

Other MSC ships operating in the region in December included MSC dry

CENTRAL • CURRENTS

In December, Military Sealift Command ships in the U.S. 5th Fleet area of responsibility conducted 93 underway replenishments with 34 different ships from eight countries, enabling U.S. 5th Fleet combatant ships to remain at sea for extended periods.

MSC ammunition ship USNS Flint completed a maintenance period late November at Drydock World Dubai and quickly got back to work. With the assistance of Navy Reservists from several MSC Cargo Afloat Rig Teams, Flint loaded mission-essential stores from dry cargo/ammunition ship USNS Wally Schirra both pierside and at sea. The Reservists' work and professionalism enabled a safe and efficient turnover between the two ships. Schirra departed to the U.S. 7th Fleet area of responsibility Dec. 22.

MSC-chartered dry cargo ship MV Virginian completed its final cargo deliveries to U.S. 5th Fleet Dec. 24. Virginian sailed to the United States, where it went off-hire in early February after several years of hard work hauling critical cargo as part of its long-term charter. Virginian will be replaced by MSC-chartered dry cargo ship MV BBC Lear.

MSC Central/Commander Task Force 53 bid fair winds and following seas to Navy **Lt. Stephanie Amos**, Navy petty officers 1st class **Jonathan Manlangit** and **Charles Eng** and Navy petty officers 2nd class **Yong Hu**, **Trillshun Bacon** and **Joel Chairez**.

MSCCENT/CTF 53 welcomes the command's newest arrivals, Navy **Cmdr. Robert Gestner** and Navy **Petty Officer 1st Class Jamin Shugart**.



A Seahawk helicopter picks up stores from the flight deck of MSC fast combat support ship USNS Rainier Dec 21 during an underway replenishment in the Arabian Gulf with aircraft carrier USS John C. Stennis.

EUROPE/AFRICA • NEWS

In December, two Military Sealift Command ships completed deployments to the U.S. Naval Forces Europe and Africa/U.S. 6th Fleet area of responsibility, where they each provided underway replenishment services to deployed U.S. Navy ships, including U.S. and NATO forces supporting operations Odyssey Dawn and Unified Protector.

MSC dry cargo/ammunition ship USNS Robert E. Peary deployed Feb. 28 to Dec. 7, conducting 70 underway replenishments across the Mediterranean Sea. The ship delivered nearly 8.5 million gallons of fuel, including more than 526,000 gallons of jet fuel, and 927 pallets of food, cargo and mail to 29 ships.

cargo/ammunition ship USNS Sacagawea and MSC fleet replenishment oiler USNS Leroy Grumman, which operated with the George H.W. Bush Carrier Strike Group. Sacagawea and Grumman chopped to Commander, Task Force 20, Dec. 3 and Dec. 4, respectively. MSC fleet replenishment oiler USNS Laramie transited through the theater after its deployment to U.S. 5th Fleet, departing Dec. 18 to CTF 20.

Navy **Boatswain's Mate 1st Class Zane Allen** of MSCEURAF supervised the loading of fuel onto MSC-chartered tanker MT Maersk Peary. The ship departed Dec. 14 en route to U.S. 5th Fleet. The fuel was bound for Operation Deep Freeze, the annual mission to resupply McMurdo Station, the National Science Foundation research outpost in Antarctica.

MSCEURAF congratulates Allen, who was named MSC's 2011 Sailor

of the Year in December. Allen is the port operations officer and surface operations assistant at MSCEURAF, and is responsible for the schedule and administration of MSC surface assets in theater. He ensured all operational requirements were met for ships across two theaters of operation and completed eight commercial-vessel operations. Allen also serves as the command's suicide prevention coordinator, command safety program coordinator, assistant EKMS manager, instructor for the command's Petty Officer Indoctrination Program and coach for youth basketball in Naples. He will represent MSC in the U.S. Fleet Forces Command Sailor of the Year competition.

MSCEURAF welcomes Navy **Lt. Cmdr. Ruth Avelis**, who reported as readiness and training officer and Navy **Senior Chief Yeoman Ronnie Sallywhite** as administrative officer.

FAR • EAST • HAILS

Military Sealift Command Maritime Prepositioning Force ship USNS SGT William R. Button conducted a port visit to Male, Republic of the Maldives, Dec. 11-14. The visit included bilateral meetings with senior Maldives National Defense Force officials, cultural exchange activities and a community relations event.

Navy **Capt. Charles "Gene" Emmert**, Maritime Prepositioning Ship Squadron Two's commander, along with representatives from the U.S. Defense Attaché Office for Sri Lanka and the Maldives, visited Col. Mohmed Ziyad, the plans and operations director for the Maldives National Defense Force, at its national headquarters in Male Dec. 12.

Emmert also met with Col. Ismail Sharif, principal director of the Maldivian Coast Guard.

"Building and fostering relations is what this visit was all about," said Emmert. "That's been easy because the Maldivians are very friendly and open people."

Emmert and MPS Squadron Two's medical service officer and civil service mariner **David Larkin** met with administration officials and staff members at two local hospitals in Male Dec. 12. The goal of the visit was to assess the quality of medical facilities in Male, which is the closest sovereign nation to Diego Garcia.

From Guam and Saipan, Navy **Capt. Deidre McLay**, commander, MPS Squadron Three, presented the Navy and Marine Corps Commendation Medal to Navy **Chief Warrant Officer Robert Coney** Dec. 17, in recognition of his outstanding tour as operations officer.

McLay also presented the squadron's supply officer, Navy **Ensign Andrea Francis-Baptist**, with a certificate to recognize her recent qualification as a Surface Warfare Supply Corps Officer on Dec. 7.

From the Republic of Korea, Military Sealift Command Office Korea held its annual holiday party at the Miaewon orphanage in Busan,



U.S. Navy photo by Edward Baxter

Navy Chief Gunner's Mate John Moore (right), of Maritime Prepositioning Ship Squadron Two, assists Maldives National Defense Force personnel Dec. 12 in picking up litter on a half-mile stretch of beach in the Maldives' Kaffu Villigli atoll.

South Korea, Dec. 16. Navy **Cmdr. David Bartell**, MSCO Korea commanding officer, and command staff members provided gifts to more than

50 children at the orphanage. MSCO Korea has a long-standing relationship with the orphanage dating back to the 1950s.

HQ • HIGHLIGHTS

The U.S. Navy has announced its plans to accept the transfer of two high-speed vessels from the U.S. Department of Transportation to Military Sealift Command. One of the two ships is scheduled to replace MSC-chartered high-speed vessel Westpac Express, which operates in the Western Pacific supporting the 3rd Marine Expeditionary Force by transporting cargo

and military personnel between Okinawa, Japan, and other ports in the Far East. Prior to taking over the 3rd MEF mission, the ship will undergo numerous modifications to meet the Marines' mission requirements. The second ship's mission is yet to be determined by the Navy.

Military Sealift Command accepted delivery of missile range instrumentation ship USNS How-

ard O. Lorenzen Jan. 10. Lorenzen will proceed to Mobile, Ala., for a short drydocking and crew training evolution before continuing to Naval Station Norfolk in February, where the shipboard radar will undergo about a year's worth of calibrations and tests. Lorenzen is then expected to transit to the Western Pacific for additional real-world testing prior to becoming fully operational. Lorenzen is slated to replace the aging MSC missile range instrumentation ship USNS Observation Island, which

was launched in 1953 and is currently operating in the Far East.

MSC headquarters welcomes **Alexander Podlozhenov**, engineering; **Kimberly Thorpe**, command, control, communication and computer systems; **Matthew Sabo**, Prepositioning Program; and **Martha Hulley**, office of counsel.

The command bids fair winds and following seas to **Laura Seal**, public affairs; Navy **Lt. Kurt Davis**, operations directorate; and **Michael Hagedorn** and **Brian Rogers**, Sealift Program.

COMPASS • HEADING

As part of an ongoing effort to keep in touch with the Military Sealift Command workforce, Navy **Rear Adm. Mark Buzby**, commander, MSC, held a town hall meeting at Naval Station Norfolk Dec. 9. Buzby spoke to more than 200 Military Sealift Fleet Support Command personnel, focusing on MSC organizational changes currently under review, his November trip to MSC field activities in the Far East and the christening of MSC dry cargo/ammunition ship USNS Medgar Evers.

Buzby also presented plaques to recognize MSFSC's newest recipients of Sailor of the Year honors: Navy **Petty Officer 1st Class Melissa Murphy**, Shore Sailor of the Year; Navy **Petty Officer 1st Class Damien Williams**, Afloat Sailor of the Year; Navy **Petty Officer 2nd Class Jay Au**, Afloat Junior Sailor of the Year; and Navy **Petty Officer 2nd Class Fredrick Bartlett**, Shore Junior Sailor of the Year.

Don Tison, assistant deputy chief of staff for programs, G-8, Department of the Army, visited MSFSC in December. Tison, a retired U.S. Navy Supply Corps captain, toured USNS Lewis and Clark with **Capt. James White**, Lewis and Clark's civil service master, MSFSC Dep-

uty **Fred McKenna** and MSFSC **Comptroller Loren Heckelman**.

The Department of the Navy's human resources office has changed the contact e-mail address to be used by civil service mariners. Effective Dec. 31, 2011, CIVMARs needing to contact the benefits office for health insurance, life insurance, retirement or Thrift Savings Plan questions should send e-mail queries to navybenefits@navy.mil.

The command welcomes Navy **Lt. Noel Smith**, who relieved Navy **Lt. Cmdr. Leslie Scott** as MSFSC's flag secretary in late December. Scott served with MSFSC for nearly two years and reported to aircraft carrier USS Theodore Roosevelt as administration officer in early 2012.

MSFSC wishes fair winds and

following seas to **Yeoman Storekeeper Robert Amon**, **Boatswain Melvin Davidson**, **Chief Cook Eddie Deguzman**, **Yeoman Storekeeper Ferdinand Dominguez**, **Able Seaman Joseph Duncan III**, **Damage Control Officer Harry Finnegan**, **Laundryman Pablo Frede Lucas**, **Able Seaman Eduardo Gerardo**, **Capt. Dan Laporte**, **First Officer David Lieberman III**, **3rd Assistant Engineer Matthew Mazer**, **2nd Cook Kenneth McCoy**, **Boatswain James Metro**, **Deck En-**

gineer Machinist Karl Miller, **Boatswain Mate Tommy Payne**, **Chief Cook Barry Provo**, **Assistant Damage Control Officer Paul Raible**, **Engine Utilityman Moises Rodriguez**, **Boatswain Graciano Vargas**, **3rd Officer Romeo Vilete**, **Supervisory Information Technology Specialist Johnny Guarnes** and contract specialist **James Peters** on their retirements.

For more MSFSC and civil service mariner news, view the online newsletter at www.msc.navy.mil/msfsc/newsletter.



U.S. Navy photo by Bill Cook

Navy Rear Adm. Mark Buzby, commander, MSC, presides over the promotion of Navy Petty Officer 3rd Class Jacob Erickson (center) and Navy Petty Officer 3rd Class Danielle Brice (right) during a Dec. 9 town hall meeting at Military Sealift Fleet Support Command in Norfolk, Va.

Gauging MSC's organizational climate

For a portion of MSC's DEOMI survey, respondents answered questions that measured their shared perceptions of the command's equal opportunity and organizational effectiveness climates. Overall, the survey

results indicate a healthy environment, although several areas will continue to be a priority for improvement.

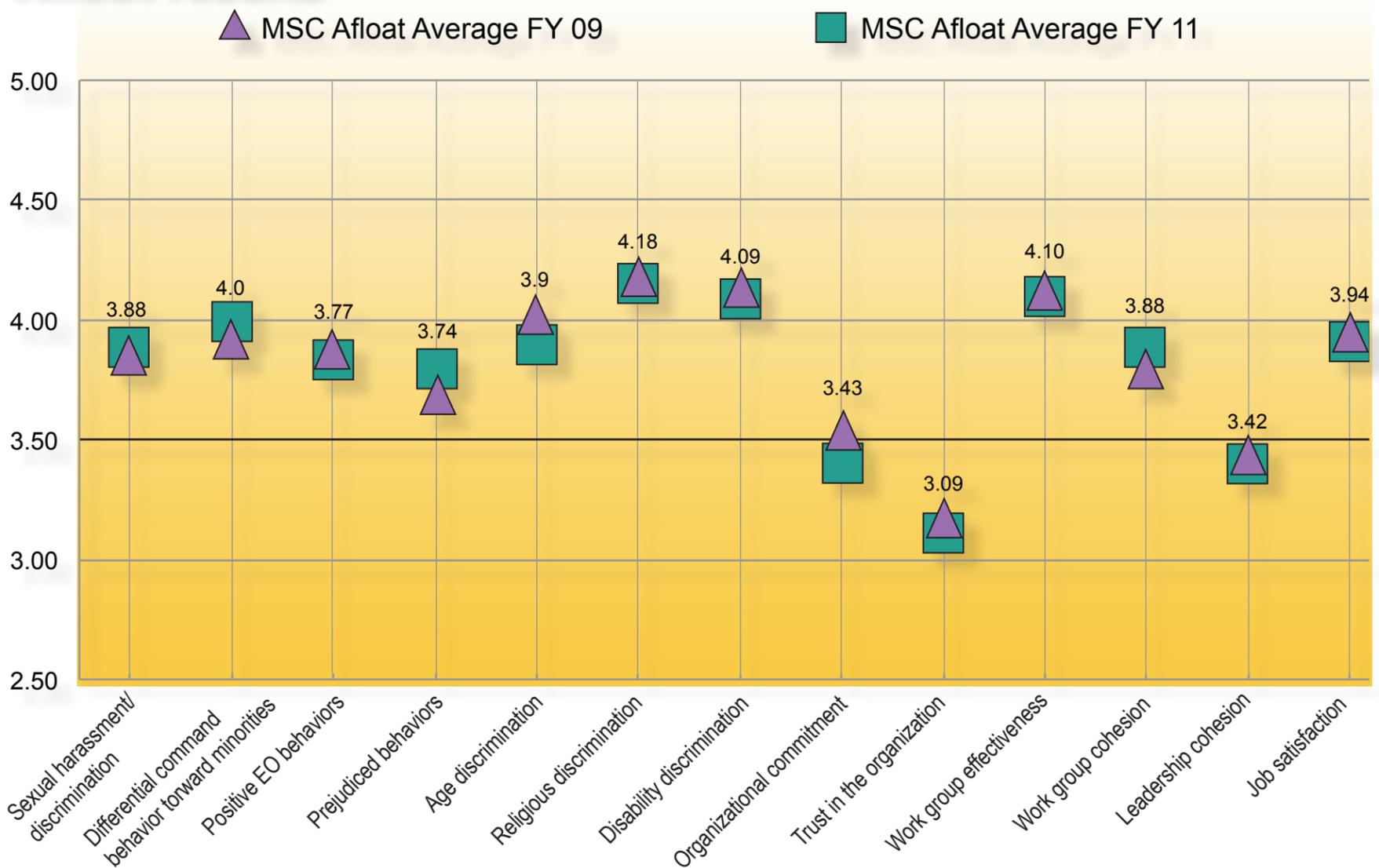
Like the rest of MSC's DEOMI results, the charts below display results for MSC afloat and ashore. The first seven

survey items in both charts show how MSC has performed across several years in equal opportunity factors. The last six survey items reflect the perceived organizational effectiveness. According to DEOMI, 3.5 is a baseline score that

indicates acceptable performance by an organization. This baseline does not apply to organizational commitment and trust in the organization. These factors have historically and statistically lower scores than the other factors.

Afloat results

Note: Numerical values displayed in chart reflect FY 11 results



Ashore results

Note: Numerical values displayed in chart reflect FY 11 results

