Coastal COMPASS
THE FORCE BEHIND THE FLEET

IMPLEMENTING NAVY SOLUTIONS

NJ TRANSIT SALUTES OUR ARMED FORCES

ENSURING WARFIGHTING DOMINANCE IN THE LITTORAL BATTLESPACE

NSWC Panama City Division
Ensuring Warfighting Dominance in the Littoral Battlespace
About the Publication

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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US Navy Photo by the APAS Team
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The start of the calendar year 2022 has proven productive thus far.

I recently hosted two information sessions with supervisors – both Branch Heads and Division Heads – to provide updates regarding topics near and dear to my heart, such as: the future strategic plans for the Command, COVID-19 status, telework and remote work, among other topics. I host these sessions quarterly to connect directly with supervisors to provide real-time feedback and answer burning questions. Feedback from these sessions indicate it is valuable to have this direct communication with supervisors to better equip and serve the Command.

A topic I discussed this quarter is the Chief of Naval Operations Adm. Mike Gilday’s new “Get Real, Get Better” campaign. The campaign is a call to action for Navy leaders to apply Navy-proven leadership and problem solving best practices that empower our people to achieve exceptional performance. This does not stop at the Department Head, Division Head, or Branch Head level. Leadership occurs at all levels of the organization regardless of your supervisory status. The call to action emphasizes the importance of reducing performance gaps, consistently providing strong performance, empowering our people to find and fix problems through innovation, and removing barriers to accelerate warfighting advantage.

Your NSWC PCD Leadership Team just wrapped up a two-day Strategic On Site hosted by our Strategic Planning Office and other key strategic leads. The goal of these sessions were to reflect and map out strategic planning for current and future operations. During the discussions, I presented to our Command leadership team, my vision for the future of Panama City Division. A common theme in most discussions throughout the duration of the two days was recognizing the power of agility when implementing strategic planning. As myself, Captain Back and the leadership team look to the future, we recognize what is “right” for the current time may need to be adjusted occasionally over time to meet mission objectives.

The Command celebrated our 75th anniversary in 2020 since our humble beginnings in 1945. We are taking a long, hard holistic look at our current state and planning for the next 75 years of technical and business excellence at the Navy Lab.

Finally, we recently kicked off a new effort for Quarterly Awards. This will provide more opportunities to recognize our hard working and dedicated workforce. The Annual Awards ceremony has moved into the Spring timeframe and I am looking forward to celebrating the wins of our PCD team over the past year. You could say I’m PCD proud.

Thank you for all you do in support of our Command, our Navy, and our Nation.
WELCOME ABOARD

CIVILIAN LENGTH OF SERVICE

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January - February 2022 5
JERSEY CITY, N.J. — As excited fans headed for MetLife Stadium for the 2021 Army-Navy college football game, Naval Surface Warfare Center Panama City Division (NSWC PCD) assisted by screening the crowds for weapons and explosives using non-invasive technologies.

NSWC PCD personnel supported Transportation Security Administration (TSA) and New Jersey Transit Police Department (NJTPD) as they increased safety for thousands on Dec. 11, 2021.

NSWC PCD Adaptive Persistent Awareness Systems (APAS) Team Leads, Robert Hester and Paul Drensek, traveled to New Jersey to set up and employ enhanced security screening protocols at the Secaucus Junction railroad terminal in Jersey City, N.J. Secaucus Junction is one of the busiest railroad stations in New Jersey, a mass transit site that sees thousands of passengers each day. It is the last station prior to trains reaching MetLife Stadium, and thousands of Army and Navy fans passed through the station on the most-important of game days for the military branches of service.

The APAS project encompasses a wide range of technologies and testbeds. APAS Project Manager Jeremy Johnson said the APAS team tests and evaluates various sensor technologies and deploys secure networks in real-life conditions supporting TSAs critical infrastructure protection program, such as transportation hubs like Secaucus Junction.

“APAS was originally developed to study perimeter protection for Navy installations, whether at the ports or the fence lines. We leverage our relationship with TSA and various airports, railyards, and mass transit stakeholders around the country,” said Johnson. “Through partnerships, our team evaluates sensor technologies and security center best practices around bridges, pipelines, and other restricted areas to enable us to be the U.S. Navy’s subject matter experts. This expertise can be leveraged to help secure Navy and Department of Defense, or DoD, security perimeter intrusion systems.”

“The cutting edge technologies we test and evaluate act as a force multiplier for the mass transit stakeholders,” added Hester. “This technology helped screen thousands of people as they entered the Secaucus Junction terminal, without having to interrupt the flow of the crowd or queue through a metal detector.”

For game day, “the NSWC PCD team provided technical expertise on detection at range and railcar undercarriage scanner technologies,” said Drensek. “The Detection at Range technology uses passive wave scanners that enable operators to view concealed threats, all while being safe for pregnant women, children, and others with medical conditions.”

The APAS program and its objectives directly support the NSWC PCD technical capability Expeditionary Coastal and Maritime Security System Engineering and Integration through a robust involvement in research, development, test, and evaluation programs and projects within the DoD, TSA, and allied research organizations where they relate primarily to coastal and maritime security related challenges.

The APAS Team, along with TSA and the NJTPD, successfully completed their security mission without any complications. Navy’s football team also did their part that day by dominating Army in a 17-13 victory: Go Navy!
Senior leadership from Naval Surface Warfare Center Panama City Division (NSWC PCD) virtually attended the Spring 2022 Naval Sea Systems Command (NAVSEA) Leadership Forum (CLF) January 25-26. Each year, the CLF is hosted by the NAVSEA Commander and Executive Director. Among other leadership topics, the group focused on Chief of Naval Operations Adm. Mike Gilday’s “Get Real, Get Better” campaign. The campaign is a call to action for every Navy leader to apply a set of Navy-proven leadership and problem-solving best practices that empower our people to achieve exceptional performance.
Off the coast of Panama City, Florida - The next generation landing craft, Ship to Shore Connector (SSC), Landing Craft, Air Cushion (LCAC), successfully completed well deck interoperability testing with USS Carter Hall (LSD 50) and demonstrated the craft are another step closer to fleet integration.

The next generation landing craft, Ship to Shore Connector (SSC), Landing Craft, Air Cushion (LCAC), successfully completed well deck interoperability testing with USS Carter Hall (LSD 50) and demonstrated the craft are another step closer to fleet integration.

The evolution was conducted as part of the first phase of ship interface testing and helped validate user requirements by performing multiple well deck entries and exits from USS Carter Hall. LCACs are built with similar configurations, dimensions, and clearances to the legacy LCAC – ensuring the compatibility with existing well deck equipped amphibious ships.

“This is an exciting period for the Ship to Shore Connector program as we continue to validate user requirements and get the craft ready for their eventual fleet tasking,” said Capt. Scot Searles, program manager, Amphibious Assault and Connectors Programs, Program Executive Office (PEO) Ships. “The success of the well deck testing and other recent evolutions validates these modernized craft will be a game changer for the Navy/Marine Corps team as they execute various missions in the maritime domain.”

The test event, a collaboration between, PEO Ships, USS Carter Hall, Naval Surface Warfare Center Panama City Division and other stakeholders, was the culmination of months of preparation. The testing also has historical significance, as Panama City, Fla. is the location of the Navy’s Air Cushion Vehicle Center of Excellence with the first-ever well deck operations occurring off Panama City in 1985 between legacy LCAC 01 and USS Whidbey Island (LSD 41).

“Working alongside Program Executive Office Ships, Naval Surface Warfare Center Panama City Division and other stakeholders to provide the fleet with a modernized and more capable Ship to Shore Connector makes our Navy better in every way,” said Cmdr. LaDonna Simpson, Carter Hall’s commanding officer. “The time and efforts invested here make my people more proficient, and our Navy stronger. We are grateful to have been selected to support this evolution.”

With the recent delivery of LCAC 103 and its fly away to NSWC Panama City, the program is currently in serial production on LCACs 104 – 116. The delivery of four more craft is scheduled for later this calendar year.

As one of the Defense Department’s largest acquisition organizations, PEO Ships is responsible for executing the development and procurement of all destroyers, amphibious ships, special mission and support ships, boats and craft.
After a several year hiatus, the Naval Surface Warfare Center Panama City Division (NSWC PCD) Command Quality Office (00Q) is returning to Command auditing with a new and improved process and vision.

In calendar year 2020, NSWC PCD Quality Director, Katie Handal, spearheaded the rebuilding of the Command Quality Management System (QMS). This QMS, among other attributes, modified the requirements for auditing to include each organizational group on the Command as well as a tiered structure for the rigor required for each audit. Additionally, as a result of 00Q collaboration with the Chief Engineer (CHENG) council, the decision was made to incorporate the CHENG Competency Leads, allowing for a comprehensive assessment and maximizing efficiency across the Command. As such, in October 2021, 00Q provided a first-of-its-kind technical assist to a Tier Four project – the Littoral and Mine Warfare Systems Department’s Multi-Vehicle Communication System (MVCS) team.

This initial collaborative effort was led by Lisa Sutton, the NSWC PCD Continuous Process Improvement (CPI) lead, and included members of the multi-disciplined 00Q team, the applicable competency leads, additional technical Department personnel, and the entire MVCS team working around a rigorous project schedule. A technical assist provides a project with quality insight into the health of their quality management system. It is a version of an audit that creates a cooperative space where auditors, subject matter experts, and project members can identify areas for improvement outside of a more rigid traditional audit process. “These technical assists will baseline our organizational groups to the newly implemented QMS with the hopes of providing a traditional audit two years post-technical assist” said Handal. “00Q will continue to move across the Command to ensure maximum implementation. We believe that a properly implemented QMS will induce efficiencies in many facets of the organization”.

This event was the first time the competency leads have worked in conjunction with 00Q on a technical assist or audit. The premise behind this inaugural effort is to reduce the amount of disruption to a project’s daily routine and tasking while still executing crucial functions that will ultimately produce better efficiency and reduce redundant processes and procedures.

“Participating in the 00Q, MVCS Tech Assist allows me to really dig into the project management-related processes and documentation in a way that isn’t possible during programmatic reviews,” said Stefanie Baron, Project Management competency lead. “The result of this collaboration will lead to process improvement, identification of best practices that can be shared with other Command projects, as well as identification of additional tools and training opportunities the CHENG’s office can provide for the workforce.”

Due to COVID-19 restrictions and a geographically-dispersed group of participants, the 00Q team got creative in order to glean the most from this experience. A Microsoft Teams channel was instituted for the event that allowed the team to capture questions, best practices, and lessons learned. Using tools to embrace the virtual environment will allow the 00Q team and competency leads to lean forward in their plans for future technical assists and audits. The milestones achieved from this initial effort are nothing short of numerous groups with varying interests working together as one team to support the warfighter.

“MVCS is pleased to support this event and work with the team. We are always looking for ways to be more efficient, improve our processes and provide a quality product to the Fleet,” said MVCS Project Manager Scott Dorsch. “It is our hope this will help us as the program moves forward.”

In the spirit of CPI, the 00Q team met to gather lessons learned and to create a Rapid Improvement Plan, led by Sutton. Prior to engaging in the next technical assist, these improvements will be implemented to ensure the organizational groups are receiving a robust and reliable service from 00Q.

U.S. Navy photos by Robert Lindee
The New Employee Network (NEN) plans multiple events per month to help new employees who recently graduated from college build a network on base and acclimate to the area. Since its formation, new employees have attended various activities together from nature hikes, trivia and game nights, to local festivals and attractions and much more. These events are also used as an opportunity to collect feedback from new employees about the base in order to advocate to leadership on their behalf. Although these events are targeted towards new employees, they are open to anyone that would like to join.

For more information about the NEN, contact Jackie Zbranak at jacquelyn.m.zbranak.civ@us.navy.mil.
The New Employee Network (NEN) hosted an event at the Universal parks in Orlando. Eight new employees and their friends traveled to Orlando January 14 to spend the following days visiting Universal Studios and Islands of Adventure.

The following weekend, an NEN group drove to Crystal River, Fla. to snorkel with manatees January 22. The manatees come in to the freshwater springs during cold weather to stay warm, which offers a great opportunity for people to see them. The group rented kayaks at a local company and paddled out to the springs before getting into the water to swim alongside the manatees.

In February, six new employees attended a blacksmithing class in Blountstown. Through the class, they learned the basics of blacksmithing and created several items to take home, including nails and an S-hook.
FUTURE BUSINESS LEADERS: MOSLEY HIGH ENTREPRENEURSHIP PROGRAM MAKES WAVES

Jason Scott, mechanical engineer from NSWC Panama City Division, served as a mentor and judge to prepare high school students for the upcoming Invention Convention and Entrepreneurship Fair. Scott had been working with the students for five weeks leading up to judging to prepare and help them get to this point by working through their designs and giving them ideas. “I know that they worked. It’s not all from me,” Scott said. “I’m saying if I planted a seed, then they cultivated it and grew it. And then I see some of the products that they’re describing and I know exactly the seed that I planted and I see how they grew with it.” This is one of the many ways the Navy Lab in Panama City is supporting outreach efforts in our local community.

INVENTION CONVENTION AND ENTREPRENEURSHIP FAIR

Naval Surface Warfare Center, Panama City Division (NSWC PCD) employees supported an Invention Convention Fair at the Panama City Advanced School in Panama City, Fla. February 7. NSWC PCD professionals also spent the morning of February 8 at Patronis Elementary providing hands on science, technology, engineering and mathematics (STEM) enrichment as part of the Scientist @ School program. While at Patronis Elementary, the team also took the opportunity to visit the local FIRST Lego League District Champions. The students expressed their passion for STEM.

INVENTOR’S WORKSHOP AT JINKS MIDDLE SCHOOL

Naval Surface Warfare Center, Panama City Division (NSWC PCD) supported an Inventor’s Workshop held at Jinks Middle School January 13 in Panama City, Fla. Navy Lab professionals once again mentored aspiring Bay Country middle school students by providing valuable feedback to each student that attended.

Thank you to Gretchen Rivera, Dennis Gallagher, Mary Mouro, and Scott Lowery for continuing to support our community!
Linda Hawthorne, contract specialist/contracting officer at Naval Surface Warfare Center Panama City Division (NSWC PCD), is responsible for developing and maintaining collaborative partnerships with customers, conducting market research, preparing and posting solicitations to acquire products and services, negotiating the terms and conditions of the contract, awarding contracts, and administering contracts after they have been awarded.

Hawthorne explains how contract specialists help bridge the gap between NAVSEA and the warfighter.

“To put it simply, nothing can be legally purchased in federal acquisition without a binding written or oral contract,” Hawthorne states “I am one of the acquisition team members who collaborate to be the bridge that connects NAVSEA to directly meet the needs of the warfighter. It is a privilege to serve in that capacity.”

Although her impact has been felt at NSWC PCD for the last 11 years, the Marianna, Fla. native’s call to serve others started long before.

“I am a U.S. Marine veteran and have spent most of my career in the public service sector providing affordable housing for low to moderate-income families,” Hawthorne said. “The common theme of my career path remained the same—providing support to meet a critical need.”

Hawthorne earned her Bachelor’s in Public Administration from Barry University in Miami, Fla. As an administrative assistant, Hawthorne had no intention to apply for a vacant contract specialist position but was encouraged by one of her mentors.

“I participated in one of the Lean-In Circles at NSWC PCD and the book we used to facilitate discussion, Lean In by Sheryl Sandberg, presented this perspective: Do we think of our career as a series of upward ladders rather than a jungle gym,” states Hawthorne.

“When I reflect on my path, it has definitely been a jungle gym, yet my core belief is that we all have a purpose to fulfill in life. I enjoy positions that bear the fruits of my labor and provide the opportunity to experience the responsibilities and challenges of meeting the needs of the warfighter.”

By Jeremy Roman, NSWC PCD Public Affairs
LEVINS SELECTED AS NSWC PCD SAILOR OF THE YEAR 2021

PANAMA CITY, Fla. – Navy Diver First Class (ND1) Cody Levins, assigned to Naval Surface Warfare Center Panama City Division (NSWC PCD) is selected as the Sailor of the Year 2021 for professional achievement in the superior performance of his duties.

Levins is currently serving as the Dive Locker Leading Petty Officer (LPO) and Diving Supervisor at NSWC PCD.

Levins said he joined the United States Navy because he wanted to have purpose in a fast moving environment and wanted to join a challenging career field.

“My career in the Navy has made me a better father, husband and man. I have done some amazing things in the Navy and I am thankful for the opportunity to serve,” said Levins. “I like being able to work with projects that directly impact the warfighter, and I love going to work every day to make a difference in the world.”


With a desire to serve his country, Levins enlisted in the U.S. Navy on June 6th 2011.

As the NSWC PCD Dive Locker LPO, Levins is personally responsible for the oversight of military and civilian divers. NSWC PCD directly supports critical Naval Sea Systems Command (NAVSEA) projects that support the mission of Ensuring Warfighting Dominance in the Littoral Battlespace.

Capt. David Back, NSWC PCD commanding officer, said Levins was instrumental in the planning and supervision of 29 military and civilian divers, resulting in over 70 hours of safe and effective diving operations.

“His efforts directly supported mission critical NAVSEA projects, including the Q-20C towed mine hunting sonar, Seal Delivery Vehicle operations, and MK18 MOD 2 Kingfish target identification,” said Back. “Levins’ exceptional professionalism, initiative, and devotion to duty reflected credit upon himself and the United States Naval Service.”

Levins has earned additional recognition during his career to include the First Class Diver Pin and the Expeditionary Warfare pin. His personal awards includes the Navy and Marine Corps Commendation Medal, the Navy, Marine Corps Achievement Medal, Military Outstanding Volunteer Service Medal and several other awards.

When asked what accomplishment he’s most proud of, Levins said, “I am most proud of the lasting friendships I have made throughout my career.”
PANAMA CITY, Fla. – Hospital Corpsman Second Class (HM2) Luis Martinez Vazquez, assigned to Naval Surface Warfare Center Panama City Division (NSWC PCD), has been selected as the Junior Sailor of the Year 2021 for professional achievement in the superior performance of his duties.

Originally from Bayamon, Puerto Rico, Martinez Vazquez enlisted in the US Navy in Fort Worth, Texas, in 2015 at the age of 21. The prospect of adventure, an exciting career, and the opportunity to continue his education drew him to where he is now—currently serving as the dive medical technician at NSWC PCD.

“Serving in the US Navy is serving my country. I love my country and I love doing my part,” Martinez Vazquez said. “I enjoy the atmosphere in the command and the type of work we do. We all get along and work well together. Everyone is willing to help out at all times and I learn so much every day, it is a good feeling.”

Capt. David Back, NSWC PCD commanding officer, explained how Martinez Vazquez displayed exceptional initiative and attention to detail while medically supporting NSWC PCD divers.

“Martinez Vazquez medically supported 410 hours of high risk SEAL delivery vehicle operations for 17 navy and civilian divers,” said Back. “Additionally, he oversaw several COVID-19 initiatives resulting in 426 vaccinations of active duty personnel, enhancing force health and mission readiness. His exceptional professionalism, dedication, and loyal devotion to duty reflected credit upon himself, maintaining the highest traditions of the United States Naval Service.”

Martinez Vazquez is the only dive medical representative for the command, normally held by a much more senior Corpsman, and is extremely proud of this accomplishment. “It has been challenging, but also tremendously fulfilling,” said Martinez Vazquez. “I am honored to receive the Junior Sailor of the Year award.”
Engineers play a vital role in the success of Naval Surface Warfare Center Panama City Division’s mission—Ensuring Warfighting Dominance in the Littoral Battlespace.

NSWC PCD Mechanical Engineer Nik Bacon, who works as an in-service engineering agent for mining and Quick Strike Mod 3 team member, is one of those engineers who brings an energy and drive to NSWC PCD which he developed as a teen.

“As far back as I can remember, I always wanted to pursue engineering,” said Bacon. “The final decision to make mechanical engineering my career path was made junior year of high school during my physics class. The whole process of understanding the physical world mathematically, and through modeling, just really appealed to me.”

The Grapevine, Texas, native’s path would take him 25 miles east where he would earn his bachelor’s degree in mechanical engineering from the University of Texas at Dallas. He’s been at Panama City for over a year and combines his knowledge with his diverse skill set every day.

“My job function varies. Sometimes I do design work to fix issues or improve upon existing technology that the fleet uses. Other times, the job is about researching improved testing capabilities or updating maintenance practices for fleet wide equipment,” he said.

Being able to couple his passion with his sense of duty is what he ultimately enjoys the most.

“Engineering allows me the opportunity to use my ability to look at a problem and deconstruct it. The world is filled with complexity, but as an engineer, it is exciting to break down that complexity into its component pieces and design a solution,” Bacon said. “I get to apply those same principles to help keep the Department of the Navy performing at an optimal clip while also preparing for the future needs of the Warfighter.”

Eugene Ng, Joint Expeditionary Command and Control (JEXC2) systems engineer, is responsible for mentoring young engineers and guiding the overall architecture and design methods of the JEXC2 portfolio.

Ng decided to become an engineer at a young age when he discovered the joy of figuring out how he could reutilize just about anything to form a new whole.

“I enjoyed taking apart a lot of my new toys and putting them back together and adapting them,” said Ng. “I will say the real passion came from building my first computer in 7th grade and then also modifying my Xbox in 8th grade.”

Ng earned both his bachelor’s and master’s degrees in computer engineering at the University of Tennessee in Knoxville with a focus on networking and cybersecurity and mobile sensors.

He enjoys the challenge of solving complex problems by the reaplication of concepts adapted from both the physical and digital world to a system of systems. He said he especially enjoys trying to solve for scale. However, the truest and purest part of engineering that he appreciates is just the joy of learning about how things work in general.

Ng explains why he seeks to facilitate being a part of a connected battle network, to provide information rapidly and to perform analytics on the datasets.

“In an age of ever increasing connectivity, my role matters by enabling the transition of many of the newest technologies that commercial industry have innovated into our portfolio,” said Ng. “As a result, we can provide this technology to the warfighter.”

It is increasingly important to Ng to mentor young engineers who are becoming warfighters to develop innovative technological architecture and design methods.
Jarom S. Jackson, PhD  
Scientist, Littoral Acoustics & Target Physics

Division X10  
Sensing Sciences and Systems Division  
Code X11  
Littoral Acoustics and Target Physics Branch

What do you do in your job?
I am an atomic, molecular and optical physicist. My work at NSWC PCD so far has been focused on magnetics, optics, and sensor fusion (i.e. synergistically combining data from multiple technologies). I designed a couple laser scan systems for underwater imaging in turbid (cloudy) water. Building the prototype for one of these systems has been a million dollar project that is now nearing completion, and we are excited to start testing it soon. The other optical system is in earlier stages, but we are making progress towards a working prototype later this year. I have also worked on magnetic sensor algorithms for visualization, motion compensation, navigation and detection.

What is the impact?
All of these technologies have been aimed at providing critical information to the warfighter on potential threats and obstacles in the surf zone and very shallow water (i.e. close to and on the beach) to aid in mine countermeasures and other mission critical and lifesaving activities.

What does your division do in support of NSWC PCD and the Navy?
X10 is the Sensing Sciences and Systems Division. We study 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.

Why did you decide to work at NSWC PCD?
I like the combination of experimental and applied physics work we get to do at Department of Defense research labs, and strongly believe in our mission to support the warfighter. I believe that while the U.S. has a complex and imperfect past, our military has by and large been a critical stabilizing power for peace and prosperity worldwide and at home. I believe the U.S. faces and will continue to face significant challenges for military supremacy over the next few decades, and that it is critical for us to maintain our technological advantage. The reason I am at NSWC PCD specifically is because NSWC PCD X Department recruited me while I was working on a PhD at Brigham Young University, Utah. After coming out here to visit, my wife and I fell in love with the area (and the beaches!) and I thought the work done here sounded interesting and useful, so we decided to take the offer to join the SMART fellowship program. Three years later, I finished my PhD and we moved here.

How long have you worked at NSWC PCD?
I started work in NSWC PCD in July of 2019.
KNOWLEDGE TRANSFER

During the 2020 Leadership Development Needs Assessment, Workforce Development collected feedback from NSWC Panama City Senior Leaders. This feedback identified the need to develop ‘Knowledge Transfer Skills and Abilities’ across the command to ensure succession and continuity of operations. This capability is designed to minimize any gaps in bench strength and to maximize the transfer of intellectual capital, technical skills, and specialized job knowledge.

WHAT IT IS

Transitioning practical Knowledge from one area to another. Knowledge Transfer is both a “Theory and a Practice”, meaning it should be incorporated into the commands culture and applied to the commands operational requirements.

WHAT IT IS NOT

It is not training. Knowledge Transfer has more to do with the transitioning of Knowledge (adaptable skills and abilities) from one person to another. As your transfer to another role or chapter in your life, the knowledge you leave with or behind can set commands back for years – this is what we’re trying to avoid.

WHY IT MATTERS

It improves collaboration, understanding, and continued innovation. The ultimate goal is to narrow all knowledge gaps within NSWC Panama City. There is no easy solution to this process, and failure to transfer knowledge will only create bigger problems in the end.

EFFECTIVE PRACTICES

Before determining best practices, we must first identify the challenges and predict the desired outcomes. We know that challenges can be plentiful and roadblocks have a tendency to stop us in our tracks. The goal will be to predict our desired outcomes and create the steps required to reach that point.

CULTURE CHANGE STARTS NOW

Contrary to popular belief, Knowledge Transfer is not just an area that Senior Leadership needs to practice ~ it’s all of us. There are multiple approaches we can implement now. One of the characteristics of ‘Leadership Development’ is the capability to ‘Transfer Knowledge’; one of the DoD Leadership competencies is ‘Develop Others’. Bottom-line, this doesn’t effect a few of us, this effects all of us. We must all embrace Knowledge Transfer and in embracing the process, we have then started changing the commands culture.

Dave Neet, Workforce Development (Code 1016), recently accepted the position as the Knowledge Transfer program coordinator. You will soon start receiving more information on Knowledge Transfer. In the meantime, if you would like more information on Knowledge Transfer, log into LinkedIn Learning and check out “Facilitating succession planning and knowledge transfer”. If you do not have a LinkedIn Learning account, please visit the Workforce Development SharePoint site (https://navsea.navy.deps.mil/wc/surpnmo/Training/SitePages/Home.aspx). This link will allow you to activate your free LinkedIn Learning account.

If you have comments or suggestions, reach out to contact Dave Neet david.l.neet.civ@us.navy.mil.
COVID Travel Reimbursement
as of 01/18/2022

NSWC PCD employees are entitled to reimbursement for COVID-19 Test under the following guidance.

Per the JTR, Table 2-24, on page 2-48, item #6 (under Miscellaneous Expenses Not Listed Elsewhere), see... “Charges for immunizations, inoculations, and other disease-preventive medical prophylaxes that are required for official travel OCONUS, but are not available through a Federal dispensary. Only the cost of the immunization or inoculation is reimbursable, not the medical office visit.”

When can I be reimbursed for a COVID-19 related test?

| When required for OCONUS travel | When the testing cannot be obtained (at no cost) through a Federal Dispensary. Only the cost of the COVID test is reimbursable. | Employee is attending a conference and the conference coordinators require the testing. | Employee is going TDY (CONUS) and the TDY location requires the testing. | Employee has been exposed to COVID. |

Claim Requirements

<table>
<thead>
<tr>
<th>CONUS</th>
<th>OCONUS</th>
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<tr>
<td>Submitted to Payroll.</td>
<td>Submitted in Defense Travel System (DTS) as a miscellaneous expense. The title of the expense to use in DTS is “Immunizations/Inoculations”.</td>
</tr>
<tr>
<td>Use Optional Form (OF) 1164.</td>
<td>Submit claim on the Official Travel Voucher through the DTS.</td>
</tr>
</tbody>
</table>

Proper Receipt Requirements

| Description Redacted, (remove all PII and PHI except the COVID-19 TEST). | Total cost for test with proof of payment. | Medical Facility providing the service. | Receipts should have the date of the test or date the service was provided. | Your name should be on the receipt as proof the test was for you. |
The NSWC PCD Research, Development, Test & Evaluation (RDT&E) Network has recently implemented a local Virtual Private Network (VPN) connection to support telework for the Command’s RDT&E Network.

NSWC PCD is using Next-Generation Firewall technology, which brings together the capabilities of a firewall, IPDS and VPN concentrator.

NSWC PCD will be the first Warfare Center to use this technology for VPN access to the RDT&E network.

To get a VPN account established please contact the NSWC PCD Unified Helpdesk at 234-4341, option 1.

This capability allows RDT&E projects and programs to continue their vital work from anywhere by establishing a secure remote network connection.

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
Dates provided are due dates for completed package(s) to be received. Contact Cierra Burch at W_PNMA_NSWCPDC_PA0@navy.mil for nomination requirements, forms and questions. Upcoming awards are regularly updated on: https://wiki.navsea.navy.mil/display/PCD103/Awards

*Non-government agency award submissions now require approved public release documentation.
MONTHLY DAWIA ACHIEVEMENTS:

Individuals who have completed their DAWIA Certification requirements in the last reporting period.

- Danielle Bingham
- James Burks
- Michael Cylke
- Jonathan Davis
- Kathiria Figueroa
- Hiraldo
- Natasha Gabreleski
- David Hawes
- Michelle Henderson
- Justin Jones
- Natalia Linares
- Scott Lowery
- Danny Patterson
- Harryel Philippeaux
- Christine Plutta
- Devin Ramsey
- Adrian Rodriguez
- Morales
- Jose Salas Vernis
- Samantha Vitale
- Joseph Walsh

CONGRATS TO OUR EMPLOYEES FOR COMPLETING THEIR DAWIA REQUIREMENTS.

PERSONNEL SECURITY

January - February 2022

Excessive alcohol consumption often leads to the exercise of questionable judgment or the failure to control impulses, and can raise questions, about an individual’s reliability and trustworthiness.

Examples of Conditions to be Evaluated:

- Driving while under the influence, fighting, child or spouse abuse, disturbing the peace, or other incidents of concern, regardless of the frequency of the individual’s alcohol use
- Reporting for work or duty in an intoxicated or impaired condition, or drinking on the job
- Habitual or binge consumption of alcohol to the point of impaired judgment
- Diagnosis by a duly qualified medical professional (e.g., physician, clinical psychologist, or psychiatrist) of alcohol abuse or alcohol dependence
- Evaluation of alcohol abuse or alcohol dependence by a licensed clinical social worker who is a staff member of a recognized alcohol treatment program
- Relapse after diagnosis of alcohol abuse or dependence and completion of an alcohol rehabilitation program
- Failure to follow any court order regarding alcohol education, evaluation, treatment, or abstinence

The Personnel Security Adjudicative process is a determination that an individual is an acceptable security risk for access to classified information. The 13 Adjudicative Guidelines, A – M, of Security Executive Agent Directive 4 (SEAD 4) - National Security Adjudicative Guidelines, provide the concerns and conditions that are evaluated.

For more information, email nswpc_security@navy.mil
SAFETY RESOLUTIONS FOR 2022

The new year is a perfect opportunity to review previous activities to set new safety targets and goals for the workplace.

**GO ON A HAZARD HUNT**

- Take a look at housekeeping and the condition of work areas.
- Examine tools and equipment to insure they are safe to use.
- Observe the way employees work.
- Is personal protective equipment in good condition and available?
- Identify other, possibly new hazards throughout your facility, and take action to eliminate these risks.

**MAKE SOME GOALS**

<table>
<thead>
<tr>
<th>Speak up if you see something unsafe.</th>
<th>Wear proper Personal Protective Equipment.</th>
<th>Ask questions if you’re unsure how to perform a task safely.</th>
<th>Use the right tool for the job.</th>
<th>Volunteer on the safety committee.</th>
<th>Be a safety role model for others.</th>
</tr>
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<td>Volunteer on the safety committee.</td>
<td>Be a safety role model for others.</td>
</tr>
<tr>
<td>Don’t think “It won’t happen to me.”</td>
<td>Practice good housekeeping.</td>
<td>Focus on your work - leave your distractions behind.</td>
<td>Do not take shortcuts.</td>
<td>Engage in safety trainings - be attentive &amp; ask questions.</td>
<td>Report all mishaps.</td>
</tr>
</tbody>
</table>

**WHY IT MATTERS**

The Bureau of Labor Statistics reports that there were more than 2.66 million nonfatal occupational injuries and illnesses reported by private industry employers in 2020. Almost one million of those cases involved days away from work. Also in 2020, 4,764 employees died because of work-related injuries and illnesses.