

# PHD SENTINEL

NAVAL SURFACE WARFARE CENTER, PORT HUENEME DIVISION  
NOVEMBER 2011

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Visit from RDMLs McManamon and Syring



## A Message from the Commander

The NAVSEA theme for November is “Sustain the Current Fleet,” and as the Navy’s In-Service Engineering Agent for surface ship weapons and combat systems, NSWC PHD delivers on this theme 365 days a year — thanks to you.

Fleet readiness is a product of several factors, but one very important and tangible contributor is the comprehensive ship assessment provided by our engineers, technicians and logisticians when ships visit Port Hueneme. During these port visits, we provide the technical expertise to restore all combat and weapon systems to combat-ready status. We do this in conjunction with the ship’s crew, working side by side, allowing them to get hands-on experience with the on board systems. This working relationship affords the Sailors an opportunity to have a dialogue with our personnel and ask questions about their equipment. It is also a great opportunity for our personnel to evaluate

the systems at the deckplate level and get feedback from the Sailors who operate and maintain them. This exchange of information is important for both engineers and Sailors and is crucial for the safety and effectiveness of the ship’s combat and weapons systems.

During a recent visit by USS Gridley, we provided technical services on several systems including the MK 41 Vertical Launch System, AN/SPY-1 Phased Array Radar, MK 99 Fire Control System, and Underway Replenishment Systems, to name a few. This is just the tip of the iceberg; the list of systems serviced was much longer. In addition, we provided operations, maintenance and logistical training on a variety of topics including Passive Countermeasure System training, Cooperative Engagement Capability software training and Vertical Launch System deluge training – again, just to name a few.



Capt. William W. DeBow

According to FCC(SW) Paris Henry, who was the officer in charge of the assessment, the primary goal of Gridley’s visit was to prepare her for an upcoming inspection and survey. Very often ships make their way into our port to prepare for an upcoming evolution, and it is our job to ensure they are ready. You can read more about the Gridley assessment (and see photos) in this issue on pages 8 & 9.

When ships leave here, they are more than appreciative of the support we have provided. Every ship commander that has visited our port while I have been commander has left with praises about your services. We even captured some of the feedback on film, which you can see on the portal under “Command Communications News Update” videos.

I appreciate your hard work and dedication in sustaining the current fleet. Keep up the good work!

Capt. Bill DeBow  
“Support and Defend”

*Terrier Black Brant Sounding Rocket is successfully launched for its NASA mission on Oct. 8, 2011. Photo courtesy of White Sands Missile Range.*



### PHD SENTINEL

Commander.....Capt. William W. DeBow  
Division Technical Director ..... Timothy Troske  
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# White Sands Detachment Launches Suborbital Mission for NASA

By Alyce Moncourtois, Command Communications Office

Before the break of dawn on the morning of Oct. 8, NSWC PHD's White Sands Detachment successfully launched a Terrier Black Brant Sounding Rocket to support a scientific mission for NASA. The rocket proceeded according to its proper space trajectory carrying a payload that was designed to assess an optical sensor and measurement technique in the visible light band to detect planets in other solar systems.

The White Sands Detachment provides NASA and

other government agencies with technical "know-how," facilities, launch area, launch vehicles, and access to the White Sands Missile Range for a variety of scientific work. According to John Winstead, White Sands Detachment manager, they have offered these services since 1946 "for the development of space sciences and instruments." White Sands Missile Range is a common host for these types of missions because of the ability to recover scientific payloads and perform repetitive

re-flights for development efforts.

"The NASA suborbital program is the mechanism by which future technology is evaluated for technical merit during the development phase prior to major decisions on future space platforms," said Winstead. "Saturday's mission will ultimately lead to improved, long-duration instruments for use in satellites planned for future flights."

The payload for the launch was recovered, refurbished and will likely be flown again

in a continuing series of scientific space investigations. The White Sands Detachment is scheduled to launch three more NASA missions by the end of 2011.



*Terrier Black Brant Sounding Rocket sits on a launch rail several hours prior to launch. Photo courtesy of White Sands Missile Range.*



*Mission payload awaits recovery after successful launch. Photo courtesy of White Sands Missile Range.*

# NSWC PHD Welcomes Visit from NAVSEA Admirals

By Nichole O'Grady, Command Communications Office



Rear Adm. Syring (l) and Rear Adm. McManamon held an All Hands briefing with NSWC PHD personnel during their visit to the command on Oct. 14, 2011. Photo by Alyce Moncourtois.

NSWC PHD welcomed Deputy Commander for Surface Warfare, SEA 21, Rear Adm. James McManamon, and Program Executive Officer for Integrated Warfare Systems (PEO IWS) Rear Adm. James Syring for a command

visit on Friday, Oct. 14.

Throughout the day, the admirals attended a variety of technical briefs, including those from Ship Defense and Expeditionary Warfare, Land Attack, and Air Dominance Departments. Afterwards,

command personnel gathered for an All Hands ceremony where McManamon and Syring helped recognize Kim Short, Ralph Scaffidi, Lt. Bob Smith, Danette Smith and Don Coale for their outstanding support in fleet readiness.



Rear Adm. McManamon (center left) and Rear Adm. Syring (center right), pose with Capt. William DeBow (l) and Division Technical Director Tim Troske (r) upon arriving at Port Hueneme for a series of technical briefs, Oct. 14, 2011. Photo by Alyce Moncourtois.

Following the awards, McManamon and Syring invited questions from the audience focused on the current budget situation and proposed defense cuts. According to Syring, "the future of in-service is going to be driven to Port Hueneme."

"PHD has a history and

rich tradition of doing things correctly," said McManamon, expanding on Syring's comment. "You correctly perform process improvements and work hard on our in-service legacy to make things better. We have to be combat ready even when facing challenging budget issues. We are fully

aware of the talent and skill set PHD brings to the table. You are critical to how we are trying to increase the readiness of the surface fleet, and we'd like to thank you for all you have done, and more importantly, all you will do in the future."

*Awards were given to (clockwise): Don Coale, Lt. Bob Smith, Danette Smith, Ralph Scaffidi and Kim Short.*



# Virginia Beach Employees Receive Special Recognition from DARPA

By Kathy Stewart, Command Communications Office



*(l to r) John Bramlett, Natalie Teuschler, Ian Barford and Mark Tadder of the NSWC PHD Virginia Beach Detachment make up the team that contributed to the planning and successful execution of a Counter-Sniper (C-Sniper) system maritime test conducted by the Defense Advanced Research Projects Agency (DARPA) from July 18 – 22, 2011. The team's efforts were praised by DARPA in a letter of appreciation dated Aug. 16, 2011, with special recognition going to Teuschler and Bramlett.*

Employees from NSWC PHD's Virginia Beach Detachment S department received special recognition from the Defense Advanced Research Projects Agency (DARPA) for their contributions in the planning and execution of a Counter-Sniper (C-Sniper) system maritime test conducted by the agency at the Atlantic Undersea Test and Evaluation Center (AUTEC) in the vicinity of Andros Island, Bahamas, from July 18 – July 22, 2011. The recognition came in the form of a letter of appreciation dated Aug. 16, 2011, from DARPA Program Manager - Advisor Dr. Deepak Varshneya.

The test in July was a demonstration to prove how the C-Sniper system can be used in a maritime application in conjunction with the SPS-74 periscope detection radar to provide the fleet with enhanced capabilities.

According to Site Director Chris Heier, NSWC PHD Virginia Beach Detachment was the ideal choice for the job. "As the in-service engineering agent for the SPS-74 radar, it was natural that we should assist DARPA with the setup and execution of the test," he said. "Also, our SPS-74 team has experience working with AUTEC and setting up test events at their facilities, having used AUTEC as a land-based test site for the SPS-74 radar during its development."

The detachment's involvement started well

ahead of the actual event, Heier noted. SPS-74 Project Manager Mark Tadder worked with DARPA to ensure personnel and funding support were in place, while Integrated Product Team Lead Ian Barford, Code S42, provided pre-test planning in the months leading up to the event. Barford also served as team lead during the test, with Natalie Teuschler and John Bramlett, Code S42, providing on-site assistance.

In his letter, Varshneya praised the team effort, calling it "exemplary," and offered special recognition to the contributions of Teuschler and Bramlett. "I would like to specifically commend the performances of Ms. Natalie Teuschler and Mr. John Bramlett," he stated.

Teuschler, a junior professional engineer with the Virginia Beach Detachment, works on the SPS-74 radar program as part of the Test and Evaluation (T&E) Integrated Product Team (IPT). Her SPS-74 radar training to date combined with her background as a test engineer on the Dual Band Radar (DBR) program gave her experience with test procedures and event planning that was an asset to DARPA's C-Sniper test. Teuschler coordinated logistical details for the event—from making travel and housing arrangements for test participants to facilitating organizational meetings for formalizing the test plan. She also acted as the

government point of contact and retained necessary test resources to help make the test successful.

Varshneya noted that Teuschler's coordination in the planning stages "exhibited patience and tenacity," which he said ensured a well-designed and detailed test plan. Teuschler found it to be a challenging, but welcome, experience. "I feel fortunate that I was given this opportunity to be a part of a test event in a big way," she said. "It allowed me to exercise my leadership and management skills in a T&E environment, complementing the technical skills I have already developed."

Bramlett, AN/SPS-74 technical POC and installation IPT lead, oversees all SPS-74 installations, troubleshooting and repairs. His experience in this area and his expertise as a technician in a multitude of disciplines proved to be invaluable for DARPA's C-Sniper mari-

time test. Bramlett was responsible for ensuring that the C-Sniper system on board landing craft mechanized ship (LCM 5) was installed properly. This required troubleshooting, repairing equipment as needed, and modifying the installation to accommodate schedule changes and requirements. "The physical equipment had to continually undergo environmental changes, which, in turn, required immediate problem-solving and mitigation," said Bramlett, who called the experience "a very exciting and involved evolution."

According to the letter of appreciation, Bramlett's approach to the ever-changing and challenging situation was "exceptional." Varshneya noted, "Without his modifications to the environmental conditions necessary for the system to work, the test would have been grievously unsuccessful."

## Visiting Sailors Receive Specialized Product Support Training

By Nichole O'Grady, Command Communications Office

In accordance with Secretary of the Navy Instruction (SECNAVINST) 4855.3B, NSWC PHD provided Product Data Reporting and Evaluation Program (PDREP) training to visiting Sailors of USS Gridley (DDG 101) on Oct. 4-5.

The course provided an in-depth presentation on reporting discrepancies, deficiencies, and premature failures in shipments and materials through use of the PDREP training, an Automated Information System (AIS) used by the Department of the Navy to collect, screen and evaluate supplier discrepancy and product quality deficiency trends.

"When a ship arrives in port for weapons grooming," said Eduardo Romo, PDREP coordinator at NSWC PHD, "the Office of Logistics provides detailed PDREP training on the inner workings of the system's Web site so that ship personnel may have a better understanding of the overall system."

During training, Sailors learned the importance of Preservation Packaging and Marking (PP&M) label information and the Depot Repaired/Overhauled tag when documenting a Product Quality Deficiency Report (PQDR).



USS Gridley Sailors listen as Eduardo Romo leads a PDREP training class at NSWC PHD, Oct. 4, 2011. Photo by Nichole O'Grady.

"The information on the label or depot tag may not seem important, but if a part is found to be defective, the labeling information is critical in locating other potentially defective parts," said Romo. "Because the Supply System uses various sources for manufacturing or overhauling parts, it is difficult to distinguish them aboard other ships or in warehouses located throughout the world without correct PP&M information."

PDREP develops synergy between Navy, Marine Corps and other Department of De-

fense databases to share quality and past performance data across product lines. In addition, it proactively identifies trends and reduces component failures, effectively improving the quality of material delivered to the Navy.

"It is rewarding to have seasoned Sailors, as well as newly-assigned Sailors arriving aboard ship, ask specific questions regarding PDREP and how the Web-based system can help them accomplish their work center responsibilities in a timely manner," said Romo.

# USS Gridley Visits Port Hueneme for Ship Assessment

By Nichole O'Grady, Command Communications Office



NSWC PHD General Supply Specialist Ed Trotter (l), Operations Research Analyst Michol Wenger (center back), Electrical Engineer Thy Le (center front) and USS Gridley's Fire Controlman Second Class Aaron Cudnohufsky (r), validate that each Maintenance Assistance Module is in the correct location during the ship's combat and weapon system assessment at Port Hueneme Oct. 3, 2011. Photo by Nichole O'Grady.

NSWC PHD employees completed a six-day assessment of USS Gridley's (DDG 101) combat, weapon and underway replenishment systems Oct. 3-7, 2011, while docked at Port Hueneme.

During the assessment, command engineers and technicians provided expertise and services on several systems of the Arleigh-Burke class destroyer, including the MK 41 Vertical Launching System, AN/SPY-1 Phased Ar-

ray Radar, MK 99 Fire Control System, Aegis Integrated Combat System, Operational Readiness Test System, Tomahawk Cruise Missile Guidance and Launching Systems, MK 15 Phalanx Close-In Weapons System, interior communication switchboards, Underway Replenishment Systems, as well as logistics and technical documentation.

Fire Controlman Chief (SW) Paris Henry, officer-in-charge of NSWC PHD's assessment,

emphasized PHD's main objective during the ship's stay.

"The primary goal for this particular visit was to ensure success for the USS Gridley's upcoming Inspection and Survey (INSURV) come March 2012," he said.

Throughout the assessment, PHD engineers and technicians worked with the ship's crew to provide operations and maintenance training on topics such as Tomahawk Strike Network and



Boatswain Mate Second Class Jorge Saucedo (l) works with NSWC PHD Underway Replenishment (UNREP) engineers Waldemar Eisenhardt (c) and Matthew Poloniak on the UNREP system's sliding padeye aboard USS Gridley (DDG 101) during her visit to Port Hueneme on Oct. 3, 2011. Photo by Nichole O'Grady.

Vertical Launching System Deluge.

In addition, Sailors and command personnel shared important technical, logistics and lessons-learned information, which is vital to the safety and effectiveness of the ship's offensive and defensive weapons. Services provided by NSWC PHD enabled the ship to proceed with more ef-

fective pre-deployment work-ups and ensured that systems were in a state of operational readiness.

"Capt. DeBow and the entire PHD team provided proactive, engaged technical support and training for our junior Sailors and improved our combat readiness," said USS Gridley Commander Benjamin Allbritton. "We look

forward to continuing our relationship with our Aegis and deck in-service engineers."

NSWC PHD has been offering port visit assessments to the fleet since 1989. The command not only offers highly-skilled engineers and technicians, it also offers the only government-owned, deep-water harbor between San Diego and Puget Sound.



*Boatswain Mate Third Class Yvett Hernandez releases the easing-out line to return the spanwire back to the fuel rig during an underway replenishment (UNREP) training exercise for the crew of USS Gridley (DDG 101) at NSWC PHD's UNREP Test Site. Boatswain Mate First Class Joseph Shuttly (white hard hat), NSWC PHD military personnel, was the instructor for the UNREP training. Also pictured are Seaman Recruit Aaron Caswell (with paddles), the signalman, and Seaman Apprentice Jeremy Ramosmarquez (yellow hard hat), the rig captain. The UNREP training was conducted during the ship's combat and weapon system assessment at NSWC PHD the week of Oct. 3. UNREP training is offered to every ship that visits Port Hueneme. Photo by Alyce Moncourtois.*



*Capt. William DeBow poses with Master Chief Evelyn "Vonn" Banks, NAVSEA command master chief, during a morning courtesy call on Oct. 14, 2011. Photo by Nichole O'Grady.*

# All Hands Briefing Addresses Navy and PHD Objectives

By Kathy Stewart, Command Communications Office



*Capt. William DeBow addresses NSWC PHD personnel during the All Hands briefing on Sept. 27, 2011. Photo by Esthela McKenzie.*

On Sept. 27, 2011, personnel from NSWC PHD gathered in the AV Center at Bldg. 1388, while detachments from White Sands and Virginia Beach videoconferenced in, for an All Hands briefing that touched on a number of topics related to Navy and command objectives.

After a reminder from Chief Staff Officer Cmdr. Steven Williams about the importance of keeping personal information updated on the Navy Family Accountability and Assessment System in the event of a national disaster, NSWC PHD Commander Capt. William DeBow addressed the employees.

He spoke first about key tenets of the Chief of Naval Operations Adm. Jonathan Greenert and two in particular that correlate to the work done at NSWC PHD: maintaining the Navy's ability to fight and win, and maintaining the

Navy's ships. The command's goal and challenge related to these tenets, DeBow stated, is to "achieve excellence in providing in-service engineering, integrated logistics support, and test and evaluation with an enabled workforce in a budget-constrained environment."

DeBow laid out the objectives needed to reach that goal, including integration with the Navy enterprise where appropriate, efficiencies, innovation, accountability, metrics and an effective communications plan. He also touched on Enterprise Resource Planning (ERP) Web-based training, calling out a need to "drive it to meet the 100 percent target."

He then turned to the issue of maintaining eligibility for access to classified information for job security. Referring to a list of 13 DoD adjudicative guidelines, DeBow emphasized that personal risks can impact employment, whether it be personal conduct, outside activities or even finances. "Financial considerations are the most challenging," he said, and encouraged personnel to report any adverse financial or other situations to avoid the possibility of employment termination.

Mentoring was another key subject during the briefing. The captain provided information on the PHD Mentoring Program, which offers a one-on-one approach or group mentoring to help personnel along the career path. He encouraged both volunteer mentors and those seeking mentoring to "sign up" on the command portal.

DeBow next noted that the command has a plan to achieve the fiscal 2012 overhead reduction goal and has begun initiating action "to ensure savings can be fully achieved."

He ended the briefing on a positive note, saying that even with budget constraints, he expects that, "NSWC PHD will continue to be a viable and value-added institution within the Navy" because of its "excellent reputation."

The event ended with an awards ceremony, where personnel were recognized and thanked for their recent achievements.

*Happy Holidays*

# DeBow Gives Keynote Address at NAACP Event

By Nichole O'Grady, Command Communications Office



Keynote speaker Capt. William DeBow (r) poses with (l to r) U.S. Representative Elton Gallegly, Dr. Eugene Fussell, NAACP Ventura County Chapter President John R. Hatcher III and Ventura County District Attorney Gregory Totten at the NAACP annual Freedom Fund Banquet, Oct. 8, 2011. Photo by Charlie Houser.

The Ventura County Chapter of the National Association for the Advancement of Colored People (NAACP) invited NSWC PHD Commander Capt. William DeBow to be keynote speaker at the annual Freedom Fund Banquet held Oct. 8, 2011.

The theme for the evening focused on "Bridging the Gap—Coming Together," an ongoing effort of the NAACP since its creation in 1909. Chief Medical Officer of St. John's Regional Medical Center and retired Navy Adm. Dr. Eugene Fussell spoke on this effort and its ongoing mission towards equality.

"More than a century ago, few would have believed that the NAACP would become an organization to promote equality throughout this nation," he said. "We have come a long way in bridging that gap to equality."

Fussell then went on to describe the leaps and

bounds achieved within society, including military desegregation as initiated by the Tuskegee Airmen, an all African American pursuit squadron for the United States.

"Would you have believed that the Navy's social experiment 60 years ago in Tuskegee, Ala., where they took five black men and made them pilots, would eventually lead to the opening of the armed services to black men and women?" said Fussell. "And would you believe that one of those pilots' sons is a keynote speaker here today?"

Following Fussell's introduction, DeBow took the stage opening with the importance of diversity and how his father inspired him to make it a personal goal for his command.

"I have grown up with a strong appreciation for diversity," he said. "My father was part of the first class of Tuskegee Airmen. His dedication and unwavering service

to our country has inspired me to take on the challenge of ensuring NSWC PHD is aware of the importance of diversity within the Navy and throughout the world."

DeBow went on to describe specific initiatives he and the command have taken to embrace diversity, including establishing a management diversity team. The diversity initiative is rooted in the principle of equal opportunity for all. Additionally, DeBow highlighted that the diversity initiative also includes those with targeted disabilities and Wounded Warriors, a program that actively seeks to hire wounded service members.

"Collectively, NSWC PHD works to foster a diverse and equal environment," said DeBow. "Without the unique make-up of our workforce, we would not be as successful as we are today."



*During a tour of the Self Defense Test Ship on Sept. 26, 2011, visitors Trish Hamburger, SES, NAVSEA 05H (third from right), and Ellen Best, SEA 05H (second from right), pose with NSWC PHD personnel (l to r) Code T60 Division Manager Tim Jones, Division Technical Director Tim Troske, Test Ship Officer Lt. Kristen Kerns, and Land and Sea Test Department Manager Wes Holser in front of the ship's NATO Seasparrow Missile System test launcher. Photo by Kathy Stewart.*



*Members of the Royal Australian Navy (RAN) discuss Mine Countermeasures (MCM) capabilities during a tour of NSWC PHD's Mission Package Support Facility (MPSF) on Oct. 13. The team was visiting to learn about the command's support of U.S. Navy MCM systems and gather ideas for possible applications within the RAN MCM Capability Development Group. Pictured (l to r): RAN Cmdr. Mark Georgelin, deputy director offshore combatant vessel; Chris Parsell, NSWC PHD LCS mission module control customer advocate; RAN Lt. Cmdr. Christopher White, PEP officer, Naval Mine and Anti-Submarine Command MIW & MCM Exercises; RAN Cmdr. David Wright, Washington D.C. assistant naval attaché; RAN Capt. Andrew Fysh, director submarine & specialist ships; RAN Cmdr. Steven Reid, deputy director mine warfare & clearance diving; and Gene Scampone, NSWC PHD MPSF Deputy OIC. Photo by Kathy Stewart.*

# NSWC PHD Supports Hiring of Wounded Warriors

By Nichole O'Grady, Command Communications Office

NSWC PHD is in the business of supporting America's warfighters, and that support does not end at the forward deployed units. Continuing that support through NAVSEA's Wounded Warrior Program, the command exceeded its fiscal 2011 goal of hiring 20 wounded service members by employing a total of 31—an increase of more than 500 percent from 2010.

NSWC PHD's goal for hiring Wounded Warriors supports former Chief of Naval Operations Adm. Gary Roughead's objective for the Navy to become increasingly diverse, to build an inclusive climate that retains talent and to have the Navy recognized as an employer of choice in the United States.

"Our goal is to ensure Wounded Warriors have every opportunity and support needed to transition from military to civilian service," said NSWC PHD Commander Capt. William DeBow. "Our success is measured not only in numbers, but in providing opportunities for wounded service members to serve their country in a civilian capacity."

In the two years since the Wounded Warrior program began, the command enacted aggressive recruiting initiatives, including establishing internal departmental hiring goals, developing a fiscal year Wounded Warrior recruiting schedule, attending nine Hiring Heroes Career Fairs and partnering with the Balboa Career Transition Center to host an on-base career fair. Other partnerships, such as Los Angeles, San Diego and Ventura County Veterans Affairs, Wounded Warriors Battalion West and non-profit veteran organizations, continue to refer resumes to NSWC PHD for employment consideration and skills analysis.

Former Master Sgt. Michael Heath found employment with NSWC PHD as the Technical



Manual Management Course lead instructor for Naval Systems Data Support Activity. While serving for the U.S. Marines under Operation Noble Eagle and Enduring Freedom, Heath was injured twice from gunshot wounds. Initially, he intended to remain on active duty, but his injuries forced him to retire. Heath spent a year undergoing surgery and therapy before joining the NSWC PHD team.

"I think the Wounded Warrior hiring program is outstanding, and one that the wounded defenders of our nation certainly deserve," said Heath. "I can only speak for myself and for the Wounded Warriors that I have spoken with in various support groups, but I believe this program has given me a second chance and opportunity to continue supporting the military on the frontlines with the skills, experience and expertise that the military provided me."



*Capt. DeBow welcomes Capt. Kristian Biggs, director, Missile Defense and Integration, Deputy Assistant Secretary of the Navy – Ships, to NSWC PHD on Sept. 22, 2011. Photo by Esthela McKenzie.*

# Bridge CONOPS Project Tackles Life-Cycle Management for Distributed Learning Content

By Kathy Stewart, Command Communications Office

For three years, Wayne Gafford at NSWC PHD's Office of Logistics led a joint-nation, defense-industry effort to create a solution for bridging the information divide between technical manuals and distributed learning content. The result, he says, is a new Concepts of Operations (CONOPS) business model for the acquisition, development and life-cycle management of integrated data used in technical publications and interactive multimedia instruction products.

The "Bridge CONOPS" endeavor was initially launched through an international pre-planning project from September – December 2008 in response to a need "to integrate the development and management of technical information for producing technical manuals and training courses," said Gafford. "Too often," he explained, "training personnel are notified of changes after the manuals are fielded, which means they have to sift through each new technical manual to figure out what revisions need to be made to the digital learning content."

The pre-planning Bridge Project was sponsored by the U.S. Department of Defense's Advanced Distributed Learning (ADL) Initiative; the ADL Job Performance Technology Center (JPTC); the Norwegian Defense Logistics Organization, Saab Aerotech, Sweden; and the Swedish Defense Material Administration, which was commissioned by the Swedish Armed Forces.

The sponsors formed the International S1000D – SCORM (Sharable Content Object Reference Model) Bridge Project Team and tasked it with defining requirements for a specification that integrates authoring environments for SCORM-based learning-content with S1000D Common Source Databases (CSDBs)

used for technical manuals. The international team was composed of data standards developers, instructional designers, human performance technologists, computer scientists, SCORM programmers, technical manual authors, and government and industry executives.

Gafford led the project, pulling together the sponsors and the international team, which met three times between September and December of 2008 to define problem statements, use cases, and functional requirements that would drive the specification development. It was during this time that the team concluded the need to factor integrated logistics support (ILS) into the life-cycle management of technical learning content to guarantee fully sustainable data readiness.

This conclusion was later amplified in a cost analysis study performed by the Institute for Defense Analyses, which stated that technical learning content not factored into life-cycle logistics "leads to misalignments between training and authoritative source material. These misalignments also lead to wasteful spending."

Gafford noted, "Training units have never really thought of themselves in the logistics space, but training is clearly considered part of product support according to DoD Instruction 5000.02, Operation of the Defense Acquisition System, and according to the Defense Acquisition Guidebook."

Outputs from the pre-planning activities were then fed into a main Bridge Project, which launched in February 2009. The Bridge Project was funded by the Office of the Under Secretary of Defense (OUSD) for Acquisition, Technology and Logistics (AT&L) as part of the Reduction in Total

Ownership Cost (RTOC) program. The initial beneficiary of the funding is the Littoral Combat Ship (LCS) Mission Modules Program (PMS 420), which integrates the mission modules into the LCS.

The Bridge Project team first developed an application programming interface (API) bridge, which would enable developers to access CSDBs for training content. Per Gafford, the idea behind the API bridge was to develop and store technical learning content in the same CSDB containing technical manuals.

As the project matured, however, the team determined that additional innovation was required to foster interoperability throughout system life-cycles. The outcome was a comprehensive CONOPS framework of software tools and technical and business processes that can help training centers develop and manage technical documentation and training data in a CSDB.

Completed in September 2011, the new framework is described in the final CONOPS guide as a suite of capabilities that will improve distributed learning content readiness "during life-cycle logistics which support products and systems that require continuous modifications and changes."

According to Gafford, the new business model offers a completed prototype that can now be tested for real-use implementation. It describes business rules, use cases and process requirements, and provides the tools to support them.

For the next step, Gafford commented, "The project must now transition from development to implementation through stakeholders." Stakeholders can access the CONOPS suite of capabilities at <http://www.adlnet.gov/bridge-project>.

# Veterans Day: Honoring All Who Served

By Nichole O'Grady, Command Communications Office

In 1919, on the eleventh hour of the eleventh day of the eleventh month, leaders from around the world signed an armistice marking the end of World War I. This day would go down in history as a reminder of the sacrifices and unwavering service of those who fought and continue to fight for the greatest country on earth—the United States of America.

President Woodrow Wilson proclaimed Nov. 11 as the first commemoration of the signed armistice.

"To us in America," he said, "the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations."

In legislation that was passed in 1938, Nov. 11 became a national holiday known as Armistice Day specifically dedicated to honoring World War I veterans. Later, in 1954, after the country had been through both World War II and the Korean War, veterans' service organizations persuaded the 83rd U.S. Congress



Sailors raise an American flag during Veterans Day morning colors aboard the amphibious dock landing ship USS Harpers Ferry (LSD 49), Nov. 11, 2009. Photo by Mass Communication Specialist 2nd Class Joshua J. Wahl.

to amend the Act of 1938 in order to honor American veterans of all wars.

With the approval of the new legislation on June 1, 1954, Nov. 11 became the holiday we celebrate today—a celebration to honor America's veterans for their patriotism, love of country and willingness to serve and sacrifice for the common good.

<http://www.military.com/veterans-day/history-of-veterans-day.htm>

<http://www.va.gov/opa/vetsday/vetdayhistory.asp>

## Sailor in the Spotlight



CTT1 David Ericksen, Code 209, is the November Sailor in the Spotlight. He has been stationed at NSWC PHD for two-and-a-half years.

Ericksen is a cryptologic technician, technical first class petty officer and currently monitors the readiness of all shipboard systems throughout the world that fall under the responsibilities of NSWC PHD. He also builds a weekly presentation for the command that shows the status of all open system casualties on deployed ships and ships preparing for in-service review.

During his naval career, he has trained as a Subsurface Augmentee Electronic Intelligence Operator, Electronic Warfare Systems Technician and Journeyman Instructor. In April of 2012 he will earn the NEC for National Operational Electronic Intelligence Analyst.

In his spare time, he enjoys traveling, working/building computer networking systems, hiking, swimming, and is currently learning to surf.



## EEO/Diversity Corner

By Suzanne Nicolas, Deputy Equal Employment Opportunity Officer

This section of the PHD *Sentinel* will be used to deliver important EEO and diversity information to our workforce. I feel it is important for me to get the word out in as many venues as possible concerning items and events that are significant for the employees of this command. If you have any questions, you can reach me at x8155.

## NSWC PHD Partners with EDO School for STEM Expo at Oxnard College

By Kathy Stewart, Command Communications Office



Regina Powell (r), NSWC PHD electronics engineer, and Lt. Cmdr. Greg Mitchell from the Engineering Duty Officer (EDO) School at Port Hueneme engage students at the science, technology, engineering and mathematics (STEM) Expo held at Oxnard College on Sept. 20, 2011. NSWC PHD and the EDO School collaborated in this endeavor to support a mutual outreach initiative to promote STEM in the academic community. Photo by Kathy Stewart.

In a collaborative effort to promote science, technology, engineering and mathematics (STEM) at local schools, NSWC PHD partnered with the Engineering Duty Officer (EDO) School at Port Hueneme to take part as an exhibitor in a STEM Expo held at Oxnard College on Sept. 20, 2011.

The expo, sponsored by Oxnard College and UC Santa Barbara, offered a series of workshops and informational booth exhibits to Oxnard School District's middle and high school students and Oxnard College students and

teachers. Several goals were outlined for the event with a focus on encouraging students to consider careers in STEM fields.

During the event, Electronics Engineer Regina Powell from NSWC PHD, Code A52, and Lt. Cmdr. Greg Mitchell from the EDO School manned an exhibit table and offered information on DoD and NAVSEA STEM-related training and career opportunities.

The exhibit table was lined with informational pamphlets and a number of items to help students envision how STEM

is used for real-world innovations. Powell demonstrated some newer technologies and explained the importance of modeling and simulation for fleet training and combat readiness.

The booth drew a steady stream of students, teachers and parents—all curious about the displays, the Navy and the type of careers available in both a military and a civilian capacity.

"It's important they know that there are different options," noted Powell, who was able to share her own experi-

ence as a civilian employee working in support of the fleet.

"Teachers, and parents in particular, were really interested to learn that there are opportunities other than on a ship," said Mitchell, "such as the EDO community's role in developing new ships and systems and maintaining our current fleet."

But the question that came up most, said Powell and Mitchell, was "How do I

pay for college?" Powell spoke with attendees about NSWC PHD's Pre-Engineering Program available to local high school students as a way to jump-start their career goals.

She also provided information about scholarships that are available through DoD's Science, Mathematics & Research for Transformation (SMART) Program, which enables an individual to earn a college degree in exchange for a period of obligated

employment with the DoD immediately after graduation. Mitchell provided input on service academies, officer candidate school and the ROTC program as other avenues.

"Overall, said Powell, "we were able to show how important science, technology, engineering and math are in supporting the fleet and provide valuable information that will help students achieve career goals within those fields."



Teofilo "Tito" Hernandez (r), Capabilities and Limitations Branch supervisor, Code A54, interviews student Humberto Diego at Ventura College during a Ventura County Society of Hispanic Professional Engineers (SHPE) Student Chapter Mock Interview Workshop on Sept. 22, 2011. Hernandez was one of several volunteers from NSWC PHD to participate in the event in support of NSWC PHD's continued outreach to promote STEM and nurture diversity in the workplace. The workshop was designed to help students enhance their interview skills in preparation for the SHPE annual conference where they will have the opportunity to network with personnel from Fortune 500 companies and top colleges and universities. Photo by Kathy Stewart.



(l to r): Code L33 Branch Manager Frank Tomei, Code T60 Division Systems Engineer Carlos Boisselier, Code L32 Modernization Engineering Branch Manager John Black, and Code A54 Capabilities and Limitations Branch Supervisor Teofilo "Tito" Hernandez each display a Certificate of Appreciation they received on Sept. 30 from Division Technical Director Tim Troske for their volunteer efforts in support of the Ventura County Society of Hispanic Professional Engineers (SHPE) Student Chapter Mock Interview Workshop at Ventura College on Sept. 22. (Not pictured are volunteers Dave Scheid, supervisory technician, Office of Engineering and Technology, Code 201; and Marshall Rice, systems engineer, Code L21.) Photo by Kathy Stewart.

## Employee of the Month



*Capt. DeBow shakes hands with Richard Couch, Code A26, at the A Department's All Hands with Capt. John Hill, MPM Integrated Combat Systems, PEO IWS, to congratulate him for being the August Employee of the Month, Sept. 21, 2011. Pictured (l to r): Cmdr. Seiko Okano, Air Dominance Department officer; Hill; Couch; and DeBow. Photo by Esthela McKenzie.*

Congratulations to Richard Couch, Code A26, for being named NSWC PHD's August Employee of the Month.

During the month of August, Couch was the project engineer assigned to Aegis Ballistic Missile Defense (BMD)

Flight Test Mission 16, Event 2. This was a BMD mission of critical importance and high-level significance. His leadership and dedication proved essential to the successful waterfront integration test, shipboard underway calibra-

tion and firing team training conducted throughout the month.

In his day-to-day capacity, Couch was consistently the "go-to" leader upon which other test team members relied. He led daily meetings and "hot washes," maintained the test database and resolved issues regarding the deckplates. He accomplished this while focusing on a new Aegis Baseline (4.0.1), firing a new missile (SM-3 1B), and working a compressed schedule that involved long days, nights and weekends throughout the entire month.

Couch was a true asset during this high-visibility mission. He was a solid performer throughout the ship and across the test team. He was detail-focused, and he was always willing to lend a hand and spend the time needed to get the job done right the first time.

*FCCS(SW) George Baldwin requests permission "to go ashore" for the last time during his retirement ceremony Sept. 30, 2011. Baldwin joined the Navy in November 1988 and retired after his tour at Port Hueneme. Photo by Esthela McKenzie.*



*On Sept. 22, 2011, Capt. Michael Anderson (r), technical director and major program manager for Aegis Ballistic Missile Defense, visited NSWC PHD. Anderson received an ARAV-B missile photo as a commemorative gift for his visit. Photo by Esthela McKenzie.*

# National Native American Heritage Month

“Service, Honor, Respect: Strengthening Our Cultures and Communities”

By Kathy Stewart, Command Communications Office

In 1990, President George H. W. Bush approved a joint resolution designating November as National American Indian Heritage Month. Over the years, this was changed to also recognize the contributions of Alaskan Natives, and today, November serves as National Native American Heritage Month.

The annual observance honors the original people of this land and celebrates the intertribal cultures, rich heritage, history and traditions of Native Americans, who comprised 1.6 percent of the total U.S. population as of July 2009 according to the U.S. Bureau of the Census.

Native Americans have helped shape the nation from its very beginnings and have played a significant role in the development of America’s multi-cultural character. They have fought heroically for the U.S. in wars and

armed conflicts, making outstanding contributions to military history and the country’s legacy both on and off the battlefield.

Choctaw Indians pioneered the use of Native-American languages as military code toward the end of World War I. In World War II, U.S. Marine “Navajo code talkers” transmitted messages by telephone and radio in their native language—a code that the Japanese never broke. U.S. Army “Comanche code talkers” contributed to this effort.

For more than 200 years, Native Americans have served honorably in the U.S. Navy—and, today, that proud warrior tradition lives on. As of 2010, more than 15,000 active duty, reserve, and civilian members of the Navy’s total force declared themselves American Indian or Alaskan Native.

#### Sources:

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Danielle Reid is one of 25 ombudsmen that were honored at the annual Ombudsman Appreciation Luncheon at the Bard Mansion on Sept. 22, 2011. Reid is a PHD military wife who volunteers her time to keep the commanding officer informed of military family interests and keeps families up to date on the latest command news. (l to r): FCCS(SW/AW) Ralph Malpica, Capt. William DeBow, Reid and Cmdr. Steve Williams. Photo by Andrea Howry, Ventura County Star.

# White Sands Celebrates Navy's Birthday

*From the White Sands Detachment*

On Oct. 13, NSWC PHD White Sands Detachment celebrated the Navy's 236<sup>th</sup> birthday in traditional Navy style.

The event was attended by some special guests including retired Seaman Archie Lincoln Luce, one of the few Pearl Harbor survivors still alive today.

The celebration opened with an invocation by the local chaplain and a parade of colors provided by the JROTC from Onate High School.

FC1 Paul Rozelle provided opening remarks, recounting the political atmosphere of the colonies just prior to the Continental Congress' establishment of the Navy on Oct.



*(l to r) FCCS(SW/AW) Ray Watson, retired Cmdr. John Zimmerman, Lt. Col. Jeffrey Walden and retired Seaman Luce salute as the color guard passes by during the White Sands Navy birthday celebration.*



*Retired Seaman Archie Lincoln Luce enters the White Sands Navy birthday celebration.*

13, 1775.

Retired Cmdr. John L. Zimmerman, a guest speaker, detailed the Japanese attack on Pearl Harbor and the true heroism and bravery displayed by all military personnel that day. He described how the attack on Pearl Harbor and today's War on Terror both reflect the bravery of Sailors, Soldiers and Airmen and thanked all military for keeping the homeland safe from attack. Zimmerman concluded his speech with a chronology of Luce's experience during the attack on Pearl Harbor and his continued, proud service in the Navy until his discharge in 1945.

The celebration concluded with a cake cutting ceremony where the oldest and youngest military personnel present were given the honor of cutting the ceremonial cake.



*Fire Controlman First Class Erik Vu talks to attendees during his reenlistment ceremony. Vu served 15 years and reenlisted for four more. Lt. Cmdr. Patricia Sweat, Land Attack Department officer, and Capt. DeBow led the reenlistment on Oct. 5, 2011. Photo by Esthela McKenzie.*

# CSUCI Students Visit Command

Students from California State University Channel Islands visited NSWC PHD on Sept. 23, 2011. This event is one of many outreach initiatives the command participates in throughout the year to promote science, technology, engineering and mathematics (STEM) in the academic community.



*Jonathan Morris (c), NSWC PHD electronics technician, hands a prototype model of a weapon system module to a student from California State University Channel Islands during a school tour of the Engineering Development Lab (EDL) Sept. 23, 2011. The students were shown how EDL engineers and technicians make prototypes of various components using one of the lab's rapid prototype/additive manufacturing machines. The EDL is an innovative research center for rapid prototyping of engineering components used in combat system assemblies on board the Navy's surface ships. Photo by Esthela McKenzie.*



*Pete Meschke (r), NSWC PHD MK 86 Computer Program Maintenance Lab manager, shows students from California State University Channel Islands the old and new computer equipment used in the MK 86 Gun Fire Control System on board the Navy's surface ships during the school's tour of the command's Surface Warfare Engineering Facility Sept. 23, 2011. Photo by Charlie Houser.*



*Rolly Guerrero (l), NSWC PHD electronics engineer, demonstrates a MK 34 Gun Weapon System firing exercise on a simulated ship monitor to students from California State University Channel Islands during the school's tour of the command's Surface Warfare Engineering Facility (SWEF) Sept. 23, 2011. SWEF is an engineering test facility and is one of the few places in the world where the Navy can evaluate the performance of surface ship combat systems in a controlled laboratory environment. Photo by Charlie Houser.*

# L Department Streamlines MK 20, MK 46 Acquisition Process

By Kathy Stewart, Command Communications Office

In order to expedite response time and reduce costs, personnel from NSWC PHD's Land Attack Department have undertaken a grassroots effort to streamline the acquisition process used to submit Basic Ordering Agreement (BOA) Task Orders (TO) for the MK 46 Optical Sight System and the MK 20 Electro-Optical Sight System depot support services.

The tasking was assigned to NSWC PHD as part of the MK 34/160 Program transition from what is now NSWC Indian Head Division. The main goal of the of this effort is to accelerate the technical and logistical response time provided to system casualties reported by the U.S. Navy, Foreign Military Sales and Coast Guard fleets.

A BOA, contrary to other contract vehicles, is only a basic agreement between the government and the contractor and requires negotiations on every TO. The process used for issuing earlier TOs involved a series of cumbersome and time-consuming steps. Orders were issued by unit nomenclature—for instance, one order for thermal image sensors, one order for day-light image sensors and so on—which typically resulted in more than 15 TOs at the end of the year, some of them similar in nature.

In addition, some orders required a contractor to first perform a test, inspection and evaluation (TIE) on an asset to determine its condition. Once this was done, the contractor would submit a proposal for the refurbishment of the asset, requiring another negotiation process.

In early 2010, L Department personnel began issuing cost-plus, fixed-fee type contracts. This allows contractors to estimate the cost of refurbishing an asset without a preliminary TIE and then invoice for the entire job once the refurbishment is completed.

"By using this method," said Technical Assistant Anthony Catalano, "we eliminated the need to issue orders for a single unit requiring dual negotiations and could place several units under one TO."

Improvements continued when the Assistant Contract Officer's Representative Ivan Bermudez came on board in June 2011. Bermudez categorized the different requirements and combined them accordingly into three "super orders"—new procurements, refurbishment/upgrade and engineering services. He also extended the contract performance period and increased the number of available repairs to cover the longer period.

According to Bermudez, "This streamlining is designed to decrease the total number of TOs issued from an average of 15 to around a maximum of five per year, reducing the whole acquisition process time by more than 75 percent." He estimates that the new process will also produce a financial benefit of more than \$172,000 a year for the Navy going forward.

"Overall," he said, "the new process will help us achieve cost reductions; improve our delivery schedule; and, above all, improve system performance, which will ultimately help our fleet to enhance its warfighting capabilities."



Forty-four students from the Gifted and Talented Education Program at Junipero Serra Elementary School, along with their adult chaperones, pose for a group photo prior to their tour of the Self Defense Test Ship on Oct. 13, 2011. The students came to learn about ship structures and how the design of the ship gives it the ability to float. Photo by Alyce Moncourtois.

## Logistician in the Spotlight



Diane Fajardo began her career at NSWC PHD in June 2006 as part of the Naval Acquisition Intern Program. Since graduating from the program in 2009, Fajardo has served as the Tomahawk Weapon Control System (TWCS) Engineering Change Proposal (ECP) coordinator and vendor interface. In addition, she is the Tomahawk Weapon System (TWS) DDG 1000 Integrated Logistics Support (ILS) lead.

Fajardo is the single point-of-contact for matters pertaining to NSWC PHD functions in support of the development and execution of TWCS ECPs, including the coordination of

post-approval ECP funding issues. She regularly develops and delivers logistics presentations to Tomahawk program management, and she participates in various integrated product teams in support of both deployed and future Tactical TWCS (TTWCS) versions. Fajardo also serves as cost account manager for TWS DDG 1000, developing budgets, producing “Earned Value Management” metrics, and monitoring cost and schedule.

As a vendor interface, Fajardo plays a key role in the Tomahawk Concurrent Engineering Working Group (TCEWG), continually communicating with vendors to help manage TWCS diminishing manufacturing sources and material shortages (DMSMS). Her efforts contributed to the TCEWG earning the coveted DoD Defense Standardization Office DMSMS Team Achievement Award in 2011.

Fajardo holds a bachelor’s degree in liberal studies from California State University Northridge and is currently working on obtaining a master’s degree from the University of La Verne. She is focusing on management and leadership and expects to graduate in May 2013.

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## Logistics Intern in the Spotlight



Takeshi “Patrick” Nakano began his internship with NSWC PHD in August 2010 as a logistics management specialist with Code A66 Equipment Supportability Branch and has been rotating throughout the Air Dominance Department in a variety of logistics supportability functions.

Nakano has assisted the supply support team with Maintenance Assistance Module assessments for numerous ships, including USS Sterett (DDG 104), USS Farragut (DDG 99), USS

Monterey (CG 61) and USS Cape St. George (CG 71).

He also completed a rotation with Code A36 configuration management and was given the task of updating and submitting integrated logistics support (ILS) certifications for approval, updating project engineer weekly reports and updating ship change document reports.

By mid-September 2011, Nakano was working with Code A31 to help logistics representatives create a standard operating procedure for extracting data from numerous databases for logistics readiness assessments on Aegis support equipment.

Nakano holds a bachelor’s degree in criminal justice and will pursue a master’s degree in public administration when his internship ends in August 2013.

According to Nakano, his main passion away from work is bodybuilding—something he has been doing since he was 14 years old. In fact, he is a National Academy of Sports Medicine-certified personal trainer specializing in bodybuilding and nutrition.

## Awards from All Hands, Sept. 27

*35-year Length of Service Award recipients. Photo by Esthela McKenzie.*



30 Years of Service  
 James Berryman, T51  
 Andrew Comdure, A63  
 Karen Dawley, 073  
 Erma Duffy, 011  
 Douglas Erway, II, A43  
 George Graham, S00  
 Robert Harada, A21  
 Roberta Hodge, 312  
 Rodger Morris, A52  
 Michael O'Daniel, S20  
 Dee Petersen, S34  
 Eligino Seson, S31  
 John Still, A52  
 Christopher Stuebing, L31  
 Gerald Stutts, A07  
 Roger Tran, A62  
 Edward Vega, A66  
 James Viana, L34  
 Perri Wilson, 112  
 Alicia Zuniga, A46

*Rosie Magallon, Charline Whiting and Wanda Wimbley accept EEO Awards for their "outstanding leadership." Photo by Esthela McKenzie.*



35 Years of Service  
 John Bonadio, A65  
 Robert Boyd, 100  
 Kenneth Burch, S53  
 Darryl Edmonson, A66  
 Darrell Gooden, 019  
 Jessie Nava, 072  
 William Schlesinger, 07

40 Years of Service  
 Inez Espalin, T51  
 Roseanna Estrada, A35  
 Patricia Flanagan, 09  
 Wesley Paulson, L22  
 Keith Plogsterd, S01

May 2011 Employee of the Month  
 Brett Harro, S51

June 2011 Employee of the Month  
 Mark Jackson, S33

July 2011 Employee of the Month  
 Tona Martinez, 312

August 2011 Employee of the Month  
 Richard Couch, A26

EEO Awards  
 Rosie Magallon, A66  
 Charline Whiting, 081  
 Wanda Wimbley, A00

20 Years of Service  
 Gisela Aguilar, L35  
 Erica Breaux, A66  
 Theodore Edwards, S51  
 Stephen Henderson, S41  
 Jerrold Horstmeyer, A51  
 Annie Lum, 203  
 David Modrall, S51  
 Anthony Navarro, 210  
 Erik Rader, 073  
 Blanca Ramirez-Alvarez, L35  
 Melissa Ruvalcaba, A03  
 Kenton Simmons, S51  
 Angie Soliz, 210  
 Dean Tsuji, S33  
 Kimchi Vo, S51  
 Steven Wester, A23

25 Years of Service  
 Cynthia Barker, A42  
 Wilbert Barrera, 106  
 Michael Bavaro, Jr., 312  
 David Bograd, L24  
 Lenora Challenger, 110  
 Ralph Diaz, A27  
 Michael Engle, 019  
 Joel Gonzales, A35  
 Ethel Gupton, L00  
 Richard Howard, A20  
 Ana Hursh, A66  
 Patricia Itomitsu, 072  
 Olga Jonas, 00ED  
 Henry Kung, A08  
 Donna Nowak, L46  
 Manuel Perez, Jr., 206  
 Florence Segovia, A03  
 David Spargo, L41  
 Beverly Spencer, A35

ERP - Trainers & Support Team

Cynthia Biggs, L03  
Mary Black, 105  
Julie Brennan, S03  
Gloria Candelaria, A03  
Lenora Challenger, 022  
Karen Dawley, 073  
Rita Esquivel, T03  
Sylvia Fonseca, A03  
Tom Fuller, A66  
Kristine Gillespie, 205  
Joan Goldade, 102  
Karen Green, S03  
Mary Hatto, 071  
Latrice James, L03  
Keith Ingram, 105  
Karen Kjos-Racicot, L44  
John Lesser, 073  
Juan Lujan, 072  
Amelia Macias, A03  
Susan Meek, A03  
Linh Ngo, L34  
Josephine Rodriguez, 019  
Jeffrey Rungren, 071  
Rob Sallade, T07  
Susan Vargas, 105  
Joaquin Vierra, A03  
Pen Webb, 073  
Tami Wezel, S51  
Diana Wright, 101

ERP - Transition Support Team

Linda Allen, 071  
Laurel Baker, 071  
Rudy Calasin, 071  
Xavier Carroll, 022  
Mariam Chaudhry, 073  
Mary Davis, 073  
Daisy Galeano, 073  
Chris Hassebrock, 072

Wayne Honea, 021  
Leonor Lewis, 073  
Mary Lindsey, 07  
Carmen Maharaj, 073  
Ken Miller, 301  
Alicia Nunez-Ruiz, 073  
Joyce Queary, 022  
Erik Rader, 073  
Martha Reyes, 071  
Sharon Sanders, 103  
Bill Schlesinger, 07  
Afifa Shenouda, 071  
Elvin Spencer, 073  
Bill Stolp, 07  
Arlenna Theising, 073  
Lorena Vizcaino, A03  
Maria Vitale, 07

ERP - Time & Attendance Team

Cathy Bosman, S03  
Coni Chavez, 072  
Charles Crossley, S03  
Francine Jimenez, S03  
Ken Lamb, A03  
Jessie Nava, 072  
Maria Ortiz-Passion, 101  
Regina Rodriguez, S03  
Chris Schultz, L03  
Rosie Segovia, 310  
Karen Troy, T03

PEO IWS Awards

Ron Akers, S25  
Bob Barrett, S09  
Jeff Beemon, A24  
Kenny Burch, S53  
Juan Camacho, A20  
Tim Carpenter, S02  
Jim Childs, S01

Tim Cook, S21  
Ralph Diaz, A27  
Jonathon Emis, S22  
Rich Eppolito, S21  
Chris Heier, S40  
Ralph Hochhalter, S50  
Rob Huffman, S25  
Assem Jishi, S54  
Annie Lum, 203  
Joe Malach, S52  
Joel Masinsin, A22  
Fred Moeckel, A27  
Ann Moses, S54  
Quang Nguyen, S22  
Debbie Oberlander, 203  
Cmdr. Seiko Okano, A00  
Matt Parry, S22  
Ron Rose, S50  
Barbara Schlingensiepen, S01  
Wayne Shaw, S20  
Dave Springer, A21

DoN National Organization for Mexican American Rights

Jesus Vargas, S32

DoD Value Engineering Award

Joseph Aoun, S32  
Timothy Ratto, S32  
Arturo Trejo, Jr., S32  
Jack White, S32

Career Expo 2011

Robert Butterfield, L44



*Stephanie Farah, program assistant, City of Hope, helps NSWC PHD employees fill out a bone marrow registry application and complete cheek swab samples at the Oct. 13 wellness event in Bldg. 1388. Photo by Esthela McKenzie.*

# Security – Standards of Conduct Guidelines

*From The Safety and Security Office*

- To maintain security clearance access:
  - You must recognize and avoid behavior that might jeopardize your clearance.
  - Recognize behaviors in yourself or others that may need to be reported to your security officer and may signal that you or a co-worker may need assistance.
  - Early intervention is often the key to quick, effective resolution of problems without harming you or the organization.
  
- Conditions that raise a security concern and may be disqualifying related to adjudication guidelines:
  - Financial Considerations
    - ✓ Being financially overextended is a risk and raises concern of having to engage in illegal acts to generate funds. Unexplained affluence is often linked to proceeds from financially profitable criminal acts.
    - ✓ History of not meeting financial obligations
    - ✓ Deceptive or illegal financial practices such as embezzlement, employee theft, check fraud, income tax evasion, expense account fraud, filing deceptive loan statements, and other intentional financial breaches of trust
    - ✓ Inability or unwillingness to satisfy debts
    - ✓ Unexplained affluence, or
    - ✓ Financial problems that are linked to gambling, drug abuse, alcoholism, or other issues of security concern
  - Alcohol
    - ✓ Excessive alcohol consumption often leads to questionable judgment, unreliability, failure to control impulses, and increases the risk of unauthorized disclosure of classified information due to carelessness
    - ✓ Alcohol-related incidents away from work, such as driving while under the influence, fighting, child or spouse abuse, or other criminal incidents related to alcohol use
    - ✓ Alcohol-related incidents at work, such as reporting for work or duty in an intoxicated or impaired condition, or drinking on the job
    - ✓ Diagnosis by a credentialed medical professional (e.g. physician, clinical psychologist, or psychiatrist) of alcohol abuse or alcohol dependence
    - ✓ Habitual or binge consumption of alcohol to the point of impaired judgment
    - ✓ Consumption of alcohol, subsequent to a diagnosis of alcoholism by a credentialed medical professional and following completion of an alcohol rehabilitation program
  - Criminal Conduct
    - ✓ History or pattern of criminal activity creates doubt about a person's judgment, reliability and trustworthiness
    - ✓ Allegations or admissions of criminal conduct, regardless of whether the person was formally charged
    - ✓ A single serious crime or multiple lesser offenses
    - ✓ Conviction in a federal or state court, including a court-martial for a crime, sentenced to imprisonment for a term exceeding one year and incarcerated as a result of that sentence for not less than a year
    - ✓ Discharge or dismissal from the Armed Forces under dishonorable condition
  - Personal Conduct
    - ✓ Conduct involving questionable judgment, untrustworthiness, unreliability, lack of candor, dishonesty, or unwillingness to comply with rules and regulations
    - ✓ Refusal to undergo or cooperate with required security processing, including medical and psychological testing
    - ✓ Refusal to complete required security forms, releases, or provide full, frank and truthful answers to lawful questions of investigators, security officials or other official representatives in connection with personnel security or trustworthiness determination
  - Drug Involvement
    - ✓ Improper or illegal involvement with drugs raises questions regarding an individual's willingness or ability to protect classified information. Drug abuse

- or dependence may impair social or occupational functioning, increasing the risk of an unauthorized disclosure of classified information.
- ✓ Drugs are defined as mood and behavior-altering substances, and include:
  - Drugs, materials and other chemical compounds identified and listed in the Controlled Substances Act of 1970, as amended (e.g., marijuana or cannabis, depressants, narcotics, stimulants, and hallucinogens, inhalants and other similar substances)
- ✓ Drug abuse is the illegal use of a drug or use of a legal drug in a manner that deviates from approved medical direction.
- Security Violations
  - ✓ Noncompliance with security regulations raises doubt about an individual's trustworthiness, willingness, and ability to safeguard classified information
  - ✓ Unauthorized disclosure of classified information
  - ✓ Violations that are deliberate or multiple or due to negligence
- Emotional, Mental and Personality Disorders
  - ✓ Emotional, mental and personality disorders can cause a significant deficit in an individual's psychological, social and occupational functioning.
  - ✓ An opinion by a credentialed mental health professional that the individual has a condition or treatment that may indicate a defect in judgment, reliability or stability
  - ✓ Information that suggests that an individual has failed to follow appropriate medical advice relating to treatment of a condition, e.g., failure to take prescribed medication
  - ✓ Pattern of high-risk, irresponsible, aggressive, anti-social or emotionally unstable behavior
  - ✓ Information that suggests that the individual's current behavior indicates a defect in his/her judgment or reliability
- Outside Activities
  - ✓ Involvement in certain types of outside employment or activities if it poses a conflict with an individual's security responsibilities and could create an increased risk of unauthorized disclosure of classified information
  - ✓ A foreign country
  - ✓ Any foreign national
  - ✓ A representative of any foreign interest
  - ✓ Any foreign, domestic or international organization or person engaged in analysis, discussion or publication of material on intelligence, defense, foreign affairs or protected technology
- Misuse of Information Technology Systems
  - ✓ Non-compliance with rules, procedures, guidelines or regulations pertaining to information technology systems may raise concern about an individual's trustworthiness, willingness and ability to properly protect classified systems, networks and information. Information technology systems include all related equipment used for the communication, transmission, processing, manipulation and storage of classified or sensitive information.
  - ✓ Illegal or unauthorized entry into any information technology system
  - ✓ Removal (or use) of hardware, software or media from any information technology system without authorization, when specifically prohibited by rules, procedures, guidelines or regulations
  - ✓ Introduction of hardware, software or media into any information technology system without authorization, when specifically prohibited by rules, procedures, guidelines or regulations

For questions or assistance, contact the NSWC PHD Security Office, 228-7196.

# Pre-Engineering Program

The Pre-Engineering Program is an educational partnership between NSWC PHD and local area high schools originating in 1998. The bi-annual program is designed to give high school students with an interest in studying engineering the opportunity to apply math and science concepts in real-world scenarios.

*To officially kick off NSWC PHD's fall 2011 Pre-Engineering Program, Capt. William DeBow gives local high school students an overview of the command and the work done in support of the fleet, Sept. 19, 2011. Photo by Kathy Stewart.*



*Students participating in NSWC PHD's Pre-Engineering Program listen closely as NSWC PHD Electronics Technician Louis Guida explains the role of the command's Self Defense Test Ship during a tour of the vessel on Sept. 26, 2011. Photo by Kathy Stewart.*



*Pre-engineering group photo. Photo by Kathy Stewart.*



# Five Tips to Comply with Eye and Face Protection Standards

OSHA's Eye and Face Protection Standard says that employees exposed to eye and face hazards such as light radiation, chemicals or flying objects must be provided with eye or face protection. It also sets out criteria for selecting eye and face protection for employees. This standard is a frequent source of violations. To help you comply with the standard, follow these five tips:



## Tip 1. Provide Side Protection

Eye protection must defend against all angles of attack. For example, employees exposed to flying debris, such as in a metal shop, require gear with side protection. As long as the eye protection meets all other standards, this side protection can be a detachable clip-on or slide-on side shield.

## Tip 2. Ensure Compatibility with Prescription Eyewear

Some employees need corrective lens prescriptions. The protective eyewear equipment these employees use must be compatible with these lenses. You have two options:

- Incorporate the employee's prescription into the lens of the eye protection equipment; or
- Supply eye protection equipment to be worn over the prescription eyewear.

In the latter case, make sure that eye protection equipment and prescription lenses are compatible and that neither obstructs the positioning or proper functioning of the other.

## Tip 3. Make Sure Protective Eyewear Is Marked

OSHA requires that eye and face protection equipment be marked so that the manufacturer is easily identifiable. This allows the protection to be quickly recognized as meeting the certain standards.

## Tip 4. Verify that Filtered Lenses Have the Right Shade Number

Certain operations such as welding require the use of filtered lenses to shield the eyes against potentially harmful light radiation. OSHA provides a list of these operations and the appropriate "shade number" filter required in the equipment when performing each operation. Check this list to be sure the eyewear protection provided supplies the proper level of protection for the job.

## Tip 5. Make Sure Eye Protection Meets ANSI Standards

Eye or face protection bought after July 5, 1994, must meet the American National Standard Institute's (ANSI) standard ANSI Z87.1-1989. Before buying eye and face protective equipment, check this standard, entitled "American National Standard Practice for Occupational and Educational Eye and Face Protection," and make sure the equipment complies. (For more information, visit [www.ansi.org](http://www.ansi.org).)



*NSWC PHD's Lean Six Sigma Black Belt Bao Pham (l), Code L32, and Lean Six Sigma Master Black Belt Adam Alsaleh (r), Code L01, display their official Black Belt designation certificates awarded to them by Capt. Theodore Olson (c) during the Transformation Briefout in Bldg. 1388 on Oct. 14. Pham is one of 25 people at the command to become Black Belt-trained, while Alsaleh is the fifth person at the command to achieve Master Black Belt status. Photo by Kathy Stewart.*



Members of Cub Scout Pack 108 and a Juliette Girl Scout, all from Santa Barbara, gather in front of NSWC PHD's Self Defense Test Ship for a quick picture before touring the vessel on Oct. 14. Photo by Kathy Stewart.



Newly-hired junior professionals (JPs) pose for a group photo following their first-day orientation at NSWC PHD, Sept. 26, 2011. Photo by Alyce Moncourtois.



NBVC Port Hueneme hosted the kick-off event for the California Gold Coast Combined Federal Campaign (CFC) on Sept. 29 at Bolles Field. This event gives employees a chance to support charities around the world. Photo by Esthela McKenzie.



NSWC PHD CPI Master Black Belt James Schwartz offers an overview of the command's CPI accomplishments for fiscal 2011 during the annual Executive Planning Session on Sept. 30, 2011. The session provided a perspective on past achievements and plans for fiscal 2012. Photo by Kathy Stewart.



Capt. DeBow and Jim Vallas meet with employees of Code A30 for a Fireside Chat on Oct. 5, 2011. Photo by Esthela McKenzie.



### Reminder - NSWC PHD is on Facebook!

Take a look and see all the great things the command is doing. This is an official corporate fan page, maintained and controlled by the PHD Command Communications Office, so log on with your Facebook account and "LIKE" us, or visit the link below and view the page without a Facebook account.

Save it to your "Favorites" and stay informed!

<http://www.facebook.com/pages/Naval-Surface-Warfare-Center-Port-Hueneme-Division/119917488062349?sk=wall>



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*USNS Washington Chambers (T-AKE 11) passes the Surface Warfare Engineering Facility as it enters the Port Hueneme harbor for a port visit Sept. 12-16, 2011. Photo by Charlie Houser.*

