



Surface Forces Logistics Center

SFLC EXISTS TO SUPPORT THE FLEET

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ON THE MOVE: THE HARRIET LANE

BY LT EMILY KINGSLEY



The student engineer tour is undoubtedly unique and foundational. For many of us, the experience only becomes more nostalgic as time passes. Like many, I had mixed emotions- mostly excited for the next adventure, but in 2018 I said goodbye to the crew HARRIET LANE and the cutter that had become like my second home. I had wondered if I'd ever step onboard the cutter again, if I did, I was certain it wouldn't be for many, many years. In only just a few short years, I was quickly proven wrong. I found myself unexpectedly reunited with HARRIET LANE through the 270' Service Life Extension Program (SLEP). *(continued on page 6)*

CO CORNER

Happy spring everyone! CMC, XD, and I would like to thank everyone for participating in the recent DEOCS survey. I especially thank those who took the time to provide comments, whether the comments were positive, pointed to things that need to improve, or offered recommendations; they are all helpful. We have reviewed all the comments and are working on our plan to address them and turn them into actionable items and provide resources. There were a couple common themes that came up that I would like to share. First, SFLC results were very similar to other CG units in that stress was the highest risk factor, affecting one-third of our workforce. Your leadership team will be meeting and reaching out to develop and implement ideas to improve stress levels. Second, we also received a large amount of comments in regard to telework and remote work. Interestingly, the comments were about 50-50 in that telework/remote was a productive method of work versus a not as productive method of work. The only conclusion that can be drawn is that it is not a one size fits all and everyone cannot be made happy with the policy. We will continue to try to find and strike the right balance to support the fleet. As many of you have heard, the Accountability & Transparency Report (ATR) has received a lot of attention, and rightfully so, especially in light of "Fouled Anchor." The ATR is basically the Commandant's directed actions to address those behaviors that some service members have engaged in that are opposed to our core values of honor, respect, and devotion to duty. The good news is that racial, sexual, and hostile behaviors were scored as a very low risk factors in SFLC's DEOCS (i.e. based on the 53% of SFLC that participated in the survey, 5% or less of our employees have experienced them). However, one time is too many. Do not hesitate to be an "intrusive leader" or "active bystander" when you see or hear something inappropriate. Let's continue to look out for each other and thank you for keeping the fleet operational with our constrained workforce and budgets. Our maintenance shortfalls are starting to be heard at the senior levels and I will keep on telling our story and showing the impacts until we see some relief.

*Captain Andrew Pecora
Commander, Surface Forces Logistics Center*



CAPT Andrew Pecora

CMC CORNER

SFLC Family, Happy Spring!
Now that we are reenergized, we start to focus on new office builds, PCS and retirement! As with every grind of the construction above me, I start to think what can WE as a team grind out? That's a question I put before each of you to think about...
As the spring turns into summer and your family life becomes busy, please take the opportunity to spend time with loved ones and take a break from the day-to-day hustle of being assigned to SFLC. You and your family deserve that!
Please continue to check in and support each other...you are the Coast Guard's greatest asset, and nothing happens without YOU! Thank you for what you do, have done and what you will do!

ROLL TIDE!!

*SKCM Derrio Foster
Command Master Chief, Surface Forces Logistics Center*



SKCM Derrio Foster

CG-45's CORNER

Hello from HQ and the Office of Naval Engineering! With Spring comes new beginnings. Given that this is the Spring edition of the newsletter, I will be focusing on a few of our new directions.

I'll be very transparent, the shortfall environment is growing and will likely persist for several more years. Whether we are talking workforce or funding levels, there will be unmet needs and we need to prioritize our resource allocations with data driven decisions, and new ways of doing business.

Our Commandant could not have been any more right when she challenged us with "Tomorrow looks different. So will we." On several occasions, the Commandant has authorized us to take intelligent risks and directed us to be more innovative. To that end, the Office of Naval Engineering is pushing along several lines of effort:

There have been a multitude of recent data analytics and Condition Based Maintenance (CBM) efforts, with varied degrees of success. One pattern for success that we are seeing is working backwards from the maintenance or repair event to look for early markers in the embedded machinery control and monitoring systems. In response to this recipe for success, I've charged leadership to approach CBM differently.

The new approach to CBM is to look at the existing Maintenance Requirement List (MRL), which was developed through a Reliability Centered Maintenance (RCM) process. The output of RCM is the MRL, which is a starting point. From this starting point I'm challenging leadership with the two questions:

- Extend: What existing maintenance requirements on the MRL can be extended with technology?
- Replace: What existing maintenance requirements on the MRL can be replaced with a technology?

The overarching goal of the Extend or Replace approach is to reduce the total number of maintenance actions by leveraging technology. This is not a run-to-fail mindset, this is a run-to-condition approach that will allow us to operate machinery up to the beginning of the wear-out curve but not to failure point.

I want to share another shift in mindset, standardization shouldn't extinguish innovation. The true purpose of standardization is to lock in the best practices, efficiencies, etc. from a previous innovation sprint. Then once standardization locks in the new gains, we go into another innovation loop by taking intelligent risks and experimenting to identify and unlock additional gains.

Lastly, I'm excited to say that we will be changing our approach to NECAT this year and supplementing our annual event with both an executive level Community Leadership Event, and a State of Naval Engineering address. For additional information, please see the corresponding article in this newsletter.

*Captain Thomas Lowry Sr.
Chief, Office of Naval Engineering*



CAPT Thomas Lowry, Sr.



(continued from front page)

I was stationed at ISVS PRO Baltimore, one of the units responsible for the planning and execution of HARRIET LANE's SLEP.

The depot-level availability spanned almost 16 months and was specifically designed to increase the ship's capability and reduce obsolescent and unsupportable equipment. The ISVS model of conducting "crewless" depot-level maintenance meant ISVS PRO Baltimore would act as the crew during the availability and conduct all rounds and inspections. I didn't see a dry dock as a student engineer, but everything came full circle when I dry docked the cutter during SLEP and watched upgrades be made to the exact systems that had once kept the whole crew up at night. Certain systems that had provided 40 years of prior service, including my 2 years on board, needed upgrades to carry HARRIET LANE on to future Coast Guard Missions. Most notably, the team replaced all three electrical generators with modern Caterpillar engines greatly enhancing the reliability of one of the ship's most vital systems, its electrical generation plant. Likewise, a more modern Gun Weapon System was outfitted to the HARRIET LANE as a prototype for future 270' SLEP projects. Partway through SLEP, HARRIET LANE received new orders to re-homeport in Honolulu, HI, and serve as the Indo-Pacific Support Cutter. As fate would have it, I also received new orders- orders to Honolulu, HI, collocating with my favorite cutter for the third time in three separate places.

CCTI FROM A JUNIOR OFFICER'S PERSPECTIVE

BY LTJG LUIS SANTANA

My experience with CCTI was incredibly beneficial for my personal and professional growth. I learned and enhanced valuable skills such as teamwork, communication, and problem-solving, which have helped me in my current role and will continue to serve me well in the future. Having had the opportunity to meet and work with chiefs from other units broadened my perspective and understanding of different cultures and backgrounds. Also, it allowed me to gain firsthand insight into the incredible job the chiefs do in bridging various gaps. The chief's mess is exceptionally dedicated to leadership and supporting the crew despite the challenges. Understanding the meaning of the anchor and how those links add value to the crew and the service!

Moreover, the experience allowed me to explore my interests and passions for cultivating a collaborative workforce, which

the chiefs focus on doing every day! Through the process of CCTI, I discovered new strengths and talents that I did not know I had. It was a challenging and rewarding experience that taught me the importance of perseverance, hard work, and dedication. Overall, my experience with the Chiefs and CCTI was very positive and enriching, and I am grateful for the opportunity to have been a part of CCTI.

I look forward to growing my relationship with the Chiefs' network and being involved with the Chiefs' Mess when possible. I highly recommend it to all Junior Officers and future Chiefs looking to gain valuable skills, make new connections, and have a fulfilling experience that enhances their purpose within the service.

LTJG Luis Santana



LTJG Luis Santana

SFLC WEST'S LDAC

BY CWO-3 TIMOTHY TOLLIVER

After the successful unveiling of the new Lactation Room for nursing mothers in CY23, SFLC West's LDAC is working on our next venture. We will be creating a safe quiet space for individuals to relax and take a mental break. In 2024, we will be unveiling a Meditation Room. This will be a place for individuals to take a mental break whenever needed. Plans for the room have already taken place and should be ready in the early months of 2024. The room will also feature some yoga equipment as well. We want to give SFLC members opportunities to relax the mind and body as we continue to seek ways to foster an all-inclusive, all inviting workplace. In observance of Black History Month, we will be updating our LDAC wall for the month of February to feature prominent figures whose impact and education to us all should never be forgotten.

SFLC AT THE AMERICAN SOCIETY OF NAVAL ENGINEERS

By CDR Michael Adams

The Surface Forces Logistics Center has strengthened involvement with area professional organizations, supporting events in conjunction with the American Society for Naval Engineers (ASNE) Flagship Chapter (national capital region). ASNE was founded in 1888 to provide an opportunity for engineers in the U.S. Navy to disseminate information and publish articles, predominately associated with steam. Today, ASNE activities support all branches of the armed forces, sharing and strengthening knowledge, promoting the engineering career field, and offering competitive scholarships to students in the broad field of naval engineering. Most recently, SFLC team members including CAPT Tharp (CG Yard), CDR Cherry (SFLC-SBPL), LT Motta (SFLC-SBPL), and Ms. Elise Hernandez (SFLC-ESD) participated in the Women in STEM Leadership Panel at the Arctic & Antarctic Operations Symposium at the Maritime Institute of Technology and Graduate Studies. Additional speakers included SFLC CO CAPT Pecora, CG Yard CO CAPT Obermeier, RADM Chad Jacoby (CG-9), as well as Admiral Fagan. SFLC is also proud to host a rare joint event with ASNE as well as the Society for Naval Architects and Marine Engineers (SNAME) at the Coast Guard Yard in May 2024 which will highlight some of the ongoing SFLC fleet.



Photo Provided By CAPT Pecora

OTH-IV ASSET SPOTLIGHT

By LTJG Ryan Casey

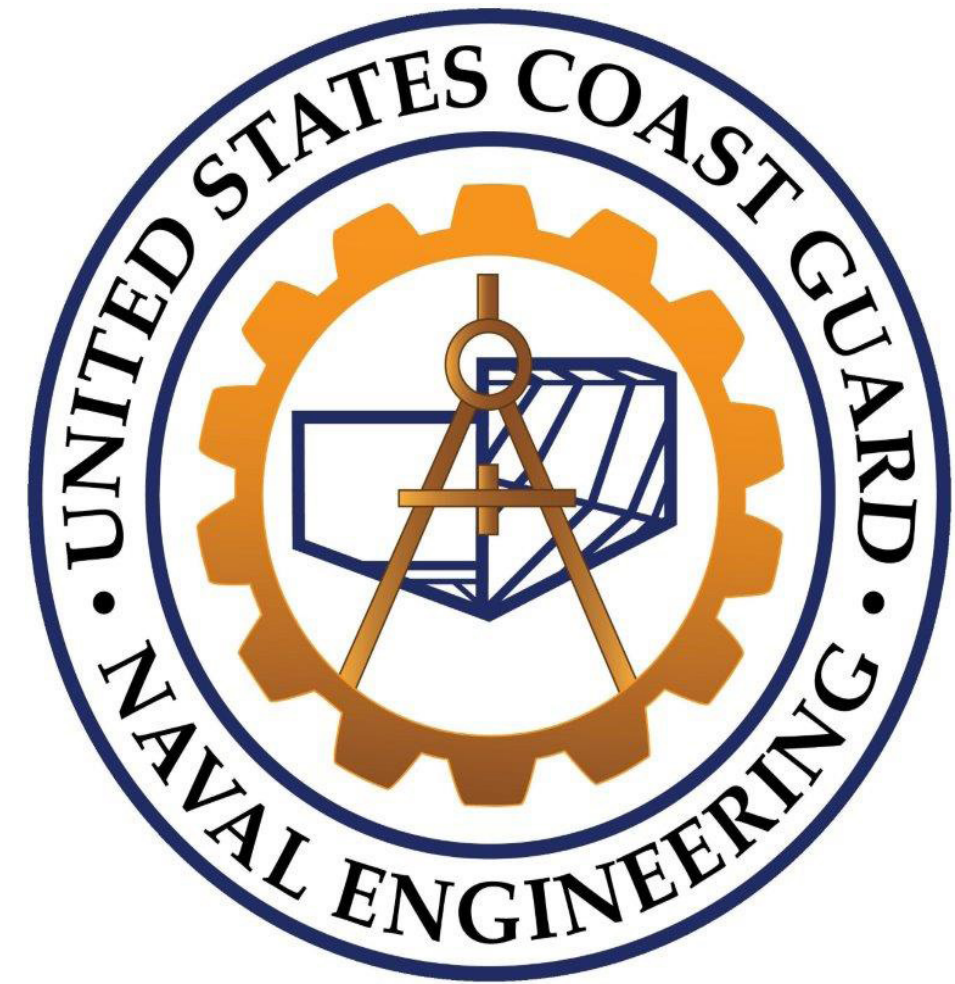
In a continuous evolving branch of innovation and better technology, the Coast Guard is always operating on the demands of its mission. As older assets are phasing out for new cutter models, perhaps no asset personifies a greater variation of change necessary due to the value it brings than the “Over The Horizon” small boat (OTH).

Now that we have all MK-IV’s in operation and the MK-V in Operational Testing and Evaluation (OT&E), the OTH remains the most universal and adaptable small boat asset used within the Coast Guard Fleet. Assigned to multiple cutters, including the 210-foot Reliance class, 270-foot Famous class (WMEC), National Security Cutter (NSC), Fast Response Cutter (WPC), and future Offshore Patrol Cutters (OPCs), the OTH’s performance is essential for various cutter missions. This includes everything from “Search and Rescue and Drug Interdiction,” to the general transportation of personnel and supplies.

Within SFLC’s Small Boat Product Line, the Engineering Branch’s Asset Management Sections work to help provide service and rapid casualty response for many of these assets throughout the fleet. At larger Coast Guard locations, Regional Asset Managers, through the Centralized Cutter Boat Pooling Program (CCBP), help conduct maintenance and repairs on OTH’s during Cutter’s inports then delivers OTH’s back to Cutter for patrols.

Even as the older 210’s are decommissioned or transitioned into a layup status, their OTH assets continue to be inventoried within the CCBP program and distributed out on other cutters for operational use. The value in these asset makes it an essential platform of investment for the Coast Guard with no signs of slowing down. This includes the future roll-out of MK-V’s.

SFLC will continue to play a hand in each asset’s viability and development for the missions within the Coast Guard. The OTH arguably is and continues to be its most impactful.



Update on NECAT 2024 From the Office of Naval Engineering

Our Naval Engineering community is facing a number of unprecedented and growing challenges. In FY25, our maintenance shortfall estimate is approaching \$0.5 Billion, we are seeing significant military personnel shortages across our workforce, and this all comes at a time when our Coast Guard is being asked to extend the reach of our legacy assets while harnessing new capabilities via larger and more complex modern assets. At last year’s NECAT, our theme was “The Future Looks Different, How Will We?” In spite of best efforts, we admittedly did not do a good job of answering the theme question. As we started compiling the 2023 After Action Report, it became apparent that our community does not have a shared vision of what the future looks like, and conversations with our workforce have echoed that sentiment. As a result, CG-45 have reimagined NECAT for 2024 in the hopes that it will better align our community and help us move forward in a common direction in support of our surface fleet.

The 2024 NECAT will be comprised of three parts. First, we are holding a “Community Leadership Event” in March where we will assemble a number of senior leaders with ties to our community to have open discussions about the challenges facing Naval Engineering today and in the future. The goal of this event is to emerge with a shared vision of our path forward that will then be presented to our entire workforce this Spring via a “State of Naval Engineering Address” from CG-45 and the SFLC CO. Finally, in the Fall we will convene a traditional NECAT with panels and presentations open to our community and stakeholders that will help inform the following year’s cycle. We cannot continue to be the standard against which other Mission Support communities are measured. I look forward to these discussions with you that will help move us forward.

MILESTONES: Military Personnel

SFLC Officer Advancements (OPAL JAN-MAR 2024)

LT Bragaw, William R. ADPL 11-Feb-24 OL-SFLC-MIAMI FL
 LT Nelson, Brianna E. ADPL 11-Feb-24 OL-SFLC-NORFOLK VA

SFLC Enlisted Advancements (OPAL JAN-MAR 2024)

01 JAN 2024 SK2 Esteban Cordero 038251 042822
 01 JAN 2024 SK2 Deadrienne Billups 009530 042822

MILESTONES: Civilian Personnel

New Employees

10/22/2023	Troy Bowersox	Inventory Mgmt Spec.	SBPL
10/22/2023	Tyler Hopkins	Electrical Engineer	ESD
10/22/2023	Jeffrey Haycox	Contract Spec.	CPD
10/22/2023	Paul Greenwood	IT Cyber Sec. Spec.	ESD
11/5/2023	Robin Kloeppe	Contract Specialist	CPD
11/19/2023	Adrian Kinsler	Material Handler	ALD
11/19/2023	Christian Sanchez	Material Handler	ALD
11/19/2023	Jeremy Burns	Logistics Mgmt Specialist	ESD
11/19/2023	Chelsea Clark	Contract Specialist	CPD
12/3/2023	Eric Byrum	Planner/Estimator	IOD
12/17/2023	Eric Oppong-Kyekyeku	IT CYBER SECURITY SPEC	BOD
12/31/2023	Robert Simpson	Supv Budget Analyst	ALD
12/31/2023	Ismael Quiles	MATERIAL HANDLER	ALD
12/31/2023	Mark Kammer	MATERIAL HANDLER	ALD

Promotions

10/8/2023	Laura Lugo	Procurement Analyst	CPD
10/8/2023	Michael Hanline	Material Handler Leader	ALD
10/8/2023	Petal Donald	Contract Specialist	CPD
10/22/2023	Earl Gephardt	Supv. Traffic Mgmt Spec.	ALD
10/22/2023	Andrew Warner	Inventory Mgmt Spec.	IBCT
11/5/2023	Sean Ruehs	Inventory Mgmt Spec.	IBCT
11/6/2023	Liza Gaither	Supply Mgmt Specialist	BOD
11/6/2023	Eli Loftus	Logistics Mgmt Specialist	BOD
11/19/2023	Christopher Boothe	Supvy Production Controller	IOD
11/19/2023	Shane McLucas	Electronic Engineer Tech	CPD
11/19/2023	Yannick Kassi	Purchasing Agent	CPD
11/19/2023	Taylor Cregan	Contract Specialist	CPD
12/3/2023	Erin Altemos	Supv. General Engineer	ESD
12/17/2023	Thomas ("Ted") Drennan	SFTY & OCCUP HEALTH SPEC	IOD
12/17/2023	Justin Hannie	Contract Specialist	CPD
12/31/2023	Charnice Johnson	Contract Specialist	CPD

Retirements

11/30/2023	Christopher Barry	Naval Architect	ESD
12/30/2023	Thomas Maholland	Crane Operator	ALD
12/31/2023	Michael Mioduszewski	Mechanical Engineer	ESD
12/31/2023	David Packard	Contract Specialist	CPD

CEOQ

QTR 1 Curtis Craddock	CEOQ Winner Level 1 (GS 10/WG11 & above, non-supvisory)
QTR 1 LaShawn Vaughn	CEOQ Winner Level 2 (GS 9 or WG10 & below, non-supv)



ANYONE GOT ANY IDEAS AROUND HERE?

Consider submitting an article or a photograph to the SFLC Newsletter!



Article proposals/submissions for the Summer edition of the SFLC newsletter

Newsletter Submission Guidelines

- Submit all proposals to: LTJG Ryan Casey, Ryan.M.Casey@uscg.mil
- Identify a newsletter "Area of Focus" that matches your piece; see below.
 - Keep article word count below 300 words, as much as possible.
- Photo submissions (optional): JPEG, GIF, or PNG format 300 dpi or higher
- Please send proposals only. Before you write an article, approval of the proposal/content must be obtained from the Editor.
 - Deadlines for receiving proposals is 31 May 2024

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<https://uscg.sharepoint-mil.us/sites/sflc/SitePages/BOD-SFLCNewsletter.aspx>

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