



NAVAL SURFACE WARFARE CENTER, CARDEROCK DIVISION
WEST BETHESDA

READY REFERENCE GUIDE





WELCOME

Congratulations on joining one of the nation's leading research and development, test and evaluation defense laboratories. The Naval Surface Warfare Center, Carderock Division (NSWCCD), has a long and distinguished history in addition to a well-defined plan for the future. You are now a part of that future and together we will work to ensure that NSWCCD remains the Navy's leader in warfare systems integration and the institution of choice for cutting-edge research and development support to the Department of Defense.

The following checklist is meant to facilitate your smooth transition to NSWCCD and enable you to achieve full operational capacity in an efficient and timely manner. Make use of the resources provided to you and the peers, supervisors, specialists, and mentors ready to support you.

Our mission is vital to our nation's security and you are vital to our success. Welcome aboard. We are glad you are here.

Captain Todd Hutchison
Division Commanding Officer

Lawrence Tarasek
Division Technical Director



Points of Contact

The following tables contain points of contact you may need to reference to complete your checklist.

Security Representatives

Security Director/Code 105	Melissa Berlo	(301) 227-1511	melissa.berlo1@navy.mil
Code 1051	Brandon Reilly	(301) 227-2171	brandon.r.reilly@navy.mil
Code 1052	Ben Lee	(301) 227-1170	benjamin.d.lee1@navy.mil
Code 1053	Cory Hoffman	(301) 227-1861	cory.l.hoffman3@navy.mil
CDO	Command Duty Officer as Assigned	(301) 821-2779 (301) 227-1408	CDO_WBethesda.fct@navy.mil
Code 60	Suzanne Friedman	(301) 227-2920	suzanne.friedman@navy.mil
Code 70	Daniel Elliott	(301) 227-3138	daniel.elliott3@navy.mil
Code 80	Lawrence Pugliese	(301) 227-3088	lawrence.pugliese@navy.mil
Security Website	https://cuthill.cdr.navy.mil/intra/code10/security/index.html		

Safety Branch

Code 1024	Andrew Giagnacova Safety Branch Head	(301) 227-5562	andrew.giagnacova@navy.mil
Code 10241	Tom Martino ESAMS Data Manager	(301) 227-0140	thomas.o.martino@navy.mil
Occupational Safety and Health Office		Centralized email address safetynswccd.fct@navy.mil	

NMCI Department Representatives

NMCI	Help Service Desk	1- (866) 843-6624	servicedesk_navy@nmci-
Code 02/60	Gerson Caballero	(301) 227-5994	gerson.caballero1@navy.mil
Code 70	Kyle Eely	(301) 227-8503	kyle.eely@navy.mil
Code 80	La Shaun Fuller-Justice	(301) 227-2383	lashaun.fullerjusti.ctr@navy.mil

Department Information Officers (DIO)

Code COS / 00 / 01 / 10	Milton Cuevas	(301) 227-2244	milton.cuevas1@navy.mil
Code 02	Gerson Ceballero	(301) 227-5994	gerson.caballero1@navy.mil
Code 60	Carole Overman	(301) 227-8501	carole.overman@navy.mil
Code 70	Don Kim	(301) 227-5974	don.kim@navy.mil
Code 80	Monica A. Walker	(301) 227-2540	monica.walker@navy.mil
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Travel and Payroll Division

Employee Services Division Head	Kristina Ross	(301) 227-1134	kristina.ross@navy.mil
Payroll Office	Ralph Miller	(301) 227-1513	ralph.miller@navy.mil
	Marlene Witmer	(301) 227-3140	Marlene.witmer@navy.mil
	Denise Leonard	(301) 227-1659	denise.leonard@navy.mil
Government Travel Card	Lynquia (Nikki) O'Bryan	(301) 227-3150	lyniqua.obryan@navy.mil
	Brittany Payne	(301) 227-4298	brittany.b.payne1@navy.mil



HR Specialists & Advisors

Human Resources Director	Emily Grauwer	(301) 227-1791	emily.grauwer@navy.mil
Planning, Policy, and Analysis Branch	Andrew Alderfer (Head)	(301) 227-2891	andrew.alderfer@navy.mil
	Darrell Sample	(301) 227-4713	darrell.sample@navy.mil
	Eileen Billups	(215) 897-2689	eileen.billups@navy.mil
Recruiting & Student Outreach Branch	William Jackson	(301) 227-2069	William.jackson@navy.mil
	Angela Hooker	(301) 227-2763	angela.hooker@navy.mil
	Daronda Rochelle	(301) 227-7016	daronda.rochelle@navy.mil
Policy, Staffing & Classification Branches	Lisa Harden (Head)	(301) 227-3722	lisa.a.harden1@navy.mil
	Megan Fitzpatrick	(301) 204-9482	megan.fitzpatrick@navy.mil
	Toni Gardner	(306) 930-2623	Antoinette.d.gardner@navy.mil
	Carol Brizzolara (Classifier)	(301) 897-3699	carol.r.brizzolara@navy.mil
	William Cruz	(301) 227-2561	William.Cruz@navy.mil
	Joseph McCall	(301) 227-5561	Joseph.l.mccall@navy.mil
	Daronda Rochelle	(301) 227-7016	daronda.rochelle@navy.mil
	Shelley Saville	(301) 227-2392	shelley.saville@navy.mil
	Jennifer Johnson (Policy)	(760) 793-4708	Jennifer.n.johnson@navy.mil
Labor & Employee Relations Branch	Margaret McConnell (Head)	(301) 227-5039	margaret.mcconnell@navy.mil
	Susan Rossi	(215) 897-2692	susan.rossi@navymil
	Katisha Mcallister	(301) 227-2276	katisha.Mcallister@navy.mil
	Meredith Miller	(301) 227-0536	meredith.a.miller@navy.mil
Workforce Development Branch	Jorge Galindo (Head)	(301) 227-2153	jorge.galindo1@navy.mil
	Linda Florian	(301) 227-5632	linda.florian@navy.mil
	Cecelia Paulding	(301) 227-2054	Cecelia.Paulding@navy.mil
	Olamidayo Odusanya	(301) 227-3671	olamidayo.odusanya@navy.mil
	Jeffrey Klimczak	(301) 227-3740	Jeffrey.kimczak@navy.mil
	Renard Walker	(301) 227-3474	renard.walker@navy.mil

EEO Diversity & Inclusion Office

DEEO, Director Diversity and Inclusion	Wanda Jimenez- Barkdoll	(301) 227-0090	wanda.jimenez-barkdo@navy.mil
Reasonable Accommodation Coordinator	Vacant	(301) 227-1441	Vacant
Affirmative Employment Coordinator	Christina Suggs	(301) 227-2865	christina.suggs@navy.mil
Sign Language Lead Interpreter	Rebekah Knodel	(301) 227-4049	rebekah.knodel@navy.mil
NSWC HQ Admin Officer (AO)	Rosanna Pittman	(202) 781-4097	rosanna.pittman@navy.mil
Code 00/COS Admin Officer (AO)	Courtney Clay	(301) 227-4770	courtney.m.clay1@navy.mil
Code 01 Admin Officer (AO)	Arline Grabner	(301) 227-1084	arline.grabner@navy.mil
Code 02 Admin Officer (AO)	Denise Troller	(301) 227-5327	denise.troller@navy.mil
Code 03 Admin Officer (AO)	Dana McVey	(202) 781-0627	Dana.Mcvey@navy.mil
Code 10 Admin Officer (AO)	Kim Dempsey	(301) 227-4161	kimberly.dempsey@navy.mil
Code 60 Admin Officer (AO)	Tiffany Nekota	(301) 227-0018	tiffany.nekota@navy.mil
Code 70 Admin Officer (AO)	Katie Kiernan	(301) 227-0480	kathryn.kiernan@navy.mil
Code 80 Admin Officer (AO)	Donna Intolubbe	(301) 227-1556	donna.intolubbe@navy.mil

Complete the following items in chronologic order as many actions are prerequisites to accomplishing those that come after. Timeliness is critical to ensuring you are up and running as swiftly as possible. The HR New Employee Orientation will provide important information to the employees about required work.



FIRST WEEK ON-BOARD

New employees are encourage to use the Ready Reference Guide as a step-by-step checklist for what in-processing actions to complete. Employee are to check with their AO and/or Supervisor regarding the status of the following in-processing actions: Personnel “hiring” Action (SF-50), SAAR Form, Computer/Network access, Account Creation, and Equipment/Asset Management.

1. New Employee Onboarding – Day 1 – Refer to agenda provided during onboarding.

Employee must complete the following step during the first day of onboarding:

- Be administered your Oath of Office and completed Human Resources in-processing documentation. HR staffing specialist provide new employees with further details (see # 16 for more reference)
- Complete SF-312 Non-Disclosure form -
 - MUST complete the required section of the form, sign, and date
 - If you were not able to submitted the form, you can email the form directly to David Hess, david.p.hess@navy.mil
 - Contact the Security Office at (301) 821-2779 to setup an appointment to physically sign your Security related in-processing documents
- Information Assurance Briefing must be completed (see above) by ISSM Team -
 - This briefing is conducted during onboarding session. Participation will be captured via the onboarding sign-in roster

QUESTIONS?

Contact HR Onboarding POC, HR Staffing Specialist, Shelley Saville, 301-227-4427, shelley.saville@navy.mil if you have any questions.

1B. New Employee Onboarding – Day 2 - Refer to agenda provided for onboarding

QUESTIONS?

Contact HR Onboarding POC, HR Staffing Specialist, Shelley Saville, 301-227-4427, shelley.saville@navy.mil if you have any questions.

2. Obtain/Renew your Common Access Card (CAC) – Day 3 - Week 1

Your Common Access Card (CAC) is a permanent identification badge, which grants you access to base as well as to computer systems and secure buildings for which you are authorized. CAC security is taken very seriously, so make sure to take your CAC with you every time you leave your desk.

- Newly hired employees will not be able to obtain a CAC until the following actions have been taken:
 - Information has been entered into DCPDS and an SF-50 has been created, which generally takes 2-3 days but could take up to two weeks. To find out the status of this, contact your HR Staffing Specialist.
 - Information is populated in the Defense Enrollment Eligibility Reporting System (DEERS), which comes from



DCPDS, and generally takes 1-2 two days after SF-50 has been created, but could take up to two weeks.

- Your SAAR Form has been fully processed and your email has been created.
- Carderock CAC Office is available for CAC Services and CAC Pin Reset from 0730-1530 daily (M-F). Walk-in hours are Monday -Friday 0730-0900 for CRDR user ONLY. Appointment hours are 0930-1530. Appointments can be scheduled via the RAPIDS website and will be available to all DEERS enrollees.
- Use the link below to setup an appointment to get a CAC once your DEERs account and your Navy email address have been properly setup: <https://idco.dmdc.osd.mil/idco/#/>
- Due to the COVID-19 pandemic, there are only 10 individuals allowed in the Carderock CAC Office at a time. As long as the government is open, the Carderock CAC Office will be open and servicing employees.
- You will need two forms of ID, including 1 photo ID, to obtain your CAC (Examples include a valid driver's license, U.S. Passport, Social Security Card, Voter's Registration Card or Birth Certificate).
- Speak to your supervisor, AO, or HR specialist AO's for additional guidance or if you required verification of the information above.

QUESTIONS? Contact Visitor Center at (301) 227-2081 if you have any questions.

3. New user must provide their Cyber Awareness Challenge Training Certificate to ISSM/DIO – Day 3 - Week 1

- New hires are required to complete the Cyber Awareness Challenge training for Department of Defense employees located at: <https://public.cyber.mil/training/cyber-awareness-challenge/>.
- Complete the entire training and print out the Certificate the upload the certificate to their USA Staffing onboarding record. Or once the new employee is onboard, the certificate can be sent to CRDR_CD_NSWCCD_SAAR-IAM@navy.mil and respective Administrative Officer (AO).

3B. New Users at Carderock will work with 104 Helpdesk for Initial Login on computer – Day 3 - Week 1

When user (new employees) has their CAC Appointment Time set up, contact the ESM following personnel to set the appointment for ESM assistance and pick up of NMCI equipment:

Additional, as a new users at Carderock, you will work with 104 Helpdesk for Initial Login on computer - If ESM is needed, the Administrator Officer will schedule an appointment for the new user at (301)227-3000. User will go to building 2, Basement Level, Room 128 after being issued their CAC for assistance with logging into NMCI, opening Outlook, completing a property pass and Publishing Encryption Certificates to the GAL.

Note: On the day of user scheduled ESM Assistance Appointment date - User will stop directly by building 17E, Basement Level, Room 131 after being issue their CAC for assistance with logging into NMCI and Publishing Encryption Certificates to the GAL.

3C. New User at Detachment Sites should Call NMCI for Initial Login to your – Day 3 - Week 1

- Navy Marine Corps Intranet (NMCI) provides tech support for hardware, software and operating systems.
- They will typically be able to help you troubleshoot problems you are having with your laptop and other devices.

Dial 1-866-843-6624

- You must first have an NMCI account and CAC
- You will need your computer's ASSET # (found beneath the first barcode on your laptop sticker)
- You will be calling about an UNCLASSIFIED computer during your initial login, but double check the security markings on your laptop or verify with your coworker or secretary
- You will need someone to verify your identity and they will need to provide his/her NMCI email address and



NMCI PIN number over the phone. (Note: the NMCI pin is not the same number as the CAC login number)

3D. New User at Detachment Sites Publish Encryption Certificates to the GAL - *Week 1 to Week 2*

Publishing your encryption certificates to the Global Address List (GAL) in your Outlook email allows others within the Department of Defense (DOD) and Department of Navy (DON) employees to send you encrypted email.

Open Microsoft Outlook

- Click File > Options > Trust Center
- Select the button labeled Trust Center Settings
- Click on the Email Security link
- Click the Publish to GAL button under Digital IDs (Certificates)
- Click OK allowing Microsoft Outlook to publish your certificates
- You will receive a pop-up notice when your certificates have been published successfully

QUESTIONS?

Call the NMCI help desk (1-866-843-6624) ext. 1, 3, 1 or contact your Department Information Officer (DIO).

4. Timekeeping - *Week 1 to Week 2*

NSWCCD inputs time in the Enterprise Resource Planning (ERP) System. Time and attendance is verified and certified weekly. <https://ep.erp.navy.mil/irj/portal>

- Discuss how time keeping is managed in your code by talking to your Supervisor and AO.

QUESTIONS?

For more questions about time keeping, contact Ralph Miller at ralph.miller@navy.mil; 301-227-1513

5. Complete your Individual Development Plan (IDP) Annual Requirement *Week 1 to Week 2*

STEP 1: Log in to TWMS Self-Service at: <https://mytwms.dc3n.navy.mil>

STEP 2: Select "My IDP".

STEP 3: Your IDP will open in a new tab in your browser.

STEP 4: Personal Info/Goals & Objectives

STEP 5: Outstanding Required Training, Billet Required Training, Billet Required Certifications, and Completed training

STEP 6: Identifying Competencies or skills you would like to strengthen

STEP 7: Adding Training Courses and Developmental Activities

STEP 8: Signing the IDP

STEP 9: Sending to Supervisor for Approval/Disapproval (workflow)

QUESTIONS?

Contact Linda Florian at linda.florian@navy.mil or 301 227-5632 if you have any questions.

6. Shipboard Work and SUBSAFE Training *Week 1 to Week 2*

Personnel performing shipboard work aboard surface ships or submarines are required to have a shipboard card to carry as evidence of training completion per NSWCHQ/NUWCHQINST 4790.1.



Verify shipboard training requirement - Verify job duties with supervisor to determine if training is required. Shipyards have the right to prevent access to surface ships or submarines if the shipboard card is not available. Shipboard work is defined as:

- "A. Any action that actually or potentially changes (including disassembly for the purposes of inspection or repair) the approved configuration of any part, component or ship's system.*
- B. Any action that removes or affects the ship's ability to operate ship's systems or components in accordance with ship's systems/operating manuals.*
- C. Any testing or inspections.*
- D. Examples of work include, but are not limited to, the following:*
 - 1) Any action which disassembles or removes any part, component or ship's system.*
 - 2) Actions specified in a Technical Work Document.*
 - 3) Validations, audits, assessments, hardware and software installations, technical assistance visits, ship checks, training evolutions, Test and Evaluation tasks and data collection efforts.*
 - 4) Component or system tests.*
 - 5) Valve line ups that alter the normal system line up not governed by operating procedures.*
 - 6) Removing valve hand wheels, disconnecting of reach rods.*
 - 7) Maintenance work. Any work being accomplished to keep equipment in proper operation or to prolong the useful life of the equipment."*

Shipboard Training

- Tier 1 to be completed by personnel performing shipboard work:
 - TWMS 650973 – Tier 1 Shipboard Training (Submarine Only)
 - TWMS 631353 – Tier 1 Shipboard Training (Surface Ship Only)
 - Training is required every 2 years
- Tier 2 and Tier 3 include Tier 1 completion but are also job specific, see supervisor for training details. Department POC's for shipboard training are:
 - Code 00/01/02: Katherine Citro at 301 227-1067 or katherine.citro@navy.mil
 - Code 10: Monica McCoy at 301 227-1439 or monica.mccoy@navy.mil
 - Code 60: Suzanne Freidman at 301 227-2920 or suzanne.friedman@navy.mil
 - Code 70: Marvin Miller at 301 227-3118 or marvin.k.miller@navy.mil
 - Code 80: Ross Hempel at 301 227-5068 or ross.hempel@navy.mil
- **NOTE: Other safety and job specific training is likely to be required prior to performing work. You must contact your supervisor for information on other tasks such as obtaining an ESAMS ship or sub rider duty task.**

Shipboard card Issuance

The Quality Management Office (QMO) issues Tier 1 shipboard cards based on regularly checked TWMS completion reports. If a card is needed prior to 4 weeks contact the QMO. Tier 2 and Tier 3 are issued by the QMO after verification of training requirements and completion.

Verify SUBSAFE training requirement

Verify job duties with supervisor to determine if training is required. Employees must take the SUBSAFE training if they are:

- Personnel seated at NAVSEA HQ in Team SUBS;
- Personnel who perform design, engineering, planning, or configuration management function that involves the review and/or approval of SUBSAFE technical, programmatic or quality assurance information
- Personnel who physically perform work aboard submarines (sub-riders, TEMP-ALT personnel, etc.);
- Personnel assigned by their supervisor to take the training based on their type of work

SUBSAFE training

- TWMS 632780 - Training is required every year.



QUESTIONS? Contact the Quality Management Office, Joan Shanahan at (301) 227-5907 or joan.shanahan@navy.mil.

7. Set up your MyPay Account - *Week 1 to Week 2*

MyPay is the Department of Defense's online payroll and accounting system that allows you to view your leave and earnings statements, make changes to tax withholdings or allotments, update bank account and electronic fund transfer information, and more. <https://mypay.dfas.mil/>

- Click the "Smartcard Login" button on the left hand side of the page
- Follow the prompts to register your CAC.
- You will be prompted to also create a Login ID and Password. You will use this when accessing MyPay from home or another device that does not have a CAC reader
- MyPay accounts can take 30-45 days to become active after they are requested.

QUESTIONS? - Call customer support at 1-800-390-2348 between 7:00 a.m. – 7:30 p.m., Monday through Friday

8. Set up your MyBiz account - *Week 1 to Week 2*

MyBiz is a web based self-service HR module that grants you access to your official personnel information. <https://compo.dcpds.cpms.osd.mil/>

- Read and agree to the DOD Notice and Consent Banner
- Select your DOD – CAC certificate when prompted
- For first-time users, click "Register" under Smart Card Access
- Beneath the section titled DCPDS Smart Card Registration, enter your social security number (SSN) with hyphens
- Click the "Register" button
- Enter your HR/My Biz/My Workplace Database Username (this is your SSN again with hyphens)
- Select the "Submit" button
- In your MyBiz account, scroll to the bottom of the page and click the "Personal" title
- Click on the "Contact Information" link and update your work email
- Return to the home page
- If you need to provide employment verification to an external organization (business, bank, credit Union, landlord, etc.), click on "Request Employment Verification" in the list of links beneath Key Services

9. Update the Navy Family Accountability and Assessment System (NFAAS) – *Week 3 to Week 4* (May take up to 60 days)

The NFAAS is the system utilized by the Navy to account for all personnel and their families in the event of widespread natural or man-made disasters. All employees need to validate/update their contact data two times per year (March/September)

Civilian Employees/Military personnel must update/validate their contact data by following the steps below.

SECTION ONE:

- A. Log onto the NFAAS website at <https://navyfamily.navy.mil>
 - B. Click on "Click Here" under "Navy Military, Civilians, OCONUS Contractors, and their Families"
 - C. Select the CAC Login Method, Choose the Email Certificate
 - D. Under the "My Info" Tab, Click Contact Information
 - E. Review "Sponsors Client Info", Edit Information as Necessary, Click Save, Click "Verify Info as Current"
- AND

- F. Review "Sponsors Work Info", Edit Information as Necessary, Click Save, Click "Verify Info as Current"

SECTION TWO:

- A. Click Family Member Information Under the "My Info" Tab
- B. Review "Family Member Information", Edit Information as Necessary, Click Save, Click "Verify Info as Current" for EACH person listed

QUESTIONS?

Contact NFAAS Help Desk (nfaas@spawar.navy.mil) / 1-866-946-9183 or 619-553-8167) or Dianna Pleasants at 301-227-7598 or Dianna.pleasants@navy.mil.



10. Update MilConnect - *Week 3 to Week 4*

MilConnect is the backbone through which the DOD builds its Global Address List (GAL), also known as the address book in your Outlook email. The GAL contains the business phone numbers and email addresses of most Department of Defense (DOD) and Department of Navy (DON) employees. <https://www.dmdc.osd.mil/milconnect/>

- Click on the sign in button at the top right of the page
 - Read and agree to the self-service consent to monitor notice
 - Choose the login button beneath the Common Access Card (CAC) option
- Choose your DOD CAC certificate when prompted
- On your account home page, select the tab that says “Update Contact Info (GAL)” or select the quick link in the right hand navigation pane “Update Global Address List (GAL)”
- You should see the default Personal Information Tab. Click on the CIV tab next to it to adjust your work information
- Enter any missing or outdated information in the fields available. The following must be accurate:
 - DUTY ORGANIZATION (United States Navy)
 - DUTY SUB-ORGANIZATION (Naval Surface Warfare Center Carderock Division West Bethesda, MD)
 - OFFICE SYMBOL (NSWCCD)
 - JOB TITLE (Engineer, Contract Specialist, Branch Head, etc.)
 - DUTY INSTALLATION/ LOCATION; this is where you physically sit (West Bethesda, MD: Naval Support Activity)
 - DUTY ADDRESS
 - PHONE NUMBER(S) (put your desk phone number)
- You may also choose to opt in to the TSA Pre-check Program for DOD Personnel. This program is open at no cost to DOD civilians and Service members and provides you expedited security screening at airports when on official or personal travel
- Click on the TSA Pre check Program checkbox
- Complete the fields beneath CIV DUTY ADDRESS. Ask your secretary for your building’s physical street address.
- After information is updated, click the submit button at the bottom of the page to save changes
- Data saved to MilConnect may take several days to appear in the GAL

QUESTIONS? For technical support (milConnect access/login issues, functionality issues, getting an error, etc.) contact the DMDC Service Center (DSC) at 1-800-477-8227. For DEERS support (questions/assistance with data in DEERS shown in the mil Connect portal), contact the DMDC Support Office (DSO) at 1-800-538-9552

11. Access/create account to internal training sites for Mandatory Training – *Week 3 to Week 4*

1. Access TWMS - Log in to TWMS Self-Service at: <https://mytwms.dc3n.navy.mil> and follow the prompts.
2. Basic instructions for signing up for iNFUSION if you haven’t already (CAC required):
 - a. Go to: <https://fusion.navsea.navy.mil>
 - b. Click the "Sign in/Register" button at the top, left of the screen
 - c. Agree to the DoD Warning Banner
 - d. Click "I Agree" and create a new account
 - e. Fill out the (brief) web form, selecting the following options. (See example below)
 - i. Username: (Prepopulated, but change to what you like)
 - ii. Display Name: (Prepopulated, but change to what you like)
 - iii. NAVSEA Command: NSWC Carderock
 - iv. Site: West Bethesda (or appropriate detachment)
 - f. Code: Your departmental code (this will help with organizing and identifying folks across Carderock and



the WFC)

- g. Wait for e-mail confirmation and start exploring the many tools of Fusion

11B. Mandatory Training Completion - Week 3 to Month 3

Other than the mandatory training completed during onboarding session, new employees are responsible for documenting your own mandatory training completion. Contact you AO for more guidance.

List of the Mandatory Training Completed on onboarding - Week 3 to Month 3

PRIOR TO ONBOARDING:

- Cyber Awareness –DOD-IAA-V19.0

DAY 1:

- Initial Security Brief –CMD-SECBRIEF INITIAL
- Cybersecurity 101 –TWMS-610848
- Information Assurance Brief
- EEO Training Brief –TWMS-614600
- Constitution Day –TWMS-689046 (part of CO brief)
- Telework –TWMS-OCHR-EMP1 (for new employee only, not the one for supervisor)
- Time & Attendance –TWMS-690336
- Ethics –TWMS-689045 (for new employee only)

DAY 2:

- Records Management –DOR-RM-010-1.2
- PII –DON-PRIV-2.0
- CUI –TWMS-686564
- OPSEC –NOST-USOPSEC-4.0
- Active Shooter –DON-687121-1.0
- Anti-terrorism Level 1 –CENSECFOR-AT-010-2.0
- Physical Security –TWMS-681607
- Workplace Violence –TWMS-658532
- Derivative Classifiers –TWMS-571920

ONBOARDING FOLLOW-UP:

- SAPR Initial (One Team, One Flight) –TWMS-577914 /SAPR Refresher –TWMS-631936
- POSH –TWMS-613963
- NO FEAR –TWMS-613957
- Counterintelligence Awareness (NCIS) –DON-CIAR-1.0

go to your TWMS account or view the lasts copy of the Mandatory training flyer to see other Mandatory training requirement for new employees.

QUESTIONS? Contact Renard Walker at renard.walker@navy.mil

12. Complete Acquisition Ethics Training – Week 3 to Week 4

Directions for Creating DAU account and signing up for online delivery of course “CLM 003 – Overview of Acquisition Ethics”:

1. Navigate to: <https://www.dau.mil/>
2. At the top right corner of the public homepage, click “Sign in”
3. Read/accept the monitor and use statement



4. Click "login using your Smartcard(CAC)"
5. Choose email certificate
6. Choose "Training Center" Icon
7. Choose "Apply for a Course"
8. Choose "Navy or Marine Corps (Military and Civilian)" under "DoD Organizations"
9. You will be directed to "eDACM" (if you already have an account, start with this link)
<https://www.atrrs.army.mil/channels/navyedacm/Login/Login.aspx>
 – agree to the Privacy and Security Notice
10. Select "Log in with CAC" / Choose EMAIL Cert
11. Close the announcement pop-up
12. At the horizontal menu, mouse over "Manage Career" > "Training" > "Search for DAU Training"
13. Under "DAU Continuous Learning Module" select the radial button "Order by Course Number"
14. From the drop-down menu that appears, scroll down and select "CLM 003 – Overview of Acquisition Ethics"
15. Select "Continue"
16. Review the DAU Training Request – paying particular attention to the Supervisor/Supervisor Email. This should be your Supervisor who will approve your course request.
17. Select Submit Request

To Log in and Complete the Course CLM 003 – Overview of Acquisition Ethics:

1. Navigate to: <https://www.dau.mil/>
2. Click "login using your Smartcard(CAC)"
3. Read/accept the monitor and use statement
4. Choose email certificate
5. Choose "Course Login" Icon
6. If applicable, Close the "Campus Banner/Announcements"
7. If applicable, In the upper right corner click "Login to Virtual Campus"
8. Search for the course using key words
9. Click on "CLM 003 – Overview of Acquisition Ethics" to launch the course.

***To start the process of obtaining a DAU Student account or requesting access to the new DAU Virtual Campus, users must submit a DAU SAAR (<https://saar.dau.edu>). When submitting the DAU SAAR, we recommend students use Google Chrome, Microsoft Edge, or Mozilla Firefox, as Internet Explorer often will error or timeout. Select the link below for step-by-step guidance on completing this process.

<https://www.dau.edu/faq/documents/createdaustudentaccount.pdf>

Once you have been granted access to the New Virtual Campus and have successfully changed your password, follow the instructions below to begin your training registration:

1. Login to the Virtual Campus (<https://dau.csod.com>).
2. Locate the "Search" box in the upper right corner of the page.
3. If you know the specific Course Prefix and Number, type it in the Search box and press enter. You must include a space between the course prefix and number, i.e. CLG 001.
4. Select the course title listed under "Training Results".
5. Click "Request" to be officially enrolled in this course.
6. Thereafter, you will be redirected to your "Active Transcript" where you will be able to begin the course.

Note: If you're uncertain of which online course you would like to take, you may follow the steps below:

1. Login to the Virtual Campus (<https://dau.csod.com>).
2. Under the Welcome Video, select the icon that says "Apply for Online Training".



3. Use the "Training" and "Subject" filters on the left to minimize the course results if you choose.
4. Once you've located your desired course, select the course title and push the "Request" button to enroll in the course.
5. Thereafter, you will be redirected to your "Active Transcript" where you will be able to begin the course.

When completed, provide it to NSWCCDTrainingPurchaseRequests.fct@navy.mil within your first 30 days.

ONBOARDING FOLLOW UP

13. Attend Onboarding Follow-Up Week 4 to Week 6

The orientation follow is an information session designed to meet with new employees to discuss some items in detail that were not discussed during first week of onboarding.

- Agenda will be provided to new employees prior to the Onboarding Follow-Up

QUESTIONS?

Contact HR Onboarding POC, HR Staffing Specialist, Shelley Saville, 301-227-4427, shelley.saville@navy.mil if you have any questions.

14. Make Benefit Elections in GRM (formerly known as EBIS) – *ASAP but NLT Week 4 to Week 6*

On 23 August 2018, EBIS goes off line and on 27 August 2018, employees will be able to access its replacement, the GRB Platform. The location remains the same: <https://www.civilianbenefits.hroc.navy.mil/>. The Platform will continue to provide the same basic functionality as EBIS but with more user-friendly features. The best news is the Platform eliminates the need for a USERNAME and PASSWORD. Instead, the application authenticates the user's Common Access Card (CAC), allowing access. However, the Platform still remains restricted. Not only is a CAC required, but employees must also use a government computer and have a .mil, .edu, or .gov email address. The new design is very similar to our OCHR Portal. Instead of tabs across the top, the Platform has "tiles" for employees to select. With these new features, employees will have a true "one-stop-shopping" experience for both obtaining benefits information and making benefits transactions.

For more information, refer to Your Department of Navy (DoN) GRB platform information document given in your 2 Day Onboarding.

Program	Election Period from Date of Appointment
Life Insurance (FGLI)	Basic coverage is automatic; you have 60 days to elect optional coverage
Health Insurance (FEHB)	60 days & during annual open season
Thrift Savings Plan (TSP)	Automatically contribute 5% of basic pay, but can change or cancel at any time

- TSP - can increase amount of contribution in EBIS, but an inter-fund transfer has to be done on TSP website: www.tsp.gov

QUESTIONS?

Call the Department of Navy Civilians Benefits Line at 888-320-2917 between 7:30am – 7:30pm and select menu option #4 to speak with a Customer Service Representative. Email your questions to navybenefits@navy.mil with your full name, pay plan, grade, contact phone number and best time to call you.

14B. Make Benefit Elections in BENEFEDS – *Week 4 to Week 6 or Open Season*

BENEFEDS is an enrollment and premium processing system sponsored by the Office of Personnel Management (OPM) that you must use to enroll in the Federal Employees Dental and Vision Insurance Program (FEDVIP)

<https://www.benefeds.com/>

- Click on the button labeled "Sign Up Now" to create a profile and enroll in FEDVIP
- Refer to the Information booklets in your New Hire Welcome Folder for more information on each of these



benefits. Additionally, we recommend you view the New Employee Benefits Orientation video under the icon labeled “eSeminars” in EBIS (link provided in step 21)

QUESTIONS? Call BENEFEDS at 877-888-3337, Email your questions through the electronic form on the BENEFEDS website under “Contact Us”

14B. Enroll in a Flexible Spending Account (FSA) with FSAFEDS – *Week 4 to Week 6 or Open Season*

FSAFEDS is the Federal Flexible Spending Account Program. A Flexible Spending Account (FSA) is a tax favored program offered by employers that allows their employees to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. <https://www.fsafeds.com/>

- Click on the button labeled “New Hire Enrollment” and follow the instructions
 - Your Payroll Office Number (PON) is 97380600 – Department of Defense
- Refer to the information booklets in your New Hire Welcome Packet for more information on each of these benefits. Additionally, we recommend you view the New Employee Benefits Orientation video under the icon labeled “eSeminars” in EBIS (link provided in step 21)
- Your enrollment to the benefit is optional

QUESTIONS? Call a FSAFEDS Benefits Counselor at 877-372-3337 between 9:00am – 9:00pm Monday through Friday

14C. Apply for Federal Long Term Care Insurance Program (FLTCIP) – *Week 4 to Week 6*

The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance to help pay for costs of care when enrollees need help with activities they perform every day, or have a severe cognitive impairment, such as Alzheimer’s disease. <https://www.ltcfeds.com/>

- Click the tab labeled “Apply” in the top menu bar and review all information
- Refer to the information booklets in your New Hire Welcome Packet for more information on each of these benefits.
- Your enrollment to the benefit is optional

QUESTIONS? For more assistance or information about these benefits, Contact: 1-800-582-3337

14D. Military Credit and Buy Back Options - *Week 4 to Week 6*

Federal employees have the option of making military deposits for creditable military service to increase their retirement annuity.

- Navigate to the website for comprehensive information on military buyback and your options for retirement crediting: <http://www.federalretirement.net/militarybuyback.htm>

QUESTIONS? Contact DON Civilian Benefits Center navybenefits@navy.mil or go to the link below for more information about the completion of Beneficiary Forms which can be found on OCHR portal at <https://portal.secnnav.navy.mil/orgs/MRA/DONHR/Benefits>



MANDATORY – IF APPLICABLE

The following items are only mandatory if you meet the eligibility requirements for each item. Read them carefully and complete as applicable.

15. Obtain a Property Pass - *Week 3 to Week 4 (May not apply to all employees; discuss with your supervisor)*

A property pass is a formal authorization to allow government owned equipment or assets to leave the premises as a means of tracking possible theft or unauthorized use. All employees who will remove government owned equipment from the premises when teleworking or going on travel must have a property pass prior to taking the equipment home. Request department Property Pass POC information from your AO.

- Go to the link below to access the Property Pass Form: to access your Property Pass and follow the directions: https://cuthill.aw3s.navy.mil/intra/code10/code107/documents/property_pass_request.xlsx

16. Initiate a Telework Request - *Week 3 to Week 4 (Discuss with Supervisor)*

It is NSWCCD policy to provide eligible employees the opportunity to participate in teleworking to the maximum extent possible without diminished employee performance or mission accomplishment. Telework participation is not a right or requirement and must be collaboratively agreed to and scheduled by the supervisor and employee.

- Employees serving a probationary period may not be eligible to participate in telework.
- Discuss this with your supervisor and AO to discuss telework in your code.
- All employees who will be teleworking must have a current property pass for their computer and/or other assets. Work with your secretary to obtain one

Effective October 1, 2018, all employee telework agreements must be requested and approved electronically using Total Workforce Management Service (TWMS) (<https://twms.dc3n.navy.mil>). Paper/hard copies of DD Form 2946, Department of Defense (DoD) Telework Agreement, are no longer authorized and will not be accepted.

If you have an active telework agreement requested and approved in TWMS, no action is required of you at this time. If you currently have an active telework agreement that was requested and approved outside of TWMS (i.e., using hard copy DD 2946), you are required to create a new telework agreement in TWMS no later than COB September 30, 2018, regardless of the expiration date of the agreement. All paper/hard copy telework agreements will be void on October 1, 2018. If you have not taken the required "Telework Training for DON Employees" in TWMS in the past two years will be prompted to take the training before you are able to sign an agreement and forward the request to your supervisor for approval.

QUESTIONS?

For more information about the Telework Agreement, contact Telework Program Manager Susan Rossi at susan.rossi@navy.mil; (301) 227-1569.



HIGHLY ENCOURAGED

17. Review Your Electronic Official Personnel Folder (eOPF) - *Week 3 to Week 4*

The Department of Navy's Electronic Official Personnel Folder System (eOPF) contains electronic copies of official personnel documents which comprise your Official Personnel Folder. On 4 June 2012, DON's eOPF system was implemented providing the ability for processed personnel transactions within the Defense Civilian Personnel Data System (DCPDS) and Electronic Benefits Information System (EBIS) to automatically flow and store within the eOPF system. Existing documents within an employee's original paper OPF will be scanned and loaded within eOPF over a period of several years; therefore, you will not see all personnel transactions until back scanning has been completed.

<https://eopf.opm.gov/navy/>

- From the logon page, click the "Request Your eOPF ID" link
- Complete the form with the last 5 digits of your Social Security Number, first 4 letters of your last name, and date of birth
- Click "Submit." Your eOPF ID will be emailed to the email address of record in eOPF.
- From the eOPF log-in page, click the "Request a New Password" link
- Complete the form with your eOPF ID, last 5 digits of your Social Security Number, and first 4 letters of your last name
- Click "Submit." You will be emailed a password reset link, a reset token, and instructions to request a password. You have 15 minutes to follow the instructions and set your password
- Use the link and instructions you received in your email to reset your password
- After you reset your password, you should be returned to the eOPF log-in page. Enter your eOPF ID and new password and click "Submit"
- Select and answer your security questions or create personalized questions
- Read and accept the Rules of Behavior page
- The screen will refresh and take you to the eOPF Welcome Page. Navigate your eOPF using the menu on the left

Once employee have grant access, eOPF will provide:

-- 24/7 access from a secure connection to Official Personnel Files by employees, HR professionals and hiring managers. EOPF also:

- Enhances portability and security of employee personnel records
- Increases employee awareness and accountability via automatic email notifications
- Reduces costs associated with storage, maintenance and retrieval of records
- Eases transfer of pertinent human resource data when an employee changes positions both within and outside the DON
- Integrates and complements agency human resources information systems capabilities
- Eliminates loss of an employee's OPF in filing and routing
- Immediate access to OPF files and information for a geographically dispersed workforce

QUESTIONS? For help with technical aspects of the website, email eopfadmin@opm.gov. Questions concerning about specific personnel actions should be addressed with your supervisor or HR Staffing Advisors:

Staffing, Recruitment & Classification Branch Head -	Lisa Harden	lisa.a.harden1@navy.mil
HR Staffing Specialist	Angela Hooker	angela.hooker@navy.mil
HR Staffing Specialist	Shelley Saville	shelley.saville@navy.mil
Classifier	Carol Brizzolara	carol.r.brizzolara@navy.mil
HR Advisor HQ/02	Jennifer Johnson	jennifer.n.johnson@navy.mil
HR Advisor Code OO/01/03	Joseph McCall	joseph.l.mccall@navy.mil
HR Advisor Code 10	Daronda Rochelle	daronda.rochelle1@navy.mil
HR Advisor Code 60	Toni Gardner	antoinette.d.gardner@navy.mil
HR Advisor Code 70	Will Cruz	william.cruz@navy.mil
HR Advisor Code 80	Megan Fitzpatrick	megan.fitzpatrick@navy.mil
HR Recruitment & Student Outreach Coordinator	William Jackson	william.jackson@navy.mil
HR Recruitment Specialist	Haley Kirby	Haley.kirby@navy.mil



EMPLOYEE QUESTIONS & INFORMATION - Information is posted on www.public.navy.mil/donhr/Pages/eopf.aspx and questions may be sent to [DNeOPF@chr.navy.mil](mailto:DONeOPF@chr.navy.mil).

18. Home Computer Antivirus Protection - *Week 3 to Week 4*

The Department of Defense (DOD) provides free anti-virus capabilities to all DOD and US Coast Guard civilian and military employees for use on their personal/home computers and personal electronic devices. <https://infosec.navy.mil>

- Navigate to the website and click “Accept” to the DOD Notice and Consent Banner
- Click the icon labeled “Download AV Software” beneath Essential Tools on the right side of the page
- Choose the Antivirus you would like to download or click the “Need Help Choosing?” icon
- Click on the Tip24 hyperlink at the top of the page for an easy guide on choosing, downloading and installing the correct antivirus for your home use.
- Select the file that corresponds to the operating system in your home to download
- Burn the downloaded zip file onto a DVD-R and take home for installation

19. Transportation Programs- *Week 3 to Week 4*

Transportation Programs are designed to help employees reduce their daily contribution to traffic congestion and air pollution by expanding their commuting alternatives.

- Refer to the Employee Onboarding Handbook for more information about the Mass Transit Benefits program and the vanpools available at NSWC Carderock. <https://crbewebappdev.dt.navy.mil/intra>

20. Get to Know your Organization - *Week 3 to Week 4*

Once you have obtain your CAC, we encourage you to check out this link to learn more about how each division in Carderock is structured and the part their play to Carderock’s overall mission and purpose:

https://cuthill.aw3s.navy.mil/intra/documents/NAVSEA_WCs_common_org_manual_upd_20200824.pdf

21. Get more information about Rideshare - *Week 3 to Week 4*

Once you have obtain your CAC, we encourage you to check out this link to learn more about rideshare option in and around the Carderock / West Bethesda area:

<https://cuthill.aw3s.navy.mil/intra/rideshare/>

Access your onboarding presentation slides on the Carderock New Hires Page:

<https://www.navsea.navy.mil/Home/Warfare-Centers/NSWC-Carderock/Career-Opportunities/Forms-for-New-Hires>

Once you have obtained your CAC, use the link below to available more useful onboarding materials on your NMCI computer (CAC required): <https://wiki.navsea.navy.mil/display/WDP/Employee+Onboarding+Program>

Inspiration comes from everywhere. It's what you do with it that counts.

COMMUNITIES of INTEREST (COIs)



Carderock's new Communities of Interest (COIs) are exploring ways to improve and excel.

Communities of Interest (COI)

The main purpose of our Communities of Interest (COIs) is to work out details of how to most effectively achieve the desired compliance results in a manner that is best for Carderock's workforce.

We want to use the COIs as two-way communication for everyone - at a tangible and workable level. If you have an idea, question or comment about any of these issues, the COI is a venue to gel and refine your ideas.

In general, the COI's are to facilitate collaboration across all departments. Below are the Community of Interest groups that have formed so far. It includes the COI's Advocates and Leads that you are welcome to contact.

Community of Interest Groups

COI	Advocate		Lead	
Acquisition	Larry Tarasek	lawrence.tarasek@navy.mil	Tariq Al-Agba	tariq.al-agba@navy.mil
Branch Head Communications	Tariq Al-Agba	tariq.al-agba@navy.mil	Mike Brown	michael.s.brown6@navy.mil
Communication	Jack Templeton	jack.templeton@navy.mil	Garth Jensen	garth.jensen@navy.mil
Division Financial Management Team	Tamar Gallagher	tamar.gallagher@navy.mil	Eric Stone	eric.j.stone1@navy.mil
Materials & Asset Management	Mike Brown	michael.s.brown6@navy.mil	David Beagan	david.beagan@navy.mil
MWR-Quality of Life	Kathy Stanley	kathy.stanley@navy.mil	Ross Hempel	ross.hempel@navy.mil
Security	Paul Shang	paul.shang@navy.mil	Melissa Berlo	melissa.berlo1@navy.mil
Technical Excellence	Jeff Mercier	gerard.mercier@navy.mil	Lou Carl	louis.o.carl@navy.mil

Source Link (CAC Required): <https://cuthillaw3s.navy.mil/intra/coi.html>