

The Flyer

Aviation Logistics Center
Elizabeth City, North Carolina

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CO'S MESSAGE

Welcome Back ALC! I'm so relieved to have all of YOU back at work after the longest U. S. Government shutdown in history. It's hard to believe that we had 500 of the most talented, dedicated, and hard-working personnel I've ever had the pleasure of working with - furloughed for 35 straight days. Believe me when I tell you that you were missed – most everything came to screeching halt on 26 December and remained so until January 28th this year. Our military, exempt civilians, and contracting personnel did our best to hold things together while you were out, but ALC just isn't the same without all of our "essential" workforce at work. Remember that ALL ALC employees are "Essential" or else you wouldn't be here, that includes all military, civilian (GS/WG), and contractors. As we saw over this 35-day Shutdown, ALC simply cannot effectively execute its mission without all of our people at work. We have fallen way behind, "slipped" the production schedule a day for each day we didn't have you, and we have \$millions worth of parts to buy. I've asked ALC Leadership to take a measured approach to our recovery so that we crawl, walk, then run ourselves back into shape. My top priority is to ensure that you, our most important resource, continue to work in a safe and productive work environment. We will manage schedules, parts purchases, etc. to minimize the stress on our workforce as we get back up to speed. Even though it looks like we've already recovered, make no mistake about it, the longest Government shutdown in history will continue to plague us for months to come. Please keep your head on a swivel and continue to watch out for your fellow ALC teammates. Thank you for your patience, dedication, and above all your service to the United States Coast Guard!



CMC'S MESSAGE

Over the last two months, we have weathered times I never thought I would see in the Coast Guard. But the outpouring of compassion, generosity, and support from the people of the greater Elizabeth City area has been tremendous. I have never seen a community pull together like this one has for us. Whether you used the resources that were offered, or you personally helped in the effort to ensure no one went without, or you ran the phone tree that kept your people informed, please know that you unified The ALC team more than ever. Now that we have a little time to breathe, I wanted to mention a few things that are happening around here this spring. The Chief Petty Officers Association is sponsoring an event for Women's History Month called *Empowering Women Veterans* on March 9th at the CPOA club. This event is open to all female Veterans or Active Duty, Reserve, or Auxiliary. RSVP required, so please see the Chief Petty Officers Association, Elizabeth City Facebook page or contact me for more details. Also, with the warmer weather coming up, make sure you are up to date with your motorcycle safety course, offered regularly at the ATTC parking lot; next course will be held March 8th, contact AETC Mark Holmes, mark.r.holmes@uscg.mil, for details. It is also CCTI season, so we can look forward to all those great lunches and raffles, coming soon to a hangar near you! Finally, even though we still have a lot of work ahead, we know we got this, because WE are ALC!



SRR DELTA AND ECHO PROJECTS UPDATE

LCDR Christian Polyak, SRR

SRR continues to prepare for full-scale production of the MH-65E scheduled to commence November of 2019 while simultaneously accomplishing incredible production goals, fleet technical support, and operational sustainment of the MH-65D. Leveraging superb assets from system subject matter experts to include ESD, ESB, and IOD vibe, emission and manufacturing teams, SRR recently achieved key milestones on a variety of critical MH-65D and MH-65E projects.

The MH-65D's first successful Tactical Data Link (TDL) flight test event occurred in October. The TDL system of choice, Link 16, will greatly enhance the situational awareness of aircrews conducting Rotary Wing Aerial Intercept by providing real-time positional information of both targets of interest and other DoD assets responding to intercept missions. CGNR 6605 received prototype Link 16 integration during which time aircraft wiring and structural modifications were completed prior to 10 hours of flight test events to qualify the system's reception capabilities. In conjunction with Link 16 testing, CGNR 6605 also received avionics configuration modifications resulting in a successful SATCOM Integrated Waveform (IW) test. The legacy DoD SATCOM system will be decommissioned and replaced with Integrated Waveform. While the MH-65E already has IW capability, MH-65D aircraft will remain operational beyond the transition to IW in late 2019 and will require the ability to communicate on this network. Additionally, the team has completed multiple months of design review with Rockwell Collins to program and complete IFF/Mode 5 integration into the MH-65D in preparation on for the retirement of the legacy IFF Mode 4 system.

On 19 December 2018, CGNR 6556, the third MH-65E, was safely delivered to Aviation Training Center Mobile (ATC) 15 days ahead of schedule. The aircraft was the first MH-65E to be constructed utilizing the full production-line and was utilized to refine written instructions, procedures, and processes. This all-hands effort involved standard SRR workforce with ground run and test flight support provided by mechanics and pilots from ATC Mobile.

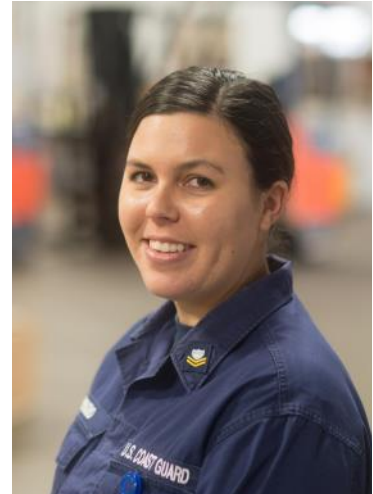
In parallel with delivering a fleet-ready MH-65D every 17 days, the entire SRR team is committed to sustaining MH-65D capabilities and readying the MH-65E for production. It is a dynamic time at SRR and the support of the entire ALC community is greatly appreciated as SRR continues to achieve excellence across many efforts.



ALC ENLISTED PERSON OF 2018

SK2 BRITNEY TRIBUZIO

ALC's Chief Petty Officers have selected Store Keeper Second Class (SK2) Britney Tribuzio as the Enlisted Person of the Year for 2018. SK2 Tribuzio filled a position normally reserved for a senior Petty Officer. When she took over her position at the Transformation Warehouse, it was disorganized, crowded, and inefficient. Many processes overlapped, causing repetitive work efforts. The system she created not only streamlined the disposition process, but has reduced the overall footprint that the items marked for disposal created. Often doing the workload of more than one person, she used her in-depth knowledge of Coast Guard General Purpose Property policy and her familiarity with the Defense Logistics Agency processes to schedule many shipments and local drops in the Norfolk area, expediting the property disposition processes. Her personal drive is exhibited through the fact that she is the mother of an infant, while still excelling at her chosen profession, pursuing her bachelor's degree in Exercise Science, competing in local races which include mud runs, charity 5K's, 10K's, and Spartan races, volunteering time to Meals on Wheels, training members of other commands, and organizing local events for the Elizabeth City community in her role as the Secretary of the local branch of the Coast Guard Enlisted Association. Please congratulate PO Tribuzio on her selection.



ALC ENLISTED PERSON OF THE 4TH QUARTER 2018

AMT2 CHRIS HARRIS

ALC's Chief Petty Officers have selected Aviation Maintenance Technician Second Class (AMT2) Christopher Harris as the Enlisted Person of the Quarter for the fourth quarter of 2018. As a Quality Assurance Inspector he ensured all responsibilities are adhered to by regularly reviewing log book, CG22s, and participating in Planned Depot Maintenance (PDM) floor tool box inspections. On top of his Quality Assurance responsibilities AMT2 Harris is also a Suicide Prevention Advocate, an ALC Moral Committee member, and an ALC Safety Representative.

AMT2 Harris maintains significant in-depth knowledge of corrosion control practices and is in the process of creating a 90 day and 6 month corrosion inspection cards to be utilized fleet wide. Using his knowledge of corrosion he has assisted other ALC aircraft product lines with combating corrosive compounds and the application of corrosion preventative measures. He researched and developed a maintenance plan for LRS Tech Services department when corrosion was plaguing their aircraft, and a sustainable method to prevent further occurrence was difficult to achieve.

AMT2 Harris volunteered to lead a flex team comprised of visiting members from multiple air stations. His expert knowledge of ALC policies allowed the team to complete a multitude of maintenance tasks safely and efficiently. AMT2 Harris's leadership, ensured the lagging depot-level maintenance schedule was recovered within the targeted two week period. Bravo Zulu! Please take a moment to congratulate PO Harris.



DOLPHIN TRI-SWAP

In early February, CG aircraft 6595 was part of an aircraft tri-swap between ALC, CGAS San Francisco, and CGAS Barbers Point. In this tri-swap, ALC delivered a PDM aircraft (6543) to CGAS San Francisco, the 6595 was transferred from CGAS San Francisco to CGAS Barbers Point, which also delivered CG 6578 via a CG Cutter through Alameda then transported to ALC via truck. Each aircraft was coordinated via ALD's Traffic Office for movement, including any equipment needed for each aircraft transport.

Uniquely, aircraft 6595 was transported to Barbers Point via AMC Channel Lift by the US Air Force on a C-5M mission. ALD Traffic managed to have the channel lift coordinated and successfully airlifted through Travis AFB CA destined to Hickam AFB HI. A number of other agencies assisted with arranging the transport were PAC-13 Alameda, DOL-4 Portsmouth, the NAVSUP Air Clearance Authority (ACA) at NAS Norfolk, DOL-45 at Alameda, and the Aerial Port Squadron at Travis AFB. Initially, a DD Form 1149 was submitted and input into the FACTS system making known the Coast Guard's intention and transport priority for Military Airlift. This process generated an Advanced Transportation Control & Movement Document (ATCM) forwarded to the ACA gaining visibility specifically for AMC channel airlift. On January 31, 2019, CGAS San Francisco flew the 6595 to Travis AFB in preparation for the channel lift. The aircraft Loading Kit and Blade Rack were picked up on January 17, 2019 from HITRON via truck and delivered to CGAS Sacramento on January 24, 2019. These items were then transported via C27 to Travis AFB to meet up with AC 6595 on the day of loading. A team of loading experts were also dispatched from CGAS San Francisco and HITRON to manage the loading of 6595 onto the Air Force C-5M. Picture courtesy of USCG Pacific Area Facebook Page.



BOOT TRUCK UPDATE

Requests for safety boots are now live on Sharepoint! Please visit <https://cg.portal.uscg.mil/units/alc/ald/SitePages/SafetyBootsandGlasses.aspx> and click on "Safety Boots Request" to submit a new request. Everything is automated and you can track the status of your request by clicking on the hyperlink at the bottom of the page.

CAPTAIN ERNEST W. FOX PERPETUAL SCHOLARSHIP PROGRAM

The Captain Ernest W. Fox Perpetual Scholarship Program (Fox) is sponsored by Elizabeth, Clay and Dean Fox to honor the memory of their late son and brother, respectively, who served 23 years in the Coast Guard (1977-2000).

This program established a perpetual scholarship at the Aircraft Repair and Supply Center (now the Aviation Logistics Center (ALC)), Elizabeth City, North Carolina to assist the education and training endeavors of ALC personnel only. Captain Fox served as the assistant chief and chief of the repair division at the ALC from 1992 until 1996. The Fox Scholarship will provide one, non-renewable, \$2,000 scholarship for the 2019 Academic school year. The Coast Guard Foundation scholarship program is soliciting applications for the 2019 academic school year. To apply for the scholarship go to the CG Foundation website: <https://coastguardfoundation.org/scholarships> All applicants must be Active Duty Military, Civil Service assigned to ALC, or their spouse/dependent. Application deadline is 15 March 2019

LRS PREPS FOR CONTRACT CHANGE

The Long Range Surveillance Product Line is completing a significant contract labor transition for its depot level maintenance activities, moving from a firm fixed price contract to one that is managed on a time and materials basis. This transition will include establishing a relationship with a new vendor, DynCorp International after the contract was awarded on December 22, 2018. The transition in contract structure is noteworthy for LRS because it represents the maturation of the Product Line Management framework to allow extensive Coast Guard influence on all elements of the HC-130 depot maintenance process.

The Coast Guard has continually expanded its direct oversight of depot level activities for the HC-130. This progression began from the early days of heavy reliance on the US Air Force, to establishing an LRS Product Line and directly contracting depot level overhauls to a US Coast Guard developed work specification, and with the purchasing of the Heavy Maintenance Facility a few years ago has culminated into the capability to conduct HC-130 overhauls and modifications here at ALC.

Preparation for this contract award was started in 2017 as the Product Line and our Contracting team worked through the many requirements for a large \$50M+ contract. As the transition date neared, production schedules were adjusted to minimize work in progress and accommodate a transition period between vendors. During the last weeks in February, DRS, DynCorp and ALC representatives worked to inventory all items within HMF 1 & 2, to prepare for DRS stop work on March 3rd and DynCorp initial production on March 4th.



TOOL CONTROL AND FOD AWARENESS

AET1 Felipe Leal, ESD

The primary objective of the tool control program is to improve flight safety by providing a means to rapidly account for all tools after completing aircraft or aircraft component maintenance tasks, thus reducing the potential for Foreign Object Damage (FOD). You can strengthen ALC with these efforts by increasing your knowledge of ALC instructions and remain aware of changes to them. Recent changes to both the Tool Control and FOD Prevention instructions eliminated the use of personal tools, e.g., pocket knives, flashlights, headlamps. Personal tools are no longer allowed. Another recent change to the Tool Control instruction eliminated the use of personal toolbox drawers. Personal items can no longer be stored inside toolboxes. ALC instruction revisions are highlighted in the XO's Weekly Success and administrative newsletter. The Policy and Logistics Branch (PLB) assists in assuring airworthiness of ALC depot maintenance processes through routine QA surveillance of the Product Lines and the multitude of industrial shops. During recent surveillance events and shop inspections, PLB has seen an upward trend in tool control discrepancies. A well-organized toolbox is critical to tool control, accountability, and FOD prevention. Pictured below are a well-organized tool drawer and toolbox.



MARCH IS WORKPLACE EYE WELLNESS MONTH

March is Workplace Eye Health and Safety Month. Before you think that this topic does not apply to you, think again. Each day, over 2,000 American suffer an eye injury. This means that almost one million Americans have experience some vision loss due to eye injury, which has resulted in more than \$300 million in lost work time, medical expenses and workman's compensation.

We usually think of work-related eye injuries as being isolate to outdoor jobs such as construction work, landscaping or animal handling. Ironically, working in an office can be just as hazardous to your eyesight. The most common eye problem is computer vision syndrome. While consistently being on your computer will not permanently damage your vision, it can make your eyes feel irritated and fatigued. Computer vision syndrome is not just a myth. Too much screen time and not enough breaks can cause headaches, in attentiveness, neck pain, back strain, and dry eye. Studies show that staring at a screen for extended periods, lengthens the interval between blinks, preventing eyes from staying lubricated and moistened.

There are some ways to prevent computer vision syndrome and keep your eyes feeling comfortable:

1. Reposition your screen. Adjust your screen to be at a right angle away from any direct light source. Invest in an anti-glare screen for your monitor to make computer work gentler on your eyes.
2. Remember the 20-20-20 rule. This rule reminds you that every 20 minutes, you should look at an object at least 20 feet away for at least 20 seconds.
3. Do not forget to blink. While it may sound ridiculous, write yourself a note and place it on your monitor. Write "Blink Often" or any other message that will remind you to blink and keep eyes from drying out.
4. Use artificial tears. Over-the-counter eye drops can be extremely helpful in preventing dry eye and keeping your eyes comfortable.
5. Drink water. Adequate hydration can make a big difference, especially during the winter months when heaters and furnaces can make the air particularly dry.
6. Schedule regular comprehensive eye exams. Nothing can replace the importance of having an eye exam by a licensed ophthalmologist at regular intervals. If you have any concerns about your vision or experience any changes with your eyesight, do not delay in making an appointment.

INGENUITY ON DEMAND (IOD) H-65 FENESTRON CART

CWO Timothy Panek, IOD

After nearly 2 years of prototyping and design changes, the H-65 Fenestron cart, a concept originally designed by Joseph Moxley in the IOD paint shop, is complete and being put to good use. This innovative cart replaces the original fenestron stand and functions as a work stand, paint stand and transportation cart. Its use reduces the number of loading and unloading movements from 18 down to just 3. As an added feature – this stand also rotates 90 degrees to optimize repair and paint operations without the risk of damage due to movements. Its narrow base width supports easy transportation in and out of IOD and SRR shops while still maintaining stability and control. A special thanks to Joseph Moxley, Sidney Hedgepeth, Mark Midyette and Derek Blackford for their contributions to making this concept become a reality.



ALC GS-CIVILIAN EMPLOYEE OF THE 4TH QUARTER 2018

BETH MCCRODDEN

The GS Employee of The Quarter is Ms. Beth McCrodden. Ms. McCrodden currently administers six contracts valued at \$86M and is working on two contract pre-awards valued at \$23M. She is an extremely knowledgeable Contract Specialist who mentors her peers and her customers in contracting topics and also serves as the MRS Contracting SharePoint POC, updating the site and training the procurement staff in use of the system. Ms. McCrodden always maintains a positive and professional manner and routinely volunteers to help anywhere there is a need. At work, she routinely volunteers for additional work projects, such as being a member of the Head of the Contracting Activity Advisory Council (HCAAC) and the ALC Contracting Morale committee. The Morale Committee planned numerous morale events for all of ALC Contracting during the past year and several volunteering efforts that benefited the Elizabeth City community (The Albemarle Food Bank and the Elizabeth City SOULS Community outreach dinners). During the recent Government Shutdown, although furloughed, she volunteered within our community at The Albemarle Food Bank and the CPOA / Spouses Club Food Pantry. Please congratulate Beth when you next see her.



ALC WG-CIVILIAN EMPLOYEE OF THE 4TH QUARTER 2018

JOSE CRUZ

The WG Employee of the Quarter is Mr. Jose Cruz. Mr. Cruz serves as Industrial Operations Division's planner and point of contact for five IOD shops (121, 141, 132, 221, and 241) and two product lines (MRR, MRS). In this role Mr. Cruz excels, serving as the touch point where strategic planning meets tactical production. His expertise and professionalism in the field of aviation maintenance is evident as he skillfully prioritizes and coordinates work orders and PDM tags as they move through the system. Of particular note, Mr. Cruz expertly guided the development of the routing cards, scan locations, and scheduling of the MRR Navy Conversion Program and Customs and Border Patrol aircraft parts. Furthermore, Mr. Cruz manages the IOD Blast/Paint Booth schedule and coordinated with every product line to get aircraft blasted, washed, primed, and painted at the various points in the PDM cycle. Constrained by personnel and available booth space, Mr. Cruz was extremely proactive at identifying potential bottlenecks and working with the product lines to alter PDM schedules upstream to alleviate the potential issues. As a result of Mr. Cruz's leadership and high level project management, the IOD paint booth often finished aircraft early and provided the product line critical days of float. Mr. Cruz also serves as one of the IOD Production Support point of contacts to parts movers on base, ensuring that parts are moved through the system in a timely manner. IOD transports nearly 55% of all aviation parts at ALC and Mr. Cruz ensures on a daily basis that critical parts are expedited as needed and handled with priority. Please stop by IOD and congratulate Jose.



SITREP 3: WAGE PARITY

Ed Gibbons, Executive Director

In the last two editions of The Flyer I outlined the two-step process to CAPT Hartnett's request to include ALC in the Special Wage Rate in the Hampton Roads FWS Region. Step One was to gain Coast Guard approval and Step Two is the process to gain approval from the Office of Personnel Management. I want to provide you an update on our progress.

The Coast Guard approved ALC's inclusion in the special rate in early December. The normal budget cycle is three years, but in this case a budgetary adjustment to move the cost from the AFC-41 account to the AFC-08 Civilian Pay account was made for the FY20 budget. Our program office (CG-41) essentially shaved two years off the process and funding is officially there for October 2019. As I have said before, this is an incredible demonstration of respect for this workforce in an extremely challenging budgetary environment. The Deputy Commandant of Mission Support, VADM McAllister, Chief of Engineering and Logistics RDML Bouboulis, and the Chief of Aeronautical Engineering CAPT MacDonald, are making an investment in our workforce, showing faith that we will continue to grow the positive returns ALC has always produced for the Coast Guard.

Step Two, OPM approval, remains somewhat uncertain. We recently achieved a major milestone as the Coast Guard formally requested ALC's inclusion in the Special Rate in a letter to the Department of Homeland Security. Once DHS approval is gained, the request will move to OPM. We will continue to work with CG-12 to keep our request moving forward.

OK, so what about an FY19 implementation? Once OPM approves ALC's inclusion in the special rate, CAPT Hartnett intends to request immediate implementation. There are many factors that must align to transfer funds this Fiscal Year, and most are simply not under our control. I don't want to mislead anyone, it will be a challenge to implement in FY19, but Capt. Hartnett intends to push to get the workforce the special rate as soon as possible. Again I will keep you updated on that process once we have OPM approval.

During the next couple of months, your Deputy Division Chiefs will complete their work in developing PAL changes that will have to occur to ensure our employees are in the same series with the Special Wage Rate. We are doing our best to be ready. Since the Special Wage Rate calls out only certain series, there is potential that some of our workforce would miss out based only on a classification choice. Many of these updates will actually be more representative of how our workforce is employed. We will keep you informed about whatever changes you can expect.

To close, I'd like to point out that, during the government shutdown, our senior leaders repeatedly demonstrated their profound respect for our civilian workforce. Further, they clearly hold ALC's workforce in particularly high regard, for the tremendous value you've contributed to the Coast Guard. It's incumbent on us to remember now, that our shared purpose "To Keep Em flying" holds us to the highest standards, and that we rededicate ourselves to prove their investment is worth every dollar.

I will keep you posted as we make further progress.

ALC AWARDS

December through February 2019

COMMANDANT'S LETTER OF COMMENDATION

AET2 Brett Eisenberger	AET2 Nicholas Gavin
AMT2 Timothy Bundy	AMT2 Christopher Landon
AMT2 Zachary Manning	AMT1 Luiz Leal
AMT1 Nickolas Limnios	AMT1 Andrew Wood
AMTC Matthew Bone	

CIVILIAN LENGTH OF SERVICE

Joey Martin 5 yrs	John Berry 10 yrs
Stephen Forbes 10 yrs	Larry Ormerod 15 yrs
Daniel Knotts 20 yrs	Ismael Melendez 20 yrs
Thomas Richardson 20 yrs	Mark Harris 25 yrs
Hank Krebs 25 yrs	Glenn Wright 30 yrs

CG GOOD CONDUCT

AET1 Martin Mitchell 4 th	AMTCS Phillip Tacconelli 5 th
AMTC Brando Jopp 6 th	AETC Scott White 7 th

AIRBUS FLIGHT HOURS

AMTC Greg Kilgore 500 hrs	CWO Jason Law 1000 hrs
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