



Vol. 23, No. 4

# THE COASTAL COURIER



## PRESERVING OUR ENVIRONMENT

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Photo by Mass Communication Specialist 2nd Class Kevin Gray

# NSA Panama City Chain of Command



**Commanding Officer**  
**Cmdr. Christopher Serow**



**Executive Officer**  
**Lt. Bobby Kenning**



**Command Master Chief**  
**Petty Officer Hector Sandoval**



## NSA PANAMA CITY CARES ABOUT:

- ➔ **Our Mission**
- ➔ **The Environment**

### We C.A.R.E. about our Environmental Policy

- C – Comply with Rules**
- A – Always Improve**
- R – Reduce Waste**
- E – Eliminate Pollution**

**The CO Relies on YOU for Compliance**

**For Information on Environmental Management Systems (EMS): Our ISO 14001 Approach**

Contact your Command EMS Action Team Member:  
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# NSA Panama City Celebrates 8th Annual Earth Day with a Shoreline Cleanup

Story by Jonnie Smallman

Photo by Jonnie Smallman



Naval Support Activity Panama City (NSA PC) celebrated Earth Day April 23, 2014 with a cleanup of the installation shoreline along St. Andrew Bay. Navy personnel from the Naval Diving and Salvage Training Center (NDSTC) and the Naval Branch Health Clinic Panama City (NBHC PC) volunteered for cleanup duty and were joined by members of the NSA PC Public Works Department and the NSA PC Environmental Office.

Nearly one-half mile of shoreline was cleaned with approximately five cubic yards of debris collected. Volunteers observed that boaters appear to have a preference for canned beer and bottled water, homeowners may be playing tennis too close to the bay or have dogs that don't retrieve very well, and many boaters are returning home with less shoes than they started with.

Attendees were interested to learn how they could protect resources in their local community.

"By removing debris from our shoreline, we've removed potential obstacles, such as fishing line and plastic bags that could entangle wading birds that visit the area," said Jonnie Smallman, Natural Resources Program Manager.

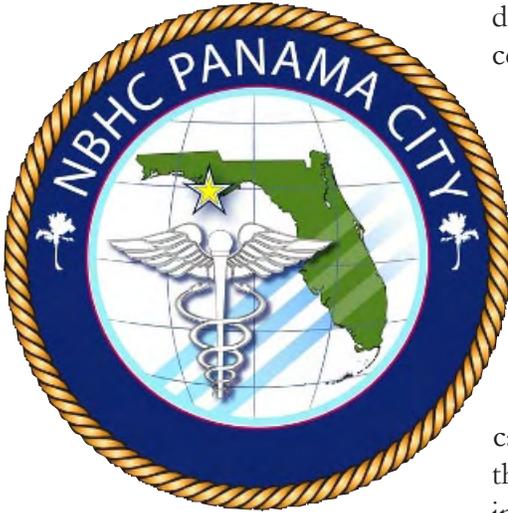


Photos by Mass Communication Specialist 2nd Class Kevin Gray



# Naval Branch Health Clinic Panama City Earns National Recognition For Patient-Centered Care

Patient-Centered Medical Home standards emphasize enhanced care through patient-clinician partnership



The National Committee for Quality Assurance (NCQA) announced that the Naval Branch Health Clinic Panama City (NBHC PC) has received Recognition-Level 3 from the Patient-Centered Medical Home (PCMH) program for using evidence-based, patient-centered processes that focus on highly coordinated care and long-term participative relationships.

“The NCQA recognition is a reflection of our staff commitment,” said Jose Negron, NBHC PC Clinic Director. “The commitment is demonstrated by partnering with our patient through appropriate preventive health services, improving business practices focusing in our external and internal customers’ need, managing healthcare resources appropriately using evidence-based clinical guidelines and the ability to deliver value care, high levels of customer satisfaction and continuous quality improvement. Our efforts continue to ensure Navy Medicine is in the readiness business in the support of the Warfighter as well as to provide care to the spouses, family at home and other beneficiaries. Everyone at the Branch Clinic is fully

dedicated to provide the best patient-centered care.”

The patient-centered medical home is a model of care emphasizing care coordination and communication to transform primary care into “what patients want it to be.” Research show that medical homes can lead to higher quality and lower costs, and improve patients’ and providers’ reported experiences of care. The PCMH identifies practices that promote partnerships between individual patients and their personal clinicians, instead of treating patient care as the sum of several episodic office visits. Each patient’s care is tended to by clinician-led care teams, who provide for all the patient’s health care needs and coordinate treatments across the health care system. Medical home clinicians demonstrate the benchmarks of patient-centered care, including open scheduling and appropriate use of proven health information systems.

“The patient-centered medical home raises the bar in defining high-quality care by emphasizing access, health information technology and partnerships between clinicians and patients,” said NCQA President Margaret E. O’Kane. PCMH Recognition shows that Naval Branch Health Clinic Panama City has the tools, systems and resources to provide their patients with the right care at the right time.”

To receive recognition, which is valid for three years, Naval Branch Health Clinic Panama City demonstrated the ability to meet the program’s key elements embodying characteristics of the medical home. NCQA recognition includes three levels, representing

varying degrees of capability for coordinating care and reporting and improving quality. Level 3, the highest, indicates organizations that have achieved and demonstrate strong performance or significant improvement in measures across the triple aim. The standards are aligned with the joint principles of the Patient-Center Medical Home established with the American College of Physicians, the American Academy of Family Physicians, the American Academy of Pediatrics and the American Osteopathic Association.

Naval Branch Health Clinic Panama City met key program components in the following areas:

- Written standards for patient access and continuity of care
- Use of patient feedback materials
- Appropriate use of charting tools to track patients and organize clinical information
- Responsive care management techniques with an emphasis on preventive care for individual patients and for the entire patient population
- Adaptation to patient’s cultural and linguistic needs
- Use of information technology for prescriptions, test and referral tracking and coordination with other health care providers
- Use of evidence-based guidelines to treat chronic conditions
- Measurement and reporting of clinical and service performance.

# This Month in Photos

Photos by Ens. Søren Viuf and Mass Communication Specialist 2nd Class Kevin Gray



(Left and Top Right) NSA PC Sailors salute the Wounded Warriors Beach Parade as they pass NSA PC.



(Above, Center Right, Far Right) Some highlights from Military Spouse Appreciation Day 2014.  
  
(Left) Candles are lit in Remembrance of the Holocaust.  
  
(Bottom) A manatee visits NSA PC's Alligator Bayou.



# This Month in Photos (Continued)

Photos by Ens. Søren Viuf and Mass Communication Specialist 2nd Class Kevin Gray



Firefighters onboard Naval Support Activity Panama City extinguish fires for required bi-annual training on a Mobile Aircraft Firefighting Training (MAFI) simulation.



# Ethically Safe Driving: Official Use of Government Vehicles

Story by: LT Elan Ghazal, Staff Judge Advocate, Naval Air Station Key West



**G**overnment passenger motor vehicles (GOVs) are a great resource for personnel. They reduce the work-related wear and tear on one's privately owned vehicle (POV) and provide a utility when other means of transportation are unavailable. It is important to identify, however, the scope of permissible use for the GOV.

GOVs may only be used for official purposes. Providing a GOV solely or even principally to enhance the comfort or convenience of a government employee is prohibited. Factors to be considered in determining if a use is "official" include whether the use is essential to successful completion of a DoD function, activity, or operation, as well as consistent with the purpose for which the motor vehicle was acquired. Questions about whether a particular use is "official" must be resolved in favor of strict compliance with the laws and regulations.

Different rules apply when the GOV is used on TDY vice one's home port. On TDY, the GOV may be driven between lodging and duty sites if public or commercial transportation is inadequate. The GOV may also be used for subsistence, comfort, and health transportation purposes if public transportation is unavailable or impractical. Leisure activities, however, will not meet the "official use" standard. Trips for the purposes of entertainment or recreation are not authorized.

In contrast to TDY, the GOV may not be used for home-to-work (HTW) travel at one's home port, unless specifically authorized in writing by SECNAV (This authority is not delegable and is limited to an initial period of 15 days, renewable for up to 90-day increments as long as required by the circumstances. In OCONUS environments, the unified combatant

commander has limited discretion when public/private transportation is unsafe or unavailable). SECNAV may authorize HTW when (1) essential due to highly unusual circumstances presenting a clear and present danger; (2) an emergency exists; (3) other compelling operational considerations make HTW essential to conduct business; (4) essential for safe/efficient performance of intelligence, protective services, or law enforcement; or (5) required to perform field work.

Examples of permissible use include:

- Official business (e.g., making rounds of area work sites, attending a meeting, officially speaking or participating in a ceremony or event).
- Traveling from place of duty to after-hours official functions. GOV must return to place of duty.
- Transporting the employee's guest with the employee, at no increased cost, to an official function (special rules apply for contractors. Please contact a judge advocate for advice).
- Going to the dry cleaners, barber, drugstore, local restaurant, exercise activity (gym or run), or other place required for the traveler's subsistence, health, or comfort while TDY.

Examples of impermissible use include:

- Transportation to, from, or between any location for the purpose of conducting personal business or other personal activities by military or civilian personnel, their family members, or others.
- Going to a private social function (e.g., hail and farewell, private dinner party).
- Attending a large gathering, which

one does in a personal capacity.

- Transporting employees not authorized HTW from home to an official function or from the official function to home (impermissible even when the travel distance is less than from work to the official function).
- Doing personal errands/business (such as, going to the bank).
- Going to entertainment/recreational facilities (other than gyms and other exercise facilities) is prohibited while on TDY. Examples of such prohibited facilities include movie theaters, sporting events, and other similar facilities.

The consequences for unauthorized use of the GOV are severe. If an employee willfully uses or authorizes the use of the GOV for other than official purposes, or violates the HTW prohibition (willful violation not required), the employee shall be suspended without pay for at least one month and may be summarily removed from office. For military personnel punishment may be imposed under articles 92 or 121 of the UCMJ, failure to obey an order and larceny respectively, or adverse administrative action may be taken.

Examples of corrective action taken when personnel violate the official use restriction include:

- *Mattos v. Department of Army* (Fed. Cir. Oct 8, 1993). A 30-day suspension for using the GOV to stop at McDonalds when returning from meeting when employee knew such use was unauthorized.
- *Devine v. Nutt* (Fed. Cir. 1983). A 30-day suspension for using the GOV while on patrol to drive by the employee's residence to pick up beer for delivery to the command center.

So next time you get in the GOV, make sure to check your mirrors, buckle up, and do not exceed the "official use" limits. As always, please contact your Command Services judge advocate or Navy Office of General Counsel attorney for guidance.

# USAJOBS Offers Wide Range of Federal Employment Opportunities

By Mass Communication Specialist 1st Class (SW) Greg Johnson, Navy Region Southeast Public Affairs



Searching for a new job can be stressful for anybody, but those on the hunt for a federal government position often have a number of questions unique to their own experience and many of those questions are related to the application process through USAJOBS.

USAJOBS is a free, web-based job board enabling federal job seekers access to thousands of job opportunities with hundreds of federal agencies and organizations. Prior to 2012, federal government job listings were spread out across a number of individual agencies.

“President Obama implemented an initiative for one, central location for applicants to go and that’s when all agencies went to strictly using USAJOBS to announce their vacancies,” said Aqueilla Grimmage-Smith, supervisor with the Navy Region Southeast Human Resources Department. “The goal is to streamline the job-search process to make it faster and more convenient for people to access government listings.”

The first step to access USAJOBS listings is to visit the website at <http://www.usajobs.gov> and create a login. Applicants can then create and store up to five resumes per account, browse listings and apply to jobs for which they meet eligibility requirements. The steps for applying for specific listings are as follows:

- Locate the Announcement (Job search can be done by agency, occupation, grade, location, etc.) Click “Apply Online”
- Select the resume you wish to utilize
- Complete the eligibility questionnaire
- After uploading all required documents, submit your responses
- You will receive an email confirming your submissions

According to Grimmage-Smith, it is important for applicants to pay close attention

to the eligibility requirements for each listing. Certain listings on USAJOBS are restricted to applicants who meet specific requirements, such as wounded warriors, disabled veterans, active-duty spouses and individuals with disabilities. These requirements, or “appointment authorities,” are listed under the “Who may apply” section of the listing.

“Many of the eligibility restrictions are geared toward our veterans as a result of the great sacrifices they have made during their service, but there is even more to it than that,” Grimmage-Smith said. “It’s about getting the right people into the right positions. Military members are trained and have the specific skillsets we need on many of our military bases. While they have earned their appointment authority through their service, it is also a major advantage to management to be able to hire employees with their experience.”

Veteran applicants typically fall under four categories: Provisional Appointment of 30 percent or more Compensable Disabled Veterans; Veterans Recruitment Appointment (VRA); Veterans’ Employment Opportunity Authority (VEOA); and the Wounded Warrior Project.

Appointments for compensable disabled veterans and wounded warriors are similar in that candidates from both categories may be appointed non-competitively to positions for which they qualify. Applicants must provide a letter from the Veterans Administration (VA) or branch of service documenting a compensable service-connected disability of 30 percent or more, SF-15 Application for 10-Point Veterans Preference, and DD Form 214 Certificate of Release.

Veterans without service-connected disabilities may still meet eligibility requirements for non-competitive VRA positions up to the GS-11 pay grade. Applicants are VRA-eligible

if they have earned a campaign badge, are a disabled veteran, have earned an Armed Forces Service Medal for participation in a military operation. Applicants must provide a VA letter and DD Form 214 to verify eligibility.

Veterans may also qualify for appointment under the VEOA. Eligible applicants must have completed at least three years of active-duty service with a separation under honorable conditions.

While many USAJOBS appointment authorities apply to veterans, other applicants may still meet requirements for non-competitive positions. Spouses of active duty service members with orders specifying a permanent change of station, spouses of 100-percent disabled service members and spouses of a service member who was killed while performing active duty are also eligible. Eligibility verification requirements can be found under the “Who may apply section of the listing.

“Spouses put their careers on hold to support our service members, so this is an avenue for them to seek employment,” Grimmage-Smith said. “In a sense, they serve alongside the service member and this gives them a chance to seek employment on base with their spouse, who they are following across the world.”

One appointment not entirely restricted to veterans and spouses is Schedule A. This authority allows federal agencies to hire individuals with severe physical, psychiatric or intellectual disabilities. Applicants do not need to have any military or previous federal government experience. Eligibility requirements include medical documentation substantiating the applicant’s disability.

“It is important to inform every-one of the different types of appointment authorities because we are an equal employment opportunity employer,” Grimmage-Smith said. “We don’t discriminate based on disabilities, and we need applicants to understand that it’s not just geared toward veterans and spouses. USAJOBS offers federal government employment opportunities for everyone.”

# NSA PC Awards and Recognition

Commanding Officer Cdr. Christopher Serow recognized several NSA PC personnel for their achievements during a ceremony May 15, 2014.



OS1 Pedro Figueroa is selected as NSA PC Sailor of the Quarter, First Quarter 2014.



CS2 Jefferson Rosette is selected as NSA PC Junior Sailor of the Quarter, First Quarter 2014.



CS1 Derek Prince is selected as NSA PC Sailor of the Quarter, Second Quarter 2014.



QM2 Bridget Waters is selected as NSA PC Junior Sailor of the Quarter, Second Quarter 2014.



Martin Gray is selected as NSA PC Category II Civilian Employee of the Second Quarter, 2014.



Justin Buschman is selected as NSA PC Category I Civilian Employee of the Second Quarter, 2014.



LS1 Tiffany Montgomery is re-enlisted by Lt. Jennifer Howe.



MM1 Zachary Adamski is re-enlisted by Lt. Richard Brooks.

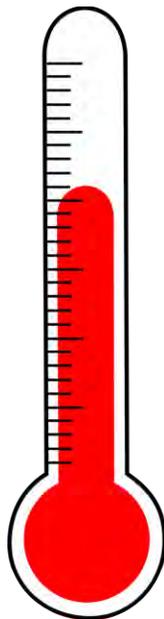
## It's Too Hot. It's Too Cold

Anybody who has performed energy surveys in work spaces has heard these cries for help.

Due to differences in human metabolism, sometimes people who sit right next to each other have the opposite complaint. Another interesting human variable: some people want to turn the heat up to 72 degrees Fahrenheit (F) in the winter and turn the air conditioning down to 68 degrees F in the summer. That just doesn't make sense!

The Navy has energy efficiency standards that apply to space temperatures: Cool to no lower than 78 degrees F, and heat to no higher than 68 or 70 degrees F. Since these are average temperature targets, different rooms might have different temperatures, especially in older buildings with large areas and few thermostats. Navy standards also exist for after hours, to adjust temperature set points to provide less heat in the winter and less cooling in the summer when the building is unoccupied.

It seems like opening windows should help if you're



too warm, but it wastes energy when the heat or air conditioning is running. Your open window can confuse a thermostat that controls the heat supply to spaces that aren't benefiting from your outside air, and make it difficult to pinpoint the source of their temperature complaints (you).

The best things you can do if you are too warm or too cold are 1) dress in layers and 2) let your supervisor and facility energy monitor know about your issues. Your building's climate control system may be in need of some attention, especially when everyone has the same complaint. If you tend to be cold, and sit in a colder area of the building, you might ask your supervisor if you can move to a location that's a better fit for your metabolism. If your energy team gives you permission to open windows temporarily while a condition is being resolved, be sure to shut them at night to minimize energy waste.

## Why Unneeded Lights Get Left On

Are there lights that seem to be on all the time when nobody is using the area? This is known in the energy management business as an energy saving opportunity.

There are a number of reasons the lights may be left on:

1. Several people use the area and nobody is taking responsibility for the light switch – They may not know when other people are still in the area.
2. There is no light switch, or it's hard to find.
3. The lights are the high intensity discharge type often used in industrial areas, and they require time to warm up. When these lights spend a lot of time on when nobody is in the area, it may be cost-effective to change them to an energy-efficient instant-on type such as fluorescent or light-emitting diode.
4. Someone believes the old myth that it takes more energy to turn fluorescent lights back on than can be saved by shutting them off during the day, or even overnight.

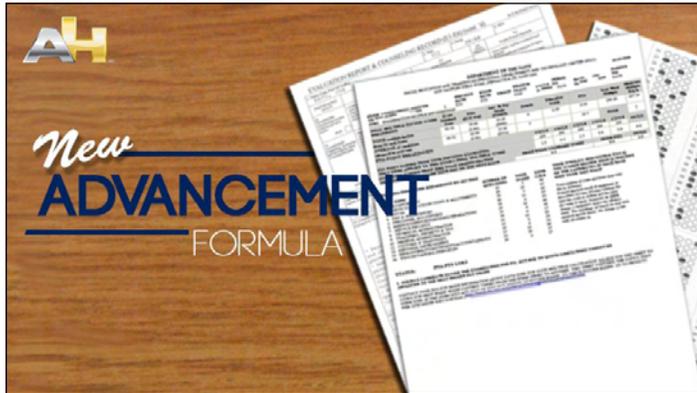
If you see lights on a lot when nobody is in the area, tell your supervisor or building energy monitor about the potential energy savings. It may be a matter of educating people. If it's a design issue, public works can evaluate the lighting requirements and possibly make some changes, helping your building and your base to be just a little greener. Many small contributions can add up to big savings.



# New Rules for Advancement

## 5 Changes You Need to Know About

By Mass Communication Specialist 1st Class Elliott Fabrizio, Chief of Naval Personnel Public Affairs



The Navy announced significant changes to the current advancement policy, including a new formula for the Final Multiple Score (FMS) that will be in effect for the next advancement cycle in fall 2014.

In sum, the FMS changes increase the weight on areas where Sailors demonstrate superior performance and technical knowledge and decrease the value of longevity-based factors such as Service In Pay Grade (SIPG).

Master Chief Petty Officer of the Navy (MCPON) Mike Stevens and Fleet Master Chief for Manpower Personnel Training and Education (MPT&E) April Beldo sat down to discuss why these changes were made and how they will impact Sailors.

You can watch the video [HERE](#), but these are the five things you need to know:

**Change #1:** In the new FMS for E4 and E5 the value of your standard score (advancement exam) becomes the largest factor considered for advancement. For E6 and E7, performance mark average becomes the largest factor in determining Sailors' FMS.

Click [HERE](#) to see the NEW Final Multiple Score breakdown.

These changes mean performance will be measured differently for junior and senior pay grades to target advancement consideration on the qualities expected at those levels.

"Our junior Sailors are out there doing the job they've been trained for, and leadership's expectation of them is that they know their occupational skill, and we measure that with the standard test," said Beldo.

"As they rise to the rank of E6 and E7, we look for them to step into more leadership and management roles, which are reflected in evaluations, so now we're looking more at the performance mark average at those levels," she continued.

**Change #2:** No award points for Good Conduct Medals or Reserve Meritorious Service Medal.

If your initial reaction is "Nooo! They're taking my points!" remember that nobody will receive points for these awards, so this essentially just removes a common denominator.

"The large, and I repeat, large majority of our Sailors are working hard and staying out of trouble, so across the Fleet, we're seeing that the majority of our Sailors receive this award, and so to give a point for it was a zero sum," said Stevens. "They weren't gaining anything by it."

Removing the Good Conduct Medal's point value opens up more space for Sailors to set them apart from their peers in the award points category.

For example, award points cap out at 12 when going up for E6, so consider two Sailors—one has four Navy Achievement Medals (NAM)s and three Good Conduct Medals, and the other has three NAMs

and three Good Conduct Medals. Previously, they'd both be equally maxed at 12 in the award points category. Now, the first Sailor will have eight points to the other Sailor's six.

**Change #3:** PNA (Pass Not Advanced) points are only awarded to the top 25 percent of Sailors not advanced.

"Putting this 25 percent window in place will motivate Sailors to apply themselves and study really hard for the exam," said Stevens. "It's not just about passing the exam. It's about passing the exam with flying colors."

The smaller window for PNA points allows Sailors who are not advanced, but who studied hard for advancement, to begin setting themselves apart in the PNA category from Sailors who put less effort into studying.

Under this new policy, 1.5 PNA points go to the top 25 percent of Sailors by test and 1.5 to the top 25 percent by performance mark average. Total PNA points are determined from a Sailor's last five advancement cycles, capping at a maximum of 15 possible points.

Sailors will keep PNA points they have already earned prior to the release of the policy change.

**Change #4:** Service In Pay Grade has been reduced to a factor of only one percent of the final multiple score.

With the weight of SIPG set to only one percent of the overall FMS, gone are days of going into your first advancement cycle at a significant disadvantage to those who have been around longer.

Beldo added that if all other things are equal, this 1 percent remains to serve as a tiebreaker and give the senior Sailor the nod for advancement.

**Change #5:** Changes to the Command Advancement Program (CAP) will require commands to select Sailors prior to the normal advancement cycle.

The exact window for commanding officers to select Sailors for CAP will be July 1 to Sept. 30, with the new policy going into effect for FY2015. Commands must use their calendar year 2014 CAPs from the current policy by Sept. 30th, 2014.

"The Command Advancement Program is unchanged in this respect: it is still designed to give commanding officers the opportunity to meritoriously promote their best performers," said Stevens.

"CAP is not tied to the test," said Beldo. "It's tied to our best performers. This gives commanding officers the opportunity to observe their Sailors all year long and select their best performer to CAP"

The Navy establishes advancement quotas to promote the exact number of Sailors it needs in a particular rate, and capping Sailors after those quotas are set can disrupt manning levels for the rate and may negatively impact future advancements.

"We used to take the exam and then, more often than not, we would then CAP a Sailor after the exam," said Stevens. "So what we were doing, unintentionally, was overpopulating rates. So the next time, when we would build the Navy-wide advancement exam, we may already be above 100 percent, so there are no opportunities to promote anybody in that rate on the Navy-wide exam."

"By capping first and then building the Navy-wide advancement exam quotas, we prevent that from happening and it allows us to maintain a stable rating health," said Stevens.

All of these changes are the result of feedback from the fleet and careful research to find the best way to advance our best Sailors, added Beldo.

For more information on these changes, read the NAVADMIN 114/14 on NPC's website.

# Enlisted Early Transition Program Reinstated

## 5 Things Sailors Need to Know About

From Defense Media Activity



In accordance with NAVADMIN 103/14 qualified enlisted Active Component Sailors in targeted ratings can apply for a voluntary early separation up to 24 months prior to their Enlisted Active Obligated Service (EAOS) or Soft EAOS (SEOAS).

The new version of the program is ongoing, quota-controlled, and will help reduce the need for involuntary force management. Early separation will be granted on a first-come, first-served basis.

1. Sailors may submit requests for early separation to BUPERS-32, via their commanding officer (CO) up to 24

months prior to their EAOS or SEAOS. COs have disapproval authority and need not forward any requests to BUPERS-32 that they do not deem supportable.

2. Each EETP request will be balanced with the needs of the Navy to ensure proper alignment with the current or future fiscal year resources, manning and community health. Available EETP quotas are identified by rating, paygrade, year group and NEC.

3. Early separation requests will not be approved for the following Sailors:

- With existing Permanent Change of Station orders
- Identified to fill an Individual Augmentee assignment
- In nuclear ratings

- Assigned to a DoD area tour and have not completed the tour requirement, including overseas tour extension incentive programs for which a benefit has been received.

4. Sailors who are approved for EETP will not be eligible for further advancement and should not participate in Navy wide advancement exams or be nominated for any other programs that would lead to advancement. Cancellation of an approved EETP quota will not allow the Sailor to be retroactively eligible for any missed exams or establish eligibility for late exams.

5. Requests for cancellation of an approved EETP separation will be considered on a case-by-case basis by BUPERS-32.

## Public Works - Going Green Using the Power of the Sun



Government owned electric cars are recharged through solar power at Public Works' Solar Charging Electric Car Lot. Photo by Mass Communication Specialist 2nd Class Kevin B. Gray