



# COASTAL COMPASS

*The force behind the fleet*

July/August 2024  
Vol. 12 Issue 4



**TEAM PCD EXEMPLIFIES EXPERT WORKFORCE  
QUALITIES WITH AWARD WINS**

# **DOMINATE** THE **LITTORALS**

**NAVAL SURFACE WARFARE CENTER PANAMA CITY DIVISION**



July/August 2024  
Vol. 12 Issue 4

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Front Cover: NSWC PCD individual and team award winners receive their respective trophies at the Washington Navy Yard in D.C., Aug. 14. NSWC PCD took home eight Naval Sea Systems Command Excellence Awards for their work supporting the fleet. (courtesy photo)

Back Cover: Summer storm clouds roll in over the Hathaway bridge which spans the St. Andrews Bay in Panama City, Fla. (U.S. Navy photo by Eddie Green)



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

## NSWC PCD Team,

It has been exciting to dive into our strategic plan throughout our 2024 *Coastal Compass* publications and really highlight how each of our priorities builds upon each other to help us *Dominate the Littorals*. The process behind the project was to not only explain why we do what we do to support the warfighter, but how we will accomplish that ongoing and evolving goal.

We have previously addressed two of our five priorities—Contribution to the Warfighter and Technical Excellence—and this edition will feature how those previous categories are affected by our third category: Expert Workforce and the guiding principle of Caring for our People.

Similarly to how our strategic plan was constructed, our workforce is specifically shaped to execute our assigned tasking and responsibilities. Each year, the command conducts a knowledge and skills assessment to inform our recruitment, our workforce development, and bolster the retention of our more than 1,600 civilian and military personnel.

Nearly 79 years ago, NSWC PCD (or more precisely, our ancestor command the U.S. Navy Mine Countermeasures Station) was created to conduct mine countermeasures research...and our mission set has only grown from there. The only way we've been able to successfully navigate organizational challenges and deliver relevant solutions to the fleet is by having a resilient and expert workforce.

## ***But what does that mean?***

To me, it means building a team to compete and win by assembling a world-class workforce with exceptional technical and business proficiency complemented by competent leadership. Creating an organization where all individuals are actively engaged, ready and available to carry out operations and work towards achieving our goals. Creating a culture where professionals with comprehensive and authoritative knowledge are empowered to look at something

# VIEW FROM THE BRIDGE

they've done a hundred or a thousand times before, but with a beginner's mind and curiosity. Providing a place where our team understands that their work is important for our Navy and our nation, where all know they have opportunities to contribute and advance, to develop in their careers, and are treated fairly and recognized appropriately for their efforts. These are big, aspirational goals and are a north star for assessing the "how"... what do we do today to get one step closer?

This can be accomplished by caring for our people. By embodying our core values and guiding principles, increasing our understanding of the nation's threats and our mission areas, and through hiring, retaining, training and aligning personnel to meet current challenges while taking measured risks in predicting who we need now to fulfill our future needs. There are also numerous programs in employment, education, training and support that you'll learn more about in this edition; they are available to help Team Panama City Division develop, connect and find the resources they need.

Throughout our command's history it has been the expert workforce that has helped NSWC PCD continue to be a principal contributor to our nation's maritime superiority in the littoral battlespace.

Thank you to all for your commitment to upholding our core values and guiding principles. Your willingness, contributions and proficiency, no matter where you serve within this organization, ensures our workforce has the needed tools, training, resources and facilities to strive for excellence in the work we pursue together. Let's continue to support our warfighters and *Deliver relevant solutions in the littorals from seabed to space: For Today, Tomorrow, and the Navy after Next.*

“ Throughout our command's history it has been the expert workforce that has helped NSWC PCD continue to be a principal contributor to our nation's maritime superiority in the littoral battlespace. ”

## IN THIS ISSUE

- 04 BALTOPS 2024
- 05 Proficiency Program
- 06 NAVSEA Awards
- 08 Award News
- 09 McTrusty Reaches Milestone
- 10 Commentary: Workforce Development
- 11 Mentorship Program
- 12 Caring for Our People
- 14 Strategic Plan: Expert Workforce
- 16 Leadership Graduation
- 18 NREIP & SEAP Internships
- 20 Historian's Corner
- 22 People
- 23 Division Spotlight
- 24 Comptroller
- 25 Safety
- 27 NSWC PCD Visits



# NSWC PCD'S TECHNICAL CAPABILITIES SUPPORT THE WARFIGHTER AT BALTOPS 2024

By Shauna Love-vonKnoblauch, NSW PCD Public Affairs

PANAMA CITY, Fla. — During Baltic Operations Exercise (BALTOPS 2024), Naval Surface Warfare Center Panama City Division (NSWC PCD) demonstrated ways in which the command develops, delivers, and sustains innovative capabilities for our nation's warfighters.

Conducted since 1971, BALTOPS is an annual maritime-focused military exercise in the Baltic Sea and its surrounding regions during the month of June. The exercise is noteworthy, due to its scale and complexity, involving more than 50 ships, 85 aircraft, and approximately 9,000 personnel from 20 NATO member nations. This year's exercise marks the largest assembly of amphibious and minehunting forces in the event's history.

Two of the technical capabilities NSWC PCD contributed to BALTOPS 2024 were the AN/ASQ-235 Airborne Mine Neutralization System (AMNS) and the Common Undersea Visualization and Exploitation Tool (CUVET).

The AMNS is a re-acquisition, identification, and neutralization system that is deployed from the MH-60S helicopter against bottom and moored mines. Jose Lebron and Derek Decker, AMNS In-Service Engineering Agent team, provided on-site support to

a detachment from a sea combat helicopter squadron, while they participated in mine clearance operations in support of BALTOPS 2024. Over the course of 10 days, Lebron and Decker supported the detachment by assisting in the configuration of the MH-60S for airborne mine countermeasures operations and subsequent troubleshooting.

"AMNS provided mine clearance support to Naval Striking and Support Forces NATO in the Baltic Region," said Lebron, AMNS Fleet Support and Training lead. "AMNS impacted BALTOPS and the Navy by demonstrating the airborne mine neutralization capability to U.S. combatant commanders and 20 NATO allies. This is important, because it contributes to the strengthening of combined response capabilities critical to preserving freedom of navigation and security."

On-site support is beneficial to the fleet should the need for troubleshooting arise. NSWC PCD's AMNS team ensured that the helicopter squadron had everything they needed to make this portion of the event a success.

CUVET is a containerized software application developed to enhance situational awareness for Subsea and Seabed Warfare (SSW) missions by aggregating tactical data from multiple unique sources in one common display and providing novel algorithms designed to help operators exploit the data as soon as it becomes available, accelerating the time required to make key strategic decisions.

NSWC PCD's Matthew Booth, project manager, and Shane Slusser, CUVET technical lead/senior software engineer, supported BALTOPS 2024 near the Baltic Sea.

"The NSWC PCD CUVET team was contacted by the Fleet Experimentation group from Navy Warfare Development Center to participate in BALTOPS 2024 as an opportunity to put CUVET in front of fleet users and collect their feedback on the usefulness and future improvements of the software," said Booth.

"During this time, the team worked alongside a U.S. Sixth Fleet

Mine Countermeasures (MCM) fleet and an explosive ordnance disposal mobile unit during daily operations to collect data and provide it for use within CUVET.

Currently, no other tool

provides the user with the capability to ingest, display, and exploit the unique data sources that CUVET supports in the SSW domain."

During BALTOPS 2024, a significant MCM operation was carried out, involving an MH-60S helicopter equipped with the AMNS system to combat moored mines. Additionally, the innovative CUVET capability granted fleet users enhanced situational awareness for better strategic decision-making.

NSWC PCD's technical capabilities not only underscore the command's vital role in supporting BALTOPS 2024, but also showcase its relevance in a range of other maritime security operations aimed at upholding the U.S. Navy's maritime superiority.



An MH-60S Seahawk helicopter configured with the Airborne Mine Neutralization System (AMNS) conducts a mine countermeasure exercise during the 2024 Baltic Operations Exercise. During the exercise, two Naval Surface Warfare Center Panama City Division technical capabilities were demonstrated: A significant mine countermeasure operation was carried out, involving an MH-60S helicopter equipped with the AMNS system to combat moored mines, and the innovative Common Undersea Visualization and Exploitation Tool capability granted fleet users enhanced situational awareness for better strategic decision-making. (U.S. Department of Defense photo)

## Strategic offsite aligns resources; develops future plans



Kimberly Ten Broeck, Naval Surface Warfare Center Panama City Division Business deputy technical director, briefs leaders and strategists at a strategic offsite meeting, Aug. 13. This event was a continuing effort to align resources, plan the future of the organization, and prepare leaders for the upcoming fiscal year. (U.S. Navy photo by Bob Lindee)

## COMPETENCY PROFICIENCY PROGRAM AVAILABLE TO ALL NSWC PCD SCIENTISTS AND ENGINEERS

By Army Maj. Allison Burns, NSWC PCD Public Affairs

Naval Surface Warfare Center Panama City Division (NSWC PCD) creates and equips its expert workforce by training and aligning their personnel to fulfill future workload needs. The Competency Proficiency Program (CPP), which is available to all command scientists and engineers, is one way the Navy lab achieves this goal. The program was designed to allow the workforce to demonstrate its experience in different competency areas. It has three levels that reflect the appropriate experience and knowledge the candidates possess with the lower level representing an entry level familiarity and the highest level being at the expert level skill. Additionally, the CPP is composed of proficiency standards for five NSWC PCD competency areas: project management, systems engineering, software engineering, life cycle logistics, and cybersecurity engineering.

NSWC PCD's expert workforce is the key enabler to serving the warfighter. The corporate knowledge that the workforce has across all departments allows us to provide new capability and sustain existing capability, so the mission can be successfully accomplished. All departments contribute to meeting the warfighter's expectations for receiving high quality products and services. The business departments ensure that funding is received and processed, contracts are awarded, and corporate operation functions are available to support the organization for success. The technical departments execute the scientist and engineering tasking to provide capabilities to the warfighter. Every employee at NSWC PCD is involved in warfighting success. Our expert workforce is critical to mission success.

"Expert workforce means that our workforce has the knowledge and experience to ensure we deliver quality products and services to our customers," said Ivan Pereira, NSWC PCD chief engineer. "The workforce needs to be provided the necessary training, tools, and experiential opportunities to build their 'toolkit.' It is the responsibility of the command to provide these opportunities to the workforce, but it is also the workforce's responsibility to identify these needs and ensure they are communicated through their chain of command, so the opportunities are made available. Additionally, an expert workforce ensures that knowledge transfer is occurring from the senior to junior personnel."

According to Pereira, the current experts need to train, guide, mentor, and nurture the next group of experts so the products and services we deliver continue to be delivered with high levels of technical rigor.

"It is important that communication up, down, and across the command, take place to ensure that best practices, lessons learned, mentoring, and knowledge transfer occur to maintain the high- level of quality products and services that we and our customers expect," said Pereira.



NSA  
PANAMA  
CITY  
INDEPENDENCE  
DAY  
CELEBRATION  
2024

U.S. Navy photo by  
Jeremy Roman

## PANAMA CITY WINS EIGHT NAVSEA EXCELLENCE AWARDS

By Cierra Burch, NSWC PCD Public Affairs

WASHINGTON – Eight of Naval Sea Systems Command (NAVSEA)'s Excellence Awards were awarded to personnel from Naval Surface Warfare Center Panama City Division (NSWC PCD) during a ceremony at the Washington Navy Yard, Aug. 14. The achievement demonstrates NSWC PCD's commitment to expanding the advantage, aligning to NAVSEA's campaign plan.

The NAVSEA Excellence Awards are an annual program recognizing individuals and teams who have made significant contributions to the NAVSEA enterprise--*the Force Behind the Fleet*.

As the largest of the Navy's six systems commands that also employs a force of more than 86-thousand civilian and military personnel, NAVSEA's overarching objective and vision is to expand the U.S. Navy's maritime advantage over the nation's adversaries through its people, products, and services.

"A NAVSEA Excellence Award like this is 'once-in-a-career' and an incredible honor, especially when you consider how many professional and dedicated personnel NAVSEA employs," said Dr. Robert Cole, NSWC PCD engineer and award recipient. "Here at NSWC PCD, I am proud to be part of an extremely talented team, working every day to bring engineering solutions to the new class of air cushion vehicles. Awards like these are not possible without such a team."

These prestigious awards highlight excellence in areas across a dynamic and diverse scope of 15 mission

categories to support the warfighter. "All awardees should be very proud of their accomplishments," said Jaimie Reese, Total Force and Corporate Operations deputy commander. "Their efforts in support of NAVSEA's operational readiness represent the best of our dedicated workforce."

NAVSEA selected 46 awards through 25 categories. For the first time, NSWC PCD took home the most wins at the Washington Navy Yard, acquiring 28% of the total awards.

"Though we are the smallest warfare center in personnel capacity, the work we do is impactful beyond measure," said Dr. Peter Adair, NSWC PCD technical director. "I am incredibly proud of the contributions our workforce makes to Get Real, Get Better. Our award recipients represent a small fraction of the support our command provides to not only the NAVSEA entity, but the fleet and United States, as a whole."

"I was taken back and surprised when I was notified our team was selected for this award considering the amount of competition within all of NAVSEA," said Tommy Bushman, NSWC PCD contracting officer and award recipient. "This award is a great achievement for me; however, this entire process was a team effort, and I am grateful to be a part of this team. Each member provided an exceptional role in the STRIDENT [Standoff Target Reacquire Identify Detection Expeditionary Navigation Tool] Acquisition Team making it successful."



### NAVSEA Excellence Awards



#### ONE NAVSEA TEAMWORK AWARD AUTONOMOUS DRY DOCK SURVEY TEAM

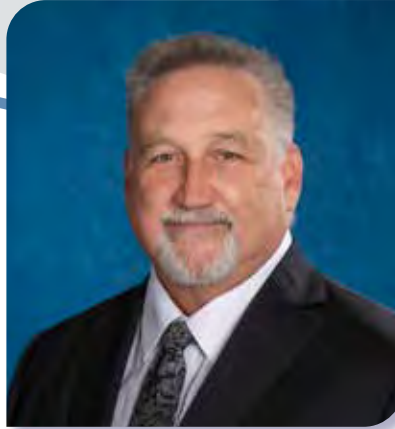
NSWC PCD team members from left to right:  
Jesse Ardonne, Gustavo Miranda-Lopez, Allison Price, Jason Price, Rommel Mandapat, Dr. Joshua Weaver, Paige George, Blake Ivy, and Brandon Sheffield.  
Not pictured: Brandon Davis, Kinsey Taylor, and Dr. Patrick Walters





EXCELLENCE IN OPERATIONS  
RESEARCH / SYSTEM ANALYSIS

DR. ROBERT COLE



EXCELLENCE IN SAFETY

PATRICK BEACOM



EXCELLENCE IN SCIENCE

DR. MATTHEW RYAN KINCER



EXCELLENCE IN FACILITIES ENGINEERING & MANAGEMENT

**FACILITIES ENGINEERING MANAGEMENT TEAM**

From left to right:

Christopher Owens, Gordon Griffith, Cyril Gazagnaire, Stephen Locke, Carmen Ferrer, William Logsdon, Staci Matthewson, Randall Lee, Jason Zimmermen, and Air Force 1st LT Ryan Ison.

Not Pictured: Adrienne Brooks, Frances Negron, Dannel Riveras, Patrick Beacom, Kelley Close, and Army Capt. Kyle Boesch



EXCELLENCE IN PUBLIC AFFAIRS

**PUBLIC AFFAIRS TEAM**

From left to right:

Cierra Burch, Army Maj. Allison Burns, Katherine Mapp, Shauna Love-vonKnoblauch, and Jeremy Roman.



EXCELLENCE IN SMALL BUSINESS

**STANDOFF TARGET REACQUIRE IDENTIFY DETECTION  
EXPEDITIONARY NAVIGATION TOOL ACQUISITION TEAM**

From left to right:

Christine Livingston, Maximillian Moore, and Tommy Bushman.

Not pictured: Tommy Chatman



EXCELLENCE IN TEST & EVALUATION

**WRAP TEST TEAM**

NSWC PCD team members from left to right:  
Mackenzie Blair and Andrew Harrington.

# AWARD NEWS



MICHAEL J. CARL FISCAL YEAR 2024  
CHEMICAL AND BIOLOGICAL DEFENSE  
MOST ACCOMPLISHED AND RESPONSIVE  
TO THE FLEET AWARD  
*TED COOPER*



OFFICE OF THE SECRETARY OF  
DEFENSE PATRIOT AWARD  
*NICOLE WATERS*

## Navy Civilian Service Meritorious Award

*JASON GOAD*



## Upcoming Awards

- 12 SEPTEMBER ARTHUR S. FLEMING AWARDS
- 13 SEPTEMBER INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS (IEEE) PROFESSIONALISM/TECHNICAL ACHIEVEMENT/LITERARY AWARDS
- 1 OCTOBER BLACK ENGINEER OF THE YEAR (BEYA) AWARDS  
MODERN-DAY TECHNOLOGY LEADERS
- 1 OCTOBER BEYA SCIENCE-SPECTRUM TRAILBLAZER
- 15 OCTOBER SOCIETY OF INDUSTRIAL AND APPLIED MATHEMATICS  
(RALPH E. KLEINMAN PRIZE)
- 25 OCTOBER BEYA STARS AND STRIPES AND FEDERAL  
AGENCY LEADERSHIP AWARD

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

\*Non-government agency award  
submissions now require approved  
public release documentation.

Contact Cierra Burch at [NSWCPCD\\_PAO@navy.mil](mailto:NSWCPCD_PAO@navy.mil)  
for nomination requirements, forms, and questions.



# NAVY LAB ENGINEER REACHES 50-YEAR LEGACY AND COUNTING

By Jeremy Roman, NSWC PCD Public Affairs

If an organization is only as good as its people, then the warfighters who are supported by the force behind the fleet at Naval Surface Warfare Center Panama City Division (NSWC PCD) are in good hands.

Tim McTrusty, NSWC PCD engineer, is as resilient as they come. He has served this country as a Navy SEAL, deployed to various locations around the world, earned an electrical engineering degree, has become a staple of technical expertise for the SEAL Delivery Vehicle (SDV) community and was recently recognized for 50 years of federal service.

"Tim is one of our most trusted engineers for user test, evaluation, and training, including work on the Diver Hull Imaging and Navigation System and Hydrographic Mapping Unit," said Dr. Peter Adair, NSWC PCD technical director. "He was also lead engineer for SDV docking systems enhancements, SDV precision navigation and SDV communications enhancements. Tim maintained his Navy dive qualifications and still pilots SDVs."

The Fond du Lac, Wisconsin native joined the Navy in 1969, and between active duty and reserve enlistments, honorably served for 34 years. He retired in 2010, as a special operations master chief and would leverage his experience then to the warfighter support he delivers now.

"[During my military career] I gathered significant experience in diving, sonar, underwater navigation, explosives, and other advanced military technology. My first-person experience provided the wisdom that can only be gained over time," said McTrusty. "[Coupling that with my] working as [both] an SDV operator and engineer, this provides me the ability to design and develop equipment that is robust and useful to the warfighter."

He arrived to Panama City driving a 1974 Volkswagen Super Beetle and during his time here, witnessed this Navy lab's transitions from (NCSL) to the Naval Coastal Systems Center (CSS) to NSWC PCD.

"I first came to NCSL Panama City in 1974 and became a MK9 SDV pilot that featured a Doppler Inertial Navigation System, a Sidescan sonar, and through-water communications. The Panama City engineers were Elzie Freeman, Lyles Adair, Chris Werle, Bill Mullens, Roger Johnson, Joe Horn, Aubrie Holston and several more," said McTrusty. "The equipment that was developed here in 1974 was just as capable as the 'new' systems that are now being reintroduced into the new MK11 SDV. From my early background in Panama City, I was able to steer the new developments into very capable equipment. Back then, I enjoyed the technical nature of driving the SDV and the engineers said I should get an engineering degree. So, I did."

Of his greatest accomplishments, besides earning his degree from the University of Florida, he is proud of becoming a Navy SEAL



Navy SEAL swimmer group at "Dog White" sector of Omaha Beach, August 2022. (top right) Tim McTrusty, Naval Surface Warfare Center Panama City Division engineer, was one of seven SEALs who completed the 3-mile, 65 degrees Fahrenheit swim to commemorate the Navy SEAL forefathers clearing of the beaches at Omaha Beach during the D-Day invasion on June 6, 1944. (courtesy photo)

(Basic Underwater Demolition SEAL School (BUDS) class 50 (East), and having the ability to support the SEAL community as a design engineer and SDV test pilot.

He also enjoys the camaraderie with his fellow SEALs. In August 2022, the World War II Museum and the Underwater Demolition Team/SEAL Museum put together a trip to Normandy themed, "Clearing the Way," where SEAL forefathers cleared the beaches at Omaha Beach during the June 6, 1944, D-Day invasion.

"We swam the three miles from the American Cemetery to 'Dog White' sector of Omaha Beach. The group of SEALs had veterans from the Bay of Pigs to Afghanistan and Iraq," McTrusty said. "One SEAL was missing two legs and still did the swim. Seven SEALs paired up and did the 3-mile swim in 65 degrees Fahrenheit water. It took me and my swim buddy about 1.5 hours to complete."

That same 1974 VW Super Beetle can still be seen driving on the installation as a fixture...just like its driver. McTrusty doesn't have plans to retire soon as long as he is healthy, brings function and value, and is having more fun than work. When asked what he would say now to his 1974 self, he said, "take care of that Beetle because you might be still driving it 50 years from now. Remember, the things you are doing now, will help you throughout the rest of your life."

With a workforce like this, the warfighter and the fleet are in good hands indeed.

## EXPERT WORKFORCE

To meet the pacing threats of the future, we must uphold our core values and guiding principles and increase our knowledge of current and future threats. We must hire, retain, and train a capable and effective workforce to meet current challenges and future threats.

## DEVELOPING PEOPLE LEADS TO WORKFORCE EXPERTISE

*Commentary by Roland Deale, NSW PCD Workforce Development branch head*

To meet the future workload and mission requirements of Naval Surface Warfare Center Panama City Division (NSWC PCD) the need to hire, train, and align personnel is vital to the health and future of NSWC PCD.

To meet the needs of the Navy, we must hire personnel with an eye on potential and return on investment. Then, we must provide opportunities for them to develop into an expert workforce. Training is the key to achieving that goal and we provide several different methods to develop and empower the NSWC PCD workforce.

In terms of resources, we have programs and processes that allow us to identify training that provides our command with the capability to produce the work needed for any future projects or requirements. For example, we provide tuition assistance for employees that wish to take college courses and we manage the ad-hoc training request program of the enterprise resource planning system for all manner of non-mandatory training to include technical courses, conferences, and certification programs. We also collaborate with

the NSWC PCD chief engineer, the competency leads in each division, and the strategic council to develop and implement the command's fiscal year training plan for courses we provide through PCD University at no cost to our employees.

While executing in the present, we also need to always look ahead with respect to systems, platforms, and mission requirements. By aligning our personnel to the correct areas of work based on their education, experience, and skill sets, we set them up for success and provide NSWC PCD with a cohesive empowered workforce that can deliver on budget and on time.

What "expert workforce" means to me is a workforce that is comprised of experienced, educated, motivated, and willing-to-go-the-extra-mile people, so that we may achieve the command's goals and mission. It is important that we're able to compete on the world stage with other countries and private firms to develop the tools and innovative solutions that give our warfighters the ability to defeat our enemies and maintain our country's competitive edge over our adversaries.

The result of having an expert

workforce is technical excellence. Our workforce, by design, is comprised of people who are technically excellent. By providing a collaborative work environment that encourages them to work together, network with other Naval Sea Systems Command Warfare Centers, attend classes and conferences to innovate and solve problems, we create an environment that supports the development and growth of our employees.

Delivering the required products requires all NSWC PCD divisions work together as one cohesive unit. Our workforce is built around the concept that we are the subject matter experts (SMEs) in the development of the platforms needed to enable the Navy to dominate the littoral battlespace. The work we do here is often inter-disciplinary in nature and requires input from multiple divisions and their SMEs. The tools that are developed here are an integral part of the Navy's capability to meet their mission requirements. This empowers our warfighters to meet whatever challenges they might face with the certainty that they are ready and able to complete their mission.

## OBJECTIVES

*Embody our core values and guiding principles*

*Increase our understanding of the nation's threats and our mission areas*

*Hire, train, and align personnel to fulfill our future workload needs*

# MENTORING PROGRAM ENHANCES EXPERT WORKFORCE

By Cierra Burch, NSWC PCD Public Affairs

Naval Surface Warfare Center Panama City Division (NSWC PCD) continues to develop its expert workforce through a newly developed mentoring program.

The program, available to all civilian and military personnel at NSWC PCD, offers mentorship opportunities where employees can learn from seasoned professionals, gain new skills, and build beneficial relationships that can contribute to their personal and professional growth. The numerous benefits that come from this program are not a one-way street, and impact both the mentee and the mentor.

“Mentorship not only helps build self-esteem, but it also allows mentors to gain experience in leadership and communication,” said David Neet, NSWC PCD Workforce Development Mentoring lead. “By helping others reach their goals, mentors can also build meaningful relationships with their mentees, and vice versa.”

In addition to both sides benefiting, the program fosters career development, productivity, and professional satisfaction; promotes relationship building, team building, goal setting and coaching; improves organizational success and morale; and builds a greater sense of community.

“Providing this program is an investment in the workforce,” said Ana Martinez-Alequin, NSWC PCD mentor. “With the number of new hires the command is hiring, it is key to set them up for success and assigning a mentor to them helps a lot. Having someone to support them and guide will give them confidence. Mentors also need the skills to be an effective mentor, and the mentoring program trains us to have that skillset.”

Each year, the command offers mentoring events which allow employees to attend on-site training sessions and other in-person and virtual events through the Waypoints website. Waypoints offers mentor and mentee training videos, job aids,



Naval Surface Warfare Center Panama City Division's Peer Partnering Network and New Employee Network collaborating with Human Resources to provide Speed Mentoring Event.

and also features a check-in tool.

Martinez-Alequin began as a mentee in this program, and through knowledge and experience gained, she is now a mentor to others.

“By knowing my responsibilities, expectations and techniques, this helps me to be a better mentor,” said Martinez-Alequin. “When I began working here, I was straight out of college and it helped having a mentor. Having someone to guide me as a new employee helped me grow and gave me ideas to do a better job, but also gave me the chance to think on my own and learn from my mistakes.”

NSWC PCD Workforce Development created a mentoring campaign with an impactful meaning: “Coach Me, Motivate Me, Support Me, and Guide me – and Watch What Happens.”



Daryl Updegrove, Mine Warfare and Unmanned Operations Department Deputy head, mentoring Michelle Henderson at Naval Warfare Center Panama City Division Speed Mentoring Event. (U.S. Navy photos by Eddie Green)



# TEAM PCD RECRUITS THE BEST AND BRIGHTEST TO SUPPORT THE FLEET

By Jeremy Roman, NSW PCD Public Affairs



With the vision in mind—delivering relevant solutions in the littorals (coastal regions) from the seabed to space: For Today, Tomorrow and the Navy After Next—Naval Surface Warfare Center Panama City Division (NSWC PCD) must hire, train and align personnel to fulfill its future workload needs. The NSW

PCD Recruiting and Student Program office plays a major role in that effort.

“An expert workforce means the best and brightest, most diverse workforce... a workforce that comes together with their unique ways of thinking to solve problems would be how I describe it,” said Pam Fuhrman, NSW PCD Recruiting and Student Programs and lead Human Resource advisor. “This is important because our end user, the sailors and marines, are a very diverse workforce. We are providing tools and solutions to help them do their job, and keeping

them as safe as we can, while they do their job of protecting our country.”

This endeavor takes more than one individual’s effort to build a team to compete and win.

“Much of our workforce works in teams, I believe this is one of the reasons we see positive affects regarding our mission. We have many team members that can work toward solutions, meaning we do not have a single point of failure,” said Fuhrman. “There are many moving pieces and parts to everything we do, and every division plays part in every solution. For example, we need the comptroller office to make sure there is funding, we need corporate operations branch to ensure we have a secure network, and people and equipment to do the work, our contracts department to make sure we have parts and gear we need, and the technical divisions to research, develop, test, train and provide the solutions. It is definitely a team effort.”

The Human Resources Division’s mission is executed through acquiring, developing, and retaining a highly qualified and diverse world-class force.

## CARING FOR THE EXPERT WORKFORCE : DON CEAP

By Jeremy Roman, NSW PCD Public Affairs

The Department of the Navy Civilian Employee Assistance Program (DON CEAP) is a professional, no-cost resource available to all employees, their spouses or partners, their dependent family members and any household member to help them resolve life challenges. This program supports the workforce and provides services to care for Naval Surface Warfare Center Panama City Division’s (NSWC PCD) employees.

“Expert workforce means that employees have the training, tools, and resources available to them and use them in support of the mission and the warfighter,” said Kat Helm,

NSWC PCD Human Resource command representative for the DON CEAP Program. “When employees are distracted by personal crisis, it may make it very hard for them to focus on the mission and the execution of their work. Having counseling, information, resources and consultative support readily available to employees 24 hours a day, seven days a week, and 365 days a year, is crucial to ensuring they have what they need to work through personal circumstances.”

The DON CEAP program is paid for on behalf of federal employees by the Department of the Navy and

is free to federal employees and members of their household. Through programs, resources and webinars, this workforce can connect and be better prepared to directly impact the timeliness and precision of the mission for Panama City Navy lab’s ability to support the fleet and the warfighter.

“Every division is unique and on some level is integrated with other departments to execute command mission,” said Helm. “We have a mission unlike any other Naval Sea Systems Command Warfare Center, which means that it is up to us to ensure we have an expert workforce.”

# ED&I PROGRAMS DRIVE EXPERT WORKFORCE CULTURE

By Jeremy Roman, NSWC PCD Public Affairs

Naval Surface Warfare Center Panama City Division's (NSWC PCD) mission is to conduct research, development, test and evaluation, and in-service support of various missions that occur primarily in coastal (littoral) regions to support the warfighter. As the force behind the fleet, this command's personnel are responsible to make that mission happen and NSWC PCD's Equal Employment Opportunity (EEO), Diversity and Inclusion (ED&I) office staff and resources strive to ensure they are better prepared to deliver that expertise.

"To ED&I, [having] an 'expert workforce' means [one that] consists of inclusive contributors who are knowledgeable and possess a variety of skills and abilities from diverse backgrounds to complete the mission of supporting the warfighter," said Mary Kim, ED&I acting deputy director. "It also encompasses managers who effectively demonstrate ED&I principles, communication, interpersonal skills to successfully manage diverse employees [and] are able to resolve conflicts and fair-decision implementations on all employment personnel actions [or] opportunities. Having an expert workforce is important to NSWC PCD and the warfighter because, without the workforce, the mission cannot be accomplished."

The ED&I mission is to foster a culture committed to EEO and maximize diversity, inclusion, and unity in the workplace to ensure next generation innovations and support for the modern day warfighter.

"[We] contribute to NSWC PCD's expert workforce by ensuring there are ED&I programs that our employees are trained and informed about," said Kim. "Our office also works toward attaining a model EEO Program for NSWC PCD by helping to remove employment barriers through barrier analysis, ensure fair employment opportunities by reviewing instructions, policies and processes, and establish a workplace that is free from discrimination."



ED&I oversees numerous programs that are aimed to either help employees get the resources they need, ensure fair treatment or connect with their fellow coworker in a healthy work environment.

"[We run] NSWC PCD's Affirmative Employment Program, the Complaints Program, the Disability Program and the Special Emphasis Programs," said Kim. "Based on the Department of the Navy's needs, having an expert workforce... allows [them] to problem solve, use critical thinking and innovation, adapt and be resilient. NSWC PCD's expert workforce can be its greatest tool, resource and asset and, without one, it can be vastly detrimental and a liability [to the fleet]."

Listen!

How may I  
Serve you Today?

CARING FOR

Serving Others ♥

Asking  
the hard  
Questions  
for my team.

Lead  
with  
curiosity

Treat others like you  
want to be treated.

ATTITUDE  
is everything

COM  
up

TAKE  
TO GET T  
YOUR

empower  
each other

EM  
(for

Show more empathy.

Respecting  
each other  
differences.

Support  
People's Growth

You asking  
to know them  
and genuinely  
caring about them.  
Not to know  
names!!

Start mtgs by  
✓ing on people

DON'T FORGET  
ABOUT THE  
LITTLE GUY

Serv

Take more time  
to listen.

Know your  
teammates

Listen-observe-ask-listen  
ARE YOU OK? RUK

Fostering a safe work  
environment & empowering  
diversity of thought

Have empathy for others

**CARING FOR OUR PEOPLE:**  
During NSWC PCD's INSPIRE 2.0 event in 2023, participants were invited to share how they would lead, what would they do and how they would practically apply these efforts to achieve this objectives for the fleet and the nation.



# OUR PEOPLE

*empathy + communication.*

look for opportunities  
to mentor others!

Empower team to speak their  
ideas and share thoughts.

**COMMUNICATION**

and down the chain of command

Be determined to  
learn about our teammates

TIME  
TO KNOW  
TEAM

**EMPATHY!**  
(my spelling)

Building  
Relationships

listen to empower  
employees.

Connect

active listening

get more  
engaged

People do  
what they are  
incentivized to do.  
What incentives do  
I create? positive +  
negative?

Listen

great  
leadership

Communicate  
- let them know  
you care!

Provide a  
positive environment

I will listen.

give everyone  
a voice

serve the people &  
create relationships  
built of trust!

NO DRAMA  
Solutions rule

Empathy!

Connect

Serve others +  
check in on  
outside of  
work date!

# INSPIRE

LEADERSHIP SUMMIT





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# LEADERSHIP DEVELOPMENT PROGRAM GRADUATES TOP NOTCH TALENT

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By Shauna Love-vonKnoblauch, NSWCD Public Affairs

Naval Surface Warfare Center Panama City Division (NSWC PCD) announced that three groups of highly-skilled individuals successfully completed its Leadership Development Program, keeping in-line with the division's strategic goal of cultivating an expert workforce.

The program, divided into Leadership Level 2 (LL2), Level 3 (LL3), and Level 4 (LL4), consists of a series of vendor-provided training events with a focus on developing and refining specific leadership competencies by increasing the attendee's knowledge, awareness, and effectiveness in their respective competency areas. These programs are comprised of 10 vendor-taught leadership courses occurring once or twice per month over the course of three quarters throughout the fiscal year. Fiscal year 2024 will be the last year the LL2 cohort is offered.

The NSWC PCD Workforce Development office established these

comprehensive leadership programs across the command to meet the organization's requirement to develop leaders who are systematically educated in the essential leadership competencies necessary for fulfilling the Warfare Center PCD mission. This initiative ensures ongoing development for employees, equipping them to take on more significant leadership roles.

Joshua Kim, computer scientist and LL2 graduate, applied to the program because he wanted to have a better understanding of being a leader in a more formal method rather than just figuring it out as he went along.

"My biggest takeaway was that it was refreshing to finally be able to have the basic information provid-

ed in a much more in-depth method and being able to spend time in the class to focus on understanding each concept and fundamental," said Kim. "I think the course has a lot to offer to anyone, regardless a leader or a humble employee, and I recommend applying for the 'Leadership Levels' if you have the opportunity. I definitely plan on attending the next level as soon as I can."

James Flanagan, NSWC PCD Quality Assurance specialist, applied for the LL3 cohort to expand his knowledge base about current leadership skills. He learned that when faced with challenges in the workplace, you don't have to battle it alone. There are several others who have gone down the same path and working together can provide a better solution.

"I have always enjoyed learning new information on any subject and the leadership role is ever-changing due to cultural diversity, international

commerce, environmental protection, and the political arena," said Flanagan. "Although, basic leadership traits, principles, and types have not changed much over the years, the methods of employing them for creating a productive workforce have evolved. Nobody is above improving their skills and abilities, no matter their role or position in life."

The command's leadership development programs encompass the advantages of having a workforce that is trained in current leadership principles, increased employee satisfaction, retention of top talent, development of an agile workforce that is readily able to adapt to a dynamic customer demand, and the building of a leadership pipeline and bench strength capability.

*"Although, basic leadership traits, principles, and types have not changed much over the years, the methods of employing them for creating a productive workforce have evolved."*

*- James Flanagan*



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# LEADERSHIP TRAINING PROGRAM GRADUATES



NSWC PCD Leadership Level 2 graduates pose with Capt. David Back, NSWC PCD commanding officer, after their graduation ceremony, July 12. (clockwise from back left) Justin Sarayba, Joshua Kim, Rebecca Santoro, Corissa Toombs, and Dean Golden. (clockwise from back right) Capt. Back, Miranda Bailey, Kylie Stairs, Jenica Lolley, and Nathan Repucci. (U.S. Navy photo by Anthony Powers)



NSWC PCD Leadership Level 3 graduates pose with Capt. David Back, NSWC PCD commanding officer, and Dr. Peter Adair, NSWC PCD technical director, after their graduation ceremony, August 9. (left side front row, left to right) Capt. Back, Debby Hill, Kimberly Potter, Britteny Searcy, Lisa Broadwater, Kristin Shaw, Heather Deich. (back row, left to right) Timothy Valentine, Vu Cao, Keely Westbrook, James Flanagan. (right side, front row, left to right) Paola Pagan, Janice Grant, Dr. Adair. (back row, left to right) Jeremy Roman, and Anthony Powers. (U.S. Navy photo by Eddie Green)



NSWC PCD Leadership Level 4 graduates pose with Capt. David Back, NSWC PCD commanding officer, and Dr. Peter Adair, NSWC PCD technical director, after their graduation ceremony, August 9. (left side front row, left to right) Capt. Back, Dedric Dennist, Christine Ingram, Monica McGrath, Pamela Smelcer, Katrina Helm. (back row, left to right) Jeremy vonKnoblauch, Robert Lindee, Michael Cylke. (right side front row, left to right) Everett Tyndall, Erin Cotton, Kelly Close, Shelby Scotese, and Dr. Adair. (back row) Michael Rosenthal. (U.S. Navy photo by Eddie Green)



## SUMMER 2024: PANAMA CITY DIVISION HOSTS NREIP AND SEAP INTERNS

By Shauna Love-vonKnoblauch, NSW PCD Public Affairs

This summer, Naval Surface Warfare Center Panama City Division (NSWC PCD) hosted over 30 students from two esteemed Department of the Navy (DoN) internship programs.

Through the Naval Research Enterprise Internship Program (NREIP), college and university students were placed in DoN laboratories for 10 weeks to engage in meaningful research projects. Additionally, high school students participated in the Science and Engineering Apprenticeship Program (SEAP) for a duration of eight weeks, gaining hands-on experience in real-world Naval research.

Several of the NREIP interns reflected on the valuable experiences they gained this summer during their internship.

Ronen Lim, computer science major at Auburn University, worked on training large language models (LLM) capable of detecting phishing emails.

"Throughout my time here I was able to gain valuable experience with both my project and work, and I am extremely grateful for the opportunities this internship provided," said Lim. "Training LLMs and understanding essential components of AI are essential tools that will benefit my future career in the computer science industry."

Steven-Thomas Dvorak, Florida State University electrical engineering major said he was excited to intern.

"I was extremely excited to receive the NREIP internship because I wanted to see what it was like working for the government, as well as gain experience in the field my degree serves. I have created numerous connections and contacts that I would not have been able to generate otherwise," said Dvorak. "Also, I have gained a lot of hands on experience working in the field designing, prototyping, and maintaining

systems in place to help protect and serve the sailor. I believe that this internship has benefited me substantially by granting me a point of view that I would not have had prior to working here, specifically the interworking of the government and how to work on a bigger team. One day I hope to return here and work full time doing more of what I love."

Colin Campbell, computer science major at North Dakota State University, said his internship with NREIP has been extraordinary. "I had the opportunity to continue an area of research I had initiated at my university, North Dakota State University," said Campbell. "Working with mentors and other employees permitted me access to information

that changed my mind regarding my current major, computer science with an influence of cybersecurity. However, I learned I would like to have an influence of machine learning instead. I decided to change because I loved learning about machine learning from my mentors and NSWC PCD employees during my

internship. In addition, creating generative Artificial Intelligence models that could be used in the military has been an enjoyable experience and I would love to pursue this in my career."

Aubrey Heiss, Florida State University applied mathematics major, focused her internship on machine learning on synthetic aperture sonar data.

"Overall, I had a great experience as an intern at PCD!" said Heiss. "I went to work alongside some highly intelligent scientists and learned from them, while also getting a taste of what working for the Department of Defense (DOD) is like. I was exposed to much of the unnoticed work the Navy does to keep America safe, which made me appreciate the DOD at a deeper level. It was a meaningful experience, and I'm glad I was able to contribute to the safety of America, even just as an intern for 10 weeks."

NREIP and SEAP provide academically gifted students who are interested in science, technology, engineering and math (STEM) careers with the chance to explore Naval research and technology, all while benefiting from the exceptional guidance of leading scientists and engineers. These internships aim to inspire students to consider pursuing science and engineering careers within the Department of the Navy.

**The NREIP and SEAP applications for the 2025 summer term open August 1, accessible on the Naval STEM Intern sites**

<https://www.navalsteminterns.us/nreip/>  
<https://www.navalsteminterns.us/seap/>



SEAP Interns from left to right: Front Row: Jezreel (Gabby) Hinson, Ella Raybosh, Kayli Zimmerman, Katrina Le, Zayna September, Nathan Decker. Second Row: Joseph Florian, Cesar Narvaez-Suarez, Logan Milazzo, Aaron Presley, Ahnaf Raihan, Christopher (Cricket) Lebdaoui. Third Row: Adam Crow, Varun Gopal.

Not Pictured: Rishab Subramanya. (U.S. Navy photo by Eddie Green)



NREIP Interns from left to right: front row: Jackson Orth, Kimberly Collins, Clark Kremer, Amelia McCormack, Aubrey Heiss, Allie Walters, Maria Ziu, Isabela Kennedy, Harish Sridharan, Aiden Glasgow, Brayden Meyers, Kace Davis, Matt McMurtry, Daniel Horvath, Jacob Dorr. Middle row: Maria Florian and Chloe Tutunick. back row: Erik Connerty, Colin Campbell, Ronen Lim, Thomas Cardenas, Trevor Yates, Jacob Copham, Alex Prater, James Cross, Colin McEliece, Vincent Nguyen, Richard Simpson. Not pictured: Steven-Thomas Dvorak, Alfonso Galvan-Trejo, Joshua Currans Navy Experimental Diving Unit (NEDU) and Gavin Stevens, NEDU. (U.S. Navy photo by Anthony Powers)

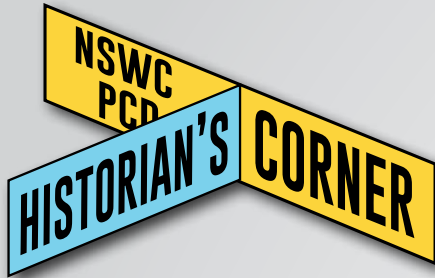


NSWC PCDs NREIP interns observe the pool at the Naval Diving and Salvage Training Center during their base tour, May 21. (U.S. Navy photo by Army Maj. Allison Burns)

Rishab Subramanya, NSWC PCD Science and Engineering Apprenticeship Program (SEAP) intern, demonstrates his project during their SEAP presentations and graduation ceremony, July 30. (U.S. Navy photo by Anthony Powers)







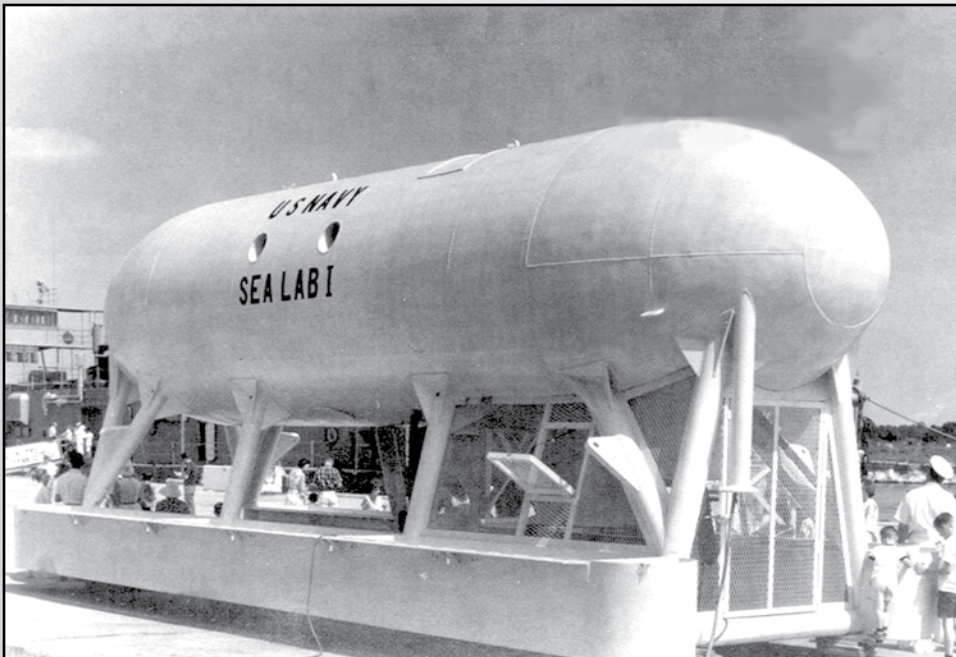
# COASTAL COMPASS

## EXPERT WORKFORCE EDITION

Send comments to NSWCD PCD Command Historian Shauna Love-vonKnoblauch at [shauna.r.love-vonknoblauch.civ@us.navy.mil](mailto:shauna.r.love-vonknoblauch.civ@us.navy.mil)

## SEALAB CELEBRATES 60TH ANNIVERSARY

*SEALAB I marked the first underwater “Man-in-the-Sea” experiment.*



The completed experimental underwater capsule SeaLab I on display for the 1966 Armed Forces Day at Naval Surface Warfare Center Panama City Division.

July 2024 marked the 60th Anniversary of SEALAB, a series of experiments aimed at understanding how humans can adapt to deep sea environments and prove the viability of saturation diving.

In the early 1960's, the Navy identified a need for “Man-in-the-Sea” capabilities that resulted in the development of the SEALAB Project with SEALAB I installed on the ocean floor in 1964 followed by two more projects, SEALAB II in 1965, and SEALAB III in 1969.

The Navy and Department of Defense were primarily interested in using Man-in-the-Sea for rescue and salvage operations, the maintenance of bottom-mounted equipment, and the utilization of the continental shelf for military operations related to mine defense and amphibious assaults. The program also aimed to bring significant secondary benefits to the nation. The technology developed through Man-in-the-Sea was expected to accelerate the exploration of the world's continental shelf for food, minerals, and recreational purposes. It was believed that the economic and scientific opportunities presented by the sea could be as substantial, if not greater, than those available on land.

The Navy's first underwater experiment was SEALAB I, conducted from July 20 - 31, 1964. The site selected was 26 miles off Bermuda in water 193 feet deep.

### FIRST EXPERIMENT

July 20 - 31, 1964

### LOCATION

26 miles off the coast of Bermuda

### DEPTH

193 feet

### MANNING

Five aquanauts

### DIMENSIONS

40' total length, 30' of living space  
10' diameter

### RESOURCES

NSWC PCD historical archives

The Underseer, June 5, 1964

History of OPF – Naval History and Heritage Command





On July 20, four aquanauts entered the Submersible Decompression Chamber and began their decent to the ocean floor. At 5:30 p.m., they entered the habitat, formally beginning the SEALAB I experiment.

Putting man into the sea has its complications. Instead of small lab facilities during land-based testing, an underwater experiment requires additional support including divers, a shore base, surface craft, seafloor habitat, diving equipment, etc.

SEALAB I underwent initial testing at the U.S. Navy Mine Defense Laboratory (MDL), now known as Naval Surface Warfare Center Panama City Division in Panama City, Fla. Prior to deploying the underwater habitat to the Bermuda location, exercises were conducted lowering and testing all umbilicals and systems before the aquanauts would occupy the seafloor habitat.

The undersea laboratory habitat underwent operational tests and all systems were checked in about 65 feet of water offshore Panama City, near research platform Stage II and kept there for a time while engineers and scientists checked various apparatus and systems. It was a delicate, touch and go situation which required much diligence, skill, patience, and a myriad of details by MDL personnel, Office of Naval Research and Naval Medical Research Laboratory personnel, as well as the crew of the YFNB-12, a converted non-propelled freight barge that provided surface support.

SEALAB I was a major success. Never before had men worked and lived in the sea at so great a depth for so long. Although cut short by an impending hurricane, the experiment amassed a large amount of physiological data from both instruments and personal experience. The knowledge gained from the SEALAB expeditions helped advance the science of deep sea diving and rescue, and contributed to the understanding of the psychological and physiological strains humans can endure.



(left) Bill Culpepper, design engineer and Tom Odum, project lead, inspect the interior of SEALAB I during the fabrication phase.



The number of Navy men who would live in SEALAB I during its stay in the sea off of Bermuda in July 1964 was increased to five with the addition of astronaut Lt. Commander M. Scott Carpenter, who would join the crew. He was a visitor to the Lab on and off since he was assigned as a member of the SEALAB crew. (left to right), Lester Anderson, Gunners Mate First Class of Weldon, Ill.; Lt. Robert Thompson of Los Angeles; Astronaut Carpenter; Robert Barth, Chief Quartermaster of Key West, Fla.; and Sanders Manning, Chief Hospital Corpsman of Atlanta, Ga.



These photos, taken by the Navy Mobile Photo Unit from Norfolk, Va., depict the precarious work necessary to prepare the SEALAB I experimental, underwater habitat for its big test in Bermuda in July 1964. (left) Gunners Mate First Class Lester Anderson, one of the Navy men who would live in the SEALAB I during the Bermuda test, makes external checks while SEALAB I was resting on the bottom of the Gulf of Mexico in Panama City, Fla. (center) One of the Navy divers from the YFNB-12 vessel guides ballast weights into the bins of SEALAB I, which was one of the real precarious missions performed undersea. (right) Navy divers check the secure lines and other apparatus as the YFNB-12 prepares to lower SEALAB I to the seabed. SEALAB I, designed and built here at MDL, would depart for Bermuda aboard the YFNB-12 in early June 1964.

# CIVILIAN LENGTH OF SERVICE

Name	Years	Name	Years
JIAYI AN	5	EDWARD GREGG	15
BRANDON BARNER	5	JAVIER HANDAL	15
CHARLES BROOKS, JR	5	JOHN HOWELL	15
PETER CARON	5	ALESIA MCNUTT	15
MICHAEL DENNY	5	JAMES PERKINS	15
JAROM JACKSON	5	DAVID VANN	15
MELANIE KRONSPERGER	5	DIANA ABEE	15
RONALD MORTON	5	ANDREW BOUCHARD	15
GREGORY NEWMAN	5	DANIEL CASSIDY	15
DAVID OSAFO	5	KELLEY CLOSE	15
NICOLE PAGAN-MONTANEZ	5	CARRIE DELCOMYN	15
JOSE SANTIAGO	5	AISHA HOUSER	15
SAMANTHA SNELLEN	5	BRYAN JOHN	15
JOSEPH SPEED	5	SVIATLANA JOHN	15
ERIC WALKER, JR	5	JONATHAN KING	15
DANIEL WHITE	5	TYE LANGSTON	15
GEORGE ALBRECHT	5	DAVID MALPHURS	15
VU CAO	5	ANA MARTINEZ-ALEQUIN	15
SCOTT CROW	5	NATHAN MAUNTLER	15
JODY FORCHA	5	JOHN MCDOWELL	15
CONNOR HODGES	5	DARRYL OGDEN	15
ISMAEL MENDOZA-PEREZ	5	KRISTINE OLIVE	15
JASON REYES	5	WILLIAM PORTER	15
STEVEN ROBERTS	5	KIMBERLY POTTER	15
BORIS YEKATERINOSLAVSKIY	5	JASON PRICE	15
AUSTIN GRAHAM	10	STEVE RODGERS	15
DOUGLAS GUARDINO	10	JAMES SCROGGS	15
ANDREW HEAD	10	JASON TEN BROECK	15
MICHAEL KOLBE	10	ROBERT COLE	20
DONALD MOSES	10	WILLIAM PORTER	20
RONALD NEWSOME	10	CHARIZ SANDERS	20
WILLIAM TIMBS	10	DANIEL JORDY	20
KENNETH VANDERPIPE, JR	10	STEVEN CAROW	25
GARY WIEDEMANN	10	GREGORY MARCOUX	25
JAMES BURKS	10	DAVID WALLS	25
JOSEPH LOWNIE, JR	10	HAI TRAN	25
GREG BOONE	15	JOHN CHRISTMAS, JR	35
DAVID EMERY	15	WILLIAM LOGAN	35
DANIEL FLISEK	15	CHRISTOPHER DOYLE	40
LISA FRYE	15	LINDA WAZLAVEK	40
STEPHANIE GIBSON	15	MARK DRYSLEWSKI	40

## WELCOME ABOARD!

### CODE 00

JONATHAN CARROLL 00L

### CODE 01

GRETCHEN OCAMPO 0112

### S DEPARTMENT

SUZANNE DIXON S12  
CHRISTOPHER FISHER S32  
GARRETT FLITTON S21  
TWIN GLAS S14  
ZACH GRINDLE S12  
ELIOT HAMILTON S32  
CHAD KILLION S12  
BRANDON KRUIZENGA S32  
ADRIANA MCKINNEY S31  
MICHAEL McLAMB S32  
LAURA POWELL S45  
NOAH SCHULZ S31  
ALEXANDRIA SHELTON S43  
JOHN ZELINA S22

### E DEPARTMENT

PREASTON CUNNINGHAM E61  
SARAH HOLLAND E31  
DAVID HRASKA E33  
MICHALA LEE E43  
BRAYDEN PITTS E34  
JUSTIN RIETBERG E42  
MARK SKRABANEK E23  
PEYTON SPELLINGS E35  
SEBASTIAN VAZQUEZ-LIZARRA E61  
CHRISTOPHER WILLIAMS E25

### A DEPARTMENT

RYAN CLEPPER A24  
GRAEME DICKERSON-SOUTHWORTH A45  
RYAN DIXON A33  
SEAN ELLIOT A41  
IVANNA MALDONADO CABALLERO A31  
ERIK MULLER A41  
WILLIAM NOBLES A31  
CHAS TAYLOR A42  
PETER THOMAS A40  
CALEB WARD A24



NSWC PCD  
DAWIA

Defense Acquisition Workforce Improvement Act

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

PETER AMADOR  
MICHAEL CLARK  
TIMOTHY CRACCHIOLO  
ALEXANDRA CRISOSTOMO  
STEPHEN FAIRBANKS  
GREGORY FOSSUM  
NATHAN FOSTER  
THOMAS HARRIS

TYRESE HARRIS  
MARGARITE LABORDE  
ETHAN MARSHALL  
MEREDITH MATTHEWS  
MARIA MCELIECE  
TANNER REYNOLDS  
MARCUS STALLWORTH  
ZACHARY TROTMAN

# DIVISION SPOTLIGHT



Tristan Dickinson

Financial Systems Support Analyst  
Deputy Comptroller Support Code  
01B1

*How long have you have you worked at NSWC PCD and why did you decide to work here?*

I have worked at NSWC PCD since June of 2023, and I decided to work at NSWC PCD for the unique opportunity to develop my technical and data analysis skillset right here at home, while simultaneously supporting the greatest Navy in world history.

*What are you responsible for in your role? How do you contribute to support NAVSEA, fleet and warfighter?*

My mission is to provide systems related support to the NSWC PCD Comptroller Department and broader command personnel, as well as identify, develop, and implement system enhancements. This is achieved through a broad range of channels such as Tableau Data Visualizations, Enterprise Data Warehouse Tool development, Navy Enterprise Resource Planning User Role Management, Robotic Process Automation development, the Funding Allocated to Locally Controlled Networks database governance, general information technology support, and various other digital solutions. In return, the impact results in improvements to workflow, process efficiencies, convenient access to financial data, and reduced manual effort.

*What does your branch do?*

The mission of comptroller systems is to identify, manage, and implement system enhancements, which in turn create efficiencies within the comptroller department.

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

The deputy comptroller support staff's mission is to provide outstanding support to the comptroller department and broader NSWC PCD command by leveraging the training and expertise of our financial improvement and audit remediation, comptroller systems, and front office support staff.

**FLAGPOLE  
FRIDAY**

**AUGUST  
9  
2024**





## INFORMATION FOR FISCAL YEAR 2024 YEAR-END CLOSING AND FY 2025 START-UP

Fiscal Year (FY) 2024 year-end closing and FY25 start-up procedures and schedules are needed to support a smooth transition of financial operations. Support in the execution of these procedures and adherence to the schedule is vital to meet Naval Surface Warfare Center Panama City Division's (NSWC PCD) financial management goals for FY24 and to ensure a successful start in FY25.

### *Important Dates*

<b>FRIDAY, SEPTEMBER 6</b>	Undistributed Labor, CJ45, and overhead errors with work dates prior to Sunday, August 25 must be corrected.
<b>MONDAY, SEPTEMBER 9</b>	Begins daily approval of undistributed labor and labor cost transfer timecard corrections.
<b>MONDAY, SEPTEMBER 16</b>	Begins mandatory daily entry and approval of time to allow daily posting of labor charges to projects and timely correction of undistributed labor. Time must be entered and approved daily by 5 p.m.
<b>MONDAY, SEPTEMBER 30</b>	Last day of FY24. Time must be approved by noon. FY24 Defense Travel System travel documents must be entered and approved for funds to obligate (authorizations) and expense (vouchers) in FY24. All outstanding undistributed labor with work dates prior to Sept. 30 must be corrected within the employees' Enterprise Resource Planning timecard.
<b>TUESDAY, OCTOBER 1</b>	Undistributed labor with work dates prior to October 1 must be corrected within the employees' ERP timecard by 10 a.m.

*A detailed schedule will be sent out as well.*

*Questions or comments regarding year-end procedures may be directed to:*

**Amanda Davis**  
Budget Division head

**Gregg Fulks**  
Accounting Division head

**Ken Bennett**  
Employee Services Division head

# fire safety

## TAKE TIME TO LEARN EMERGENCY EXIT ROUTES AT WORK

# SAFETY

With buildings being repurposed and workspace at a premium, it's common for emergency exit routes to be overlooked. The unfortunate reality is that waiting until a real-world scenario to assess and test your facility's emergency exit routes could be a fatal mistake. Personnel should be trained on the NSW PCD Emergency Action Plan upon appointment to a workplace, as well as when it's revised or an employee's responsibilities change under the plan. It is important to know your evacuation route and ensure there are not any facility changes that would limit or affect your ability to evacuate.

### ***What is an exit route?***

An exit route is a continuous and unobstructed path to the exit from any point within a workplace to a safe location.

### **An exit route consists of three parts:**

- Exit access – portion of an exit route that leads to an exit.
- Exit – portion of an exit route generally separated from other areas to provide a protected way of travel to the exit discharge.
- Exit discharge – part of the exit route that leads directly outside or to a street, walkway, refuge area, public way or open space. Exit discharges must lead directly outside or to a street, walkway, refuge area, public way, or open space. These areas must be large enough to accommodate building occupants likely to use the exit route.

Exit-route doors must be unlocked from the inside. They must be free of devices or alarms that could restrict exit-route use if the device or alarm fails.

Ensure that exit routes are unobstructed by materials, equipment, locked doors, or dead-end corridors.

Provide lighting for exit routes that is adequate for employees with normal vision.

Keep exit-route doors free of decorations or signs that obscure visibility.

Post signs along an exit access indicating directions to the nearest exit and exit discharge if that's not immediately apparent. Also, the line-of-sight to an exit sign must be clearly visible at all times.

Mark doors or passages along an exit access that could be mistaken for an exit. The sign should include "not an exit" or identify its use, such as "closet."


Maintain exit routes during construction, repairs, or alterations.

Take the time to walk your emergency exit routes and ensure they meet Occupational Safety and Health Administration requirements. More importantly, it will ensure everyone a safe evacuation if that time comes.






Prepared by:  
Patrick Beacom,  
NSWC PCD Safety  
Specialist

# 101 CRITICAL DAYS OF SUMMER

Hurricane Preparedness

weather.gov/hurricane 

## Get Moving When a Storm Threatens

-  Protect your home: cover windows, secure doors & loose items
-  Determine sheltering options and consider your pets
-  Ready your go-bag, meds & supplies, charge phone, fill up/charge vehicle
-  Help your neighbors, especially the elderly & other vulnerable people
-  Follow evacuation orders if given



**Women's Equality Day**  
AUG 26  
\*\*\* ONE PIECE AT A TIME \*\*\*

**GO DIRECTLY TO VOTE**

**Zitkóla-Sá**

**Adelina Otero-Warren**

**Tye Leung Schulze**

**EXPLORE THE PATH TO WOMEN'S EQUAL RIGHTS**

NSWC Panama City  
Hispanic Special Emphasis Program

**Hispanic HERITAGE MONTH**

**Dominos Afternoon**  
POC: Mary Ann Rodriguez Quezada  
Email: maryann.rodriguezquezada.civ@us.navy.mil  
Phone: (850) 230-7507

**Zumba!**  
To sign up for Zumba:  
<https://forms.oslapps.mil/r/cdP7rQ99y?origin=prLink>  
(Closed shoes are highly recommended)

**Pickleball Tournament**  
Bring your own equipment!  
(1 court will be opened for people who do not participate in the tournament)  
POC: Miguel Rivera Nieves  
Email: miguel.a.riveranieves.civ@us.navy.mil  
Phone: (850) 867-7881  
To sign up for Pickleball:  
<https://forms.oslapps.mil/r/wqTUH0yA?origin=prLink>

**NAVSEA**  
WAREHOUSE CENTERS  
Panama City

**EEO**  
D&I



Welcome to  
NSWC

# PANAMA CITY

**DIVISION**



**June 25** - 2024 Naval Research Enterprise Internship Program (NREIP) and Science, Mathematics, and Research for Transformation Interns, several NSWC PCD new hires and contractors



**June 27** - Naval Sea Systems Command supervisors during their Propel Launch course



**July 9** - 2024 Naval Research Enterprise Internship Program (college) and Science and Engineering Apprenticeship Program (high school) summer interns



**July 11** - Optimist Club of Panama City Beach



**July 17** - Mark Kennedy, Florida Defense Support Task Force representative



**August 13** - Office of Civilian Human Resources



**July 31** - Bay County Chamber of Commerce Military Affairs Committee



**August 22** - Naval Surface Warfare Center Panama City Division New Hires





## NSWC Panama City Division

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

*Distribution A - Approved for public release*