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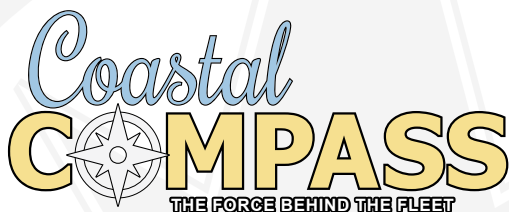
# Coastal COMPASS

THE FORCE BEHIND THE FLEET



NSWC Panama City Division  
*Ensuring Warfighting Dominance in the Littoral Battlespace*





November - December 2022 | Vol. 10 Issue 6

## 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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## On the Cover



The Red Team celebrates when they were announced as the winners for Naval Surface Warfare Center Panama City Division's inaugural Sports Day event, Oct. 26. NSWC PCD's Black/African American Special Emphasis Program hosted the event that featured four teams competing in four categories for the win.

U.S. Navy photo  
by Anthony Powers



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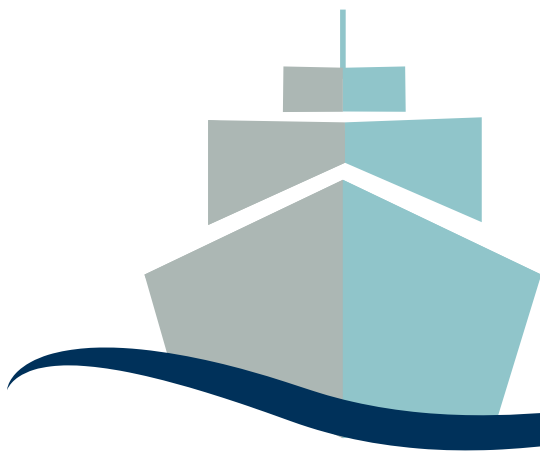
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# View from the BRIDGE



“

The TD and I recognize your work, appreciate you, and hear your voices; we are thankful to have you here on the NSWPCD Team.

”

**Capt. David Back, USN**  
Commanding Officer

## NSWC PCD Team,

The holidays are upon us once again!

During this time, we traditionally reflect over the past year, celebrate what we are grateful for, spend time with friends and loved ones, and often make resolutions for the next year.

Before delving further into the View from the Bridge, allow me to be the first. I want to sincerely thank each of you for the great 2022 we have had at the Command. There is not enough gratitude to properly thank our men and women, Sailors, civilians, and contractor personnel at NSWPCD for your efforts this year.

Seeing your work first-hand, interacting with you via electronic means or in person, working with you to solve tough problems, and celebrating your wins, is truly a pleasure. I want you to know the TD and I recognize your work, appreciate you, and hear your voices; we are thankful to have you here on the NSWPCD Team. Naming all of this year's achievements is a difficult feat but allow me to highlight a few:

1. We hosted our first INSPIRE: Igniting a Culture of Leadership and Innovation event.
2. NSWPCD achieved an overall score of 86% on the HQ Annual Property Management Assessment, the highest score ever recorded. In addition, the General Equipment Branch achieved a perfect score of 100%, which is a first in the history of the audit.
3. NSWPCD, in partnership with Program Executive Office, Unmanned and Small Combatants, led the technical acquisition effort and test team to Initial Operating Capability for the Unmanned Influence Sweep System (UISS), a critical component of the Navy's suite of mine countermeasure technologies.
4. The month of September was spent celebrating the 77th anniversary of our Navy Lab. In addition to PCD history notes in the Daily, we had two inspirational and informational presentations from NSWPCD's personnel, past and present.

Again, these highlights are not at all comprehensive but I want to thank you for your contributions. Leadership recognizes it. The Navy recognizes it and the warfighter benefits because of the work you do every day.

As we reflect on our wins or wish one another Happy Holidays, please remember that the holidays are not always happy for everyone. Seasonal depression, seasonal affective disorder, and depression are common this time of year for some. If you are struggling, know you are not alone. Please take much needed leave to rest, recharge, connect and reach out to someone or use the following resources should you need any assistance. The only way we can continue to build upon this great foundation of successes is together as a community. I look forward to having

everyone back here in the New Year and am excited to see what we'll do next in 2023.

*There are resources to provide support such as the 988 Nationwide Suicide Prevention Lifeline and Department of Navy Civilian Employee Assistance Program.*

**Department of the Navy Civilian Employee Assistance Program (DONCEAP):** Provides mental health counseling and resources to assist employees with a wide range of problems that may adversely affect morale and well-being. Assistance is available 24 hours a day, 7 days a week by calling (844) 366-2327 or via the web at <https://magellanascent.com>.

**988 Nationwide Suicide Prevention Lifeline:** Similar to dialing 911 for emergencies, dialing 988 callers will be connected to a new nationwide helpline of compassionate, accessible care and support for anyone experiencing mental health-related distress – whether thoughts of suicide, mental health, substance use crisis, or any other kind of emotional distress. This number (988) also supports callers worried about others who may need crisis support.

**Capt. David Back, USN**  
Commanding Officer



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# CIVILIAN LENGTH *of* SERVICE



35

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30

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## OPNAV N95

Naval Surface Warfare Center Panama City Division (NSWC PCD) hosted distinguished visitors providing in depth briefs and static hardware demonstrations to allow them an up-close perspective of the Navy Lab's vast mission spectrum and how it directly supports the fleet, Nov. 30 – Dec. 1. *(left to right)* Capt. Cameron Chen, Navy Expeditionary Combat Branch Head, OPNAV N957, Andrea Perles, NSWC PCD Mine Warfare director, Capt. David Back, NSWC PCD commanding officer, Brig. Gen. Marcus Annibale, Expeditionary Warfare director, OPNAV N95, Dr. Peter Adair, NSWC PCD technical director, Capt. Robert Porter III, Naval Surface and Mine Warfighting Development Center Mine Warfare Division (SMWDC MIW) director, Wes Cooper, SMWDC MIW Division executive director, and Capt. Andrew Cook, Mine Warfare Branch Head, OPNAV N952. (U.S. Navy photos by Eddie Green and Cierra Burch)



## SHADOWGRAPH

The SHADOWGRAPH, the original side scan sonar, was a highlight at this year's city hall military exhibit in Panama City, Fla. This is the first known example of sidescan sonar technology, which modernized mine hunting and revolutionized understanding of the ocean depths. (U.S. Navy photo by Shauna Love vonKnoblauch)







*(Left to right)* **Matt Vowell, Lauren Hansen, Amy Hayes, Tiffany Finch, are initial personnel of the New Professionals Development Program - Logistics. The Integrated Logistics Support Division (E50) at Naval Surface Warfare Center Panama City Division, recently joined a new program to provide developmental guidance to new logistics personnel during their first one to three years as professional members of this activity. (U.S. Navy photo by Eddie Green)**

# INTEGRATED LOGISTICS SUPPORT DIVISION CREATES NEW PROGRAM TO DEVELOP LOGISTICS PERSONNEL

By Shauna Love-vonKnoblauch, NSWC PCD Public Affairs

PANAMA CITY, Fla. – Personnel from the Integrated Logistics Support Division (E50) at Naval Surface Warfare Center Panama City Division (NSWC PCD) recently formed a new program to provide developmental guidance to new logistics personnel during their first one to three years as professional members of this activity.

NSWC PCD's Integrated Logistics Support Division leadership recognized the need to create a variant of the New Professionals Development Program (NPDP), specifically for entry-level Logistics hires. The New Professionals Development Program - Logistics (NPDP-L) provides a structure focused on the development of organizational knowledge, technical proficiencies, leadership and process management. The NPDP-L will provide these employees with rotational opportunities led by team leads and senior logisticians.

"We recognized many of our entry-level new hires had little to no experience in logistics. So it was up to us to figure out a way to train them up to gain those skillsets," said Peter Halvorson, Life Cycle Logistics competency lead. "Fortunately, we had both the NPDP and the intern program as examples we could use to create a formal process to develop and grow our new entry-level hires."

In the past, newly hired logisticians would be aligned into a specific branch and not have a well-rounded perspective of other mission areas other than the one they were assigned.

By creating the NPDP-L, significant benefits to employees and the command are:

- Creates career path opportunities for entry-level hires

- Creates more informed employees who better understand the interrelationships of the twelve Integrated Product Support (IPS) elements

- Follows the framework of the NSWC PCD Technical Career Planning Guide (CPG)

- Creates a career path to help logistics element managers, for example, specialists who may want to eventually become ILS leads, or generalists.

- Aligns with the existing NPDP

- Naturally moves employees into the Competency Proficiency Program upon their completion of the NPDP-L

Initial participants in the program include Amy Hayes, Tiffany Finch, Lauren Hansen, and Matt Vowell. Their rotations began October 3 and will continue until each of them reaches their full performance goal. Each was initially hired to work in configuration management, but their rotations will take them through the IPS element areas of provisioning, training development, technical manuals, and maintenance planning.

"This is a great program for new employees because it provides an insight into the other supporting logistics elements," said Matt Vowell, configuration manager. "This will no doubt have a positive impact on my current position and overall logistics lifecycle knowledge. It is an honor to be a part of this pilot program and I hope it will become a permanent tool in the education of NSWC PCD logistics employees."

Logistics is a very diverse field spanning 12 product support areas. This program provides the opportunity to gain experience across multiple IPS elements.

"By creating a program that allows apprentice-level employees to gain experience in alternative integrated product support areas, they gain a clearer understanding of their role in the product support team, the value of matrixed support and future focus areas for training," said Dr. Michael Taft, NSWC PCD Integrated Logistics Support division head.

Upon successful completion of the NPDP-L, participants will be presented a Certificate of Completion and be awarded the designation of a Level 1 Logistician by the Competency Proficiency Program Board for successfully meeting all Level 1 Proficiency Standards. ●

# SPORTS DAY!

Naval Surface Warfare Center Panama City Division held its very first Sports Day hosted by the Black/African American Special Emphasis Program, Oct. 26. The Red Team won a close victory at the competition and the Green Team won the Fan Spirit Award! (U.S. Navy photos by Anthony Powers)



# HAPPY HALLOWEEN!

U.S. Navy photos by Lauren Sikes and Jeremy Roman

Naval Surface Warfare Center Panama City Division caught Halloween fever. NSWC PCD's Individuals with Disabilities Special Emphasis Program hosted a Halloween Potluck and costume contest for the Navy Lab, Oct. 27. (courtesy photos)







## VETERAN'S DAY RECOGNITION

For Veterans Day 2022, NSWC PCD personnel proudly represent the military branch they served in by standing behind their respective flag of service. As civilians, these patriots continue their service to this country and the Navy. (U.S. Navy photo by Eddie Green)

**Lt. Cmdr. Michael Krestos, NSWC PCD acting executive officer, served in a parade and as the keynote speaker at the Panama City Beach Veterans Day Ceremony, Nov. 11.** (courtesy photo)



## NSWC PCD INVESTIGATOR RECEIVES NAVY COMMENDATION MEDAL

By Cierra Burch, NSWC PCD Public Affairs

PANAMA CITY, Fla.- Dennis Russell, investigations director at Naval Surface Warfare Center Panama City Division (NSWC PCD), received the Navy Civilian Service Commendation Medal, Nov. 28.

Russell served as the NSWC PCD Command Review and Investigations Office director for 10 years, continually providing daily expertise essential to the success of the Navy and the Fleet. He was awarded this medal for his direct support to the Navy Lab's commanding officers throughout the years, where he was responsible for overseeing many key investigations to ensure funds, personnel, equipment and other resources were employed effectively, securely, economically, and within legal and administrative constraints.

Capt. David Back, NSWC PCD commanding officer, personally presented the award prior to Russell's retirement.

"Presenting this award to Dennis served as one of many ways to show my gratitude for the incredible work he performed on a daily basis," said Back. "He constantly provided guidance,

expertise, and solutions for many investigations that directly impact the Fleet. As a known expert in many areas, the impact of his efforts will be felt for many years to come."

Russell's dedication to supporting the Navy occurred to the very end of his career. While walking into one of his final meetings, he was prepared to discuss numerous action items as part of his turnover, but was surprised to find this invitation was actually a coordinated recognition.

"Instead of the [anticipated] meeting, Capt. Back escorted me into the leadership meeting where he presented the award," stated Russell. "I was shocked. I worked every day of my nearly 37-year career with the focus of doing the right thing and protect our true bosses, the taxpayers. Anyone would feel honored to be recognized in this way." ●



**Captain David Back presents Navy Civilian Service Commendation Medal to Dennis Russell. (U.S. Navy photo by Eddie Green)**



(left to right)  
**Laura Rogers, NASA co-chair,**  
**Elizabeth Smith, OCEANS**  
**2022 Exhibits chair and**  
**coordinator, Ray Toll,**  
**OCEANS 2022 co-chair,**  
**Dr. Dan Sternlicht, Naval Sur-**  
**face Warfare Center Panama**  
**City Division distinguished**  
**scientist for littoral sensing**  
**technologies and an**  
**OCEANS 2022 general**  
**co-chair, and Zdenka Willis,**  
**Marine Technology Society**  
**president, prepare to**  
**officially open the exhibition**  
**hall for all attendees at**  
**OCEANS 2022 in Virginia**  
**Beach, Va., Oct. 18. The hall**  
**housed more than 100**  
**exhibition booths from**  
**global organizations involved**  
**with autonomy, ocean**  
**sciences and technological**  
**innovations. (U.S. Navy**  
**photo by Jeremy Roman)**



# NAVY, NASA, NOAA STRENGTHEN PRESENT, FUTURE

# OCEANS

# 2022

# COASTAL RESILIENCE IMPACT

By Jeremy Roman, NSWC PCD Public Affairs  
 U.S. Navy photos by Jeremy Roman

VIRGINIA BEACH, Va. – Nearly 1,600 attendees, professionals, and students from more than 30 countries were treated to cutting-edge science, technology and innovation at the OCEANS 2022 Hampton Roads Conference and Exposition, Oct. 17-20.

OCEANS 2022 converged technical expertise between the U.S. Navy, the National Aeronautics and Space Administration (NASA), the National Oceanic and Atmospheric Administration (NOAA) and various professional organizations, with a region characterized for its significant federal and maritime technological activity.

The conference, entitled “Resilient Coasts: Adapting Today to Secure Tomorrow”, featured plenary speakers and panels, nearly 500 technical paper presentations, a student poster competition and a global network of more than 100 exhibition booths.

Dr. Dan Sternlicht, Naval Surface Warfare Center Panama City Division (NSWC PCD) distinguished scientist for littoral sensing technologies, was one of the conference’s general co-chairs.

“OCEANS is the premier marine technology and ocean engineering conference and since 1979, has evolved through joint leadership of the Marine Technology Society and the Institute of Electrical and Electronics Engineers Oceanic Engineering Society to



## Exhibitors

**TUESDAY, OCT. 18**  
12:00 PM - 07:00 PM  
12:00 PM - 12:05 PM  
12:00 PM - 01:30 PM  
2:55 PM - 03:30 PM  
5:00 PM - 07:00 PM

**WEDNESDAY, OCT. 19**  
10:00 AM - 05:00 PM  
12:00 PM - 01:30 PM  
2:50 PM - 03:30 PM

**THURSDAY, OCT. 20**  
10:00 AM - 1:30 PM  
12:00 PM - 1:30 PM



(center) **Dr. Josh Weaver**, Naval Surface Warfare Center Panama City Division senior scientist for autonomy, addresses his fellow plenary panelists and audience attendees at OCEANS 2022 Hampton Roads, Va., Oct. 18. (left to right) Moderator **Jerry Cronin**, OpenSeas Technology Innovation Hub at Old Dominion University executive director, and panelists **Dr. Eric Terrill**, Marine Physical Laboratory director, **Dr. Weaver**, **Dr. Tory Cobb**, Office of Naval Research – Artificial Intelligence program officer, and **James Fisher**, FUGRO Offshore Wind COE – Industry Adoption of Technologies.



**Dr. Peter Adair**, Naval Surface Warfare Center Panama City Division technical director, addresses the in-person and virtual audience as a keynote speaker during one of the plenary sessions at OCEANS 2022 Hampton Roads in Virginia Beach, Va., Oct. 19. OCEANS is the premier marine technology and ocean engineering conference and Adair shared NSWC PCD's role and how Panama City hosted the very first OCEANS conference in 1970.

serve our defense, commercial, government, and academic constituents,” said Sternlicht. “The growth of our young ocean science professionals is also of highest priority, with the Office of Naval Research supporting the student poster competition. This conference facilitates bringing scientific, research and development, regulatory, policy, innovation, and commercial technologies into industry and public awareness, and fosters good stewardship of the oceans and the Earth’s water resources.”

OCEANS 2022 was also historic as it accomplished several firsts. On Dec. 5, 2017, the United Nations proclaimed a Decade of Ocean Science for Sustainable Development, to be held from 2021 to 2030, to provide a common framework to ensure that ocean science can fully support countries’ actions to sustainably manage the oceans and ensure the lasting protection of the planet and its natural resources. Serving as an international forum, OCEANS 2022 was the beginning of that support. Additionally, both the Navy and NASA helped to co-chair this conference in a combined effort with NOAA for the first time ever.

NSWC PCD played a prominent role in Navy representation by providing various support to include committee organization

and coordination, providing plenary speakers and panelists, technical session chairpersons, photo support and human resources personnel to speak with the next generation of oceanic scientists and engineers.

Dr. Peter Adair, NSWC PCD technical director and one of the plenary speakers, shared why Panama City brought such a large presence.

“As a Navy Lab, it’s important to attend conferences like OCEANS 22 since we are all about innovation, diversity of thought and learning about different technical perspectives. We have our internationally recognized experts here so having the ability to foster relationships with our technical peers and bring that shared knowledge back to apply to our mission areas is key, while we also become better recognized as the leader in the littoral battlespace,” said Adair. “Anecdotally, our representation here has some historical perspective as Panama City hosted the first OCEAN [as it was called then] conference over 50 years ago.”

In 1970, NSWC PCD, known then as the U.S. Navy Mine Defense Laboratory, held the inaugural OCEAN conference in Panama City, Fla., where the Navy Lab’s history was tied to the OCEANS legacy. Ray Toll, OCEANS 2022 co-chair, shared how the Navy impacted the entire event.

“As a retired U.S. Navy captain, I was most proud of how the Navy engaged in this conference. Led by Dr. Marty Irvine [Executive Director, Submarine Forces and OCEANS 2022 honorary chair], Dr. Adair, and Dr. Sternlicht, this unprecedented conference brought the unique skills and intellectual capital of Navy’s ocean science professionals to Hampton Roads,” said Toll. “NSWC PCD’s involvement brought in the Naval Sea Systems Command network and Submarine Force Atlantic Fleet, combining that with NASA [co-chair Laura Rogers] and NOAA provided a holistic government presence. It really was quite impressive and appreciated by all, including U.S. Virginia Senator Tim Kaine.”

Two OCEANS conferences are slated for 2023. OCEANS 2023 Limerick, Ireland, June 5 – 8, and OCEANS 2023 Gulf Coast, Miss., Sept. 25 – 28.

*For full agenda information, technical sessions, speaker information, topics and schedule of OCEANS 22 events: [Agenda - OCEANS \(oceansconference.org\)](https://oceansconference.org)* •



To watch the highlight video, follow the QR code or go to: <https://youtu.be/L9Y9zQaVMdY>

# TWO NSWC PCD SCIENTISTS RECEIVE NATIONAL DEFENSE INDUSTRIAL ASSOCIATION AWARDS



*Dr. Kerry Commander*

**awarded the National Defense Industrial Association Vice Admiral Charles B. Martell – David Bushnell Award.**  
(U.S. Navy photo by Eddie Green)



*Dr. K. Todd Holland*

**received National Defense Industrial Association Bronze Medal.**  
(courtesy photo)

**By Cierra Burch, NSWC PCD Public Affairs**

GROTON, Conn. - The National Defense Industrial Association (NDIA) annually recognizes outstanding achievements in science or engineering at their spring and fall conferences. Those recognized have been extraordinary scientists and engineers within the field of Undersea Warfare (USW).

Dr. Kerry Commander and Dr. K. Todd Holland, both scientists from Naval Surface Warfare Center Panama City Division (NSWC PCD), received an NDIA award in 2022. Each recipient was awarded and recognized at the fall conference, September 2022.

Dr. Peter Adair, NSWC PCD technical director, emphasized the incredible work both recipients accomplished and how it impacts our mission.

"Drs. Commander and Holland are technical leaders in Undersea Warfare and key contributors to the enabling technologies our Fleet uses today," said Adair. "Receiving an NDIA Award is a prestigious honor. Individually, their direct support to the warfighter through their shared knowledge and contributions to pioneering innovation sets them above the bar."

Commander, NSWC PCD chief technology officer (CTO), was selected as the 2022 recipient of the Vice Admiral Charles B. Martell- David Bushnell Award.

The Undersea Warfare Division (UWD) gives this award annually to a distinguished individual for their exceptional contributions in the field of Anti-Submarine Warfare and USW. Throughout Commander's 37-year career, he has distinguished himself through

technical contributions and leadership. Commander served at the forefront of many technical innovations, has an active role in communication and management efforts with stakeholders, and more recently was a co-author of the Naval Sea Systems Command Naval Innovative Science and Engineering Investment Strategy.

"There is so much talent in Undersea Warfare that just being nominated for an award like this is quite an honor," said Commander. "Winning this award really affirms the significant contributions your teams have made to Undersea Warfare, and it really is teams. These contributions are rarely achieved alone."

Dr. K. Todd Holland, director of Mine Warfare Prototyping at NSWC PCD, was selected as one of three recipients for the NDIA Bronze Medal.

The NDIA Bronze Medal is awarded to key individuals in the principal Navy and university laboratories engaged by Undersea Warfare activity. Holland is a distinguished scientist and subject matter expert in subsea and seabed sensing technologies. He was awarded for his pioneering work, publications, guidance to leadership across Naval Research and Development Establishments, and leading technology developments in unmanned maritime system applications for Navy and Marine Corps missions across his 27-year career.

"While I very much appreciate the formal recognition of my contributions to Undersea Warfare, what I found most

meaningful to learn was that my nomination was supported by several prior recipients here at Panama City Division. What a wonderful group to be included in," said Holland. "This award serves as recognition for the impact our laboratory has on the Fleet, since it really is a team effort of which I am only a small part."

Both recipients advocate for progress and innovation to continue within the science and engineering undersea warfare field. Commander shared what has helped him become successful throughout his career.

"Surround yourself with the best and brightest in government, academia, and industry and share responsibility for work and credit for success. At the foremost, always keep the warfighter's needs first," said Commander.

Holland encouraged fellow scientists and engineers to remain committed to striving and learning, as they directly support the Fleet.

"I hope recognition like this award can inspire others working in the fields of Mine Warfare and Subsea / Seabed Warfare to keep pressing," says Holland. "There are numerous, new opportunities critical to our national defense that Panama City is well suited to address."



# NSWC PCD ENGINEERS AWARDED DOD SMART SEED GRANTS

By Jeremy Roman, NSWC PCD Public Affairs

PANAMA CITY, Fla.—The Department of Defense (DoD) Science, Mathematics, and Research for Transformation (SMART) Program recently announced \$3.7 million of new research grants as part of its competitive SMART Scholar SEED Grant Program for Fiscal Year 2023 (FY23).

Only 33 SMART Scholar SEED grants would be given DoD-wide. Two of those grant proposals will be funded at Naval Surface Warfare Center Panama City Division (NSWC PCD).

Dr. Aaron Blevins and Dr. Jorge Jimenez, NSWC PCD X Department engineers, are the Navy Lab's latest SMART SEED investigators within the field of artificial intelligence and autonomy. This program awards these grants, to SMART scholars who have completed their Ph.D. degree and are beginning their careers as a new DoD researcher.

"To be awarded a SMART scholarship is a great achievement in itself. To further receive a SMART SEED Grant truly highlights the unique contributions SMART scholars are making to advance the DoD's efforts to maintain scientific and technological superiority," stated Dr. Brandon Cochenour, SMART Program manager.

Blevins, who graduated in July 2020 from the University of Kansas with a Ph.D. in Aerospace Engineering, shared why he got involved in the program.

"I applied to pursue an area of research that bridges the gap between my Ph.D. Dissertation [developing and testing autonomy for polar research] with my role at NSWC PCD [developing and testing autonomy for unmanned underwater vehicles]. The program is important

because it empowers SMART scholar recipients to be successful in their research fields during the early stages of their career," said Blevins. "The support from this program helps recipients pursue research according to their unique expertise that will allow them to have successful careers as DoD researchers, as well as help them bring in future outside funding sources for their sponsoring facilities."

Jimenez, who graduated from Virginia Tech with a Ph.D. in Electrical Engineering, explained why this program is a great opportunity for newly hired Ph.Ds.

"The program introduces you to the processes of scientific proposal writing and project management. Mastering your efficiency and effectiveness in these processes are crucial for a successful career," said Jimenez. "When the call for proposals was announced earlier this year, my mentor and I knew it was an opportunity that couldn't be missed as it would be a significant stepping stone in my career."

A highly competitive scholarship-for-service program, SMART is one of the largest science, technology, engineering, and mathematics (STEM)-focused education and workforce initiatives under DoD STEM. Candidates must submit their proposal and have it selected amongst a talented field of scientist and engineers.

Mentorship also plays an instrumental part to help Blevins and Jimenez navigate these waters as well as reach early milestones in their careers. Dr. Matthew Bays, NSWC PCD Senior Scientist for Robotics and Optimization, serves as their mentor and was one the first SMART scholars of the Navy Lab.

"Being a SMART mentor for NSWC PCD SMART scholars, Drs. Ethan Evans, Jorge Jimenez, and Aaron Blevins, has been extremely rewarding, and honestly one of my favorite parts of my job. I love helping enable and empower the next generation of NSWC PCD scientists and engineers to do the cutting-edge research they are passionate about and the warfighter finds useful, which is exactly what the program is for," said Bays.

Despite its relatively small size within the DoD's Research, Development, Testing and Evaluation civilian workforce, the Navy Lab has been successful in being awarded six percent of SMART SEED grants and in hiring talent from the SMART Program. Last year, Evans, NSWC PCD research scientist and SMART scholar, helped clear paths forward for Blevins and Jimenez.

"This program has changed me by inspiring me to remain dedicated to a research area that I am extremely passionate about and enabled me to be bolder," said Evans. "Receiving the SMART SEED grant was not only validation for the types of research questions that I am interested in answering, but especially with a far-out topic, it enabled me to encourage Blevins and Jimenez to also think about non-traditional ideas that really build off of their dissertations and take our deep expertise to the next level. If anyone has questions or interest in this program, I have an open door policy."

The program's vision is to assist the development of SMART scholars into future DoD subject matter experts in DoD modernization areas and other fields of strategic technical importance. ●



(left) Dr. Aaron Blevins and (right) Dr. Jorge Jimenez, Naval Surface Warfare Center Panama City Division X Department engineers, are the Navy Lab's latest Science, Mathematics, and Research for Transformation (SMART) SEED scholars within the field of artificial intelligence and autonomy for Fiscal Year 2023. This program awards these grants, to SMART scholars who have completed their Ph.D. degree and are beginning their careers as a new DoD researcher. (U.S. Navy graphic by Jeremy Roman)



SMART  
Scholarship-for-Service Program  
SEED Grant



# COMPTROLLER

## FIAR

FINANCIAL IMPROVEMENT & AUDIT REMEDIATION

### *What is FIAR?*

Identifying financial risks by recommending & implementing corrective actions.  
Innovating processes in a rapidly-changing environment.  
Improving the reliability of financial data ensuring correct allocation of funds.

### *FY23 Financial Improvement Areas*

- 1) Vehicle Identification Link Key (VIL Key)
- 2) Delegation of Authority (DOA)
- 3) Transportation of Things (TOT)
- 4) Non-Labor Cost Transfers (NLCT)

### *FY23 Audit Remediation Areas*

- 1) Civilian Pay (CIVPAY)
- 2) Dormant Obligations
- 3) Transportation of People (TOP)
- 4) Travel Compensatory Time
- 5) Labor Cost Transfers (LCT)

## FIAR SPOTLIGHT - VIL KEYS

### *What are VIL Keys Used for?*

Fuel for Non-GSA Vehicles, Equipment, and Vessels

- Vehicles - Trucks, Van, Golf Carts, ATV/Polaris
- Equipment treated like Vehicles - Fork Lifts
- Bulk Equipment - Small generator, pressure washer, fuel trailer, air compressor
- Vessels – Boats that do not have SEA CARD

### *Where can I find information about VIL Keys?*

VIL Key Management Instruction signed 21 October 2022 can be located at: [https://flankspeed.sharepoint-mil.us/:b:/s/NAVSEA\\_SURPNMA/nswc\\_pcd\\_directives/EZZ7HKEqWYVJhCtL4SqUleQBTv\\_VDIXRwdlyeeRsnGBAYA](https://flankspeed.sharepoint-mil.us/:b:/s/NAVSEA_SURPNMA/nswc_pcd_directives/EZZ7HKEqWYVJhCtL4SqUleQBTv_VDIXRwdlyeeRsnGBAYA)

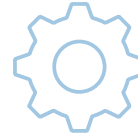
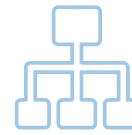
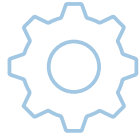
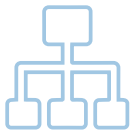
### *How do I get one?*

Contact FIAR at [usn.panamacity.navsurfwarcentpncfl.mbx.nswcpcdcode-01forms@us.navy.mil](mailto:usn.panamacity.navsurfwarcentpncfl.mbx.nswcpcdcode-01forms@us.navy.mil)

### *What must I do to maintain my VIL Key?*

- Provide a valid NWA for fuel charges
- Turn in Fuel Log quarterly as requested by FIAR (NSWCPCD 7210/1 VIL KEY FUEL LOG)
- Renew VIL Key yearly - VIL Key auto shut off last day of each fiscal year





## STEM OUTREACH



The Surfside Middle School FIRST Lego League (FLL) Competition Teams took part in a practice event at Freeport Middle School, Oct. 29. Jeremiah Mandello, NSWC PCD engineer, has been helping these teams as a mentor.



Paige George, NSWC PCD STEM Outreach teaches students at Patronis Elementary about water displacement, Nov. 10.



Dr. Damion Dunlap, STEM Outreach coordinator and engineer at NSWC PCD, supported the Military Showcase event at Rutherford High School, Nov. 10.

**courtesy Photos**

## Quarterly Awards

U.S. Navy photos by Eddie Green

### TEAM OF THE QUARTER

#### ACQUISITION MANAGEMENT DEPLOYMENT AND LOAD TEAM



From left to right:  
Janet Stone,  
Samantha Vitale,  
Jessica Johnson,  
Tim Reed,  
Frances Negron,  
Kathleen Stewart,  
Adrienne Brooks

Not pictured:  
Nicholas Alexander,  
Alan Bounds



CIVILIAN OF  
THE QUARTER

*Eric Queen*



NEW EMPLOYEE  
OF THE QUARTER

*Erick Garcia-Alvarez*

*Pictured is Hal Rhea accepting on behalf of Erick.*



SPEARHEAD AWARD  
OF THE QUARTER

*David Walls*

# EMPLOYEE SPOTLIGHT

## CODE 02

**Tim Reed**

*Policy Analyst*

**Code 021**

*Acquisition Policy & Oversight Division*

**Code 0212**

*Policy & Self-Assessment*



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

I support the contracts department by serving as the administrator for our Knowledge Management System (KMS) site pages and assist with the sustainment of our standard operating procedures, forms, templates, guidance and training documents that reside within the site. To aide this sustainment, I monitor Federal, DoD and Navy policy changes and incorporate those into our policies, procedures and operational documents when required. I support recurring NSWC PCD, DoD and NAVSEA data calls. Additionally, I serve as an administrator for e-Business systems, such as Standard Procurement System, SeaPort, Procurement Integrated Enterprise Environment and our Acquisition Management System. I also serve as the Accessible Unit Manager for Contract Policy/e-Business Operations under the Manager's Internal Control Program. These efforts contribute to the mission and warfighter readiness by providing contract's internal and external customers with the resources they need to execute tasks in the most efficient and effective manner possible.

### **What does your Branch do?**

Code 0212 Policy & Self-Assessment provides sustainment support for our procurement operating procedures, forms, guidance and templates. We coordinate and support internal contract file reviews to ensure NSWC PCD is adhering to the statutes, regulations and policies governing NAVSEA procurements. We also support external Contract reviews and inspections. In support of continuous improvement efforts, we perform trend analysis on file reviews and inspection results and utilize that to identify procedural changes and training needs for our department.

### **How long have you worked at NSWC PCD?**

I have been working at the NSWC PCD Contract Department for 13 years.

### **What does your Division do?**

The Code 021 Acquisition Policy & Oversight Division monitors regulatory compliance for contract execution, Government Purchase Card (GPC) actions, and the NSWC PCD Contracting Officer's Representatives (COR) assigned to Large Contracts. The Code 021 Acquisition Policy & Oversight Division includes our Agency Program Coordinators, who provide oversight for the GPC program, Policy & Self-Assessment, who provide NSWC PCD Contracts oversight, and the COR Certification Manager, who provides training, policy and procedures for the NSWC PCD CORs.

### **What does your Division do in support of NSWC PCD & the Navy?**

The contract department works to deliver high-quality products and services at a fair and reasonable cost in a timely manner to support warfighter readiness. Policy & Self-Assessment works with the Contracts Department Leadership team to ensure we accomplish our mission while adhering to the statutes, regulations and policies governing NAVSEA procurements.

### **Why did you decide to work at NSWC PCD?**

NSWC PCD has a reputation throughout our community for being the employer of choice. I was drawn to NSWC PCD for the economic stability, competitive pay and benefits. It is a privilege to work at NSWC PCD, and I am thankful to be working with a great team of professionals throughout NSWC PCD and the rewarding experience of supporting the mission and warfighter readiness.





## AWARD WINNERS

**Katherine Mapp**

Office of Secretary of Defense  
Patriotic Employer Award

**Andre Wright**

Black Engineer of the Year Awards  
Science Spectrum Trailblazer

## UPCOMING AWARDS

1/01 Presidential Awards for Excellence in  
Science, Mathematics, and Engineering  
Mentoring (PAESMEM)

1/13 NSWC PCD Annual CO/TD Awards  
  
Federal Library and Information  
Network Awards

Samuel J. Heyman Service to  
America Awards

2/28 Excellence in Partnership Awards

Quarterly- Nov/Feb/ May/Aug Department of Defense Science,  
Technology, Engineering, and  
Mathematics Education and  
Outreach Advocate of the Quarter

Continuous DoN Agility Awards (Formerly  
SECNAV Innovation Awards)

Dates provided are due dates for completed package(s) to be received.

Contact *Cierra Burch* at [W\\_PNMA\\_NSWCPCD\\_PAO@navy.mil](mailto:W_PNMA_NSWCPCD_PAO@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.*



**Nominations are open!**

Anyone can nominate anyone.

Nominations due through chain of command:  
*January 13, 2023*

*How to Nominate:*

1. Complete the nomination form found on the Awards Wiki site
2. Route through nominee's chain of command through the department head
3. Be on time! Nominations must be at the department head level by the deadline Jan. 13, 2023

Nomination Form and Guidance can be found at:  
<https://wiki.navsea.navy.mil/display/PCD103/Awards>

# NSWC PCD PERSONNEL SECURITY (PERSEC) BULLETIN

November - December 2022

## ADJUDICATIVE GUIDELINES

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.

## GUIDELINE L – OUTSIDE ACTIVITIES

**Concern:** Involvement in certain types of outside employment or activities is of security concern if it poses a conflict of interest with an individual's security responsibilities and could create an increased risk of unauthorized disclosure of classified or sensitive information.

### Examples of Conditions to be Evaluated

Any employment, service or activities, whether compensated or volunteer, with;

- The government of a foreign country
- Any foreign national, organization, or other entity
- 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
- Failure to report or fully disclose an outside activity, as required

**For more information, email**  
[nswcpc\\_security@navy.mil](mailto:nswcpc_security@navy.mil)



## NSWC PCD DAWIA

Defense Acquisition  
Workforce Improvement Act

Mike Monroe,  
DAWIA Program Manager  
850-230-7913

**Monthly DAWIA Achievements:**  
Individuals who have completed their DAWIA  
Certification requirements in the last reporting period.

**Congrats to our employees for completing their DAWIA  
requirements this month:**

Daniel Bockstege  
Braylee Brown  
David Gervolino  
Timothy Grondin  
Donald Kelly  
David Kirkpatrick  
Maximillian Moore

Peter Oakes  
Joshua Ray  
Brandon Schmitz  
Robert Smith  
Rupan Talukder  
Rayfield Velazquez



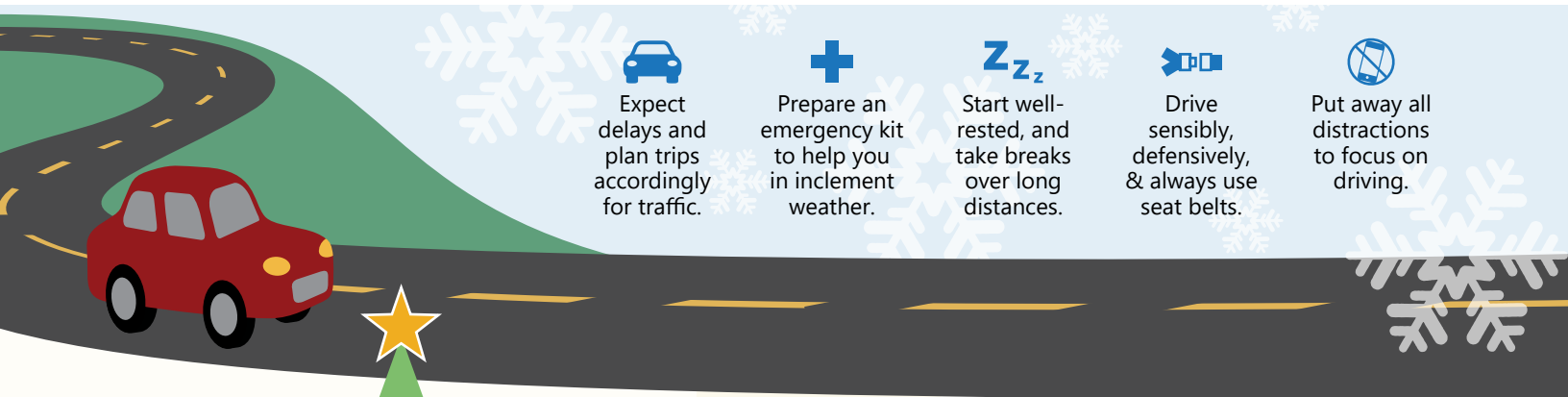
# SAFETY

Prepared by Patrick Beacom, SOH Specialist



## HOLIDAY HAZARDS

KEEP SAFETY IN MIND AS YOU ENJOY THIS HOLIDAY SEASON AND SPECIAL TIME OF YEAR.



Expect delays and plan trips accordingly for traffic.



Prepare an emergency kit to help you in inclement weather.



Start well-rested, and take breaks over long distances.



Drive sensibly, defensively, & always use seat belts.



Put away all distractions to focus on driving.

Ensure artificial trees are labeled "fire resistant."

Replace light sets that have broken.

Avoid placing fragile ornaments where small children & pets can reach.

Keep poisonous plants and candles away from children.

Clean the chimney and fireplace once a year.

Use flameless candles, especially near flammable items.

Use a screen on the fireplace at all times.

Place tree at least 3 ft from heat sources & out of doorways.

Do not burn trees, wreathes or wrapping paper in fireplace.

The National Safety Council discourages the use of turkey fryers at home, due to hundreds of fires, burns or other injuries, and millions in property damage losses occurring in related incidents each year. The NSC urges those who prefer fried turkey to seek out professionals or consider using an oil-less turkey fryer. Follow all U.S. Fire Administration turkey fryer guidelines.

Do not drink & drive. Have a designated driver or other ride.





**NSWC Panama City Division**

110 Vernon Avenue, Panama City, Florida 32407, (850) 230-7400

*Distribution A - Approved for public release*