



ENERGY CONNECTION



Volume 1, Issue 2

January 25, 2021



**A MESSAGE FROM
THE DEPUTY
COMMANDER
Mr. W. Eric Smith**

First, I want to say thank you for both your enthusiasm for this newsletter and for your input on ways to make it more valuable and informative. We will take all your considerations in to account as we develop each issue, working to incorporate your ideas and suggestions.

As you can see, we've changed the name to "Energy Connection." This was a recommendation by Ms. Andrea Kincaid and several additional employees agreed. We feel this is a more inclusive title that speaks to all our missions and roles supporting the warfighters and whole of government partners.

We want to make this bi-weekly newsletter a reliable and effective way to share information across the organization – both up and down the chain of command. If you have input to add or want to share an operational or career success story or simply want to give a shout out to a fellow colleague for a particularly job well done, send it to DLAEnergyPublicAffairs@dla.mil. Brig. Gen. Canlas and I are being briefed on every idea you offer and are keeping YOU in mind for every issue of this newsletter.

Also, the new electronic suggestion tool is up and running. Brig. Gen. Canlas and I are very pleased with the feedback we're receiving. On page 2 of this newsletter, we've included some of the pertinent and timely questions and responses.

Very Respectfully,
W. Eric Smith

RESULTS ARE IN!

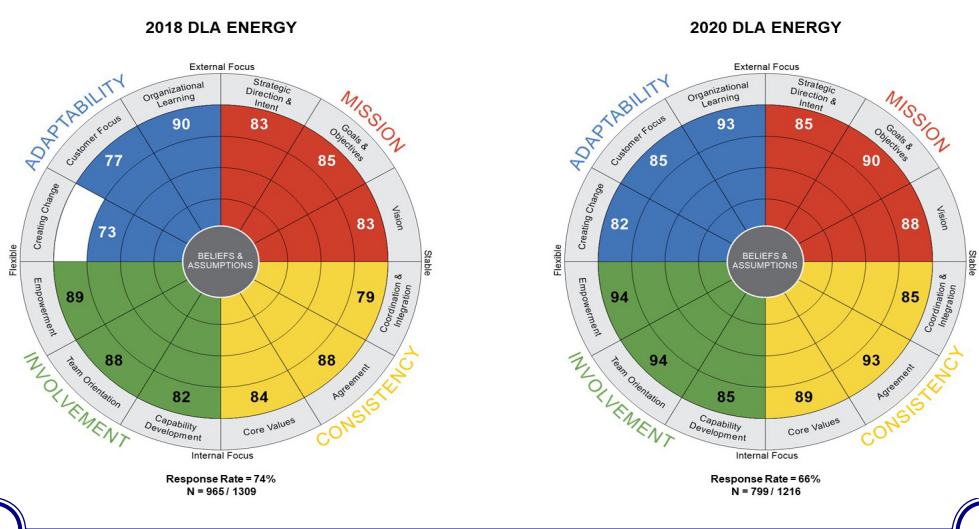
Brig. Gen. Canlas and I want to thank YOU, the DLA Energy workforce, for your dedication to making DLA one of the best agencies to work.

For the second time in a row, DLA Energy had the highest improvement rate among the DLA major subordinate commands. Your responses to the 2020 DLA Denison Culture/Climate Survey resulted in significant positive increases across all 12 indices. I want to share a few observations and highlights from the 2020 results. The four items that received the highest scores are:

- Information is widely shared so that everyone can get the information he or she needs when it's needed
- All members have a deep understanding of customer wants and needs
- Work is organized so that each person can see the relationship between his or her job and the goals of the organization
- We make certain that the "right hand knows what the left hand is doing"

As a high performing organization, we want to sustain our successes and work on improving the lower scored areas. For example, our response rate dropped from 74% in 2018 to 66% in 2020. Part of this may be attributed to COVID and employees not being in the workplace, but what that score does tell us is that we must try harder to ensure our communication with the workforce is transparent and to nurture a continuous active dialogue between supervisors and employees.

In the coming weeks we'll receive additional scores for our business units and regions. Stay Tuned!



**HQC/NCR COVID-19 Reconstitution Status:
Phase 0 - HPCON B**

EEO: DID YOU KNOW?

Federal employees and job applicants have 45 days from an alleged discriminatory act or the date they become aware of discrimination to file an EEO complaint?

For that reason, employees should contact the EEO Office as soon as they feel discriminated against or have an inkling that there has been discrimination to prevent the potential dismissal of their case based on procedural timeliness.

Questions? Contact your DLA Energy EEO office at DLA.EnergyEEO@dla.mil

*****Warfighter Support*****

DLA Energy Okinawa gave 3rd Marine Division Commanding General MajGen James Bierman (center left) and a small team a brief on the DLA Energy Okinawa regional mission and a tour of the local Defense Fuel Support Point early January.



DLA Energy Okinawa Commander Lt Col Tracy Gilmore (center right), Deputy Director Bill Davenport (far right) and DLA Energy employees Ken Brewer and David Moore with 3rd Marine Division members.

Appreciating our Partnerships

KUDOS Korner

DLA Energy Hawaii Commander Navy CDR Eric Lockett presented Certificates of Appreciation and his command coin as to the Fleet Logistics Center Pearl Harbor Fuels Lab team on Jan. 13 in recognition of their service and support. Over the holidays, the lab team helped to isolate and mitigate particulate contamination fuel concerns by performing petroleum fuel sample lab testing on behalf of Defense Fuel Supply Point, Marine Corps Base Hawaii and 25th Combat Aviation Brigade.



Pictured left to right: NAVSUP FLCPH Fuels Commander LCDR Shannon Bencs, Supervisory Chemist Benjamin Fegurgur, DLA Energy Hawaii Commander CDR Eric Lockett, Chemist Charisse Chu, and Physical Science Technician Brooke Gregory.

Comment Box

When will the fitness program be reinstated?

DLA is still very active in the response to the COVID-19 emergency. In support of these efforts, we made the difficult decision to suspend the Fitness and Wellness Program. There are still a variety of options available to continue to exercise during your duty day, pending supervisory approval. You could work a flexible schedule or extend your lunch for fitness activities and make up the time at the end of the day. You could also request to use earned credit hours, earned compensatory time, or annual leave for fitness. Another idea is to set aside the time you would have spent commuting for fitness activities. I encourage you to consider these flexibilities and to speak to your supervisor about what works for both you and your organization. Once this emergency ends and we return to more normal conditions, the DLA Fitness and Wellness Program will be reinstated.

Please reinforce the importance of integrity within the merit based hiring process.

HR personnel work very hard to ensure the accuracy of all applications and are diligent in following OPM and the Merit Based System to ensure these types of issues never happen. Also, Energy, ICW with Manpower, our CAM, and our Legal Office are in the process of developing a hiring action SOP.

Will annual leave be extended for carry over exceeding 240 hours for DLA Employees?

Per the recent NDAA, federal employees are eligible to carry over 25% more annual leave than the normal limit into the 2021 leave year, which is equivalent to 60 additional hours for most DLA employees. To be eligible, employees must first have forfeited “use or lose” annual leave in the 2020 leave year and apply for the regular leave restoration process. Once completed, if any of the employee’s “use or lose” annual leave remains forfeited after application of the regular leave restoration process, then the higher leave carryover limit may be applied, i.e., carryover limit of 300 hours vs. 240 hours. Any leave credited to an employee based on the higher leave carryover cap for 2021 must be used before the end of the 2021 leave year and before any other annual leave available to the employee—i.e., annual leave accrued in a past year, annual leave accrued during leave year 2021, advanced annual leave, donated annual leave, and restored leave. The additional carryover leave may not be donated and does not count toward lump-sum payments for unused annual leave for employees separating for retirement or other reasons. If you have any questions regarding the 2021 annual leave cap or restoration process, please contact DLAEnergyEAGLE@dla.mil.