

# Base Alameda

## Command Philosophy

During my time serving in the delivery of mission support to our operational partners I have witnessed the quality of our personnel. It reminds me why we are the best Coast Guard of the world and why I love coming to work. Your technical prowess and devotion to duty are exemplified everyday by your ability to execute the mission. Our customers and I are very fortunate to have such a fantastic team of professionals facilitating mission execution every day.

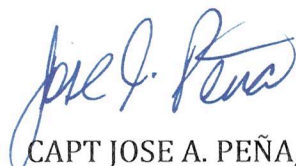
I have related to you some of my expectations and philosophies during all hands but it is important to place them in a document for reference and adherence.

**PEOPLE:** My primary goal is to provide you a quality work environment with a climate conducive to productivity, with the tools and training necessary to accomplish our mission. I strongly believe the most important asset of Base Alameda is you. Without you, achieving success will be very difficult. All of you have an important role on this command, thus it is critical to look out for our shipmates 24/7. If you see something affecting the work environment or anything that does not seem right, say something to your co-worker, supervisor, or me; do not be a passive bystander. Be engaged, know your shipmates, and live every day by our core values of Honor, Respect and Devotion to Duty.

**PROFESSIONALISM:** Your professionalism is evident in the feedback received from our customers. Let us continue to deliver 360 degrees of support by conducting ourselves in a professional manner 24/7. Our primary duty is to support the operators and facilitate mission execution. It will not always be easy, but it is our obligation to find solutions that exceed customer expectations. Diversity and inclusion are paramount to the health and success of the modern Coast Guard. I expect and fully support your collaboration with shipmates, supervisors and department heads as an essential method to exploring all available options to execute the mission.

**ACCOUNTABILITY:** Let us be 100% accountable to ourselves and to the Unit. We will timely recognize and reward good performance, and appropriately address substandard performance. You will have my 100% support when your decisions are lawful, made with good judgment, and in alignment with our core values. These actions will breed individual success, which will translate into team excellence and superior mission support.

As per the Commandant's guiding principles let us be ready, relevant, and responsive. We will utilize teamwork and display an unwavering commitment to facilitate mission execution while providing 360 degrees of mission support.



CAPT JOSE A. PEÑA, PE, CFM  
Commanding Officer