



COASTAL COMPASS

The force behind the fleet

January/February 2024
Vol. 12 Issue 1



DOMINATE THE LITTORALS

NAVAL SURFACE WARFARE CENTER PANAMA CITY DIVISION



January/February 2024
Vol. 12 Issue 1

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The *Coastal Compass* is published bimonthly by the Naval Surface Warfare Center Panama City Division (NSWC PCD) and is an authorized medium for news of general interest about employees of NSWC PCD and their work.

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Front Cover: The Makin Island Amphibious Ready Group (ARG) underway in the western Pacific Ocean. The Makin Island ARG is comprised of the amphibious assault ship USS Makin Island (LHD 8), the amphibious dock landing ship USS Comstock (LSD 45) and the amphibious transport dock ship USS Somerset (LPD 25). (U.S. Navy photo by Petty Officer 2nd Class Dennis Grube/Released)

Back Cover: U.S. Navy photo by Eddie Green

VIEW FROM THE BRIDGE

Capt. David Back, USN
Commanding Officer



For nearly 79 years, the Naval Surface Warfare Center Panama City Division has been a principal contributor to our nation's maritime superiority in the littoral battlespace. Looking forward, our role is needed more than ever.

The U.S. Navy and Marine Corps are facing greater challenges as we continue to read stories about aggressive behavior from our adversaries and hear calls for actions from higher echelons. Global competition has significantly amplified in the littorals, including seabed, shore, space, and cyber. To ensure our joint forces defeat our competitor's efforts to undermine international law, we will Dominate the Littorals by increasing our battlespace awareness and employing offensive and defensive capabilities to deter aggression, or to fight and win.

As strategic competitors challenge our dominance, we will provide effective, dependable, and relevant solutions. We will design and test capabilities and modernize as an organization to ensure our personnel are strategically assigned to accomplish the entire PCD mission today, tomorrow, and for the Navy after next.

We will deliver and sustain products and services at the speed of relevance by advocating innovative thinking to solve complex problems, pursuing the right investments and performing technical and business excellence.

IN THIS ISSUE



Dr. Peter Adair, SES
Technical Director

Throughout the *Coastal Compass* publications for 2024, we will focus on these strategic elements—Contribution to the Warfighter, Technical Excellence, Expert Workforce, Business Excellence and Financial Stewardship—our commitment to the guiding principles and what they mean to modernizing our organization on how we do business to support to the nation's warfighters.

As the Chief of Naval Operations Adm. Lisa Franchetti's priorities emphasized, "We will focus on warfighting by delivering decisive combat power; focus on warfighters by strengthening the Navy team; and focus on the foundation that supports them by building trust, aligning resources and being ready. We are the United States Navy, the most powerful navy in the world. All ahead flank!"

Our pursuit of dominance requires diligence, clarity, focusing on what matters most, and perhaps most importantly, your continued commitment and passion. Our international reputation, particularly regarding coastal defense technologies, and our success has always depended on the spirit, dedication, professionalism and expertise of our workforce at every level, every day. We must work smarter, collaborate across organizational boundaries, and strive for excellence in the work we pursue. As your commanding officer and technical director, we join each of you in a renewed commitment to Dominate the Littorals.



We will Dominate the Littorals!



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CIVILIAN LENGTH OF SERVICE

JANUARY/FEBRUARY 2024

Name	Years	Name	Years
TODD HANEY	35	RANDY MERCADO	15
DAVID ROBINSON	35	WILLIAM PINKERTON	15
ROBERT SCULLION	35	JOHN ROBINSON	15
DANNY SMITH	35	KEVIN STRONG	15
IVAN VELAZQUEZPADILLA	30	STEPHAN ANDRADE	10
LEO ACKER	25	TOMMY BINGHAM	10
PEDRO BRACHO	25	CURTIS BRUCE, JR	10
BRIAN DELMAR	25	CHRISTOPHER CANAVAN	10
ANDREA PERLES	25	MICHAEL CHAPMAN	10
ANDREW BLAIR	20	DAVID MILLER	10
JENNIFER CONNER	20	JOHN ROBIDEAU	10
DAVID GALINDO	20	JOHN SANDERSON, IV	10
ANGELA GRANVILLE	20	MATTHEW THOMPSON	10
ADAM GRIFFIN	20	BARBARA ALBRITTON	5
JAMES HAYES	20	DANIEL AVEDIKIAN	5
RANDOLPH HETZEL	20	SUNNY BARTON	5
PENELOPE HUTT	20	RAJ DHASMANA-MARQUEZ	5
DANIEL MARTIR-NEGRON	20	BRANDON DOOLEY	5
MARK SCHEER	20	JESSICA GUTIERREZ	5
DAVID SLUSSER	20	ALICIA MACHADO	5
JAMES SOVEL	20	MATTHEW STRICKLAND	5
AARON WALKER	20	JEREMY TRUNCER	5
MICHAEL MATHIEU	15		



NSWC PCD DAWIA

Defense Acquisition Workforce Improvement Act

Congratulations to our employees for completing their DAWIA requirements this period!

Madelyn Allen
Makayla Camper
Maxwell Cobar
Earle Eadie
Wilfredo Garcia Gonzalez
Francisco Garcia Ortiz
Jacqueline Jermyn
Ilish Kane
Angela Lahue
Kenton McGraw
Cara Murray
Jonathan Nguyen
David Ray
Samuel Rea
Angel Resto

WELCOME ABOARD!

Name	Code	Name	Code	Name	Code
LACARLA EVANS	00Q	PETER LY	A32	RONALD GIBSON	E11
JOHN GUEVARRA (PFI)	01	DHVANIT PATEL	A34	RANDALL HAIRSTON	E52
JAMES OLLIFF	1043	MATTHEW BELLOMY	E12	MANDOLIN BROWN	X22
ANTHONY BALTUTIS	1071	SALLIE BROSNAN	E53	ANGEL CASTRO	X13
THANTH CAI	1044	JENNA DUFRESNE	E14	JACK SMITH	X21
RICHARD GREVE	1071	VIVIEN DOMINICK	E14		
JOSHUA KIRKLAND	A13	CURTIS FORSTER	E12		

DIVISION SPOTLIGHT



Tom Fanning

*P-Sys Lead
Systems Engineer*

Division X10
*Sensing Sciences and
Systems Division*

Code X14
Deployed Systems Branch

How long have you worked at NSWC PCD?

I have been here ever since graduating from the University of Florida with a Master of Science in Engineering in 2001.

Why did you decide to work at NSWC PCD?

I grew up hearing from my father about his 34 years of exciting and rewarding experiences and meeting his colorful and caring coworkers who became family friends. After my senior year of high school in 1996, I interned for the summer and was fascinated by the demonstration and prototype systems designed and tested here. I majored in electrical engineering and computer engineering because I wanted to be able to come back and work here. I knew that Coastal Systems Station (now NSWC PCD) was a workplace that fit my math and science heavy skill sets, benefitted many people by promoting a stable world order in which humans can flourish, and would be enjoyable to be a part of. I also enjoy being close to my family and having local ties. For instance, I work closely with two other former Mosley High School trumpet players, and my wife and kids and I joined my parents for dinner a couple days ago!

What do you do in your job? What is the impact?

As a systems engineer, I constantly return to a few key questions. What does the end user need? Within existing laws and regulations and within the laws of physics and current technology, how can we better meet the end user's need both now and in the long run? In what situations and to what extent does what we've done actually meet the end user's needs? In the electro-optic project I am currently a part of, these questions have guided me as it moved through the systems engineering processes from requirements development to validation, and they continue to do so as the project enters sustainment.

Bringing every action back to these questions keeps myself and the team focused on what really matters when we are performing a wide range of technical tasks. Technical tasks on one day may include learning what I need to know about optics, computing, or Navy operations to efficiently guide our work. One morning may involve coding and testing an algorithm to provide the user with needed information, and the afternoon could be spent selecting and evaluating a potentially more reliable component to reduce failures. Another day could be spent planning to test components or the integrated system in a lab, a pool, St. Andrew Bay, or the Gulf of Mexico in order to determine the degree to which it works in various conditions, or I could be writing a user's guide so the operators know how to optimally use the system. A day nearly always includes coordinating and coaching teammates to do any of those tasks and many more, or presenting on our accomplishments and plans. Because of this team's work, the U.S. Navy is gaining a better understanding of the ocean environment.

What does your branch do?

Code X10 develops and deploys sensing systems to support the needs of the U.S. Navy.

What does your division do to support NSWC PCD and the Navy?

Sciences and Systems Division studies a variety of physical phenomena (magnetics, light, sound, etc.) that can be used to build sensors and sensors systems to provide information to the warfighter. We also work on integrating known technologies onto various types of platforms in novel or interesting ways to build prototypes of systems that can provide new or improved capabilities to the fleet.

NSWC PCD BLACK HISTORY MONTH SPOTLIGHTS



LARRIEL HESTER

Level II Test Director and Alternate Test Lead for Joint Expeditionary Command and Control (JEXC2) program

Larriel has been a major contributor to helping NSWC PCD achieve its mission—to Dominate The Littorals—since arriving here four years ago. Born and raised in Tuscaloosa, Ala., she went on to earn her bachelor's in computer science from The Jackson State University in Jackson, Miss., and is currently pursuing a masters in computer science and cyber security. She leads test teams comprised of testers and subject matter experts in hardware, software, and networks as they test and field JEXC2 variant systems to the U.S. Navy and the Marine Corps. Aside from the expertise she brings to the fight, it's Larriel's passion that drives her. "Being able to travel and interact with our warfighters, seeing the countless hours of research and development [we do] in the lab... when that turns into a tool our service members can use to better accomplish their mission... that's what I enjoy the most!"



LONNIE JAMES

NSWC PCD Expeditionary Development and Support Branch head

Lonnie has played a big part in the Navy Lab's success to help Expand the Advantage for the U.S. Navy and U.S. Marine Corps. One of Jackson, Alabama's best and brightest, he earned his bachelor's in mechanical engineering and his master's in management. He oversees his team of engineers and technicians who support the Marines and the Landing Craft, Air Cushion vehicle projects, ensuring they have the resources and tools required to accomplish their missions. For more than two decades, he brings his best to the NSWC PCD, NAVSEA and the fleet. "The thing I enjoy the most about being at NSWC PCD is the opportunity to work with a great team of professionals to provide real-world support to the warfighter."



CHRISTOPHER NORFLEET

Electrical Engineer

Christopher has navigated his career path to make a real impact at NSWC PCD. Born in Philly and raised in Virginia, he earned his associates degree in IT, then graduated from Virginia State University with his bachelor's in computer engineering. He began his work at the Navy Lab with the Landing Craft, Air Cushion Vehicle Command, Control, Communication, Computers, and Navigation Branch and brought that experience with him to the Joint Expeditionary Command and Control (JEXC2) Project. "I'm eternally grateful for all the experiences and opportunities this command has brought and I am honestly glad I made the decision to work here. All the people are wonderful and extremely motivated to provide the best service to the warfighter. I'm proud to say that I'm helping make a real difference."



CHINYERE UKAZIM

Electrical Engineer

Chinyere develops project plans, ensures its strict adherence to Navy standards and provides support throughout the lifecycle of naval systems—from initial design and development to maintenance and upgrades—here at the Navy Lab. Born and raised in Nigeria, Chinyere pursued a career in engineering because he enjoyed solving complex problems, designing solutions to challenges and the competitive salaries associated with this profession. He combined that passion with his U.S. Navy military experience to continue to serve the fleet. "NSWC PCD plays a crucial role in supporting the U.S. Navy's mission. As a Navy veteran, collaboration with military peers and working alongside colleagues who share a military background at NSWC PCD to support the fleet gives me strong sense of camaraderie. The collaborative environment resembles the teamwork and structure I experienced in military settings...that's what I enjoy most."



AMERICA'S WARFIGHTING NAVY

Who We Are. We are the United States Navy, the most powerful navy in the world. We are the Sailors and Civilians who have answered our Nation's call to service. We are Americans who embody character, competence, and dedication to our mission. Our identity is forged by the sea and we serve with **honor, courage, and commitment.**

What We Do. We are here to **preserve the peace, respond in crisis, and win decisively in war.** We operate far forward, around the world and around the clock, from the seabed to space, in cyberspace, and in the information environment to promote our Nation's prosperity and security, deter aggression, and provide options to our nation's leaders. We deliver **power for peace**, but are **always postured and ready** to fight and win as part of the Joint Force and alongside our Allies and partners.

Where We Are Going. The threats to our nation and our interests are real and growing. The strategic environment has changed; gone are the days of operating from a maritime sanctuary against competitors who cannot threaten us. The National Defense Strategy makes clear that we must defend our homeland, deter strategic attack, deter and be prepared to prevail in conflict against the People's Republic of China, and meet the acute challenge of an aggressive Russia and other persistent threats. Our adversaries have designed their militaries to overcome our traditional sources of strength. **We must move rapidly to stay ahead** and continuously create warfighting advantages. We must think, act, and operate differently, leveraging wargaming and experimentation to integrate conventional capability with hybrid, unmanned, and disruptive technologies. Tomorrow's battlefield will be incredibly challenging and complex. **To win decisively in that environment, our Sailors must be the best warfighters in the world** with the best systems, weapons, and platforms to ensure we can defeat our adversaries. We will **put more players on the field—platforms** that are ready with the right capabilities, weapons and sustainment, and **people** who are ready with the right skills, tools, training, and mindset.

Our Priorities. We will focus on **Warfighting, Warfighters,** and the **Foundation** that supports them.

Warfighting: Deliver Decisive Combat Power. We will **view everything we do through a warfighting lens** to ensure our Navy remains the world's preeminent fighting force. We will prioritize the readiness and capabilities required to fight and win at sea, and the logistics and shore support required to keep our Navy fit to fight. We recognize that we will never fight alone. We will advance naval integration with the Marine Corps, and synchronize and align our warfighting efforts with the Joint Force. We will design and drive interoperability with our Allies and partners to deliver combined lethality.

Warfighters: Strengthen the Navy Team. We will use the **principles of mission command** to empower leaders at all levels to operate in uncertain, complex, and rapidly changing environments, ready to take initiative and bold action with confidence. We will build strong warfighting teams, recruiting and retaining talented people from across the rich fabric of America. We will provide **world-class training and education** to our Sailors and Civilians, honing their skills and giving them every opportunity to succeed. We will ensure our quality of service meets the highest standards, and we will look after our families and support networks, who enable us to accomplish our warfighting mission.

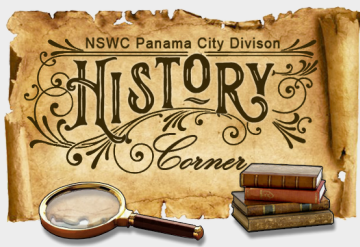
Foundation: Build Trust, Align Resources, Be Ready. We will **earn and reinforce the trust and confidence** of the American People every day. We will work with Congress to field and maintain the world's most powerful Navy and the infrastructure that sustains it. We will team with industry and academia to solve our most pressing challenges. We will cooperate with the interagency to bolster integrated deterrence. We will align what we do ashore with the warfighting needs of our Fleet.

Our Charge. America is counting on us to deter aggression, defend our national security interests, and preserve our way of life. With the right tools, a winning mindset, and the highest levels of integrity, we will operate safely as a team to deliver warfighting excellence.

I am proud to serve alongside you. I thank you and your families for your continued commitment to ensuring we are always ready.

We have taken a fix and set our course. Together we will deliver the Navy the Nation Needs. The time is now to move with purpose and urgency: **ALL AHEAD FLANK!**

LISA M. FRANCHETTI
Admiral, United States Navy
33rd Chief of Naval Operations



Send comments to
NSWC PCD Command Historian:
Shauna Love-vonKnoblauch at
shauna.r.love-vonknoblauch.civ@us.navy.mil

Honor, Courage, Commitment

In the Sailor's Creed, Sailors confirm they will support and defend the Constitution of the United States of America. They also declare to proudly serve our country's Navy combat team with Honor, Courage, and Commitment.

HONOR

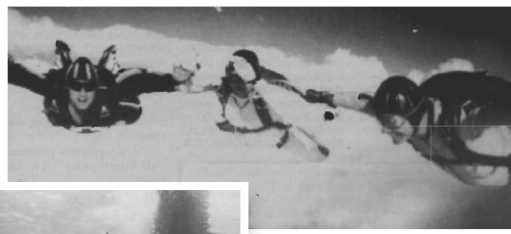
high respect; great esteem;
adherence to what is right

COURAGE

mental or moral strength to
venture, persevere, and with-
stand danger, fear, or difficulty

COMMITMENT

the state or quality of being
dedicated to a cause, activity, etc.



Although the above are the dictionary definitions of these words, they are profound and have great effect. They build the foundation of trust and leadership upon which the Navy's strength is based. Every member of the Naval Service – active, reserve, and civilian – must understand and live by these Navy core values.

Honor, Courage, and Commitment are both the Navy's and the Marine Corps' core values, but these three values have only been Navy core values since 1992. Between 1955 and 1992, the Navy's "core values" were professionalism, integrity, and tradition.

Today's all volunteer military requires a level of professionalism. Each professional must strive to reach the ethical and moral standards of that profession. They must abide by an uncompromising code of integrity, taking full responsibility for their actions. They must uphold the Navy's 248-year tradition, be trained in their core values, and represent the fighting spirit of the Navy and those who have gone before them to defend freedom and democracy around the world.

NSWC PCD LAB SHOWCASE: CENTER FOR INNOVATION

The NSWC PCD members experience the Center for Innovation (CFI) Lab Showcase and discover how CFI can help provide resources to solve complex problems, Jan. 26. CFI cultivates a variety of resources available to the command to promote innovation through design thinking, rapid prototyping, and other non-traditional methods.
(U.S. Navy photos by Eddie Green)



FLAGPOLE FRIDAY

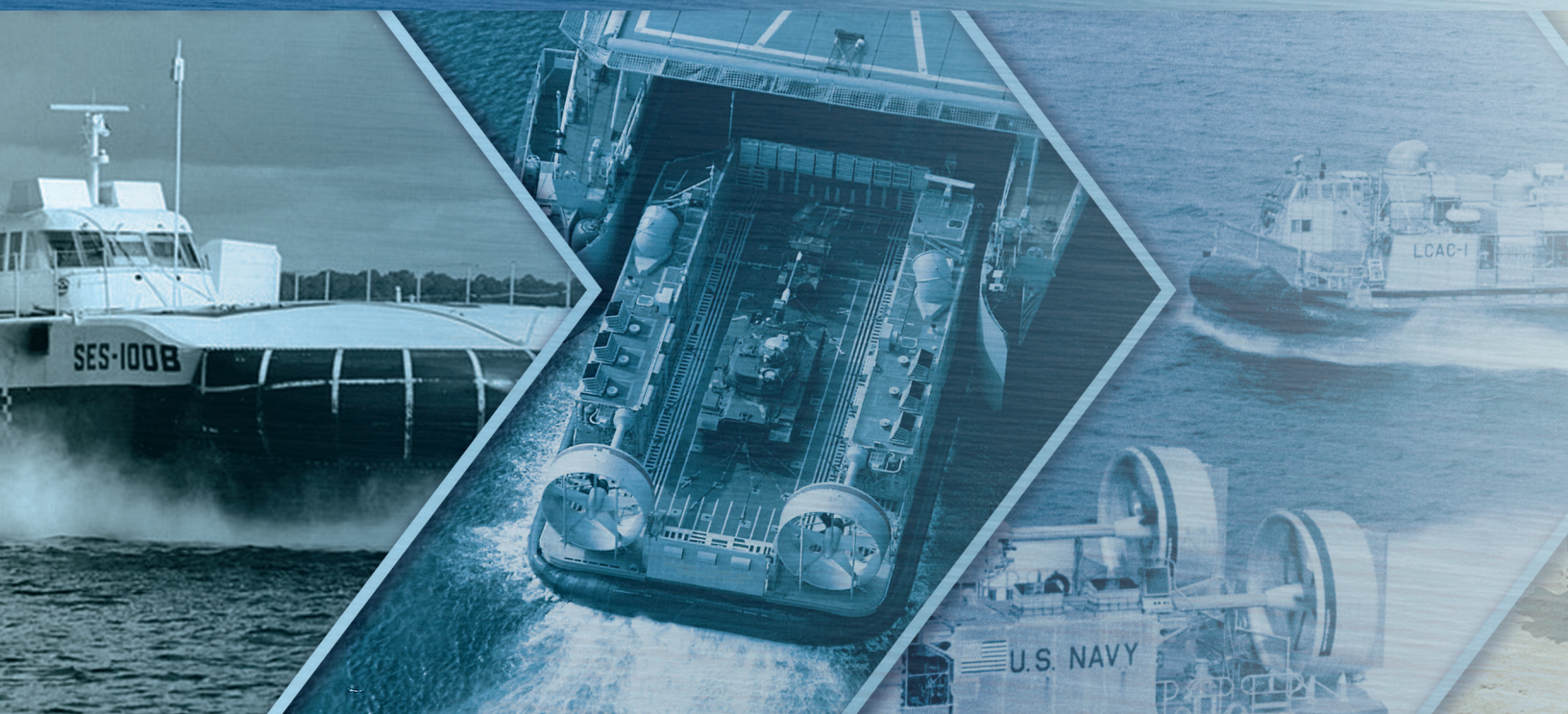
U.S. Navy photo by Eddie Green

Every Friday morning, the command's workforce is invited to come together as a unified team in observation of morning colors. Many of the personnel wear red as a symbol to remember U.S. deployed servicemembers.



COMMENTARY: NSWC PCD'S STRATEGIC PLAN ROLL-OUT - CORE VALUES AND GUIDING PRINCIPLES

By Danielle Kinkade, NSWC PCD corporate strategist



Every few years, the Naval Surface Warfare Center Panama City Division (NSWC PCD) Strategic Plan is updated to meet the needs of the U.S. Navy within the littoral battlespace. Fiscal year 2024 (FY24) begins an exciting new chapter in this Navy Lab's future. In short, our goal is to Dominate the Littorals.

But what does that mean and what does that look like? Let's start at the beginning.

Much time and effort went into the strategy development process and I'm excited to share to how the goal of our new strategic plan is to ensure everyone within our NSWC PCD workforce will continue to provide relevant solutions to the warfighter.

Over the course of 2023, the NSWC PCD leadership team held a series of workshops to develop the NSWC PCD FY24 Strategic Plan.

To develop the new strategic plan, the leadership team reflected on lessons learned from the previous strategic campaign plan, assessed our organizational strengths and weaknesses, scanned the geopolitical landscape of threats and challenges to freedom of the seas, analyzed the direction of higher echelons including the U.S. Department of Defense (DoD), the Department of the Navy (DoN), Naval Sea Systems Command (NAVSEA), and NAVSEA Warfare Centers. Our leadership team combined all that and, most importantly, considered how our organization can use its unique toolbox of knowledge, mission area expertise, and unique facilities and resources to support the Navy going forward.

We first began the process by updating our vision statement to, "Delivering relevant solutions in the littorals from seabed to space: For Today, Tomorrow, and the Navy after Next." This defines what we want our command to do in the future and who we want to be as an organization.

Every word of this vision statement was selected intentionally. It serves as a reminder that we are here to deliver technical solutions to help warfighters make the fight unfair. Whether we accomplish this by putting new or updated tools and technologies in the hands of our service members, or by providing expert analysis or subject matter expertise, our success or failure is ultimately determined by the products and solutions we provide to the

warfighter. We cannot deliver solutions to the fleet without each and every department in our command, both business and production, working together.

When we think about the littoral battlespace, we start with its doctrinal definition:

- Littorals: In naval operations, that portion of the world's land masses adjacent to the ocean within direct control of and vulnerable to the striking power of sea-based forces
- This littoral battlespace is comprised of two segments:
 1. Seaward: the area from the open ocean to the shore, which must be controlled to support operations ashore
 2. Landward: the area inland from the shore that can be supported and defended directly from the sea*

The final aspect of the vision—"for Today, Tomorrow, and the Navy after Next"—addresses the time phasing of our work and speaks to NSWC PCD's role as a full lifecycle organization, meaning we support the present-day warfighting tools that are in the hands of the fleet while simultaneously creating and developing new ideas for modernized tools and concepts for deterring future war or conflicts.

As previously mentioned, the leadership team spent quite a bit of time doing a post-mortem analysis of the previous 2018 Strategic Campaign Plan and reflecting on lessons learned. Applying these insights, the new strategic plan looks a little bit different than its predecessor and is organized in categories instead of goals.

Contribution to the Warfighter – this category represents our mission and is the reason our organization exists. Our success or failure is ultimately determined by what we put in the hands of the warfighter.

Technical Excellence – this category represents the subject matter expertise, processes, and tools required for all of us to produce quality results, across every department.

Business Excellence – this category represents the business functions, management systems (such as chain of command), and

NAVAL SURFACE WARFARE CENTER PANAMA CITY DIVISION

VISION

*Delivering relevant solutions in the littorals from seabed to space:
For Today, Tomorrow, and the Navy after Next*



MISSION

The mission of NSWC, Panama City Division is to conduct research, development, test and evaluation, and in-service support of mine warfare systems, mines, naval special warfare systems, diving and life support systems, amphibious and expeditionary maneuver warfare systems, and other missions that occur primarily in coastal (littoral) regions, and execute other responsibilities as assigned by Commander, Naval Surface Warfare Center.

CORE VALUES

HONOR

COURAGE

COMMITMENT



GUIDING PRINCIPLES: *WE ARE COMMITTED TO...*

**Serving the
Nation,
Warfighter
and the
Mission**

**Operating
as a
Unified
Team**

**Caring for
Our People**

**Learning
and
Growing**

**Working
Smarter,
Not Harder**

infrastructure (facilities and tools) required to complete our mission.

Expert Workforce – this category represents our command’s most valuable resource – each of you! Our incredible workforce of government employees, contractors and military service members bring their dedication, passion and proficiency daily to maintain this command’s unique knowledge and skill sets.

Financial Stewardship – this category represents the stewardship and financial management processes required of us as a working capital fund organization (a Navy Working Capital Fund means we don’t make a profit and we break-even over time).

These categories were derived from the industry standard concept of the Balanced Scorecard, and we tailored these categories to reflect how we do business as a NAVSEA Warfare Center Division.

The bulk of the strategic plan are the objectives under each category. To determine these objectives, our leadership team asked, “How does the Navy need us [both now and in the future] to support them with our unique skill sets and resources, what are the barriers we must overcome, and what enablers are required for us to be able perform that work?” We distilled that information down into the objectives under each category and, over the upcoming 2024 Coastal Compass editions, we will dive into each of these objectives in depth.

Finally, our new strategic plan incorporates a holistic and categorical approach to how we can accomplish our mission using the Navy’s Core Values—Honor, Courage, Commitment—and these foundational guiding principles. Our guiding principles are “new” in that we have not named them before, but they should be familiar because these guiding principles are how we choose to do business here at NSWC PCD.

We are committed to:

**Serving the Nation, Warfighter and the Mission
Operating as a Unified Team**

Caring for our People

Learning and Growing

Working Smarter, Not Harder

Our guiding principles were printed on lanyard cards and distributed to our workforce. You will notice the statement “plank owner” in the top left corner. That’s because each of our personnel are a part of this mission and daily process, and this is the mindset we need to be successful. We ask for your feedback on what’s going well and what needs to be improved on this journey.

Most importantly, we need your participation with embracing the guiding principles in your day-to-day activities. Ultimately, we are all here to support the warfighter and our guiding principles will help us to deliver for the Navy.

**The DoD’s Command and Control for Joint Maritime Operations (JP 3-32)*

DOMINATE LITTORALS

Honor my employee
by making informed
decisions.

Do the right
thing and pushback
when needed.

Respect each other

Honor by doing the
Right thing no matter what.

Do what I
say I'm going
to do.

Follow through
with your words
+ Actions.

Be proud
of our work.

REMEMBERING WHO YOU
represent, and in all things,
you put them in the best light
and reputation by your words,
actions and character in the
quality of your work

Honor the
Mission by
using my time
& skills to the
best of my ability!

Attend Flagpole Fridays!

I will serve
honorably by
doing what is
right when no
one is watching.

Understanding that
our job is helping
protect the warfighter.

Show up w

Being a
person of
integrity

Honor the team's commitment Commit

Honor, Courage and Commitment are the Navy's Core Values. During NSWC PCD's INSPIRE 2.0 event in 2023, participants were invited to share what these values meant to them and how they would practically apply them in 2024 and beyond for the warfighter.

HONOR



Honor our employees & mission

Honor my commitments and hold myself responsible.

Remember why we are Here

Do the right thing even when no one is looking.

Do what is right when no one is watching. Have your team!

row up

- High respect;
- great esteem;
- adhere to what is right

Remember who you are serving.

IN EVERYTHING WE DO...

Bringing your best!

Honor others through your work.

Keep the end user in mind always.

PERSONAL and PROFESSIONAL ACCOUNTABILITY

Honor what others provide

Do what is right.

Honor others even more!

What have I committed to? To others? To myself?

Always do what is Right

Respecting others differences

Honor ALL input & Team Members

INSPIRE

LEADERSHIP SUMMIT



Uphold the Constitution and values of our country.

with integrity everyday

Have the hard conversation.

Provide feedback
even if it is tough

Doing what is not
'popular' but what
is Right.

Take the
first step.

Speak up, don't be afraid ♥

Stand for what's right

#AmericaFirst

Encourage preparation
to facilitate confidence
in speaking up
lead by example.

Believe in abilities of
yourself and the team to
achieve the mission.

To speak up & provide important
feedback when it would be
easier to stay silent

Tolerant with gusto.

Open & honest
feedback on
Not so positive
topics.

Do what is difficult

instill boldness

Do what is
Right.

Lead and Ask why?

SELF LEADERS

Try new leadership skills

Have mental & m
persevere, and
fear, or d

Having disci
do the right

IN ORDER FOR SOMETHING TO
BE COURAGEOUS, IT HAS TO BE DONE
IN A PLACE OF RISK OR FEAR.
THE ONLY WAY SOMETHING CAN
TRULY BE COURAGEOUS. ANY-
LESS OR DOING SOMETHING
DIDN'T QUALIFY.

get cur
make ha

COURAGE

Why fit in when
you were born
to stand out?

Doing whatever I
can to protect the
best interest of my
team members.

Doing what is right
for the team + those
without a voice.

Don't be afraid
to make calculated risks

Make the tough decisions
to do the right thing all the time

SHIP!

Personal strength to venture,
and withstand danger,
difficultly

Not giving up
when things get
challenging.

Forcefully support leadership

Doing what's right without thought
to what others may think of when no
one is watching.

Ask questions, ask
for help

Speak up.

pline to
thing.

BE
E IN
THAT'S
AN
thing
LESS,

By speaking up, and
being comfortable and
vulnerable being different.

Own your
actions &
decisions.

Embracing the
difficult conversations!

Believe
In Yourself

think-speak! RUK

INSPIRE

LEADERSHIP SUMMIT



rd decisions

COMM

To show up and be "present"
every day. *Perseverance*

Every day commitment
as the people at the
tip of the spear need.

Give your
best effort.

Leave my
YES
be a
YES

Time management ♥

Dedicate time +
effort to your
team + your mission

Continuing to strive in
of challenges, failure, discor
obstacles and successes and c
truly measured in a rear vi
mirror over time!

ALL-

So Dominate
the Finals!

To BUILD TEAMS
(KEN)

Continuous learning &
developing.

Commit to
a positive work environment ☺

Show up every
day ready to
do my best

Be better
with smile
and Embody

Follow through!
Apply continuous
improvement!

Bring your
best self.

Schedule reflection time
into my schedule

Staying the Course

MITMENT

Selflessness & sacrifice
for a greater good

Never
give up

Respond
don't React!

To Continuous
Learning & unifying
the team.

Do we what
we say we
are going
to do

the face
management,
can only be
new

IN!

Service
Excellence

Continuous
Learning &
Growth
Show up

DO
what you
SAY
you will
DO

GO
NAVY

Give 100%

Work to grow every day

Work day in & day out
for those in
my charge

Be consistent
every day

Give my
best

Do more than
expected.

Better Together

Better
organization!

STAY
POSITIVE

To give it my
all as much
as possible
(I won't say
every day
because
I'm
being
realistic)

What do I owe to
the people I lead?

Organization Skills & Better Empty Technical Rigor

INSPIRE

LEADERSHIP SUMMIT



NSWC PCD HOSTS INAUGURAL GULF COAST NAVALX TECH BRIDGE PRIZE CHALLENGE

By Jeremy Roman, NSWC PCD Public Affairs

PANAMA CITY, Fla.—A recent, first-time challenge to support U.S. Navy needs through partnership, creativity and innovation was hosted by the NavalX Gulf Coast Tech Bridge and Naval Surface Warfare Center Panama City Division (NSWC PCD).

The inaugural Gulf Coast NavalX Tech Bridge PRIZE Challenge aimed to rapidly prototype a seafloor sediment collection device based on concepts using a novel innovation approach. Funded by the Office of Naval Research, led by NavalX Gulf Coast Tech Bridge, and developed through a collaborative approach with NSWC PCD and Navy Research Laboratory (NRL) Ocean Sciences Division scientists and engineers, the event pursued technical solutions for collecting underwater sediment, which is critical to littoral (coastal) mine warfare (MIW) missions.

“[This competition’s] topic was developed in collaboration with the NSWC PCD MIW Directorate, the NRL Ocean Sciences Division, the Naval Meteorology and Oceanography Command (CNMOC) and Program Executive Office Unmanned and Small Combatants to address Navy needs,” said Holly Gardner, NSWC PCD director of Strategic Engagement and NavalX Gulf Coast Tech Bridge director. “This was the first time NSWC PCD and the NavalX Gulf Coast Tech Bridge have

leveraged the PRIZE Challenge mechanism, which allowed the public to help solve Navy challenges and receive awards for the best solutions. This effort also highlighted the power of collaboration among Gulf Coast Navy partners, demonstrating how this new mechanism can rapidly take a mission need, develop prototypes and deliver capability to the fleet.”

For phase one of this challenge, innovators needed to address specific solution requirements to be considered. For example, submissions needed to be an automated, inexpensive, underwater sediment collection device that detailed a proposed technical solution. They were also required to provide accompanying data such as drawings, components and assembly procedures to produce their devices. More than 50 design concepts from 23 countries were submitted for nearly \$100,000 in cash prizes to be split between the top three designs that were selected early 2023.

Once the winners were announced, the next phase began when data deliverables were sent to an NSWC PCD design sprint team for review and development of a prototype that would integrate features from each of the PRIZE Challenge concepts. These designs would undergo another round of NavalX limited funding and review by the Naval Oceanographic Office (NAVO) technical stakeholders before

the NSWC PCD Test and Evaluation & Prototype Fabrication Division would receive the go-ahead to proceed with its own prototype build, late 2023.

The final step occurred when the resulting prototype was tested in the coastal waters off Panama City, Fla., in December 2023. The test results were briefed to key leaders at a recent collaboration workshop hosted by NSWC PCD for CNMOC, NAVO, ONR, NRL and NavalX Gulf Coast Tech Bridge representatives.

“I was delighted to spend time with the design team and learn more about the prototype developed under the PRIZE challenge. The design and prototype are a significant step towards defining an innovative solution for seabed sampling,” said Andrea Perles, NSWC PCD MIW director. “The potential to augment and expedite oceanographic products for best available knowledge of the maritime battlespace is an amazing accomplishment.”

The device that was developed and tested is the Navy’s first and only solution for unmanned underwater sediment sampling. The technologies will continue to be refined for fleet needs and will be demonstrated as part of a series of demonstrations and events to be held by regional Navy partners in support of an Advanced Naval Technology Exercise (ANTX).



Members from the NSWC PCD and NavalX Gulf Coast Tech Bridge Sediment Sampling Challenge development team during a regional Navy partner collaboration workshop, Dec. 13, 2023. (back row, from left left) Bobbie Thompson Naval Oceanographic Office, Dr. Richard Crout, Naval Research Laboratory, Jesse Walton, NSWC PCD Ranges and Facilities Branch head, Andrew Harrington, NSWC PCD Test & Evaluation & Prototype Fabrication Division (Code E42), Dr. Todd Holland, NSWC PCD Senior Scientific technical manager, and Dr. Joseph Calantoni, SES, Naval Meteorology and Oceanography Command technical director. (front row, from left) Holly Gardner, NSWC PCD Strategic Engagement director, Andrea Perles, SL, NSWC PCD Mine Warfare director, and Mackenzie Blair, NSWC PCD Code E42. (U.S. Navy photo by Eddie Green)

NSWC PCD EMPLOYEE USES INDUSTRY MANAGEMENT COURSE TO ENHANCE BUSINESS EXCELLENCE

By Alexandra Shelton, NSWC PCD Naval Acquisition Development Program intern

PANAMA CITY, Fla. – Naval Surface Warfare Center Panama City Division (NSWC PCD) strives to enhance its strategic partnerships with government, academia, industry and allies. One NSWC PCD employee recently personified that pursuit of business excellence by completing a U.S. Navy Insights into Industry Management Course (NIMC) at the University of Virginia (UVA) last month.

Nicholas Sarica, NSWC PCD Logistics Entry Level Employee (ELE), attended this NIMC course held at the UVA Darden School of Business in Charlottesville, Va., and led by professors who teach master of business administration courses.

The purpose of the course was to communicate to government employees and contract specialists how different industries view the way the Navy does business. This three-week course challenged its participants to navigate this introspective content using a multi-pronged approach full of lectures, activities, and group discussions.

Some of the lectures included industry speakers from Lockheed Martin, Raytheon,

and Northrop Grumman who shared their insight on communication, doing business with the government and why industries make certain decisions when balancing the needs of their stakeholders and shareholders.

The class also completed activities including participating in a “cost game” that involved successfully managing a small printing company and reviewing private sector related case studies that included companies like Apple and Google. Along with knowledge Sarica gained, he explained his greatest takeaway.

“[Industries] want to build relationships with the government,” said Sarica. “My long-term goal from the course is to lead by example by forming strong working relationships and open communication with our industry partners to inspire NSWC PCD employees to do the same. I think anybody could benefit from [taking this course]. More specifically our contract specialists who deal with industry most often.”

The class was comprised of numerous participants from Naval Sea Systems

Command, Naval Air Systems Command, Naval Facilities Engineering Systems Command, Naval Information Warfare Systems Command, and the Marine Corps Systems Command, who also worked in a wide range of functional areas: contract specialists, logistics, supply, business financial managers, and approximately 10 Navy officers.

Sarica, entering his third year in the Naval Acquisition Development Program (NADP) as a Logistics Management Specialist ELE, plans to apply this experience into his career moving forward.

“When [I graduate from] the program, I am definitely going to try to build relationships with [industry partners] and have it be less transactional,” Sarica said. “Strengthening working relationships and improving communication with our industry partners will ensure optimal support is provided to the warfighter.”

Darden Executive Education has been providing educational programs to the U.S. Navy for more than 50 years.



More than 55 participants display their U.S. Navy Insights into Industry Management Course (NIMC) graduation certificates at the University of Virginia, Jan. 2024. The purpose of the three-week course was to communicate to government employees and contract specialists how different industries view the way the Navy does business. (courtesy photo)

Welcome to **NSWC PANAMA CITY DIVISION**



HONG FAN

NSWC PCD hosted Hong Fan, Naval Sea Systems Command (NAVSEA) Warfare Center liaison to the Massachusetts Institute of Technology (MIT) Industrial Liaison Program (ILP), Jan. 18. The Navy Lab was able to learn more about the various benefits of the MIT ILP program and discuss potential, cutting-edge collaboration opportunities to support the warfighter. (U.S. Navy photo by Eddie Green)



EMILY MEDINA - ONR 32

Naval Surface Warfare Center Panama City Division (NSWC PCD) hosts (center right) Emily Medina, Ocean Battlespace Sensing (ONR 32) Mine Warfare and Ocean Engineering team lead and her team, for a visit to the Navy Lab, Feb. 22 - 23. During her visit, she was able to meet with numerous, local teams and program managers on several NSWC PCD efforts supporting the fleet both here and internationally. (U.S. Navy photo by Ronnie Newsome)



TYNDALL FIRST AIR FORCE VISIT

Lt. Gen. Steven Nordhaus, commander of CONR-1AF (AFNORTH & AFSPACE), and his team host the Capt. David Back, Naval Surface Warfare Center Panama City Division (NSWC PCD) commanding officer, Dr. Peter Adair, SES, NSWC PCD technical director, NSWC PCD department directors, and Cmdr. Michael Mosi, Naval Support Activity Panama City commanding officer, for a mission brief and visit to the Killey Center for Homeland Operation at Tyndall Air Force Base, Fla., Feb. 15. These meetings are beneficial to better understanding and partnerships of joint military forces missions. (U.S. Air Force photo)



NSWC PCD NEW HIRE TOUR

Several of Naval Surface Warfare Center Panama City Division's newest personnel tour various technologies and facilities that highlight command's mission areas, Feb. 22. The New Hire Tour aims to educate and connect departments that may not work together on a daily basis. (U.S. Navy photo by Anthony Powers)



DR. MARTIN IRVINE, NAVSEA WARFARE CENTERS EXECUTIVE DIRECTOR

Naval Surface Warfare Center Panama City Division (NSWC PCD) welcomed Dr. Martin Irvine Jr., SES, Naval Surface and Undersea Warfare Centers executive director, Jan. 23. Dr. Irvine received an in-depth look at how this Navy Lab supports the fleet through the various capabilities it provides. (U.S. Navy photo by Eddie Green)



NAVAL ENGINEERING EDUCATION CONSORTIUM

Naval Surface Warfare Center Panama City Division (NSWC PCD) welcomed the warfare center directors for the Naval Sea System Command (NAVSEA)-funded Naval Engineering Education Consortium (NEEC) Program for their annual NEEC Directors meeting, Jan. 23. They discussed accomplishments of the program, collaboration opportunities, and ways to further the goal of building a talent pipeline for students to pursue careers as NAVSEA scientists and engineers by funding academic grants to universities. (U.S. Navy photo by Eddie Green)



LEADERSHIP BAY

NSWC PCD hosted the 2024 Leadership Bay class for a Landing Craft Air Cushion (LCAC) Ship to Shore Connector (SSC) hovercraft tour, Jan. 10. They learned about the capabilities of the craft and how the Navy Lab supports fleet missions. (U.S. Navy photo by Eddie Green)



REP. RONNY JACKSON

(center) Dr. Peter Adair, SES, Naval Surface Warfare Center Panama City Division technical director, and (left) Dr. Martin Irvine Jr., SES, Naval Surface and Undersea Warfare Centers executive director, welcomed Rep. Ronny Jackson (R-Texas' 13th Congressional District) for a tour of our Navy Lab, Jan. 25. Jackson was able to talk with our personnel and better understand how NSWC PCD supports the fleet and the warfighter. (U.S. Navy photo by Ronnie Newsome)



REAR ADM. DICKINSON

(left) Capt. David Back, NSWC PCD commanding officer, and (right) Dr. Peter Adair, SES, NSWC PCD technical director, welcomed Rear Adm. Thomas Dickinson, NAVSEA Warfare Centers commander, to the Navy Lab, Feb. 8. The admiral saw various NSWC PCD missions first-hand, met many of its personnel and shared how its workforce impacts the U.S. Navy and the NAVSEA enterprise. (U.S. Navy photo by Ronnie Newsome)

NOR & IT'S IMPACT TO OUR COMMAND

WHAT IS NOR?

$$\text{NOR} = \text{REVENUE} - \text{EXPENSES}$$

Net Operating Results (NOR) is our Command's yearly net results from operations. If our Command was based in private industry, we would refer to NOR as Net Income or Loss of Operations. NSWC & NUWC Warfare Center Headquarters (WC HQs) sets our NOR target based on the Fiscal Year's President's Budget and is authorized via the NAVSEA WC Business Performance Targets Memorandum.

WHAT FACTORS INTO NOR?

- Direct Labor Hours are billed to a direct project via Stabilized banded rates when an employee charges labor to an NWA that starts with 1. Our Command then bills the Sponsor of the Direct Project and the related revenue is collected via the Direct labor rate. Every direct labor hour charged, we generate revenue to cover Overhead and other items. For FY24, this amount generated is \$42 per hour charged.
- Overhead (Production and General and Administrative(G&A)) are used to operate and maintain our Command. Overhead costs cannot be tied to one specific project and are charged to our Customers via a labor rate. The annual Overhead spending allowance is calculated by the projection of Overhead Revenue generated less the WC HQs NOR target. Examples of items paid with Overhead are Facilities, Depreciation, Training, Security, Comptroller, Military billets, just to name a few.
- Service Cost Center (SCC) Operating Results factor into NOR. A profit in our Command's SCCs will result in a gain in NOR, while a loss will decrease NOR. We currently have 12 (eight Technical and four Business) SCCs across the Command. SCCs must have a charter and WC HQs approved rate structure upon a satisfactory Command determination.

KEEP IN MIND:

- More Direct Labor hours increases our Overhead spending and reduces future labor rates.
- Accurate Project planning allows for better Command decision making in Overhead spending, ability to meet targets, and investment decisions.

ANNUAL WEINGARTEN RIGHTS NOTICE

Below is the language for the Annual Notification of “Weingarten Rights.”

5 USC 7114(a) provides that a representative of a labor organization that has exclusive recognition at an activity shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the activity in connection with an investigation if:

1. The employee reasonably believes that the examination may result in disciplinary action against the employee
2. The employee requests representation



SAVE THE DATE:
MARCH 29, 2024

Upcoming Awards

ACT-IAC INNOVATION AWARDS

USD (COMPTROLLER) FINANCIAL MANAGEMENT AWARDS

AMERICAN MATHEMATICAL SOCIETY LEROY P. STEELE PRIZES

NATIONAL SAFETY COUNCIL RISING STARS OF SAFETY

NATIONAL SAFETY COUNCIL DISTINGUISHED SERVICE TO SAFETY AWARD

NATIONAL SAFETY COUNCIL MARION MARTIN RECOGNITION AWARD

LATINA STYLE DISTINGUISHED MILITARY SERVICE AWARD

Award Winners

DEPARTMENT OF THE
NAVY CIVILIAN SERVICE
MERITORIOUS AWARD **KEITH SENN**

WOMEN INSPIRING SUCCESS
AND EXCELLENCE AWARD **AMY BRIGHTBILL**

SAFETY

WHEN IT RAINS

Weather in the Florida panhandle can be unpredictable. We want to ensure all of our folks have the information to make sound, safe choices for themselves and their families during inclement weather events.

Below are some safety tips to help get you through the wet weeks ahead.

DRIVING SAFETY

PREPARE YOUR CAR PRIOR.

Ensure windshield wipers and tire treads are in proper conditions.

WEAR YOUR SEATBELT!

TURN ON YOUR HEADLIGHTS, so others are more likely to see you on the road.

TURN OFF CRUISE CONTROL, so you are in full control of your vehicle at all times.

SLOW DOWN!

Tires can lose contact with the road at speeds as low as 35 mph, during a rainstorm.

If you begin to skid, AVOID HARD BRAKING OR TURNS, to avoid hydroplaning. Remain calm. Continue looking and driving in the direction you want the car to go.

WET PAVEMENT
CONTRIBUTES
TO NEARLY
1.2 MILLION
ACCIDENTS
PER YEAR.

FLASH FLOOD SAFETY

Listen to local weather stations during storms for possible flood warnings.

If there is a flood in your area, get to higher ground and stay there until it's safe to return.

Steer clear of flood water. As little as six inches of moving water can sweep you off your feet. Keep children away from flood water too.

If approaching a flooded road by car, turn around. Cars can be swept away by less than two feet of moving water. If you cannot turn around and water is rising around you, get out of the car quickly and move to higher ground.

Homeowner's insurance doesn't usually cover flooding. Know the flood risk in your neighborhood and buy additional insurance if necessary.

HOME CHECKLIST

- ✓ **EMERGENCY INFORMATION**
 - Write down important contact information
 - Have one out of state contact
 - Have a radio for alerts and news on hand
 - Know the flooding history of area*
 - Know Evacuation route and plan*
- ✓ **PREPARE THE PROPERTY**
 - Clear clogged rain gutters
 - Repair house's integrity from any damage
 - Move valuables to high, dry, secure areas
 - Ensure doors and window seal properly
 - Purchase hurricane socks
 - Prune dead branches from trees
 - Have sandbags on hand
 - Check for flood insurance
 - Safeguard critical documents
- ✓ **MEDICAL NEEDS**
 - Stock first aid kit
 - Week supply of medications
 - Copy prescriptions
- ✓ **SAFETY TOOLS**
 - Flashlights
 - Multipurpose tool
 - Batteries
 - Matches
 - Whistle
 - Blankets
 - Extra clothing
 - Hygiene & cleaning supplies
 - Duct tape
- ✓ **FOOD & WATER**
 - One gallon per person per day
 - Nonperishable food
 - Three day supply for evacuation
 - Two-week supply for home
 - Extra Cash

*Review the Bay County Flood & Evacuation Zones at:
<http://www.co.bay.fl.us/511/Evacuation-Zones>



NSWC Panama City Division

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