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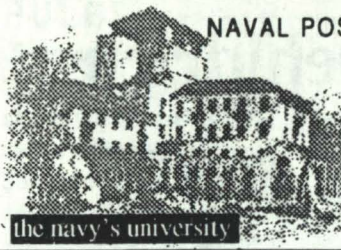
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the navy's university

THE QUARTERDECK

In This Issue:

- Christmas activities
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Vol. II Issue 45

November 18, 1993

NPS becomes reinvention laboratory

by John Sanders and
JO2 Kevin Mills

If David Letterman were to highlight the "Silliest Rules of Government," would the Top 10 actually be enough to identify the most outrageous regulations?

That is a question leaders here have asked themselves since the designation of NPS as a reinvention laboratory. Last week, Rear Adm. Thomas A. Mercer, NPS superintendent, signed a "silly rules"

memorandum. All members of the NPS team -- military and civilian, students, faculty and staff -- are being asked to "blow the whistle on two silly rules, regulations or procedures that you feel need to be eliminated or changed within NPS and the federal government," Mercer said.

"We are committed to giving reinvention our best try," Mercer said in the memo. "I can promise that we will be doing many things that are radically different from what we have done in the past; everyone at NPS will be involved."

According to Prof. Dave Whipple, chairman of the Administrative Sciences Department, reinvention means determining what "we are really supposed to be doing and then figuring out how to do it as efficiently and effectively as possible."

Whipple, Prof. Tom Bruneau, chairman of the National Security Affairs Department, Bob Jay, NPS comptroller, and administrative sciences Prof. Reuben Harris were chosen by Mercer to serve as "agents" for the NPS reinvention process. They have met frequently since

attending an October conference for representatives from 97 agencies and organizations selected for the National Performance Review, reinvention of government's more formal title.

"As agents, we are going to propose a mission, vision and values for the reinvention effort to the superintendent and provost," Whipple said. "The set of values, or guiding principles, should

jobs that don't need to be done. Sometimes we allow dumb things to continue because we do not have the time or energy to say, "This is dumb. Why are we doing it?"

"We want to find changes we can make immediately -- things that individuals here have control over. That will give immediacy and credibility to the effort," Whipple said.

"It's a wonderful idea, way overdue," said Jay. "I think barriers that reduce employee effectiveness can be eliminated. Many of our barriers at NPS are self-inflicted. We must take a hard look at ourselves as well as look at external barriers."

The effort will not stop with local changes. NPS will request waivers to unnecessary regulations and propose legislative changes whenever it is appropriate. Statutory and regulatory guidelines that impede government workers may be more difficult to address, "but

Silliest rules of government

by Ens. Wendy Demmond

In a Nov. 10 memorandum to all hands, Rear Adm. Thomas A. Mercer announced the designation of NPS as a "reinvention laboratory." He said, "Being a 'reinvention lab' is right in line with my goal that the Naval Postgraduate School become a recognized leader in innovation, effectiveness, and efficiency within the Department of Defense."

The first step in the reinvention process, according to Mercer, is to "get rid of silly rules, straight-jacketing regulations and just plain stupid directives that keep you and your co-workers from doing what you and everyone agrees are the right things to do and that will produce the right results."

To start this first step, Mercer and Provost Harrison Shull are asking all members of the NPS team to submit two of these types of rules or regulations—one NPS rule and one Navy/DOD/federal government rule—that you feel should be eliminated or changed.

(continued page 3)

drive the vision." The team will present its initial ideas in a special King Hall lecture on Tuesday, Nov. 30, at 3:15 p.m.

"We want to get the ball rolling," Bruneau said. "There is a big gap between what we teach here, what we have learned from our research, and how this place works. The reinvention process will enable NPS to pursue its mission in the broadest and most efficient way possible."

The team's first recommendation was the "silly rules memo." Said Bruneau: "You can't be efficient if you're doing

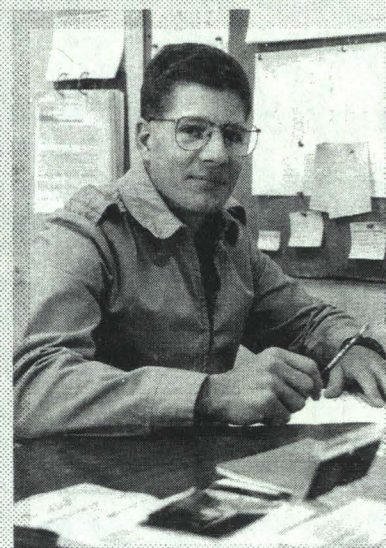
that is where we have the president, vice president, Office of Management and Budget and others on board," Whipple said. "We will not ask for legislation just because we are NPS; it's because we are part of reinventing government."

No doubt, the team will encounter skeptics, critics and employees who feel uncertain about the process. "Let's give it a try," said Harris. "In the past, the problem has been rules and procedures getting in the way of people and their jobs. Let's give people a chance to bring their minds to work."

(continued page 3)

Spotlight on . . . QMC (SW) David Oehldrich

ASSIGNED TO: Morale, Welfare and Recreation
DUTIES: Pool Manager, Command Career Counselor
AWARDS: Recently awarded Completion of Apprenticeship as recruiter/career counselor from U.S. Department of Labor.
PREVIOUS DUTY STATIONS: USS Constellation, USS Curts, USS Knox, Bremerton, WA
FAVORITE DUTY STATION: "All have been equally thrilling."
AGE: 31
CHILDREN: Amber, 8
HOMETOWN: Green Bay, WI (Go Packers!)
HOBBIES: Auto mechanics, camping, guitar, any sport
PET PEEVES: Lazy people, braggers, frozen butter
FAVORITE SINGER/GROUP: Damn Yankees, older Rush
WHAT IS YOUR MOST MEMORABLE EVENT AT NPS? "Serenading the commanding officer during my C.P.O. initiation."
WHAT DO YOU ENJOY MOST ABOUT YOUR JOB? "Helping others with their careers and meeting people."
WHAT IS YOUR SECRET FOR SUCCESS?: "Setting realistic and achievable goals and learning from other people's mistakes as well as my own. No matter how intense the adversity, do not quit. Take a day off every now and then."



CALENDAR

Thanksgiving potluck Tuesday, Nov. 23

In celebration of the National American Indian Heritage Month, a potluck will be held from noon to 1:30 p.m. in Spanagel Hall Room 101. The guest speaker will be Gary Bereschini, an archeologist.

For further information, contact Lita Mosqueda at ext. 2319 or Dawn Diaz at ext. 2146.

Santa Claus arrives Tuesday, Dec. 7

Decorated with glittering holiday displays, downtown Monterey will welcome the Christmas season with the rooftop arrival of Santa Claus during the farmer's market. Santa will visit Monterey's Alvarado Street daily until

Christmas Eve to listen to children's wishes. Throughout the holiday season, yuletide music will play and carolers will entertain shoppers on Monterey's Alvarado Street.

For more information about downtown Monterey events, call the Old Monterey Business Association at 655-8070.

La Posada Friday, Dec. 10

Bring the whole family and participate in Monterey's Posada Procession, the traditional Christmas season parade. It starts at the Monterey Conference Center at 6:30 p.m. with the singing of special Posada songs and Spanish Christmas carols. The procession, dating back more than a century to the Mexican era in Monterey, re-enacts the search for lodging by Mary and Joseph in Bethlehem.

For further information call 646-3866.

La Mesa water Test results

The Naval Postgraduate School has completed initial water tests in La Mesa Village in compliance with Environmental Protection Agency regulations.

The results indicated that lead content is well below action levels. Copper, not a health hazard, was slightly above the action level in the first test, but fell below the action level in the second.

Water coolers had been tested previously and those that contained lead or solder fittings were removed.

Telephone service Consolidation

The telephone office at NPS has been transferred to Naval Computer Telephone Station in San Diego.

As a result, all NPS work requests should be sent to code APWO/CODE 43A. Tenant command work requests must be sent to Jim Baker, telephone mechanic, NPS, APTS Monterey for processing. For more details call ext. 2533.

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Superintendent Rear Adm. Thomas A. Mercer
 Provost Dr. Harrison Shull
 Public Affairs Officer John Sanders
 Editor JO2 Kevin A. Mills

Produced by the Public Affairs Office

RULES

(from page one)

"We will review every rule submitted with an eye to eliminating or getting relief from higher authority," Mercer said.

Submissions are not limited to two rules, any and all input will be accepted. "Silly rule" nominations should be sent to Prof. David Whipple at Code AS/Wp by Friday, Nov. 19 for the first review session. Recommendations will continue to be accepted after Nov. 19.

Mercer said more information on the reinvention strategy will be available in the coming weeks. However, at this point he said, "I can promise that we will be doing many things that are radically different from what we have done in the past; everyone at NPS will be involved and effected by what we do; we will be moving very quickly; and most importantly, we are committed to giving reinvention our best try."

Leave donations

Glenn D. Harrell of the Space Systems Department and William Eckman from FNOC are under the care of a physician and have exhausted their sick leave. Civilian employees who wish to donate annual leave are asked to contact Martha Ramirez at ext. 3277 for further information.

REINVENTION

(from page one)

"Industry relies on its people. The foundation of reinvention is quality and service. Companies such as Nordstrom's or L. L. Bean's have high customer satisfaction not because of their president or chief executive officer, but because of the person in direct contact with the customer." Every employee, Harris said, can contribute to improving government.

According to Whipple, empowerment is a key element of reinvention. "The only way this will work is if everyone is involved. People at all levels of the organization are valuable. They should be valued and empowered to put aside parochialism and make decisions in the best interest of our mission and the command as a whole," he said.

"Knowing what the customer wants is critical to our success. A reinvention lab cuts through red tape, exceeds customer

BITS & PIECES

CHAMPUS coverage

by Silas B. Hayes Hospital

Active duty members are not eligible for coverage by CHAMPUS or its associated programs. Instead, a direct care system, beginning at the Presidio of Monterey Army Health Clinic (POMAHC) will provide primary care and needed referrals.

If an active duty member requires routine, non-emergent care, they must first be seen at the POMAHC. Care will be provided on site within the capabilities of the staff. However, if the member requires a more extensive work-up, personnel at Silas B. Hayes Army Community Hospital (SBHACH) will make the decision of where to send the patient. The referred care may be in the local area, Naval Hospital Oakland, or David Grant Air Force Medical Center at Travis Air Force Base.

If any active duty member experiences an emergency such as loss of breathing, loss of limb, loss of sight, dramatic loss of blood, heart attack, stroke or seizure, they should report to the nearest emergency room. The Coordinated Care Division at SBHACH should be contacted as soon as possible following the emergency episode to prevent being billed directly.

expectations, and unleashes innovations for improvement from its employees," Whipple added.

"Trust is pretty important." Bruneau points out, "The system now functions as though people cannot be trusted."

"Everyone recognizes there is downsizing and that things are changing. But what they don't recognize is that organizations must change in order to survive," Whipple said. "We believe we can bring a tremendous amount of talent and experience to enable these changes to occur in a more rational way than in the past."

Said Bruneau: "I believe in what we are doing and the idea of public service and education. We are uniquely positioned in the Navy for projection, and there is a multiplier effect from the people we educate. If we do things in a smarter or neater way, they can pick it up here and it can reverberate all the way through the service."

For further information, contact the Coordinated Care Division at 242-4005/4885/5512.

Instructors needed

The Fort Ord Red Cross needs volunteers to become Red Cross instructors. Volunteers attend an orientation class to earn Red Cross certification.

Instructors will teach members of the military community life saving and CPR classes.

If you are interested or need more information, call 242-7801 or visit the office at 3rd Avenue and 10th Street at Fort Ord.

NPS fireman in SOCAL

A team of firefighters from NPS was called to southern California recently to help in the effort to extinguish fires in Malibu.

Capt. Dennis Gadsby, Engineer Gregg Curry and Firefighter Joe Cerchi left on Nov. 2 to assist in the effort at Topanga Canyon. The team was sent to protect structures in the area. They returned to NPS Nov. 6.

Correction

In the November 10 edition of *The Quarterdeck*, the California blood/alcohol content level to be considered legally under the influence was listed as .10. The legal level in California is .08.

Navy Exchange News

Come see local faces as they model this season's latest fashions at the NEX Saturday, Nov. 20 from 1 - 2 p.m. There will also be a wine tasting exhibit.

The Seasonal Savings and the Pre-Thanksgiving Values sales are in progress at the NEX. Each department in the store is filled with great gift ideas. So shop early and avoid the last minute holiday crowd. When you're done celebrating Thanksgiving, remember to hurry in at 7 a.m. Friday, Nov. 26 to get those one-day specials during the After-Thanksgiving Sale which lasts through Sunday, Nov. 28.

SPORTS/REC.

NPS winter sports Signup by Dec. 13

Signups are now being taken at the NPS gym for the winter rounds of volleyball, basketball and socko.

DOD civilians must have an athletic membership card to be eligible for league play.

Forfeit fees are required at the time of team registration. The fees are: volleyball, \$32; socko, \$16; and, basketball, \$76.

For further information on these leagues, call the gym at ext. 3118.

NPS Tennis Association Players needed

The NPS Tennis Association's monthly social will be held Friday, Nov. 19 from 6 to 9 p.m. at the Monterey Tennis Center.

All tennis enthusiasts, from beginners to advanced players, are invited to join the

association.

Team tennis is getting underway for the fall season. There are currently four teams on the roster with four men and two women per team. Matches are scheduled on Saturday mornings or Sunday afternoons. Each team plays approximately two matches a month.

Anyone interested in the team tennis competition or in joining the association should contact Donna Kaspar at 393-2253.

Dance classes Improve flexibility & stamina

MWR is sponsoring dance classes for adults in the multi-purpose room at NPS.

Classes are held on Mondays and Thursdays from 11:30 a.m. to 12:30 p.m. and on Mondays and Wednesdays from 8-9 p.m.

The classes cost \$25 per month for one day per week or \$45 for two days per week.

Classes are taught by Susan Olson, who was trained at the North Carolina School of the Arts. Olson has danced professionally with the Agnes de Mille Dance

Theatre, was a guest artist with the American Dance Machine, and has appeared on Broadway.

For more information, call 883-4667.

Army/Navy football 4th annual game

It's time for the 4th annual Army/Navy Flag Football game. It will be held Friday, Dec. 3 at Freeman Sports Stadium at Fort Ord starting at 3 p.m.

Last year Navy narrowly defeated Army 12-8 to take a 2-1 lead in the series.

For more information, contact Jeff Masterson at 373-7917.

MWR passes Discounts for local attractions

The MWR ticket office carries discount passes and tickets for attractions from the Bay Area to San Diego.

Stop by Herrmann Hall Room 037, or call ext. 2647 for the latest information on ticket options.

CLASSIFIEDS

FOR SALE

DIAMOND BRIDAL SET, marquise center stone with 6 baguettes, 0.66 CT TW, appraised at \$3,200, will sell for \$2,000. Call 655-8135.

SOLID WOOD BEDROOM SET, 2 dressers, 2 night stands, mirror and headboard, \$500. Plants and female infant clothing. Call Karen after working hours at 375-9619.

MAUVE CARPET, 539 sq. ft., Flea Buster treated, \$350. Large blue recliner rocker, \$50. Office desk, \$50. 7' vertical blinds, \$15. 32' x 3' high picketed fence, \$25. Solid oak office desk, \$75. Call 372-1417.

HP-485X, complete system, calculator and documentation, infrared printer and AC adapter, 32k RAM card, equation library, desk stand. All for only \$250. Call 656-2456.

PINE FRAME SOFA AND CHAIR, neutral fabric, good condition, \$150 OBO for both. Swedish ash frame chair, very comfortable, \$50 OBO. Call 647-9952.

1990 SUZUKI KATANA, black/silver, excellent condition, 11,000 miles, \$3,200 OBO. Call 373-3643.

Deadline to submit material, including classifieds, to *The Quarterdeck* is noon Thursday one week prior to publication.

FOR RENT

WALK TO CLASS, two bedroom apartment, 1/2 block from NPS at 1251 Fourth Street, eat in kitchen with dishwasher, off-street parking, private laundry equipment, \$795 with all utilities, non-smokers. Call 373-4560.

MISC.

RCIA, do you want to learn more about the Catholic faith? Consider joining the St. Thomas Aquinas Rite of Christian Initiation for Adults. There are weekly meetings at 5 p.m. on Mondays in the Children's Worship Center. Call Gene Paulo at 394-1519 for more information.

GRADUATING IN DECEMBER AND MOVING EAST? Ship your car. Door-to-door service, fully insured, save miles on your car. For more information call 647-1217.