Surface Forces Logistics Center
SFLC EXISTS TO SUPPORT THE FLEET
Winter 2021; Volume 12, Issue 1

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Responding to Hurricane Ida

By LTJG Ben Crutchfield, SFLC-IOD and DCCS Cory Yates, Repair Team St. Louis

Extensive interior and exterior repairs were made to the Unaccompanied Personnel Housing and family housing units following Hurricane Ida.

Anticipating damage to Coast Guard infrastructure from Hurricane IDA, SFLC's-Industrial Operations Division (IOD) activated repair teams from South Portland, ME and Portsmouth, VA. Post last landfall, these teams in partnership with the Shore Infrastructure Logistics Command's (SILC) Damage Assessment Teams (DATs), conducted extensive repairs to restore operational capability at Stations, Air Stations, Aids to Navigations Teams, Bases and Sectors. As damage reports were compiled, reserve Repair Teams were activated to increase on-scene capabilities and accelerate restoration of critical mission infrastructure.

Once initial repairs were executed, Civil Engineering Unit (CEU) Miami requested both reserve repair teams to conduct more extensive repairs to STA Grand Isle. Quickly building the $1M material and travel estimate in partnership with the DATs and CEU, SFLC-IOD deployed the composite team of 18 reserve and 4 active duty members from Repair Teams Detroit and St. Louis. The repair scope included dry wall repair, carpet renewal, flooring renewal, house wrapping, minor electrical repairs, roofing repairs, and more, for the STA multipurpose building, the Unaccompanied Personnel Housing (UPH) and family housing units.

Commencing in mid-September, the teams immediately began the laborious and filthy demolition to arrest mold growth within Grand Isles UPH and other common spaces. Ninety percent of the demolition was completed within 10 days, with hundreds of square feet of dry wall and carpet removed. As the work progressed, further storm impact was discovered, necessitating the removal of another 600 square feet of drywall. Repair team electricians made simultaneous repairs to the Grand Isle power grid, restoring stable power and critical A/C units to operable condition for cooling and drying the facilities.

(cont'd on page 2)

CO Corner

Team SFLC,

CAPT Paul Stukus

It is my privilege to present the SFLC Winter 2021 newsletter. It's been an eventful six months since our last newsletter. In that time, we have overcome multiple challenges to continue to deliver on our mission: to Support the Fleet. One hurdle that we are still in the process of clearing is the conversion to a new financial system, FSMS. This may represent one of the biggest changes in day-to-day business practices that many of us will experience over the course of our careers. FSMS leverages a commercial product to replace a "brittle" and aged IT system. It improves the financial management/procurement interface and aligns DHS components for better transparency and standardization – ultimately leading to more optimal financial management. There has been – and will likely continue to be – some short-term pain to achieve long-term gain. In the time that elapses between me writing this column and your reading of it, the "cutover period" will likely have ended and FSMS will have gone "live." I encourage all funds managers, contracting and procurement personnel, CORs, project managers, asset managers, and supply staff to remain "Semper Gumby" as we "come about" amidst the confused seas generated by the concurrent learning curves associated with both a new financial system and a revised appropriations structure (CAS). Once we get through the choppiness of the next few months, smoother seas lie ahead.

Speaking of appropriations… as you know, we began FY22 under a Continuing Resolution (shocker!) as we await full year funding. The good news is that, when a final appropriation is enacted, we anticipate receiving a significant recurring increase of funding to our bottom line. Additionally, at least $70M (perhaps more) of our FY22 funding will be "two year" money (i.e., available to obligate until 30 September 2023). Despite a significant funding shortfall that remains (compared to projected maintenance requirements), we will spring off this momentum to begin work on piloting some new depot maintenance availability strategies in an effort to improve our efficiency in supporting the fleet.

In this age of polarizing partisan politics that have the potential to significantly hinder the services provided by some government agencies, the Coast Guard's support in Congress clearly remains strong. This is a result of the demonstrated value that we collectively bring to the American taxpayers day after day in providing maritime safety, security, and stewardship. Your work directly enables operations from the Arabian Gulf to the Gulf of Alaska; from the American Heartland to American Samoa. Thank you for your service!

Captain Paul Stukus
Commander, Surface Forces Logistics Center

(cont'd from page 1)

Electricians also discovered and corrected potentially fatal issues including a failed A/C unit disconnect switch, damaged wiring and non-existent service equipment bonding.

As work on the UPH progressed into October, the repair teams concurrently restored operation to the diesel fuel pump on the 87 WPB fuel pier and the 45 RBM shore tie receptacles, inspected the diesel and gas hose reels, isolated all housing gas lines, isolated and tagged out down light poles, and repaired the front gate.

Working on scene for nearly two months, the repair teams transited almost 5 hours daily as sewage and water services were unavailable in the local area. This deployment exemplifies the versatility, cost effectiveness and benefit of Repair Teams as a rapidly deployable organic resource to restore Coast Guard operational capabilities. Bravo Zulu to both Repair Teams Detroit and St. Louis for their hard work and dedication to keeping Coast Guard assets operational!

CG-45's Corner

CAPT Thomas Lowry, Sr.

Hello from the Office of Naval Engineering in Headquarters!

With the AY21 transfer season behind us and with the shift to the at-sea watch, 20 to 24 on deck, I wanted to introduce myself and our new team members here at HQ. In addition to my own arrival from SFLC-MECPL, the following personnel have joined our team. CAPT Christopher Wolfe is the new Ship Design Team Division Chief (CG-459) and has welcomed aboard CDR Christopher Cart, LCDR Chris Howard and LT Tai Chan. CAPT Patrick Lineberry is the Division Chief of the newly minted Navy Type Navy Owned Combat Systems Division (CG-453) with Mr. Neal Pratt as the Deputy Division Chief, and Mr. Larry Mudowney as the Equipment Specialist in the Ordnance and Electronics Section. LCDR Elise Ross has reported in as LRE System Manager (CG-451) from EO of CGC Seneca. Leaving CG-45 in AY21, LCDR Brad Clemmons reported to EO of CGC Stratton and LT Josh Olbrys has transitioned to civilian status. At the helm in CG-4 is RDML Carola List, reporting as our first female Chief Engineer.

With the Underway Steaming Checklist complete, I wanted to take the time to brief the Naval Engineering Community on some adjustments to plant configuration and our new course and ordered speed. In 2008 we modernized the surface fleet mission support model, and we enjoyed a great many efficiencies that buoyed mission support to new levels. With the overarching Mission Support Business Model framework in place and operating as designed, we are going to shift our focus to optimization. We are taking a critical look at the portfolio of Naval Engineering Programs to ensure they are configured to maintain, repair and sustain the new levels of technology and system complexity in the surface fleet. To that end, we are actively working on updating the Naval Engineering Program Business Plan.

In this interim, I wanted to provide our Naval Engineering Community with the guiding principles for optimization:

Value: Naval Engineers leverage resources to create operational capabilities. As we convert resources into operational capabilities, we must maximize the value that we create through sound business decisions and by taking intelligent risk positions.

Speed: Naval Engineers provide the elements of logistics that are critical to enabling operations. As we build and deploy our portfolio of mission support packages, we will maximize the efficiency and effectiveness of our practices and procedures to deliver at the *Speed of Need*.

Accuracy: Accuracy is not simply building mission support packages for stable requirements, and delivering at a known position and time. Accuracy is being able to predict future needs and building flexible and adaptive logistics products that satisfy emerging requirements.

In direct alignment with our Service ethos, Value + Speed + Accuracy = Semper Paratus!

Captain Thomas Lowry Sr.
Chief, Office of Naval Engineering

CMC Corner

MCPO Paul Greenwood

Shipmates,

Serving at SFLC is already proving to be one of my most rewarding tours.

When you take a step back, and break down each maintenance action or casualty response, it becomes obvious how much of an impact each person has on the success of our fleet. From the calls coming in for troubleshooting or questions from techs out in the field, to PRs placed and executed; parts shipped then returned and made ready for re-issue, to the drawings, MPCs, and engineering design and development. It really takes a team of professionals to keep everything running, with every person playing their part. We are a unit like no other – literally.

I'm excited to be here and I'm proud to be part of this team. For those of you that I've had the opportunity of meeting during my short time, thank you for the warm welcome. I look forward to meeting more of our crew in the months to come.

Some things in the near future to look out for: Changes coming with the LDAC, our unit's PA team becoming formally recognized. The goal is increased participation through programs that improve our way of life at SFLC. Our unit is an opportunity for all to grow, and I'm here to support you in achieving your personal and professional goals. I'm working with our command and across the Chiefs mess to ensure that you have every opportunity accessible to you.

If you need something, don't ever hesitate to reach out. I'm here to support you.

MCPO Paul Greenwood
Command Master Chief , Surface Forces Logistics Center

LDAC

Over the summer SFLC continued to see a fairly large percentage of the workforce maintain modified work schedules due to the ongoing COVID-19 pandemic. The SFLC Leadership & Diversity Advisory Council (LDAC) continues adapting to this modified environment that challenges in person meetings and events. We held a very successful speaker event with Mr. Albert Curry, Jr., Deputy Assistant Commandant for Engineering and Logistics, coordinated in partnership with the CG Yard LDAC utilizing both in-person and remote options for attendees. We will continue leveraging technology to maximize participation for future events. We thank SFLC and Yard support staffs for their assistance in making the event a success. Both LDAC's continue to look for opportunities to work together to provide leadership and diversity events.

SFLC's LDAC realizes the significant role physical locality plays in developing and supporting leadership and diversity events and initiatives. We are in the process of refining the way we meet and addressing local issues by utilizing our existing network of co-chairs. We will begin hosting meetings at the local level in Alameda, Norfolk and Baltimore which will create smaller, more manageable groups to address issues. Ideas will be shared amongst all of the SFLC LDAC's and we will share events via the CG Teams platform.

We look forward to better servicing your needs. If you have any ideas for a leadership or diversity event, or have a concern that you would like to see addressed, we encourage you use the suggestion form located on the "About SFLC" page on the CG Portal, or by reaching directly out to the LDAC Chair at william.r.zittle@uscg.mil.

CGC Healy Fully Operable After Motor Replacement

By LTJG Derek Silliman, LREPL- ENG

The replacement of CGC Healy's #1 Main Propulsion Motor has been a critical project in enabling the cutter to carry out its missions. Presently, Healy is in the process of transiting around North America, which would not have been possible without the dedicated professionals at the Long Range Enforcer Product Line. In August of 2020, Healy unfortunately had to abort its annual scientific research trip to the Arctic when they suffered a casualty to the #1 Main Propulsion Motor. Preparing Healy for its next deployment involved a $6 million contract to replace the motor and $1.8M to expedite the transport the replacement motor from the Coast Guard Yard to the California shipyard on its own seagoing barge. The replacement motor had been made specifically for this purpose and, after twenty three years in storage at the Yard, the building the motor was stored in had to be disassembled, lifted on to a heavy transport vehicle, and moved to the barge load site. After it was loaded, a metal plate superstructure was lowered over the motor and welded to the deck. The motor was then transited to California via the Panama Canal, which took about a month.

To switch the motors, CGC Healy had to be drydocked for three months. A three deck heights tall hole, spanning multiple compartments, had to be cut in Healy's double hull in order to exchange the old and new motors. Including drydock, Healy was away from home port for four months undergoing repairs. This was done under the backdrop of the COVID-19 pandemic and the performance of other annually scheduled maintenance. Final motor alignment and a dockside was performed back in Seattle. Once the motor was ready and other maintenance was complete, contractors from General Electric conducted tests and ultimately had to spend eight days correcting a communication failure between the motor and shaft controllers, enabling the motor to properly rotate the shaft in reverse. Finally, there was a six day underway period to test the new motor at sea.

Overall, $14 million was spent on maintenance to prepare CGC Healy for this year's mission. Healy is presently traveling around North America, coming down the East Coast after transiting through the Northwest Passage. The very motor that left the CG Yard for Healy over a year ago made its return to Baltimore as a functioning motor onboard Healy itself. The disabled motor that was removed was shipped to GE in England for repair and is expected to be returned to storage at the CG Yard in FY23.

Repairing CGC Waesche

By LTJG Derek Silliman, LREPL- ENG

In September of 2020, CGC Waesche suffered from a class bravo fire on the #2 Main Propulsion Diesel Engine (MPDE) which spread into the above stack. This necessitated Waesche pulling into Japan to undergo repairs where she would be for about two months. LRE undertook investigatory actions in Japan. Using U.S. Naval resources, repairs were made to vital systems so that Waesche could return to homeport in Alameda, California. A $7 million unplanned contract to repair damages from the fire coincided with $4.5 million in planned maintenance. Using the approved import window, a $4 million Sensitive Compartmented Information Facility upgrade was also accomplished and MPDE fuel bleed screw stop blocks are being installed. These screw stop blocks will prevent future oil leakage that facilitated the fire.

PE STUDY Highlights

Why SFLC Did This Study

SFLC chartered the "Re-thinking PE Support" Study in August 2019 in response to an IBCT Product Line Memo that listed challenges facing job satisfaction and retention within the PDM branch, along with recommended actions to improve the situation. The memo echoed anecdotal feedback from other Product Lines, indicating potential systemic problems, such as excessive travel days and rampant job dissatisfaction that were negatively impacting PE recruitment, innovation and performance, and could degrade SFLC's ability to support the fleet.

The Programmed Depot Maintenance (PDM) Management Board was tasked with defining the PE workforce's challenges through an unconstrained analysis of the PDM enterprise eco-system and providing Courses of Action (COA) to senior leadership. The study leveraged the Architecting Innovative Enterprise Strategy (ARIES) framework to examine the PDM enterprise landscape, stakeholder values, and existing PDM architecture. The team analyzed alternatives to provide comprehensive, congruent solutions to systemic issues.

What SFLC Recommends

SFLC recommends adopting a PDM enterprise architecture focused on depot project efficiency, where trade-offs are consistently governed by cost and schedule. The "To Be" architecture will require minor changes to existing PE functions (MCA and DISCREP), internal organizational structure, training, and processes. Collaborative initiatives with Contracting, C5I and Base Naval Engineering entities are also recommended, and will require external engagement.

To effectively transform the PDM enterprise, SFLC recommends a time-phased implementation plan of key initiatives/activities. Program-level initiatives include a Materiel Condition Assessment (MCA) periodicity change, Re-thinking Base Naval Engineering Department (NED) support, and interface improvements with the C5I and contracting communities.

SFLC PROGRAMMED DEPOT MAINTENANCE

Re-Thinking Port Engineer Support

What SFLC Found

Previous anecdotal data regarding Days Away From Homeport (DAFHP) and perceptions of low job satisfaction among Port Engineers (PE), were unsubstantiated by official travel data, interviews and surveys. Specific problem areas were revealed through further analysis, but DAFHP and job satisfaction impacted less than 10 percent of the enterprise. Overall, the study indicated that the health of the PDM enterprise is generally positive, but also identified a list of specific challenges to the Port Engineer workforce and PDM enterprise.

These challenges can be grouped within the three overarching categories described in the figure and paragraphs below. The combination of these challenges explains the persistent notion that the PE role is simultaneously rewarding and oppressive (see figure). This dichotomy and changes in the PDM ecosystem support transforming the enterprise in order to recruitment of high-performing candidates and improving overall fleet support.

Port Engineers are overly susceptible to the Law of Requisite Variety

When complexity of environment > System capacity; environment dominates & destroys the system

Inconsistent Project Trade Space Management. Typically high performers, PEs thrive in challenging environments and enjoy problem-solving to meet the cost, schedule, performance, and risk goals of their depot availability projects. Time and resource constraints often create the need for trade-offs, but strategic guidance and priorities vary across Product Lines and projects. Attempts to "do it all" lead to burnout and process gaps (e.g. poor data entry).

Sub-Optimal Training, Technology and Resource. The PE and APM courses provide a sufficient introduction, but proficiency and specialty training throughout the tour will improve individual and organizational performance. Outmoded and inconsistent availability of IT tools was cited as a significant source of frustration within the PE community. Inconsistent guidance for staffing levels, and the monitoring of travel and DAFHP result in significantly different experiences for PEs across the Product Lines.

Discordant interrelationships. Organizational entities outside PDM are integral to successful project execution, yet the interfaces are neither well defined nor understood, and are often personality driven. Inconsistent requirements and processes across product lines, regions and individuals represent opportunities to substantially increase collaboration, efficiency and overall support to the fleet.

Mobile Support Units support Hurricane Ida Response

By CDR Tudorel Caliga, MSU Reservists

On 29 August 2021, Hurricane IDA struck Louisiana as a category 4 hurricane with wind speeds as high as 150 mph, leaving in its wake numerous deaths and over one million residents without power. Large areas flooded causing many lost lives and properties to be destroyed. On 4 September 2021, SFLC's Mobile Support Unit (MSU) received orders to mobilize and deploy to Houma, LA, an area heavily hit by Hurricane IDA. A Forward Operating Base (FOB) was established, providing logistics support to the Incident Command Post (ICP) and first responders. In all, 11 MSU members were recalled to active duty under Title-14 orders. Within 36 hours, MSU's first four Alaska tents, power grid, and three light towers were up and running, officially placing Camp Equity on the ICP's map. By 8 September 2021, the remaining MSU reservists arrived with more trucks and trailers loaded with equipment. While in Houma, SFLC MSU reservists worked closely with the ICP to further develop Camp Equity including provision of two fueling stations for first responders, a fuel farm, temporary (air conditioned) sleeping quarters for up to 60 personnel, a Mobile CG Exchange, a Mobile Medical Unit, a C5IT Communications Trailer and a helipad. MSU's deployment lasted a total of 31 days. During this time, Camp Equity was visited by multiple officials, including 3 flag officers. Response personnel transitioned while the area's electrical grid gradually recovered, experiencing only minor interruptions. The MSU's FOB continuously supported ICP first responders and displaced MSU Houma personnel until 7 October 2021. After 31 days onsite, MSU reservists departed Houma, LA and started its 2.5 day trip back home to Baltimore, MD.

Ingenuity Leads to a Secured Motor on CGC Healy

By Richard Cronin, SFLC-ESD-NAME

The USCG icebreaker CGC Healy (WAGB-20) suffered a failure of the starboard main propulsion motor in August 2020. Fortunately, a spare motor was in storage at the Coast Guard Yard and it was transported from Baltimore, MD to Mare Island Dry Dock in Vallejo, CA for installation.

The main propulsion motors are secured to the foundation using bolts with through holes reamed to the bolt body diameter at installation (see right).

During fit-up of the new starboard main propulsion motor, manufacturing variations in bolt hole placement prevented alignment of the existing foundation holes to the new motor hole locations. To facilitate installation, the motor base and foundation holes were enlarged, and reamed to fit bolts with larger body diameters. However, with the mounting holes larger than originally designed and with no change to the washer diameters, there was reduced washer bearing area. SFLC-ESD-NAME-Main Propulsion Machinery Section (Main Prop) and the LRE Product Line were concerned that the preload from tightening the nuts may result in unreasonably high stress at the washer bearing area when compared against yield strength. This increased the potential for plastic deformation to the washers and mounting plate, as well as fastener loosening.

Main Prop with the help of SFLC ESD NAME-Naval Architecture built a Finite Element Model (FEM) within Seimens' SimCenter FEMAP program to represent the foundation bolt assembly.

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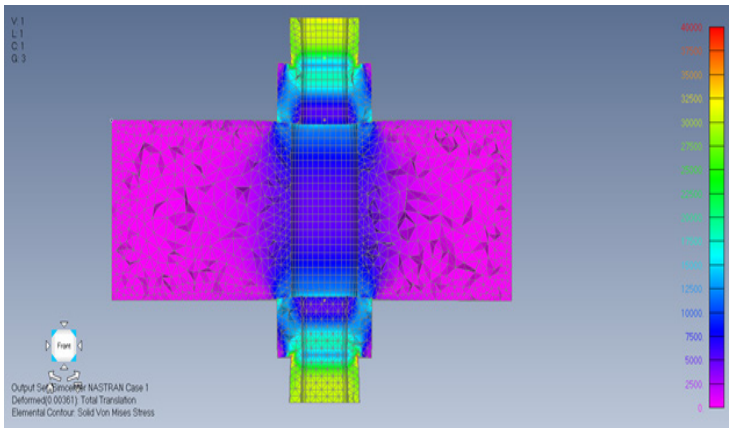

CGC Healy Main Propulsion Motor Assembly Von Mises Stress (psi).

A Finite Element Analysis (FEA) using an integrated NASTRAN solver was executed and the non-linear contact model consisted of 283,000 elements. A bolt preload was applied at each nut surface to simulate the bolt tension created by applying the specified fastener torque. The FEA showed that the fastener torque produced acceptable margins against yield stress in the washer and the attached motor base/foundation; Figure 2. The positive FEA results provided confidence that the Healy could complete its upcoming missions. Subsequently, Healy completed trials and deployed to the Artic and a transit of the Northwest Passage and Panama Canal.

SFLC Team Provides Superior Mission Support to the Fleet

By LTJG Ben Crutchfield, SFLC-IOD

After a year in a commercial drydock, ANT San Juan's CG 55115 remained high and dry on extensions with recurrent project management and quality issues. SFLC's-Small Boat Product Line (SBPL) approached SFLC's-Industrial Operations Division (IOD) to complete this dry dock availability. IOD and Industrial Production Facility (IPF) Portsmouth reviewed the project and accepted the work. Upon receipt of the asset on February 16, 2021, the initial inspection revealed deterioration due to sustained exposure, poor workmanship and ruined Government Furnished Equipment (GFE). While IPF Portsmouth began cleaning and disassembling the boat, the ANT, SBPL and IOD collaborated to finalize all work items, determine GFE availability and establish a project plan and performance period. This A-Team meeting resulted in the addition of 14 work items to ensure a mission ready asset was returned to the unit. Further, the inspection revealed that the quality of several "completed" work items was insufficient to yield reliable operational capacity. During production, IPF Portsmouth identified and corrected leaks in both fuel tanks. In partnership with Electronic Support Detachment (ESD) Portsmouth, the SINS II package installation was completed concurrently. SBPL's cost for this emergent industrial availability was $210K, a substantial cost avoidance from the commercial cost estimate of $730K without the additional work items. This project showcases the National Industrial Enterprise's workmanship, technical expertise, adaptability and willingness to support the fleet. IPF Portsmouth completed this extensive drydock despite an already loaded production schedule and returned the asset to the unit in full mission ready status.

CG 55115 at the commercial shipyard in Charleston, incorrect paint color and application needed correcting.

CG 55115 being transported by IPF Portsmouth's mobile boat hoist after completion of the drydock package.

Milestones: Military Personnel
January– June 2021

Officer Promotions

CAPT Theodore J Erdman	SBPL
CDR Amy M Lockwood	LRE
LT Robert Baker	PBPL
LT Kyle P Carosotto	IBCT
LT Nicholas C Paisker	LRE
LT Kyle S.Z. Levy	PBPL
LT Monica R Luebke	PBPL
LT David M Campbell	IBCT
LT Samuel E Park	SBPL
LT Bruce J Kim II	LRE
CWO4 Christopher S Keplinger	LRE
CWO4 Justin J Hugus	SBPL
CWO3 Gary A Miller	ALD
CWO3 Christian M Lynch	PBPL
CWO3 Daniel A Doherty	LRE
CWO3 Robert H Holt	IBCT
CWO3 Kenneth A Glover	LRE
CWO3 Jason W Speth	LRE
CWO3 Kalee J Campbell	PBPL
CWO2 Allan E Whiting	PBPL
CWO2 Christopher J Maytum	LRE
CWO2 Joseph Foran	LRE
CAPT David L Melton	LRE
LCDR Arthur J McCrohan	IBCT
LT Ryan P Guinee	PBPL
LT Sarah A Porzillo	MEC
LT Savannah S Lyle	PBPL
LT Zachary W Velasquez	IBCT
LT Justin T Rebholz	LRE
LT Nicholas L Rollolazo	IBCT
LT Austin J Ross	LRE
LTJG Carrie A Doris	LRE
CWO4 Joshua, K Meese	PBPL
CWO4 Bret S Williams	PBPL
CWO3 Danielle F Wells	PBPL
CWO3 Joshua E Hutchinson	SBPL
CWO3 Nathan C Chappell	SBPL
CWO3 Eduardo E Rosado	SBPL
CWO3 Timothy Tolliver	SBPL
CWO3 Allyson M Vaskey	ALD
CWO2 David J Kingsland	PBPL
CWO2 Sheldon Williams	LRE
CWO2 John P O'Brien	IOD

Enlisted Advancements

SKC William M Bosch	MSU
ETC Brion A Weisman	LRE
MK1 Joshua A Klump	LRE
SK1 Anthony D Tavarez	ALD
SK1 Michael P Reilly	MSU
SK1 Michael D Goulet	CPD
SK2 Jeffrey Camarda	CPD
SK2 Anthony J Andaluz	CPD
SK2 Samuel T Beck	SBPL
SK2 Troy D Bowersox	CPD

Retirements

CWO4 Jose Suarez	PBPL
CWO4 Clifford S Mooneyham	PBPL
CWO2 Michael R Grimes	IBCT
SKC Patricia L Brown	CPD
MKC Jon F Loftis	SBPL
MKC Raymond F Kneen	SBPL
MK1 Andrew W Houman	LRE
MK1 Stephen D Krumfolz	LRE

Enlisted Persons of the Quarters

First Quarter: MK2 Vincent R. Lopez	CPD
Second Quarter: SK2 Emily E. Greenhouse	CPD

Milestones: Military Personnel

Awards

CDR Thomas S Lowry	CGCM	MEC
LCDR Ian A Foster	CGCM	LRE
LT Ryan T Ostrander	CGCM	LRE
LT Timothy J. Manske	CGCM	ESD
LT Brianna E Townsend	CGCM	IBCT
LT Matthew Schoen	CGCM	PBPL
LT Kyle P Wood	CGCM	IBCT
LT James E Jorgensen	CGCM	PBPL
LT Savannah S Lyle	CGCM	PBPL
LT Kyle P Carosotto	CGCM	IBCT
LT Isabelle C Patnode	CGCM	IBCT
LT Thomas N Palmeira	CGCM	SBPL
LT Sarah E Sorensen	CGAM	MEC
LT Matthew S Zolnierek	CGAM	BOD
LT Sarah A Porzillo	CGAM	MEC
LTJG Adam M Cruz	CGAM	MEC
CWO4 Roy A Hodges	CGCM	PBPL
CWO4 John T Brummett	CGCM	LRE
CWO4 John J Hollins	CGCM	SBPL
CWO3 Marlene T. Tolliver	CGCM	LRE
CWO3 James Conley	CGCM	IBCT
CWO3 Allyson M Vaskey	CGCM	ALD
CWO3 Brett S William	CGCM	PBPL
CWO3 Sean Gabriel	CGCM	IBCT
CWO3 Pamela E. Arts-Smith	CGCM	IBCT
CWO3 Fred C. Bates	CGCM	IBCT
CWO2 Shawn L Hines	CGCM	IBCT
CWO2 Omar R Matthews	CGCM	ALD
CWO2 Erick B Keerins	CGCM	LRE
CWO2 Robert J Taylor	CGCM	PBPL
CWO2 Kenneth A Glover	CGCM	LRE
CWO2 Bronson L Suyat	CGCM	IBCT
CWO2 Christopher J Maytum	CGCM	LRE
CWO2 Kalee J Campbell	CGCM	PBPL
CWO2 Timothy Tolliver	CGCM	PBPL
CWO2 Joseph W Majewski	CGCM	PBPL
CWO2 Allan E Whiting	CGCM	PBPL
MKCM Thomas J Sayers	CGCM	PBPL
MKCM Scott E Pressimone	CGCM	LRE
MKCM Guy P Tharpe	CGCM	IOD
MKCM Steven M Giddens	CGCM	SBPL
DCCS Christopher R Short	CGCM	LRE
DCCS John P Treme	CGCM	LRE
MKCS Terence J McNally	CGCM	SBPL
MKCS Nolet Antoine	CGCM	IBCT
GMCS James E Proctor	CGAM	MEC
EMC Ryan S Hopkins	CGCM	PBPL
EMC John P O'Brien	CGCM	IOD
ETC Brion A Weseman	CGCM	LRE
ETC Adolfo M Lugo	CGCM	IBCT
ETC Christopher R Davey	CGAM	ESD
MKC Jason E Sadler	CGCM	PBPL
SKC Kimberly K Borroni	CGCM	LRE
EM1 Paul M Stebbing	CGCM	LRE
SK1 Bienvenido M Arrizal	CGAM	MEC

Milestones: Civilian Personnel

January – June 2021

PROMOTIONS

Joseph Bailey	ALD	Freight Rate Specialist	GS-07
Lauren Bossingham	CPD	Contract Specialist	GS-09
Justin Bush	ESD	Naval Architect	GS-13
Shannon Carter	CPD	Purchasing Agent	GS-09
Catherine Chan	CPD	Contract Specialist	GS-12
Catherine Cortright	ALD	Budget Analyst	GS-12
Jaime Diaz	CPD	Contract Specialist	GS-12
Thomas Garland	ESD	Electrical Engineer	GS-14
Charles Garnett	ESD	Equipment Specialist	GS-12
Brittany Gerben	SBPL	Inventory Management Specialist	GS-11
Jerrod Gonzales	CPD	Contract Specialist	GS-11
Kurt Hoyer	CPD	Contract Specialist	GS-12
Iris Johnson	CPD	Contract Specialist	GS-13
Debra Johnson-Owens	WSD	Program Specialist	GS-11
Michael Mooney	SBPL	Equipment Specialist	GS-12
Jessica Ridenour	ESD	Technical Information Specialist	GS-12
Jonathan Roach	ESD	Mechanical Engineer	GS-12
Donald Sanders	ESD	Supervisory Logistics Management Specialist	GS-13
Heather Shacklock	BOD	Financial Management Specialist	GS-12
Thomas Sparr	ALD	Supervisory Logistics Management Specialist	GS-13
Cynthia Stith	WSD	Program Specialist	GS-11
Jonathan Woodley	ESD	Technical Information Specialist	GS-11

RETIREMENTS

Yung (Jeff) Wong	PBPL	40 Years
Ronald English	ESD	37 Years
Joseph Stammer	ESD	35 Years
Charles Wiles	SBPL	35 Years
Nancy Brinkman	CPD	30 Years
John Long, Jr.	ESD	21 Years
Donna Eubanks	CPD	13 Years
Mario Straker	IBCT	10 Years

CIVILIAN EMPLOYEE OF THE QUARTER (CEOQ)

Danny Amick, IOD, Level 1 (2nd Qtr. FY21 Jan-Mar)
Donna Scandaliato, CPD, Level 2 (2nd Qtr. FY21 Jan-Mar)
Tina Bleck, ALD, Level 1 (3rd Qtr. FY21 Apr-June)
Jeff Padon, PBPL, Level 2 (3rd Qtr. FY21 Apr-June)

Naval Engineering Officer Incentive Programs

By LCDR Nate Dufresne, CG-452

CG-45 continues to champion various incentives for the Naval Engineering workforce through the Military Workforce Planning Team and has now achieved Critical Skills Retention Bonuses (CSRBs) in three straight years. The goal of the original $40K officer bonus offered in FY20 and FY21 was to improve the "quality of fill" in positions across the Naval Engineering community and to aid in overall retention efforts. While this incentive was successful in that regard, it fell short in its ability to influence the O4 Engineer Officer (EO) afloat slate.

FY22 featured a revised approach to incentivizing high performers to compete for challenging engineering afloat assignments in support of sea duty readiness, a top priority for the service. A $60,000 CSRB offer will accompany PCS orders to any O4 EO afloat position in AY22. These high profile afloat leadership positions require experienced engineers to lead our afloat workforce and ensure the successful operation of our most capable and technically complex assets.

In addition to the bonus for O4 EO positions, CG-45 introduced the 2-4-2 program for O3 Naval Engineers beginning in AY22. This program offers a $100,000 CSRB as incentive for obligating eight-years of active duty service to include two tours as EO afloat (one as an O3 and one as an O4) for a total of four-years. Assignment predictability and career flexibility are cornerstones of 2-4-2 as members will be able to plan for future afloat assignments while also competing for two-year special assignments or advanced education opportunities during the eight-years of obligated service.

CG-45 intends to continue the aggressive pursuit of incentives in support of our incredible workforce. Ideas and proposals from the fleet to inform these initiatives are encouraged as innovative solutions are needed to meet the current and future demands of the Coast Guard surface fleet. For more information visit the Naval Engineering Workforce Portal Page.

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"SFLC Guardians of the Fleet" is published on a semi-annual basis and is an authorized publication of the U.S. Coast Guard. The views and opinions expressed are not necessarily those of the Department of Homeland Security or the US Coast Guard. Material is for information only and not authority for action. Please submit articles, pictures, and story ideas for consideration to:

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