

Litho NOTES

1994 NAVY LITHOGRAPHER RATING ASSESSMENT REVIEW MINUTES

The Defense Printing Service Headquarters (DPS) sponsors the annual LI rating assessment reviews. This year's Navy Lithographer (LI) Rating Assessment Review was held on 26-27 January 1994 in Norfolk, Virginia and 16-17 February 1994 in Coronado, California.

The purpose of the assessment review was to: evaluate the overall condition of the LI rating; discuss DPS long-range goals and objectives for afloat printing operations; and to keep the LI community and LI-related activities informed on the latest developments regarding the LI rating. Pertinent issues included: the revision of the LI occupational standards (OCCSTDS); manpower reductions; the use of new "printing" technologies; and new LI training requirements. Results of the review will be used to: improve the overall effectiveness of the LI rating and afloat printing operations; establish partnerships with LI-related activities; and, ultimately, to improve upon customer satisfaction throughout the fleet.

Panelists included representatives from DPS; the Defense Printing Service Detachment Office (DPSDO), Norfolk, VA; DPSDO, San Diego, CA; NAVSUP; the Naval Military Personnel Command (NMPC); the Navy Education and Training Program Management Support Activity (NETPMSA); the Defense Mapping School (DMS); the Navy Occupational Development and Analysis Center (NODAC); the Chief of Naval Technical Training (CNTECHTRA); Commander Naval Surface Force Atlantic; and Commander Naval Surface Force Pacific. Assessment review LI

attendees included representatives from: Commander-in-Chief, Atlantic Forces printing plant, Norfolk, VA; Defense Mapping School (DMS), Ft. Belvoir, VA; Atlantic Intelligence Command, Norfolk, VA; Shore Intermediate Maintenance Activity, San Diego, CA; Operational Test and Evaluation Force, Norfolk, VA; Fleet Training Center, San Diego, CA; and LIs representing 14 ships.

Approximately 35 LIs and representatives of DPS, DPSDO Norfolk, DPSDO San Diego, and DMS participated in equipment demonstration/presentation tours sponsored by DPS. The equipment demonstrated included the Kodak 1575 and Kodak 1392 high-speed copier/duplicators, the Standard 9150 digital duplicator, the Newing-Hall NH500 digital engraver, and various other types of related equipment including the Duplo in-line bindery system.

Additionally, two Air Force personnel representing the 480th Intelligence Group, Langley Air Force Base, participated in the equipment demonstration tours. Considering the rapid advancement of technology, printing representatives of all military branches will be invited to LI assessment review equipment demonstrations in the future. This will afford the branches an opportunity to exchange ideas and engage in joint efforts to develop common long-range goals.

The following summarizes the assessment review:

Mr. M. Strouss, DPS, welcomed the assessment review participants and gave an overview of the DPS mission and role as sponsor of the LI rating. He highlighted the role that technology was playing not only regarding the LI rating, but how it was impacting the entire Navy and DoD printing operation. Mr. Strouss also gave an overview of the shipboard copier program.

LCDR Robert Dudolevitch, Enlisted Supply Community Manager, NAVSUP OP4, briefed the enlisted supply rating review process with regard to the LI rating. He also made some observations relative to current statistics and projected downsizing: the LI rating is currently manned at 100.5 percent with an overall personnel inventory of 434; personnel inventory for FY-97 is projected to be

414; rating retention declined for 2nd and 3rd term enlistments in FY-93. Although rating mergers were mentioned as possibilities, no immediate actions along these lines were indicated. It was speculated that it would be at least three years before any firm decisions are made regarding LI rating consolidation and another two years after that before any actions are taken. The BUPERS database shows that there are currently 43 personnel at the E7 through E9 level.

Following the brief, LICM David Murray commented that he estimated approximately 40 percent of the E7 to E9 personnel have already or are scheduled to retire within the year. Master Chief Murray asked why the promotion rate at these levels, considering the large retirement numbers, would be limited leaving a significant shortage in the leadership base. LCDR Dudolevitch advised that the retirements or retirement submissions Master Chief Murray estimated were not yet annotated in the personnel database and that he would investigate the matter. LCDR Dudolevitch was asked by the San Diego LI group if pertinent LI information could be incorporated into the "LINK" publication and in the "BUPERS Access". DPS will publish an answer to the questions presented here through "Litho Notes".

Mr. John Creaturo, NODAC, gave a presentation on Navy OCCSTDS and the mission of NODAC. Mr. Creaturo outlined procedures in developing the occupational standards which included field surveys to research the tasks each rating was required to perform, including collateral duties. Normally, OCCSTDS are reviewed/revised every three or four years for most ratings. However, Mr. Creaturo advised the group that the LI OCCSTDS were recently reviewed and revised (the last revision was 1992) to include electrical/electronic skills at the request of DPS. He explained that since the LIs are a small rating, this process can be accomplished in a shorter period of time than usual.

Mr. John Dominick, DPS Code 31, reviewed the accomplishments and actions taken under the DPS "Afloat Print Shop of the Future" initiative which included: the establishment of two shipboard electronic publishing centers

which replaced traditional afloat print shop equipment with digital technology; the revision of the LI OCCSTDS to include electrical/electronic skills; the revision of the afloat print shop allowance equipage list (AEL) to include desktop publishing systems, digital copiers/duplicators, and digital engravers. The group was also advised that DPS has requested an additional two weeks of basic computer/desktop publishing instruction and a week of digital duplicator maintenance and repair training be incorporated into the LI "A" school curriculum at DMS.

Mr. Dominick noted that the installation of electronic publishing centers aboard the USS DWIGHT D. EISENHOWER and the USS L.Y. SPEAR marked the successful completion of the DPS "Afloat Print Shop of the Future" initiative. He added that the Shipboard Electronic Publishing (SEP) initiative would now take on the task of outfitting all shipboard printing plants with new technology.

The review group was informed that DPS was recently advised by BUPERS of possible mergers or eliminations of various ratings, including the LIs. The question was raised by BUPERS "could fleet printing requirements be effectively supported by shore-based facilities?" In response, DPS conducted a fleet-wide survey of shipboard printing plants posing the same question. The forthcoming response was a unanimous "no". The answer was based on daily mission-critical printing requirements that could only be supported by a self-reliant printing operation at sea.

DPS Long-range goals and objectives were defined which included modernizing shipboard printing equipment under the SEP initiative, and upgrading the LI career-field skills.

Mr. Dominick made the recommendation to defer any kind of LI consolidation decisions until new technology is implemented fleet-wide and LIs are fully trained to operate and maintain the equipment. In closing, the importance of LI involvement, cooperation, and self-help was emphasized.

After the brief, concern was raised by LI1 Jose Velasquez, LI1 Wayne Dauber, and LI1 Christine Engel regarding the

necessity of computer and electrical/electronic training. Mr. Dominick suggested that DPS and DPSDO Norfolk discuss the feasibility of coordinating basic computer training for the LI community at the DPSDO Norfolk. Mr. Sutton informed the group that mobile modular courses for computer and desktop publishing were available from DMS on request. Mr. Dominick stated that DMS mobile training will be coordinated through DPS Headquarters and would probably be offered at the Norfolk and San Diego DPSDO sites.

Mr. Nageotte concurred and advised he would begin to coordinate the necessary arrangements with DPS. Similar computer training arrangements need to be coordinated between DMS and DPSDO San Diego. LIC Oscar Selander added that he would also work on establishing an informal computer training program for the LIs at the CINCLANTFLT printing plant.

Mr. Dominick also stated that DPS would investigate potential sources of basic electrical training for the LI that would adequately prepare the LI for certified electrical/electronic maintenance repair training.

Mr. Don Wert, DPS Code 31, briefed the group on the DPS role as sponsor of the LI rating and the Shipboard Electronic Publishing (SEP) initiative. This initiative is a project within DPS to obtain funding for suites of digital "printing" systems for shipboard print shops fleet-wide. He urged all LIs to engage shipboard management in support of the SEP initiative. The acquisition of computers for desktop publishing programs and computer-driven "printing" technologies was stressed. Mr. Strouss offered to provide a format to the LIs for preparing an abbreviated systems decision paper (ASDP) through the DPS Fleet Printing Program Coordinators. This document is required for small ADP purchases under the Navy Life-Cycle Management Program.

After Mr. Wert's brief, LIC L. Scully, USS ABRAHAM LINCOLN, commented that he had developed a print shop software program that includes a job log and a few other modules pertaining to print shop management. He offered the package to the LI community. Ms. Lorrie Mruk, DPSDO, San Diego advised the

group that LCDR Joel Kernen, SURFPAC, has expressed his concern for the low attendance at the monthly LI QMB meetings he volunteered to sponsor at the 1993 LI assessment review. He indicated SURFPAC would withdraw sponsor support of the meetings if low attendance persisted. The LI members in attendance acknowledged the value of these meetings and concurred a greater effort should be made to attend. Mr. Wert suggested a senior LI volunteer to help develop more interest in the meetings.

Mr. Bill Sutton, Defense Mapping School (DMS), briefed the group on the mission of DMS. Of particular interest to Navy was the development of a single line course of instruction suitable for all services. This curriculum is based on the existing LI "A" school curriculum. Mr. Sutton informed the group there would be no classes from January to July 1995 due to building renovation. The new single-line course of instruction is scheduled to commence the first quarter FY-95. Mr. Sutton also informed the group that training techniques at DMS were changing and included methods such as interactive video instruction. A video regarding the mission of the Defense Mapping Agency was shown.

Mr. Sutton also advised the group that DMS instructors will be receiving certified maintenance/repair training for the RISO digital duplicator and will begin teaching this training in FY-95. Additionally, it was noted that 7 DMS instructor billets that were previously eliminated had been reinstated.

LIC Ken Priggemeier, Naval Education and Training Program Support Activity, informed the group on the status of the revised LI training manual (TRAMAN). Work on the first book (pre-press), planned for three parts (pre-press, production, and management), was halted as a result of the revision of the LI occupational standards. Significant changes would need to be made on the second book due to the addition of electrical and electronic occupational skills. Chief Priggemeier advised that the book writer's billet vacated at NETPMSA may not be filled in the near future. As the exam writer, Chief Priggemeier suggested he would develop new exam questions from the current TRAMAN bibliography.

Considering the situation, he assured everyone that the exam would not change drastically. Chief Priggemeier also noted that he will continue with the monthly LI newsletter "Litho Notes" and include pertinent news items forwarded to him by DPS.

After Chief Priggemeier's brief, the question was raised if commercial books could be used as an alternative to publishing a revised LI TRAMAN. Several LIs expressed their concern regarding the cost of the many books they would need to study from. Mr. Strauss advised the group that DPS would visit NETPMSA to discuss possible means of providing the bibliography publications to the LI community and to determine which of the Navy electronic NEETS manuals might apply to the new LI OCCSTDS.

Mr. John Nageotte, DPSDO Norfolk, was introduced as the new Atlantic Fleet Printing Program Coordinator. Mr. Nageotte identified his role in the fleet printing program which includes afloat print shop inspections, technical assists, equipment authorizations, and the shipboard copier program. A slide show presentation was made outlining the mission of DPSDO Norfolk and the services that were available to Navy through his office. The group was informed that DPSDO Norfolk recently installed a Kodak 1392 "Lionheart" printing system (demonstrated in San Diego) and offered to demonstrate its operation in conjunction with one of the monthly Norfolk LI meetings. Mr. Nageotte informed the group that training was available to the LIs at his office for all types of printing equipment, including the Kodak 1392. He also supplied the LIs with an information package containing, afloat printing and copier program procedures, printing directives, and copies of the brief outlines given by all the attending activities.

Ms. Lorrie Mruk outlined her mission role as the Pacific Fleet Printing Program Coordinator at the San Diego review.

The following open-floor session issues were discussed:

LIC Oscar Selander, the CINCLANTFLT printing plant supervisor, encouraged the LI community to participate in the scheduled monthly LI

meetings and equipment demonstrations and offered his assistance to DPS in this regard. LIC Selander also offered to develop some type of computer/desktop publishing training program at the CINCLANTFLT printing plant that would be available to the entire LI community on a pre-arranged basis.

Concern was again expressed regarding the non-availability of computer and electrical training for the LI community in the field. Although approximately half of the LIs in attendance were fairly competent in computer skills, the other half indicated that they were lacking in this area. There was unanimous concern regarding the unavailability of basic electrical training in light of the revised LI OCCSTDS.

LICS Luis Charles asked if new printing regulations would be issued by DPS that provided more specific guidance. Senior Chief Charles was advised that the Joint Committee on Printing regulations will probably not be revised. The Navy regulations, NAVSO P-35, will be revised as the DoD printing regulations, but not in the immediate future. The local DPS regulations provide the most specific guidance which are available through the DPS fleet printing program coordinators. LICM Murray pointed out that the most effective way to control printing on-board ship is to develop a standard operating procedures guide based on Navy printing regulations and obtain endorsement for these procedures through the ship's command.

The issue was raised that electrical power protection for new electronic "printing" equipment was needed. This new equipment has more sensitive circuitry and the unstable power produced aboard ship causes problems. The problem includes electrical spikes which can be solved with a surge suppressor. However, the problem includes drops in voltage. The combination of the drop in voltage followed by a resurgence of power is probably more damaging than simple power spikes. An uninterrupted power source with a surge suppressor is most likely required.

The issues of LI manpower shortages aboard particular ships and general shortages of LI shore billets were raised. A number of LIs requested that consideration be given to restructuring

shipboard manning levels and establishing LI billets at DPS detachment offices.

It was requested that pertinent LI information be included in the BUPERS publication "Link".

During the week following the assessment review, LCDR Dudolevitch passed the following information on to DPS in response to pertinent BUPERS questions and issues raised at the review:

LI advancement opportunity looks promising with 1 advancement to LICM, 1 advancement to LICS, and 9 to 10 LIC vacancies. Please note the LIC figures are subject to change based on Navy-wide E7 requirements and advancement opportunity.

Since an LI does not fill the LI detailer position, issues regarding the rating are not routinely included in the "Link" publication. However, LCDR Dudolevitch will try to place DPS on the distribution list for calls on LI articles.

Ships' manning levels are determined by the Navy Manpower Analysis Center and are based on the findings of on-site surveys. Outside activities such as DPS has no input on LI manning issues.

CONCLUSIONS:

With the installation of the two electronic publishing centers aboard the USS EISENHOWER and the USS L.Y. SPEAR, early indications reveal that digital "printing" technology is capable of supporting afloat printing requirements.

Since daily fleet mission-critical printing requirements cannot be effectively supported by shore-based facilities, self-reliance continues to be the only viable alternative.

Considering the advancement of new "printing" technologies, self-reliance requirements, and manpower reductions, it is essential that Navy proceed immediately with the modernization of shipboard printing equipment, fleet-wide.

Without sufficient, dedicated funding, the modernization of shipboard printing operations will not occur. DPS will solicit funds from OPNAV.

Monthly LI meetings in Norfolk and San Diego should continue to be used as forums for DPS-sponsored equipment demonstrations to promote the use of new technology in all shipboard print shops.

A requirement exists for basic computer/desktop publishing training, other than that received at DMS, for the LIs. This training is required in the field.

A requirement exists for basic electrical training for the LIs.

There is a need for electrical power protection for the new digital "printing" equipment being placed in afloat print shops.

Since it appears the LI writer's billet at NETPMSA will not be replaced anytime in the near future, an acceptable alternative to the publication of a revised LI TRAMAN is required.

RECOMMENDATIONS:

LI rating-related consolidations, mergers, eliminations should be deferred until shipboard printing equipment is replaced on a fleet-wide level and the LI community has received adequate operator, maintenance, and repair training.

Since it has been determined that afloat printing requirements cannot be supported by shore-based facilities, and considering manpower reductions, the modernization of shipboard printing equipment fleet-wide should be acted on immediately. It is further recommended that funding be made available to DPS to effectively implement and manage a modernized afloat electronic "printing" operation in a timely manner.

Investigate a feasible alternative to the publication of a revised LI TRAMAN. DPS estimates that the use of commercial books would actually be less costly than a total revision of the existing TRAMAN with subsequent book and CD-ROM publications.

Coordinate mobile training sessions for basic computer and desktop publishing instruction for the LI community.

Investigate potential sources of basic electrical training for the LI community.

Provide a solution to electrical power protection requirements for new electronic "printing" equipment.

Investigate potential locations for LI shore billets.

ACTIONS:

Issue: Outdated printing equipment must be replaced with new technology on a fleet-wide level.

Recommendation: Continue to evaluate new technology for shipboard use under applications test conditions. Solicit sponsor support for fleet-wide modernization of afloat printing equipment.

Task Assignment: DPS/DPSDO Norfolk, San Diego/BUPERS N4.

Issue: Continue monthly LI meetings in Norfolk and San Diego.

Recommendation: Designate a senior LI at each of the meeting locations to organize meetings and encourage attendance.

Task Assignment: DPS/DPSDOs Norfolk, San Diego/LIC Selander/LICS Charles.

Issue: The need for basic computer/desktop publishing training for the LIs.

Recommendation: DPS to coordinate scheduling of mobile training modules offered by DMS with DPSDO Norfolk, DPSDO San Diego, and the designated LI rating organizers.

Task Assignment: DPS/DPSDOs Norfolk, San Diego/LIC O. Selander/LICS L. Charles.

Issue: Power protection requirements for new digital equipment.

Recommendation: DPS to work with vendors to provide a solution.

Task Assignment: DPS/Equipment Vendors.

Issue: The need for basic electrical training for the LIs.

Recommendation: DPS to investigate potential sources of training.

Task Assignment: DPS/NETPMSA/DMS.

Issue: The need for an alternative to the publication of a revised LI TRAMAN.

Recommendation: DPS to discuss feasible alternatives, such as the use of commercial books, with NETPMSA.

Task Assignment: DPS/NETPMSA.

Issue: The need for more LI shore billets.

Recommendation: DPS management to discuss the potential for the placement of LI billets at DPS detachment and branch offices.

Task Assignment: DPS/DPSDOs Norfolk, San Diego.

The next annual LI Rating Assessment Review is tentatively scheduled for January-February 1995 in Norfolk, Virginia and San Diego, California respectively.

Training Note

I have received the following information from LI1 Velazquez.

The USS THEODORE ROOSEVELT (CVN 71) is starting work-ups for a Med. deployment in March of 1995. During these work-ups, the ship accepts personnel who want to come on board for TAD under instruction. His shop is offering training on the AB Dick 9870, 9890, Itek 430 Daylight Camera and Plate Processor, various bindery equipment, Aldus Pagemaker, Harvard Graphics, and other general computer knowledge. Any LI who wants to get this valuable training just needs to contact LI1 Velazquez at the address/phone number listed below.

LI1 (SW/AW) Jose A. Velazquez
USS THEODORE ROOSEVELT
(CVN 71)

Print Shop/X-1 Division
FPO AE 09599-2871

Ph. # (804) 444-3441 Ext. 7081

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Point of Contact

LICS(SW) Kenneth E. Priggemeier
Lithographer, SME
NETPMSA, Code 0316
6490 Saufley Field Road
Pensacola, FL 32509-5237

Phone
(C) (904) 452-1700
(DSN) 922-1700