



# COASTAL COMPASS

*The force behind the fleet*

September/October 2024  
Vol. 12 Issue 5



***CNO FRANCHETTI  
AND MCPON HONEA  
VISIT NSWC PCD***

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# DOMINATE THE LITTORALS

## NAVAL SURFACE WARFARE CENTER PANAMA CITY DIVISION



September/October 2024  
Vol. 12 Issue 5

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### Front Cover:

(center right) Commander Michael Mosi, Naval Support Activity Panama City commanding officer, talks with Chief of Naval Operations Adm. Lisa Franchetti as Capt. David Back, Naval Surface Warfare Center Panama City Division (NSWC PCD) commanding officer, and Dr. Peter Adair, NSWC PCD technical director, lead their portion of the admiral's tour, Oct. 24. The visit allowed Franchetti to see how NSWC PCD, one of the Navy's premier research, development, test and evaluation laboratories, supports the fleet through capabilities including mine warfare, expeditionary warfare, robotics, autonomous systems, and naval special warfare. (U.S. Navy photo by Eddie Green)

### Back Cover:

Chief of Naval Operations Adm. Lisa Franchetti and Master Chief Petty Officer of the Navy James Honea experience the Navy Sea, Air, and Land (SEAL) Team Delivery Vehicle (SDV) firsthand during their tour of Naval Surface Warfare Center Panama City Division, Oct. 24. In 1964, Panama City's laboratory developed the first two-man SEAL Swimmer Delivery Vehicle systems and, today, the laboratory continues to produce a series of SDVs that are used worldwide by the special operations forces.



**Dr. Peter Adair, SES  
Technical Director**

NSWC PCD Team,

This edition of the *Coastal Compass* reinforces an important aspect of Adm. Lisa Franchetti, Chief of Naval Operations' (CNO), Navigation Plan (NAVPLAN) for America's Warfighting Navy. This plan focuses on enhancing the Navy's long-term advantage. The Navy's Get Real, Get Better (GRGB) mindset emphasizes achieving the warfighting advantage and the CNO strong advocacy for mission operation centers as warfighting assets and how they contribute to the fight. This includes information technology, recruiting and retaining talent, communication, investments, and restoring our critical infrastructure, as well as other business operations.

Business operations are apropos as we look at the next priority in the Naval Surface Warfare Center Panama City Division (NSWC PCD) Strategic Plan: Business Excellence. Ensuring business excellence is imperative for the long-term stewardship of our command and we are committed to further developing and strengthening our organizational leadership, processes, and management systems.

Effective strategy implementation requires engagement at all levels of the organization and across technical, business, and organizational boundaries. Every member of the NSWC PCD team has an important role in shaping our future and increasing our contributions to the Navy and Marine Corps.

I'm reminded of the story of when President John F. Kennedy visited NASA in the 1960's and he encountered a janitor carrying a broom. When Kennedy asked him what he was doing, the janitor promptly replied, "I'm helping put a man on the moon." The response highlights how the janitor saw himself as part of NASA's larger mission of the Apollo moon landing. Similarly, no matter what role you play at NSWC PCD, we are all part of our larger mission to Dominate the Littorals and we can only accomplish this by working together across the entire organization.

Business excellence involves developing and strengthening our management systems and processes to improve performance and create value for our stakeholders. It also includes information management, processes, knowledge, responsible resource administration, and leadership. We must think critically, collaborate efficiently across organizational boundaries, and strive for excellence in the work we pursue. Applying these principle strategies will help guide us to work smarter, not harder.

# VIEW FROM THE BRIDGE

Working smarter, not harder was one of my personal contributions to our NSWCD Guiding Principles. While the principle may sound cliché and infer that hard work isn't necessary, the concept allows us to maximize productivity while minimizing unnecessary effort. By focusing on efficient strategies, leveraging technology and empowering our people, we can achieve better results in less time. As a result, the principle should improve work-life balance and foster innovation—all attributes of a healthy organization.

In the pursuit of Business Excellence, we will focus on these objectives:

- ***Strategically align our workload, workforce, investments, and facilities***
- ***Strengthen business proficiency across the organization***
- ***Enhance strategic partnerships with government, academia, industry, and allies***
- ***Revitalize and expand infrastructure to increase secure space, lab space, and IT capabilities***

For 79 years, NSWCD has continued to serve as a principal contributor to our nation's maritime superiority in the littoral battlespace. To ensure our joint forces defeat the competitor's efforts, we will Dominate the Littorals by intensifying our battlespace awareness in the littorals, including the seabed, shore, space, and cyber domains.

With perseverance and commitment, our PCD workforce continues to execute its duties with steadfast dedication to the mission while maintaining capabilities that provide unwavering support to the warfighter. Remembering Adm. Franchetti's words, we are not only an asset to the warfighter, but should also see ourselves as warfighters as well. The level of esprit de corps you demonstrate remains constant in your devotion to your respective teams and our overall success. As we chart our course forward—to the Navy after next—we will continue to GRGB. Thank you for all you do.

Dr. Peter L. Adair, SES  
NSWCD Technical Director

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# CNO FRANCHETTI AND MCPON HONEA VISIT NSWC PANAMA CITY DIVISION

By Katherine Mapp, NSWC PCD Public Affairs | U.S. Navy photos by Eddie Green



Chief of Naval Operations (CNO) Adm. Lisa Franchetti and (left) Master Chief Petty Officer of the Navy James Honea held an All Hands Call onboard Naval Support Activity Panama City, Fla., Oct. 24. Service members and civilians learned more about the CNO's Navigation Plan and had the opportunity to ask questions and take pictures.

Chief of Naval Operations (CNO) Adm. Lisa Franchetti and Master Chief Petty Officer of the Navy (MCPON) James Honea visited Naval Surface Warfare Center Panama City Division (NSWC PCD), Oct. 24.

Franchetti and Honea's visit provided the opportunity for them to see firsthand how NSWC PCD, one of the Navy's premier research, development, test and evaluation laboratories, supports the fleet through capabilities including mine warfare, expeditionary warfare, robotics, autonomous systems, and naval special warfare.

"It was really exciting to see all the amazing work that is going on all around here. I got to walk around and talk with many [people from this workforce], the commands here and the service members," said Franchetti. "I'm very excited about the future. It is a very bright future thanks to all the great work that you're doing here today and have been doing for quite some time."

Franchetti and Honea spent the first part of their visit engaging with sailors and civilians, while learning more about capabilities to ensure wartime readiness.

"NSWC PCD continues to meet mission readiness by ensuring alignment to the CNO's Navigation Plan, which poises our Navy to enhance the Navy's long-term advantage," said Capt. David Back, NSWC PCD

commanding officer. "It is an honor to host the CNO and MCPON."

Dr. Peter Adair, SES, NSWC PCD technical director, emphasized the significance of getting NSWC PCD's capabilities to the fleet rapidly.

"Taking sailors and marines out of harm's way and reducing the operational timeline is imperative.



Master Chief Petty Officer of the Navy James Honea talks to sailors during a site visit at Naval Surface Warfare Center Panama City Division's (NSWC PCD) Special Operations Facility, Oct. 24. This visit allowed him to better understand one way NSWC PCD impacts the fleet.

Unmanned technologies are how we are going to get there,” said Adair. “It is our role to ensure the fleet has the capabilities they need for today, tomorrow and the Navy after next.”

The visit concluded with a CNO and MCPON-led All



Chief of Naval Operations Adm. Lisa Franchetti addresses attendees at the All Hands Call held at Naval Support Activity Panama City, Fla., Oct. 24. The admiral recognized award winners and shared how warfighters, warfighting and the foundations that support this effort are vital to America's Warfighting Navy.

Hands Call with sailors and civilians across Naval Support Activity Panama City.

The warfighter is the Navy's asymmetric advantage. Franchetti's Navigation Plan 2024 America's Warfighting Navy outlines the need to build our unmatched warfighting teams—active and reserve Sailors, with Navy civilians—

through a relentless focus on training and learning.

“When I am asked ‘who is the warfighter’ many groups of people come to mind. There are our sailors, on the frontline, but there are also those behind the scenes that contribute significantly to Project 33 and to the Navy getting real, getting better,” said Franchetti during her

All-Hands address. “I am incredibly grateful for the hard work each of you put into ensuring our mission not only advances operationally, but processes continue to improve so we can support the frontline more efficiently and safely.”

Fourteen individuals were recognized for their significant contributions to the Navy, including 13 sailor recognitions for achievements.

CNO and MCPON presented a Meritorious Civilian Service Award to Andrea Perles, leader in mine warfare for the U.S. Navy. NSWC PCD also announced Hospital Corpsman Second Class Nicholas Harburckak from Chambers, Neb., as the Junior Sailor of the Year and Aviation Ordnanceman First Class Kevin Rodriguez from Smithfield, Va., as the Sailor of the Year at this installation.

The visit provided Franchetti and Honea with a richer understanding of NSWC PCD's mission to support the America's Warfighting Navy.

“It is your efforts, your dedication, and your expertise that provides us with the capabilities and enablement of manned and unmanned vessels in the fleet,” said Honea. “Whether you are wearing a uniform or intricately in the behind the scenes, the work you do matters.”

This was Franchetti and Honea's first visit to NSWC PCD as Chief of Naval Operations and Master Chief Petty Officer of the Navy.

*“I am incredibly grateful for the hard work each of you put into ensuring our mission not only advances operationally, but processes continue to improve so we can support the frontline more efficiently and safely.”*

**Chief of Naval Operations  
Adm. Lisa Franchetti**



Chief of Naval Operations Adm. Lisa Franchetti met with Naval Surface Warfare Center Panama City Division personnel during a site visit at the command's Special Operations Facility, Oct. 24. The Navy lab's vision is to deliver relevant solutions in the littorals from seabed to space: For Today, Tomorrow and the Navy after Next.



**WHO: NAVY | WHAT: SEA CONTROL | WHEN: 2027 | WHERE: INDO-PACIFIC | WHY: READINESS FOR WAR | HOW: NAVPLAN**

### IMPLEMENT PROJECT 33

Project 33 is how we make strategic gains in the fastest time with resources we influence.

By 2027, Navy will:

**Ready our platforms:** Achieve and sustain 80% combat surge ready ships, aircraft, and submarines

**Operationalize robotic & autonomous systems:** Move proven systems into the hands of the warfighters

**Fight from the Maritime Operations Center:** Resource our MOCs as the weapons systems they are

**Recruit & retain talent:** Man deployers to 95% of billets authorized, reach 100% rating fill (Active and Reserve)

**Deliver Quality of Service:** Eliminate waitlists and provide quality Unaccompanied Housing

**Invest in Warfighter Competency:** Improve Live, Virtual, and Constructive training

**Restore critical infrastructure:** Prioritize infrastructure directly supporting operational readiness in the Pacific

### CLARITY OF PURPOSE

- We will align the Navy Staff to the needs of the warfighters and our warfighting fleets
- We do not need a radically new plan; We need to move faster with the plans we have
- To gain ground without losing speed, the Navy will execute the NAVPLAN through existing processes



**OUR NORTH STAR: READINESS FOR SUSTAINED HIGH-END JOINT AND COMBINED COMBAT BY 2027****EXPAND THE WARFIGHTING ECOSYSTEM**

Five key capabilities and four key enablers enhance the Navy's warfighting advantage into the future. They are:

**FIVE KEY CAPABILITIES:**

Long-Range Fires—**how we shoot**  
Non-Traditional Sea Denial—**how we deny**  
Counter-C5ISR—**how we maneuver**  
Terminal Defense—**how we defend**  
Contested Logistics—**how we sustain**

**FOUR KEY ENABLERS:**

Live, Virtual, and Constructive—**how we train**  
Navy Operational Architecture—**how we communicate**  
Artificial Intelligence—**how we outthink**  
Robotic & Autonomous Systems—**how we scale**

**GET MORE READY PLAYERS ON THE FIELD**

- We will fight in a **Joint and Combined warfighting ecosystem** to defeat the adversary's own system of war
- We must **build readiness and capability now** as we partner to scale industrial capacity and expand budgets
- **We will grow the force:** ships, submarines, aircraft, people, munitions, logistics, and networks



# CHIEF OF NAVAL OPERATIONS NAVIGATION PLAN FOR AMERICA'S WARFIGHTING NAVY



# NSWC PCD HOSTS NAVALX GULF COAST TECH BRIDGE INTEGRATION EXPERIMENT

By Jeremy Roman, NSWC PCD Public Affairs

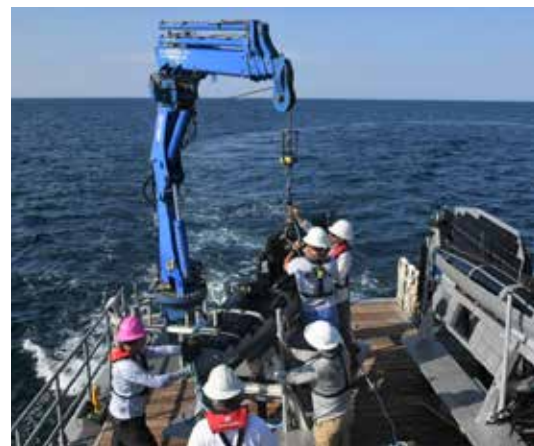
An experiment to demonstrate the integration of unmanned systems in multiple domains, transmit real-time data and showcase the value of partnering with industry and other government organizations was conducted on the Florida Gulf Coast Test Ranges, Aug. 12 – 16.

More than 45 personnel from four NavalX Gulf Coast Tech Bridge partner commands—Naval Surface Warfare Center Panama City Division (NSWC PCD), the Naval Research Lab (NRL) Stennis, the Naval Meteorological and Oceanography Command (CNMOC), and Naval Oceanographic Office (NAVO)—collaborated to demonstrate the acceleration of technology develop-

ment. This exercise successfully integrated multiple unmanned systems from contracting partners to collect and transmit real-time environmental data to a forward-deployed shore station. The experiment also tested novel data exfiltration methods, demonstrated regional partnering, and leveraged prior Navy and non-Navy development efforts to advance subsea warfare (SSW) mission capabilities.

“This experiment was important because it demonstrated a process for rapidly moving from focusing on the warfighter need, sourcing technologies and industry partners, understanding

lessons learned from the fleet from using relevant systems, understanding how to accelerate capabilities, and then executing an experiment to demonstrate the sourced capabilities,” said Holly Gardner, NSWC PCD director of Strategic Engagement and NavalX Gulf Coast Tech Bridge director. “It highlights our command’s capabilities and expertise as leaders not only in unmanned systems, but also in systems engineering, inte-



NavalX Gulf Coast Tech Bridge exercise participants work together to launch a Triton using a crane on the Florida Gulf Coast Test Ranges, Aug. 15. (Counterclockwise from left) Alain Aznaran, Paul Moser, Derek Hayes, Brent Stephens and James Dolan. This exercise illustrated a process for rapidly moving from focusing on warfighters’ needs, to sourcing technologies, and executing successful experiments to demonstrate emerging capabilities. (U.S. Navy photo by Eddie Green)



NavalX Gulf Coast Tech Bridge exercise participants gather and relay information from their respective vehicles on the Florida Gulf Coast Test Ranges, Aug. 14. The NavalX Gulf Coast Tech Bridge partner commands: Naval Surface Warfare Center, Panama City Division, Naval Research Lab (NRL) Stennis, Naval Meteorology and Oceanography Command, and the Naval Oceanographic Office collaborated to demonstrate the acceleration of technology development. Capt. Daniel Mirelez, Office of Naval Research Science and Technology reservist, observes (front to back) Dylan Duncan, NSWC PCD, Matthew Vicari, NRL, Nick Moran, NRL, and Chris Coward, NSWC PCD. (U.S. Navy photo by Anthony Powers)

gration and test and evaluation. It also highlights NSWC PCD’s role as a lead command in the NavalX Gulf Coast Tech Bridge.”

This exercise illustrated a process for rapidly moving from focusing on warfighters’ needs, to sourcing technologies, and executing successful experiments to demonstrate emerging capabilities. The initial integration testing was completed on schedule, followed by at-sea testing, real-time data collection and processing.

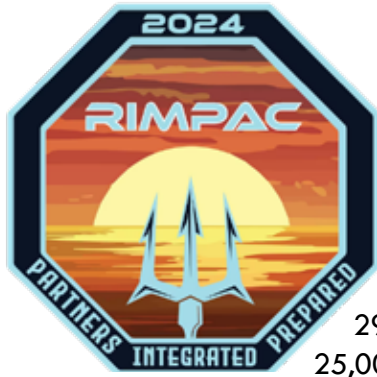
“As a project lead in developing systems, I really appreciate events that focus on integration and forward progress versus ‘demos’ that show the same capabilities over and over,” said Erica Davis, NSWC PCD Skylla Project lead. “This event allowed for development and integration of the systems with the people who support

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# MINE WARFARE AND UNMANNED OPERATIONS DEPARTMENT ENGAGE IN RIMPAC '24

By Jeremy Roman, NSWC PCD Public Affairs



HAWAII — Rim of the Pacific 2024 (RIMPAC 24) was a multi-national exercise that took place in and around the Hawaiian Islands from June 27 to Aug. 1. It incorporated 29 nations and more than 25,000 personnel featuring

multi-domain warfare in a range of scenarios from anti-submarine warfare, multi-ship surface warfare, multinational amphibious landings, and multi-axis defense of the carrier strike group against live forces.

One of the Naval Surface Warfare Center Panama City Division (NSWC PCD) technical branches to participate was the command's Mine Warfare and Unmanned Operations Department (A Department) where Command, Control, Communications, Computer & Cyber (C5) Division Multi-Vehicle Communication System (MVCS) personnel traveled to Hawaii and embarked on the Republic of Korea (ROK) Cheon Ja Bong (LST-687) amphibious landing ship to support in the 29th biennial exercise.

The MVCS team provided vital communications

between several capabilities to achieve mission success. MVCS communications were used to connect the common control system with the common unmanned surface vehicle (CUSV), the Poniard rocket system installed on the CUSV, and the Aerosonde Unmanned Air Vehicle (UAV). This system also employed satellite communications and the CUSV—equipped with the Poniard rockets—successfully engaged a target during the exercise.

The mission of NSWC PCD's A Department is to ensure unencumbered, seaborne maneuverability. They support the full acquisition life cycle for mine countermeasure (MCM) and unmanned systems to enable the U.S. Navy to conduct MCM operations at any time, worldwide. Fleet readiness is a top priority and is accomplished through the development and support of unmanned vehicle control systems, fleet tactical training, reach back support, on-site data collection, tactical analysis, wargaming, and mine training target support. Additionally, A Department is a leader in tactical system software development, fleet training software, tactical decision aids, post-mission analysis software, and simulation capabilities designed to provide the competitive edge to the Navy of today, tomorrow, and the Navy after next.



## ***BUSINESS EXCELLENCE***

**We continue to develop and strengthen our organizational leadership, processes, and management systems, which are critical to long-term stewardship success.**



### **OBJECTIVES**

*Strategically align our workload, workforce, investments, and facilities*

*Strengthen business proficiency across the organization*

*Enhance strategic partnerships with government, academia, industry, and allies*

*Revitalize and expand infrastructure to increase secure space, lab space, and IT capabilities*



# ***BUSINESS EXCELLENCE IS KEY TO HIGH-QUALITY RESULTS, DELIVERY***

*Commentary by Kim Ten Broeck, NSWCD deputy technical director for business*

Business excellence is more than a set of initiatives. As an organization, we pursue excellence in everything we do. We don't just meet expectations, we exceed them.

Business Excellence is also our ability to consistently deliver high-quality results across all aspects of our organization. It means we are ensuring that the solutions, operations, and partnerships are not only effective but also sustainable and adaptable to the Navy's future needs. It's important because it fosters resilience, supports innovation, and ensures that the Navy can maintain dominance in the littorals today, tomorrow, and for the Navy after next.

It takes everyone to deliver the mission because complexity and scope of delivering relevant solutions from seabed to space requires a coordinated, interdisciplinary effort. All of our roles are interconnected, and delivering the mission requires the seamless integration and collaboration of diverse skills, knowledge, and resources across all departments.

Conversely, a lack of Business Excellence can significantly undermine the mission to serve the warfighter by introducing inefficiencies, misalignment, and vulnerabilities. It will lead to a poorly equipped, underprepared, and slower organization, which ultimately hampers the Navy's ability to Dominate the Littorals and fully support the warfighter in an increasingly complex and fast-paced environment.

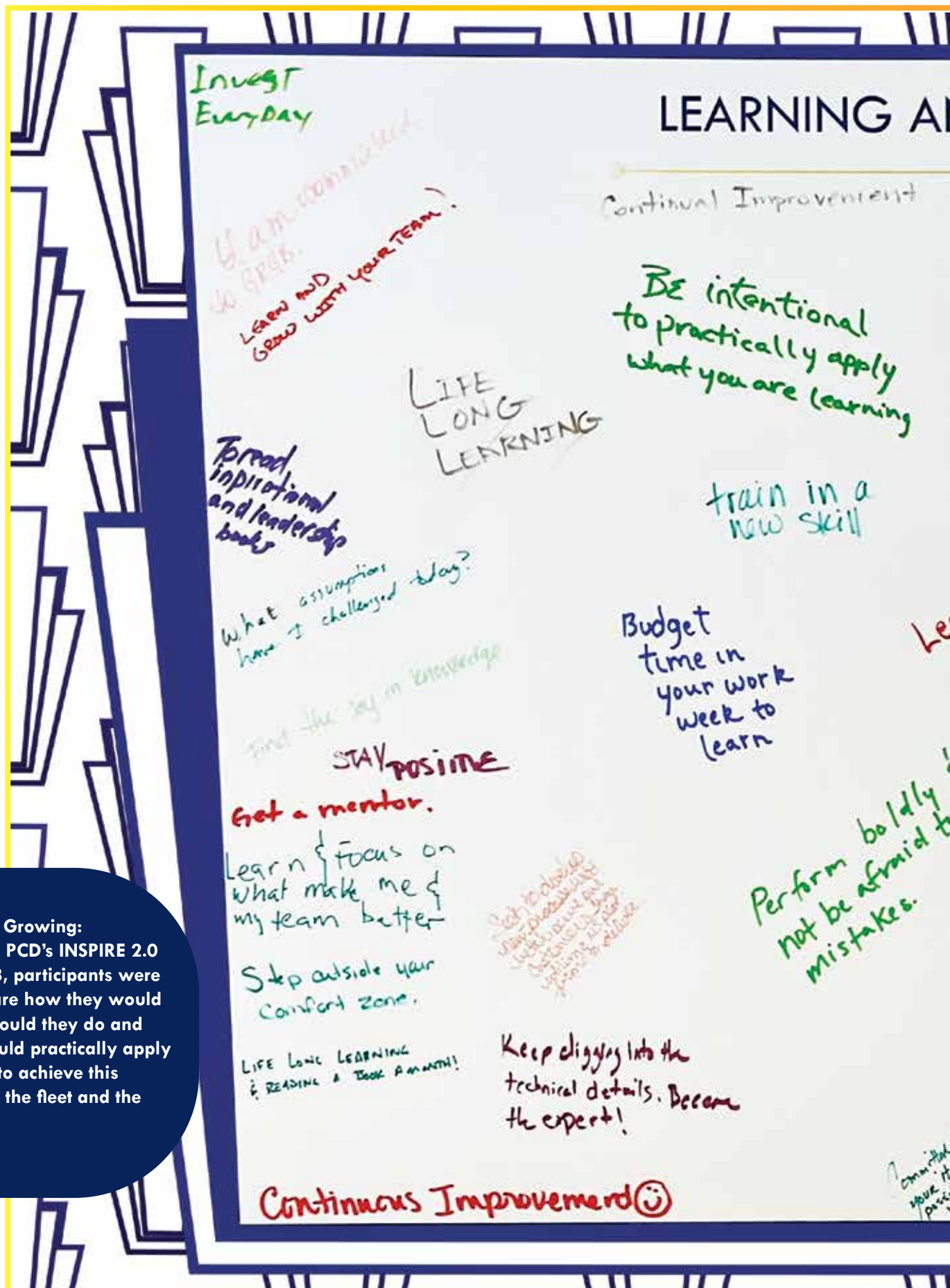
Business Excellence aligns closely to the guiding principle Learning and Growing because both emphasize continuous improvement, adaptability, and skill development across the organization. Committing to business excellence fosters a culture where employees continuously improve, and adapt to change, which are essential for remaining competitive and delivering relevant solutions.

## **Business Excellence**

- Strategically align our workload, workforce, investments, and facilities
- Strengthen business proficiency across the organization
- Enhance strategic partnerships with government, academia, industry, and allies
- Revitalize and expand infrastructure to increase secure space, lab space, and information technology capabilities

All four of these subcategories are important, but if I had to pick only one, I would say "Strategically align our workload, workforce, investments, and facilities" is foundational to success. Having strategic alignment of resources ensures that every aspect of the organization is working toward the same goals and going in the same direction. Without alignment, investments in infrastructure, business proficiency, and partnerships could be misdirected or underutilized. Having alignment sets the stage so that efforts are purposeful and contribute directly to achieving our vision. It's like having a clear map before embarking on the journey.

By striving for business excellence, we create a culture where challenges become opportunities, innovation becomes second nature, and success becomes a shared journey. As we enhance our skills, strengthen our partnerships, and modernize our infrastructure, we are posturing our organization to serve the warfighter at the highest level.



**Learning and Growing:**  
During NSW 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.



# ND GROWING

Love one another ♥

Knowledge is power

Don't be afraid  
To fail!

get involved!

**TAKING  
ACCOUNTABILITY  
AND APOLOGIZING  
WHEN YOU'RE WRONG  
OR SAID SOMETHING  
WRONG**

**Read even  
more!**

Learning is  
growth! ☺

make

**Implement what  
I learn & learn  
more.**

Learn something  
that keeps you growing

**Invest in myself  
and others.**

Continuous improvement  
& skills.

Engage with curiosity  
instead of judgement

**Don't be afraid  
of a new challenge.**

Read

Continue to learn + Grow self + organization  
Read more books on leadership!

# INSPIRE

## LEADERSHIP SUMMIT



to becoming  
inspiring  
leader. We support the  
growth of  
Cuba 10/11

## Tech Bridge, continued from page 8



them at other commands. Instead of reinventing the wheel, we worked directly with the teams who are experts in their systems and we all gained a lot of knowledge in other systems and came away with creative ideas how we could integrate in the future.”

This effort was the culmination of nearly a year’s worth of planning that began with an initial workshop focused on developing a collaborative vision for the Gulf of Mexico ranges and selecting capabilities that address undersea warfare mission needs. The experiment included at-sea testing, the collection, fusing and display of data collected from those systems in real-time at a forward-deployed shore station, and transmission of the data to NAVO for further analysis. The experiment is the showcase for CNMOC’s Advanced Naval Technology Exercise (ANTX) 2025, which consists of technical vignettes occurring throughout FY24 & 25 and ends with a culminating event which will be held in conjunction with the Marine Technology Society’s (MTS) Gulf Coast Oceans-In-Action Workshop in April 2025.

It also included four Navy STEM students from programs like SSEP (STEM Student Employment Program), Pathways, and NREIP (Naval Research Enterprise Internship Program) who participated in a real-life, mission scenario experiment. They provided at-sea support and gained exposure to cutting-edge concept of operations, demonstrating the Navy’s commitment to fostering future STEM leaders.

“The demonstration team’s success is the result of planning, passion, commitment and a lot of hard work dedicated to delivering capabilities to the fleet,” said CNMOC Commander Rear Adm. Ron Piret. “Over the past year, our ANTX 2025 team, which is comprised of industry, academia and Navy partners, has focused on proving and integrating technologies through a series of test cases in preparation for the OCEANS In Action 2025 culminating event. The results have been inspiring, and by gauging the team’s enthusiasm - innovation can be great fun.”

This experiment demonstrated the capability of the Gulf of Mexico ranges to address Surface and Subsurface mission needs. NSWC PCD is a partner in the Eastern Gulf Test and Training Range, the largest military test and training range in the continental United States, a national asset.



2024  
ANNUAL  
*Awards*  
NSWC PANAMA CITY DIVISION

## NOMINATIONS NOW OPEN!

For nomination information  
and forms,  
visit the Awards wiki site:

[wiki.navsea.navy.mil/display/pcd103/awards](https://wiki.navsea.navy.mil/display/pcd103/awards)

Deadline through  
Chain of Command:  
January 7

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



# AWARD NEWS

## NSWC PCD 2024 Senior Sailor of the Year



*Aviation Ordnanceman First Class  
Kevin Rodriguez*

## NSWC PCD 2024 Junior Sailor of the Year



*Hospital Corpsman Second Class  
Nicholas Haburchak*

## Navy Civilian Service Achievement Medal



*Emily Holtum*

*Joan Troutman (not pictured)*



*Vu Cao*

## Navy Meritorious Civilian Service Award

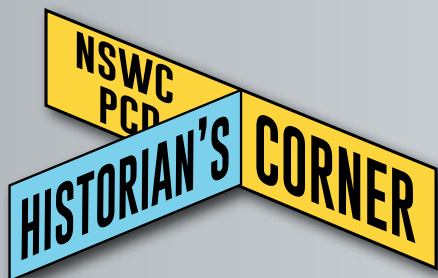
*Andrea Perles*



## Upcoming Awards

Dates below are final dates due to the organization;  
some nominations require endorsements and reviews  
that would make the due date up to two weeks prior to the date listed below.

8 November	Women in Technology Leadership Awards	29 November	Disability Matters Award
15 November	National Environmental Excellence Awards	29 November	Samuel J. Heyman Service to America Medals
15 November	Training Officers Consortium Distinguished Service Awards	2 December	Department of the Navy IT Excellence Awards
15 November	Excellence in Practice (Travel Professional)	4 December	ONR Awards
22 November	Federal Engineer of the Year Awards	18 December	Department of the Navy Civilian Human Resources and Equal Employment Opportunity Community Awards for Excellence



# COASTAL COMPASS

## BUSINESS EXCELLENCE EDITION

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

## NSWC PCD CELEBRATES 79TH ANNIVERSARY

### HAPPY BIRTHDAY TO US!

As we turned 79 years young in September, the Naval Surface Warfare Center Panama City Division 79th Anniversary Celebration was held on Oct. 3, where personnel gathered to explore this Navy Lab's impact of the past, as a reminder of its relevancy today.

The command enjoyed video presentations, history trivia knowledge tests, took commemorative photos and even enjoyed a cupcake or two. Some participants dressed in their favorite retro fashion in the spirit of the event! A good time was had and the anticipation grows looking forward to the 80th celebration that will recognize the contributions of NSWC PCD personnel—past and present—who have and continue to support the warfighter.



Lt. Jake Waggoner, Naval Surface Warfare Center Panama City Division executive officer, serves as the emcee at the command's 79th anniversary event, Oct. 3. The celebration highlighted the innovations and people who have impacted the fleet throughout the decades. U.S. Navy photos by Eddie Green, Shauna Love-vonKnoblauch, and Jeremy Roman.

#### FIRST ESTABLISHED

October, 1945

#### INITIAL COMMISSION

U.S. Navy Mine Countermeasures Station

#### INITIAL COMPLEMENT

30 officers and 150 enlisted sailors

#### INITIAL SPONSOR

Commander Thomas H. Frost  
"Father of NSWC PCD"

#### FIRST COMMANDING OFFICER

LCDR W. E. Goering  
Served 1945 – 1946

#### FIRST TECHNICAL DIRECTOR

Kenneth L. Sherman,  
Served from 1947 – 1952







(left to right) Steve Grant, NSWC PCD deputy technical director, Andy Buduo, former NSWC PCD commanding officer, and Dr. Peter Adair, NSWC PCD technical director, chat during a break in-between event activities.



Jeremy Roman and Vicki Sasser communicate about an artist's rendering of the Navy Lab's headquarters building during the celebration.

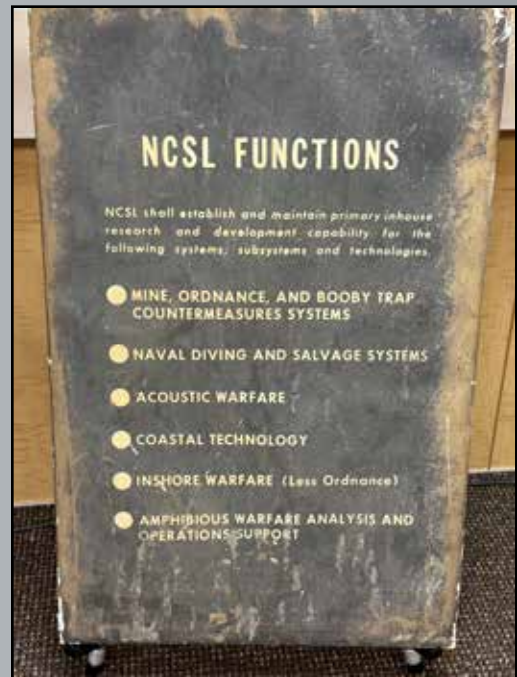


## 79TH ANNIVERSARY PHOTO BOOTH

(left to right) NSWC PCD employees Mary Ann Rodriguez Quezada, Somaris Fontanez Lopez, Carmen Ferrer, and Heidi Serrano-Vargas, capture their own history at the event's photo booth.

Corissa Toombs strikes a pose in her retro fashion.

Father and son duo--Russel and Don Shepherd, current and retired NSWC PCD employees respectively--personify PCD's legacy throughout the years.



This relic on display was posted between 1972 and 1978 when this Navy Lab was called Naval Coastal Systems Laboratory.



# CIVILIAN LENGTH OF SERVICE

Name	Years	Name	Years
DANIELLE ALLEN	5	CHRISTOPHER HARRINGTON	10
JOSEPHINE AMY	5	DANE MAGLICH	10
CHASE BISHMAN	5	ROMMEL MANDAPAT	10
DONN BROWN	5	JASON NEWTON	10
ERIC CARLSON	5	ANH-VO NGUYEN	10
CHRISTOPHER CHAPMAN	5	MICHAEL ROSENTHAL	10
CHRISTOPHER COX	5	DERIK SPALDING	10
BRANDON DAVIS	5	EDWIN WHITE	10
CLINTON ERWIN	5	MATTHEW WILSON	10
FIAMMA FERNANDEZ	5	RICHARD ALLRED	15
KATHIRIA FIGUEROA HIRALDO	5	REBECCA BOXERMAN	15
NATASHA GABRELESKI	5	JAIMIE BROCK	15
ANDREW HANKS	5	DANIEL COATS	15
JOSHUA LOWE	5	JESSICA FINN	15
MICHEAL MACDONALD	5	PAMELA FUHRMAN	15
MARC MACKEY	5	THERESA HUNT	15
RAYMOND MARTINEZ	5	STEEN JENSEN	15
LOGAN MCCALL	5	DEREK KOLACINSKI	15
MARGARET MCCARSON	5	JONATHAN MILLHOLLON	15
DOMINIC NGUYEN	5	TIM REED	15
CHURCHILL OKELLO	5	JOE RENELLA	15
HENRY OSBORNE	5	MICHELLE RICHARDSON	15
KIMBERLY PRESNELL	5	PAUL WRAY	15
MICHAEL RABB	5	JOHN BRADY	20
LORRI TUCKER	5	JOSEPH PERRY	20
ADRIANA VAZQUEZ-MELENDZ	5	JENA RHEA	20
MELISSA WALBRIDGE	5	SUSAN CLANCY	25
CHRISTINE WARD	5	JESSIE CORLEY	25
STACY FAISON	10	JENNIFER JACKSON	25
NATHAN FONZI	10	RICHARD TATUM	25
GORDON GRIFFITH	10	LORI HILGENBERG	30
JUSTIN GRIMES	10	CHRISTOPHER BOTTOMY	35



## NSWC PCD DAWIA

Defense Acquisition Workforce Improvement Act

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

Josephine Amy  
Mackenzie Blair  
Thomas Burleson  
Sarah Cox  
Noah Fielder  
Gregory Fossum  
Noah Grenier

Angela Hall  
Amy Hayes  
Lauren Johnson  
Payton King  
Thomas Klaeser  
Tyler Landau  
Deanna Pedersen

Laura Powell  
Eric Richards  
Alexandra Shelton  
Haydlee Slutzky  
George Taylor  
Gavin Wilson  
Anthony Zarrilli

## WELCOME ABOARD!

### CODE 01

ERIN DOUGLAS 0121  
HELMÜT VONKNOBLAUCH 01B1

### CODE 02

JACOB GABRELESKI 023  
SARAH PEARCE 023  
MELISSA RYAN 022

### CODE 10

TSGT AARON HAYES 1042  
MNC JASON KRAMER 1024  
EDWIN QUINONES 1052

### S DEPARTMENT

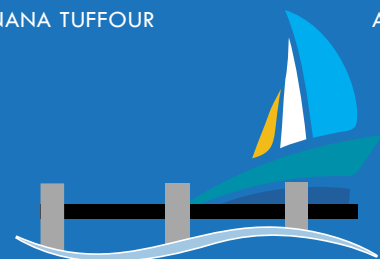
CLAYTON CRUM S10  
ANTONIO DIAZ S31  
CURTIS FEES S10  
MINH CHAU LE S33  
ALISHIA REYNOLDS S23

### E DEPARTMENT

CHRISTOPHER CANTY E23  
DEAN CHUMASH E31  
BENJAMIN COVITZ E31  
KEVIN CUI E23  
GABRIEL DAVILA E42  
SPC CHRISTOPHER ETIENNE E35  
ANDER ETXEGOIN E42  
MSGT LONNIE HAJNEY E35  
LIAM HUSSEY E31  
KAITLYN LATCHAW E43  
BRANDON LYDA E43  
SPC MARICRUZ MARTINEZ (SCABENI) E35  
DAVID METTILLE E23  
JASMINE OSWALT E28  
DONALD WALSINGHAM E35

### A DEPARTMENT

CONNOR EVERHART-HUTT A44  
THOMAS GRAHAM A21  
JORDAN KENNEDY A24  
JASON POLANCO A32  
MATTHEW REED A54  
NANA TUFFOUR A41





# DIVISION SPOTLIGHT



Chris Chapman

NSWC PCD Landing Craft Air Cushion – 100 Command, Control, Communications, Computers, and Navigation (C4N) Onsite Representative Assault Craft Unit Four (ACU4)/ E30 – Expeditionary Systems Division/ E32 – Air Cushioned Vehicle Technical Services Branch

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

I have worked for NSWC PCD for seven years—two as a contractor and now five as a government civilian. I retired out of the ACU4 program as a uniformed service member and wanted to continue my service and contribute as the Navy introduced a new class of hovercraft.

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

I provide onsite support to the uniform service members of the Navy's Hovercraft Program, to include direct technical support and training on our craft's electrical and control systems. I support Naval Sea Systems Command and the fleet by recommending design changes to various electrical and control systems aspects to improve efficiency and safety.

*What does your branch do?*

Our primary mission is to provide direct engineering and other technical support to the Navy Hovercraft Program.

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

We work directly with uniformed service members to assist in solving complicated problems and resolving technical challenges. We also serve as a conduit for assistance back to our Hull, Mechanical and Electrical and C4N Teams for additional support as needed. Lastly, we provide recommendations on improvements and other initiatives to leadership and solicit fleet feedback as appropriate.

**FLAGPOLE  
FRIDAY**

**OCTOBER  
2024**



# REVISED PAYROLL INSTRUCTION RELEASED

**Updates and clarifications are included on subjects such as alternate work schedules, travel**

The revised Payroll Instruction NSWPCDINST 7400.2F, signed on May 1, is the first major update since 2017. Overall, the manual has been streamlined by integrating FIORI usage throughout, incorporating references to the new Alternate Work Schedule Request and Approval Form, and eliminating redundant content. These changes have reduced the total number of pages from 113 to 88. Key changes include:

**Chapter 1** - Consolidation of previous Chapters 1 and 2 into one chapter detailing the responsibilities of Supervisors and Employees.

**Chapter 2** - Update on Work Schedules that details both Gliding and Maxiflex rules (workdays, work hours, scheduled hours per day, credit hours) in addition to a new Alternate Work Schedule Request and Approval Form. Shipboard Time was added to clarify how to record Time & Attendance for work hours, standby time, and premium pay.

**Chapter 3** - Centralization of travel pay content with clarifications on travel compensatory time, pay in travel status, and holiday travel. Previously, this information was distributed throughout the payroll instruction and now it is one chapter to ensure it is easy to find.

**Chapter 4** - Paid Parental Leave (PPL) was a new benefit authorized in 2020 and information about the process and timekeeping was added. Disabled Veteran Leave (DVL) was expanded to include the disability rating and process for recording time. Time & Attendance (T&A) policies were clarified for part-time employees recording time on holidays.

**Chapter 6** - The Biweekly Pay Cap Waiver (BW PCW) process references the BW PCW Tool, when a BW PCW is required and steps for ensuring timely approval.

**Chapter 8** - Procedures for Labor Cost Transfers (LCT) from the Warfare Center standard operating procedure that detail when an LCT is required, how labor is distributed and the LCT approval process.

**Chapter 9** - Replacement of outdated forms with links and updated tables for attendance/absence codes, premium numbers, and FAQs.



**You can find the new instruction here:**

[https://flankspeed.sharepoint-mil.us/:b:/s/NAVSEA\\_SURPNMA/nswc\\_pcd\\_directives/EeFc3o2y-T9OroWpDNUR78sBN54azEPQhslk1cGYoaqviw?e=IqFoW8](https://flankspeed.sharepoint-mil.us/:b:/s/NAVSEA_SURPNMA/nswc_pcd_directives/EeFc3o2y-T9OroWpDNUR78sBN54azEPQhslk1cGYoaqviw?e=IqFoW8)

Please direct all questions about the payroll instruction to: [NSWCPCD\\_Payroll@us.navy.mil](mailto:NSWCPCD_Payroll@us.navy.mil)  
More information about Payroll can be located here: <https://flankspeed.sharepoint-mil.us/sites/NSWCPCDComptrollerExternal/SitePages/NSWC-PCD-Payroll.aspx>



# PERCEPTUAL ISSUES: STUDY FINDS DRIVERS DON'T SEE MOTORCYCLES

***There are nearly 30 times more deaths on motorcycles than in cars per mile traveled.***

Ponder that stat for a second. Mile for mile, for every person killed in a car accident, 30 people die in motorcycle accidents. Motorcycle stats for Fiscal Years (FY) 2020-2024 found the leading cause of Navy and Marine Corps motorcycle accidents was multi-vehicle crashes in which the OTHER driver was at fault.

Of the 812 reported motorcycle mishaps in the past five years, 132 were fatal. FY24 has been a tragic year for our riders, with 33 fatalities to date. Sometimes, a rider does everything correctly, but is hurt by another vehicle that fails to yield or simply doesn't see them. The drivers of the cars or trucks weren't necessarily bad drivers—they truly DID NOT SEE the motorcycles approaching.

Why wouldn't motorcycles be seen? "Perceptual issues," also called "inattention blindness," can result in a driver not "seeing" a motorcycle. The brain does not register it, even though it is right in front of their eyes. Eyes scan everything and constantly send pictures to the brain for analysis, but the brain can only "see" things it understands. To save processing power and attention, the human brain uses a "visual shorthand" to keep from overwhelming itself. When things happen faster than the eye-brain system can "see," perception suffers.

Motorcycles fall into the list of things we may not perceive on the road. No matter how great our eyesight is, we can't escape these brain lapses. Think about it: a motorcycle approaching head-on occupies only a tiny part of a driver's vision. On a clear, sunny day, at one hundred yards, you can completely hide a motorcycle with a pencil held up at arm's length. At 60 miles per hour, a motorcycle will travel that football field distance in 3.2 seconds.



**SAFETY**

1. ***They can't see you, and they don't realize.*** Not every driver on the road is looking for you, and very few know about these visual illusions.
2. ***Act to be seen and heard.*** Wear bright colors or use flashing lights that help draw attention. Grab drivers' attention through sound, like your horn or engine noise. Sound is processed differently by the brain than vision.
3. ***Don't trust that they see you.*** Like one of the Firearms Safety Rules, "Treat every driver like they don't see you." Always be guarded and look for an escape route in case an unsafe situation develops.
4. ***Ride like you are part of the problem (because you are).*** If you drive 20mph faster than everyone else or weave through traffic, then you increase the risk of other drivers not seeing you. Your life is in your hands, because the other folks may not even know you're there.
5. ***For vehicle drivers, scan for the unexpected.*** "Look twice," is a good saying, but may only re-confirm the wrong sight picture. Look purposefully for the motorcycles. It can help your brain overcome the limitations.

Prepared by:  
Patrick Beacom,  
NSWC PCD Safety  
Specialist

# Welcome to NSWC PANAMA CITY DIVISION



Sept. 12 - Mr. Elmer Roman, SES, deputy assistant Secretary of Defense for Mission Integration



Sept. 19 - Office of Research and Technology Application



Sept. 19 - Office of Research and Technology Application



Sept. 24 - Naval Engineering Education Consortium



Oct. 8 - Junior Leadership Bay



Oct. 16 - Jim Bleich, SSTM, NUWC Keyport Acting Technical Director

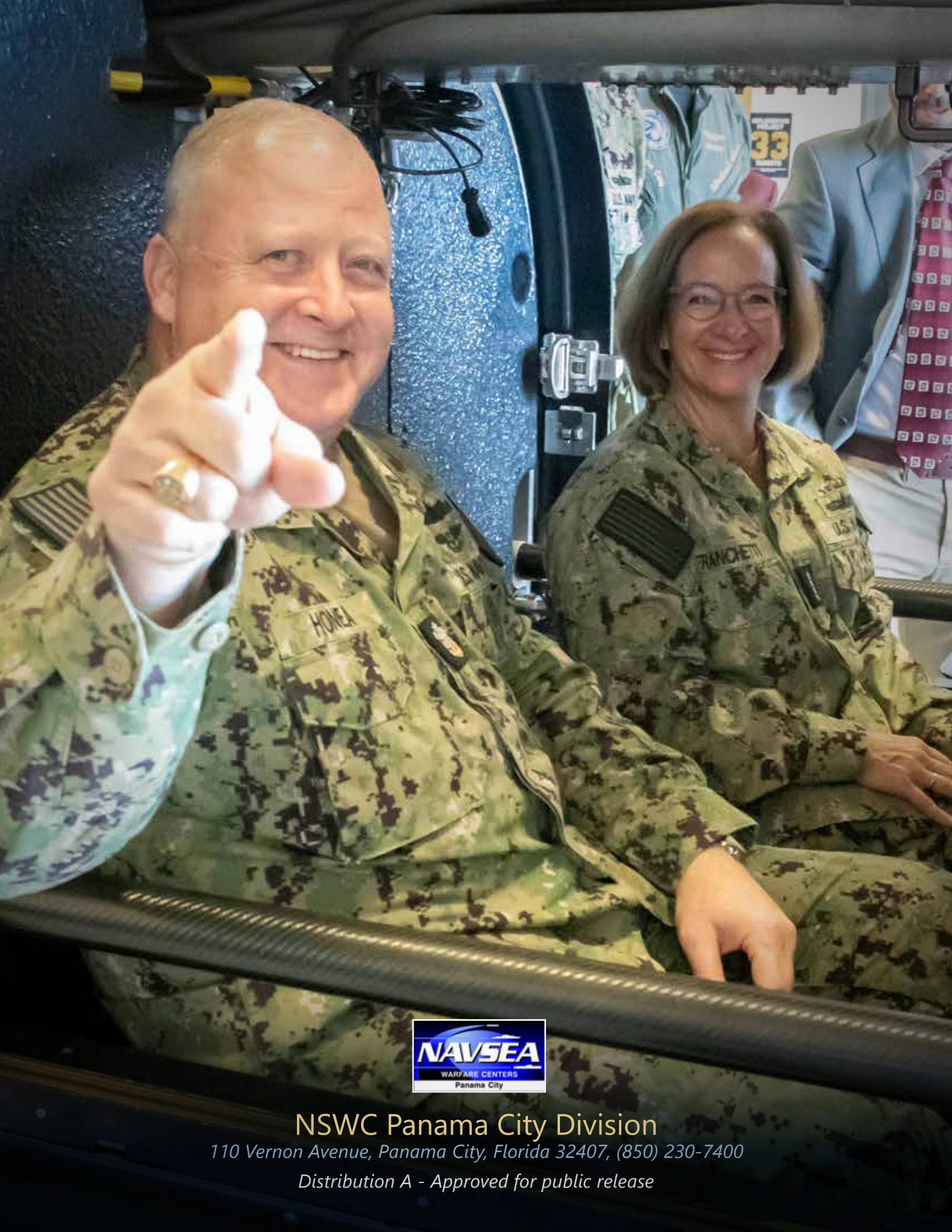


Oct. 22 - Federal Laboratory Consortium









## NSWC Panama City Division

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

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