

Findley retires, Harbeson takes charge of NSA PC today

By Jacqui Barker
NSA PC Public Affairs

NAVAL SUPPORT ACTIVITY – Cmdr. Harold Leon Harbeson Jr., USN, relieved Commander Bob Findley, USN, today at 9:30 a.m. and took charge of Naval Support Activity Panama City, Fla.

Harbeson is now the second Officer In Charge of NSA PC. Findley, who retired today after 29 years of service, was piped ashore in his retirement ceremony held in conjunction with the Change of Charge ceremony.

The guest speaker for the Change of Charge ceremony was Commander, Navy Region Southeast Chief of Staff Capt. Lawrence S. Cotton. Cotton happily agreed to serve in that role and to name Harbeson the new NSA PC OIC when the originally scheduled speaker, Commander, Navy Region Southeast Rear Adm. Annette Brown, could not attend.

The traditional ceremony, held in the MWR Gymnasium, featured the New Orleans-based U.S. Navy Band.

As the new OIC looks ahead, he says he's excited about working with NSA PC employees,



Cmdr. Hal Harbeson Jr., relieves Cmdr. Bob Findley today as NSA PC Officer In Charge.

both military and civilian, and the tenant commands that offer the Fleet diverse training and logistical support.

“The Navy is moving into a completely new era – one that we’ve never really seen before. We’re merging technological advances in a myriad of fields while also expecting our Sailors to perform at a higher level,” Harbeson said. “I look forward to this tour here in Panama City because I see so much impact the commands here have on the Fleet and it will be interesting to watch the Fleet see this base in a new light in a new era.”

Harbeson, like Findley, is a former enlisted man and has seen the Navy adapt and change to the ever-increasing needs of Department of Defense.

Harbeson’s Naval career began in Simi Valley, Calif., when he joined the enlisted ranks in June 1973. After initial training, he was assigned to Anti-Submarine Squadron Light Thirty-Two and deployed to the Mediterranean onboard *USS Capadanno* (FF 1093). After serving that assign-

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Base donates well to CFC, despite hardships in ‘04

By Jacqui Barker
NSA PC Public Affairs

PANAMA CITY BEACH – Despite disastrous weather conditions last year, military and civilian employees at Naval Support Activity Panama City, Fla., were still able to give generously to the Combined Federal Campaign in 2004.

According to CFC Manager for NSA PC, Lt. Stephanie Belcher, contributions for 2004 totaled \$115,648.26. That figure is about \$6,000 less, compared to the 2003 contribution total from the Navy base.

“Overall, I think we did very well considering the toll the 2004 hurricane season had on our area,” Belcher said.

Costs associated with disaster preparations, clean up or rebuilding after Hurricane Ivan in addition to a large tornado that ripped apart sections of Thomas Drive

along the Navy base, are thought to have weighed heavily on 2004 contributions.

Belcher said the total 2004 figure for NSA PC and all tenant commands does not include Veteran’s Affairs Clinic, the U.S. Coast Guard Station or Branch Medical or Branch Dental. The contribution breakdown is as follows: Naval Surface Warfare Center Panama City, \$97,574.02; NSA PC, \$7,



458.24; Naval Diving and Salvage Training Center, \$6,905; Navy Experimental Diving Unit, \$3,711.

The Office of Personnel Management has not yet released final 2004 CFC figures. In 2003, Federal employees in Northwest Florida alone contributed \$368,855 and in 2002, pledges made were \$327,533.

Prior to each campaign’s annual commencement, OPM publishes a list of organizations federal employees, military or civilian can donate to. The ‘national list’ as it’s called, consists of two types of organizations: One that provide services that are either National and/or International

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Relief efforts show Navy's true spirit

As I write this final installment of *From the Bridge* prior to my retirement, our Navy is playing a key role in efforts to bring relief to the coastal areas of Southeast Asian and Pacific nations ravaged by the tsunami. Seahawk helicopters from the deck of the *USS Abraham Lincoln* (CVN 72) have been carrying supplies to remote areas where help was slow to arrive, and ships from two carrier strike groups are bringing in tons of food and medical supplies as well as processing millions of gallons of fresh water in efforts to lessen the threat of disease and starvation that still looms in the aftermath of the enormous earthquake and tidal wave. Flags around the nation flew at half-staff last week in remembrance of the thousands of victims of one of the worst natural disasters in human history.

I know that many of you are already doing your part to help rebuild lives torn apart by this tragedy through your overwhelming support of organizations ranging from international service agencies to local churches. As a result of the devastating disaster, the U.S. Office of Personnel Management has provided government-wide authorization to Federal agencies to conduct special solicitations to provide humanitarian relief assistance to those affected by the South Asian earthquake and tsunami. Information on organizations providing disaster relief can be found on the US Agency for International Development website (www.usaid.gov).

A catastrophe of this magnitude is a grim but sometimes needed reminder of how important our support of the Combined Federal Campaign can be. Living through the last hurricane season in Florida, we know only too well how much neighbors need to help each other, whether they are next door, in the next county or on the other side of the globe. Please read the story in this issue about the base's CFC campaign results.

**FROM THE
BRIDGE**





**Cmdr. Robert
Findley**
Outgoing
Officer In Charge
Naval Support Activity
Panama City

As we begin looking ahead to 2005, Naval Support Activity Panama City and tenant commands on the installation have a great deal to look forward to, and in many ways I will miss being a part of it all. Today (Jan. 14), we welcome Cmdr. Harold Harbeson as he takes the helm as the new Officer in Charge of NSA PC. Cmdr. Harbeson brings with him a wealth of leadership experience that will serve the activity well in the coming years. I know you will all demonstrate the excellent dedication and tremendous support you showed me during my tenure.

The base will undergo some exciting physical transformations this year, as several initiatives are in progress, with two major military construction projects currently underway and scheduled for completion in 2006. The Littoral Warfare Research Facility, a 37,000 sq. ft. four-story facility located just behind the Navy Experimental Diving Unit, will be dedicated to the integration and testing of autonomous unmanned underwater, surface, air and land vehicles. The Naval Special Warfare Facility, a 47,000 sq. ft. facility on Alligator Bayou, will provide centralized research, development test and evaluation capability for Naval Special Forces projects.

The Naval Diving and Salvage Training Center will celebrate its 25th anniversary in Panama City June 3 and 4. Cmdr. David Davis and his crew are planning a great weekend of events to commemorate this milestone in diving history. A special ceremony will be a tribute to all NDSTC plank owners, Master Divers, Pearl Harbor divers and other heroes of the Navy dive community. The weekend will also incorporate the annual "Copper Collar" run at St. Andrews State Park.

The base itself will observe its 60th birthday in the middle of the summer, celebrating the date when the installation was officially commissioned as the U.S. Navy Mine Countermeasures Station on July 20, 1945. Plans for this event are just beginning to get underway, and personnel from across the base will be involved in making this memorable occasion an opportunity to learn about our past, appreciate our current efforts, and look toward the future.

A final note, but one worth remembering: Jan. 17 we observe Dr. Martin Luther King Jr. Day. Dr. King's wife, Mrs. Coretta Scott King, describes the meaning of the holiday as celebrating "the life and legacy of a man who brought hope and healing to America. We commemorate the timeless values

he taught us through his example; the values of courage, truth, justice, compassion, dignity, humility and service that so radiantly defined his character and empowered his leadership." Let's take this opportunity to reaffirm the Navy's commitment to these same ideals.

Naval Support Activity

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**NSA PC Outgoing Officer In Charge
Cmdr. Robert Findley**

**NSA PC Incoming Officer In Charge
CDR Harold Harbeson Jr.**

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Creating stockings with love for kids

*NSWC PC woman gives talent to
Children's Christmas Party, created
thousands of holiday stockings*

By JO3 (SW) Michael Misfeldt
Courier Staff Writer

PANAMA CITY BEACH – Even though Christmas has come and gone, that does not mean that the Christmas spirit has vanished. In fact, Candace Robertson of Naval Warfare Center Panama City keeps her spirit going all year round by sewing Christmas stockings for underprivileged children of the community.

“When I first started working here back in 1984, I wanted to somehow get involved with the Christmas party that the base has been doing for over 50 years. I can't really remember how I got started doing it, but I am sure that I saw an ad or something in the base paper and it just grew from there,” said Robertson.

The base hosts a Christmas party every year for underprivileged children in the Bay County community. The children are picked from a list of names given to a Bay County School District council that then decides which children come to the party.

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Photo by JO3(SW) Michael Misfeldt

NSWC PC's Candace Robertson has made at least 2,000 Christmas stockings since 1984 for the annual Children's Christmas Party.

CHANGE

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ment, he transferred to Anti-Submarine Squadron Light Thirty Six at Naval Air Facility Mayport, Fla., where he made deployments to the North Atlantic and Middle East onboard the *USS W.S. Sims* (FF 1054) and *USS Trippe* (FF 1075). In October 1977, he transferred to AIMD Naval Station Roosevelt Roads, Puerto Rico and in October 1980, Harbeson was assigned to Anti-Submarine Squadron Light Thirty where he deployed with Detachment Alpha onboard the oceanographic vessel *USNS Harkness*, which was performing ocean mapping of the Caribbean Sea.

One year later, Harbeson was transferred to Anti-Submarine Squadron Light Thirty-Two and made four deployments onboard the *USS Aylwin* (DE 1081), *USS Montgomery* (FF 1082), *USS Connolly* (DD 979) and *USS Hart* (FF 1092). In October 1983, he was ordered to Helicopter Mine

Countermeasures Squadron Twelve for training as a MH-53 FRAMP Instructor.

Harbeson moved from the enlisted ranks to join the wardroom in September 1984 and accepted a commission as an Ensign. Following officer accession training, he reported onboard the *USS Forrestal* (CVA 59) serving as the AIMD Quality Assurance Officer tasked with refitting the department after a two-year SLEP, and then as Aircraft Division Officer deployed to the Mediterranean. In March 1987, he reported to Commander, Helicopter Anti-Submarine Wing One, Naval Air Station Jacksonville, Fla. In July 1989, he reported to Medium Attack Weapons Detachment, NAF El Centro, Calif. In June 1991, he reported to Helicopter Anti-Submarine Squadron Three.

In March 1994, he reported to AIMD Naval

Station Mayport, Fla. In January 1997, he reported to the *USS John C. Stennis* (CVN 74), completing an around the world deployment from Norfolk, Va., to San Diego, Calif. He then reported to Naval Station Mayport, Fla., in January 1999 and served as the Assistant Air Operations and Ground Electronics Officer where he selected for Commander and Command.

In October 2000, he took command of Naval Air Maintenance Training Unit Jacksonville, Fla. Upon completion of his Command tour, he reported to Naval Air Maintenance Training Group Pensacola, Fla., in December 2002.

Harbeson's last assignment was at Naval Personnel Command where he served as Head, Aviation LDO/CWO Detailer from September 2003 to January 2005.

Gavels away



Photo by Steve Applegate

NSA PC Officer In Charge Cmdr. Bob Findley, right, honors outgoing Bay County Military Affairs Committee Chairman Joey Ginn, left, January 6 at the Panama City Country Club during the annual Passing of the Gavel ceremony. Ginn, who is president of Vision Bank, was replaced by Scott Clemons. The MAC is a Bay County Chamber of Commerce sub-committee and works to represent military entities in the county. The MAC changes chairpersons annually. Also present during the ceremony were NSWC PC Commanding Officer Capt. Vito Jimenez, back left, and NDSTC Commanding Officer Cmdr. David Davis, back right.

Monday's federal holiday should be spent as intended

By Cindy Farr
NSWC PC EEO Specialist

“Remember! Celebrate! Act! A Day On, Not A Day Off” – This is the theme used by the Dr. Martin Luther King Jr. Center on how to commemorate Monday January 17, the holiday held to honor Dr. Martin Luther King, Jr.’s birthday.

In remembering, perhaps we should also remember the roots of dissension that initially created opposition to the holiday and finally gave way to acquiescence. In celebrating, perhaps we should also celebrate the final acquiescence that led to acknowledgment of an important man to our country, to the world. The acknowledgement of Dr.

King’s legacy has continued to be driven by the Martin Luther King Jr. Center and many others throughout the world into more than just who he was and the contributions and sacrifices he made. It has been a continual evolvement into an effort to motivate others to follow his most simple of examples – to serve. So in acting, perhaps the act of service to others would be our most revered form of honor. Yet, Dr. King’s simple example of service to others can seem to be a difficult one to follow. But it must be remembered that he did it as any other man or woman, one day at a time and one act at a time.

Sometimes we only need to look to those around us right now to see how they serve each day. Look at those helping the Tsunami disaster victims. Look at the men and women serving in Iraq, in Afghanistan, in other areas of the world, in our community. Look at your neighbor who volunteers at the school, the soup kitchen, the hospital, or some other organization. Look at the friend who helped someone when they were sick. Look at yourself. Look at how you look at others and treat others.

See MLK, page 10

***bay eye and surgical
center
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***sunburst contest
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National Security Personnel System gets underway

By Jacqui Barker
NSA PC Public Affairs

WASHINGTON – The Department of Defense's National Security Personnel System, part of the Fiscal Year 2004 National Defense Authorization Act authorized by Congress, is about to make its initial debut when the DoD begins Spiral One implementations in July 2005, but those changes won't necessarily be seen for civilian employees right away.

Secretary of the Navy Gordon England, who serves as the DoD's senior executive overseeing the system, announced that Spiral One would include "approximately 300,000 general schedule, U.S. based Army, Navy, Marine Corps, Air Force, and other Department of Defense civilian employees."

The DoD employees slated for conversion will be included in groupings called Spirals and will be 'rolled out' incrementally. The first spiral will be phased in over the course of 18 months.

"NSPS provides an opportunity to improve the effectiveness of our department through a simplified personnel management system that will improve the way we hire and assign, as well as compensate and reward our employees," said England. "It will provide the department with a modern, flexible and agile human resource system that can be more responsive to the national security environment, while preserving employee protections and benefits."

CFC _____ **from page 1**

in scope and those that are defined only as International in scope; and National Unaffiliated Organizations (those that are not part of a federation).

NSA PC's CFC Coordinator CS1 (SW) John Fyke described his efforts in the 2004 campaign as 'rewarding.'

"The 2004 CFC started with a kick-off breakfast at Seashore General Mess September 9 and officially ended November 5. It (the campaign) was extended due to Ivan," Fyke said. "I've been a part of the CFC for two straight years here and it's been rewarding! It's been a pleasure being CFC Coordinator for then CSS and now NSA PC. NSWC PC, with the tremendous help of Shirley Gormley, really got our final contributions base wide to a highly respectable amount, going over the \$100,000 plus figure. I've learned how generous and how caring many of our military and civilian employees are here! It was truly an honor!"

According to Naval Support Activity Panama City's Executive Director Flin DeBerry changes associated with the new civilian pay system will not be seen right away but assures all employees that NSA PC leadership is up to speed with NSPS and is ready to implement the program as outlined by the DoD.

"The new National Security Personnel System (NSPS) promises to bring back a form of pay banding most of the NSA PC employees are familiar with under the Laboratory (Naval Surface Warfare Center Panama City) demonstration project," DeBerry said. "It is also expected to enhance performance management and offer new hiring flexibilities. Many of the details are still being worked out, but I encourage everyone to visit the NSPS Web site (<http://www.cpms.osd.mil/nsps/index.html>) regularly. Locally, union leadership and management will continue to work closely to ensure maximum communication and the effective implementation of training as soon as it becomes available."

The NSPS law provides that the NSPS human resources system may not apply to organizations with more than 300,000 employees until the Secretary of Defense determines and certifies that the department has a performance management system in place that meets the statutory criteria established for the NSPS performance management system. Spiral One will provide the basis for this certification prior to the deployment of Spiral Two.

Gormley says it's been an honor to work on the annual campaign.

"I've been coordinator for the CFC at CSS (now NSWC PC) for the years 1999, 2000, 2003 and 2004. Vicki Percy took the reins for 2001 and 2002," Gormley said. "The campaign has always been successful no matter who coordinated the effort. No secrets - just extremely generous and caring employees who recognize their good fortune and are willing to share with those in need. Our people are the best!"

Fyke said the Navy base at Panama City Beach has exceeded the \$100,000 for the past four years to include 2004, despite a sluggish start.

Each year, the CFC gets started around Labor Day and runs for an average of six weeks, although contribution extensions are allowed as needed.

Spiral Two will comprise the remainder of the covered workforce and will be initiated after a system assessment of Spiral One and after the Secretary of Defense certification of the department's performance management system. Spiral Three will comprise the DoD labs should current legislative restrictions be eliminated. England called this a momentous occasion that

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Leave Donor Update

The following employees are approved Leave Donor Program recipients:

Deborah Caldwell, Code XPTY
Steve Horton, Code E06
Mike Jones, Code XPT000
John Lassiter, Code E33
Jeremy Shane Dunn, Code XPE

Anyone who needs to sign up for the Leave Donor program can do so by filling out a Leave Donor form. The form can be found on the CSS Web site under 'Forms' on the left side of the home page. The CSS Web address is: <http://cssweb.main> Forms should then be turned into Anita Bonakdar in Building 374.

All forms must be turned into her in the original format. For more information on the program, please contact Anita Bonakdar at ext. 4415.

dr. hudson
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Mine warfare group implements Lean Value Stream

By Dan Broadstreet
NSWC PC Public Affairs

PANAMA CITY BEACH – Times are changing, especially for some of Naval Surface Warfare Center Panama City’s personnel who closed 2004 by conducting a Value Stream Analysis (VSA) for their Mine Systems In-Service Engineering Activity (ISEA).

Representing one of their major work areas, the Mine ISEA group chose to apply the VSA towards the Engineering Change Proposal process during the workshop conducted Dec. 15-17, 2004.

On Aug. 17, 2004 Vice Adm. Phillip M. Balisle established Task Force Lean (SEA TFL) with NAVSEA NOTICE 5400 to successfully manage the lean activities across the Enterprise and has been adopted by the Navy to realize dollar savings and efficiencies.

Naval Sea Systems Command (NAVSEA) provides mentoring by way of a Master Sensei or Sensei to assist each activity’s Black Belts and Green Belts in the rapid organization-wide deployment. The Sensei’s expertise is in the



Photo by Ken Hoffman

Pictured left to right is Task Force Lean Sensei Wayne Cross (standing), Kerry Gunn, Jim Fath, and Tom Casassa layout delivery steps in the Mine Systems ISEA Value Stream.

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discipline of Lean implementation.

Better Enterprise Solutions Corporation’s Sensei James Frischenmeyer and Sensei Wayne Cross, sub-contractors to Northrop Grumman, introduced Value Stream Analysis and mapping as Lean Management tools to the workshop attendees. NSWC PC’s Head of Quality Engineering Lean Office Tom Casassa said this was done to make visible those areas where waste might be either eliminated or at least reduced.

“Lean is recognized as its own field, but it is also one of the Lean Six Sigma tools in the Six Sigma Tool Box,” Casassa said, explaining that Lean principles of management are inter-related with those of Six Sigma. These tools are used as part of the Naval Sea Systems Command Task Force Lean Six Sigma Quality Improvement initiative adopted by the Navy to realize real dollar savings and efficiencies.

“Lean’s primary focus is identifying and then eliminating waste while Six Sigma defines, measures and analyzes so variation in the work process can be improved,” Casassa said.

According to Casassa the mines group mapped what Lean calls their Current State Value Stream, “basically, that’s how their work is being done

now.” From this, the workshop attendees were also able to map what, in Lean terms, should be their Future State Value Stream or workflow processes.

Casassa said that their Engineering Change Proposal process yielded an estimated Flow Time of 15,515 hours from start to finish.

“That includes all the waiting,” Casassa said, “waiting on approvals for drawings, waiting for changes to be approved, getting parts in from vendors, all the waiting periods that could be identified were included.”

By using Value Stream Analysis Casassa said the group was able to come up with a Future State where their Flow Time was reduced by a 2,000-hour reduction.

“That’s not bad,” Casassa said, adding that continuing the process would identify additional Lean tools called Rapid Improvement Events (RIEs), Do-its, and Projects used to streamline the workflow time while still meeting the customer’s requirements.

“An RIE is, ‘let’s review the process, make a plan to eliminate waste and document the pro-

Around & About the Activity

Base, schools partner for kids

NSA PC's "Bay County School Partnership Program" was established to assist military parents in addressing any questions or concerns you have about your children and the Bay County School system. The School Superintendent and Bay County School Board recognize that often Military families are faced with unique situations because of relocation. Bay Country School District and NSA-PC have assigned Military and Community Liaisons to assist you.

If you have any problems or issues that you need assistance with regarding your children and the Bay District School System, please email your issues to NSA-PC School Liaison, Sue Brookhart, Career Development and Resource Center, sue.brookhart@navy.mil Many issues and problems have already been worked out through this School Partnership Program to make a easier transition for Military Children.

The Career Development & Resource Center also provides Transition, Relocation, and Spouse Employment Assistance for Military and their families. Call 235-5800 for an appointment or drop by our office in Bldg 304, room 121 (same Bldg as Chaplain and Base Housing).

How to schedule use of Long Glass Conference Center

Have a function you'd like to hold in the Long Glass Conference Center? Scheduling the center is easy! Please note that there are a few reminders for

using the center:

As with any base facility, we want to keep the area clean, so those who use the center are responsible for cleanup. Items are not allowed to be posted on the mirrors or the walls. Users are also responsible for setup and break-down of tables and chairs. Equipment, such as audio visual components, are to be furnished by the user, as well as any refreshments served. Melanie Warren no longer schedules use of this room. Please contact Sheila Frederich at ext. 4589 to schedule use of the center and associated fees for rental.

FRA's monthly schedule announced

The Saint Andrews Bay Branch 346, Fleet Reserve Association, located just off of Front Beach Road on Wilkinson Avenue, offers Sunday breakfasts from 9-11:30 a.m., lunches on Wednesday from 11 a.m. to 1 p.m. and dinners on Fridays from 5:30-7:30 p.m. Other events are scheduled and you can become a member, too! Call 234-5521 for details.

Arbor Day celebration set for Jan. 19

Come out and celebrate NSA PC's environmental contributions and Arbor Day as we plant four Pecan trees at 10 a.m. Wednesday, Jan. 19 behind the Fire Station. For details, call Jim Sartain at ext. 5739.

NAVAL SUPPORT ACTIVITY PANAMA CITY
Enabling Warfighter Readiness

Home | US Navy Links | Contact | Official Notices | Other Links

Welcome Aboard!
NSA-PC Departments
NSA-PC Services
Tenant Commands
Other Activities
NSA-PC/Navy News
Area Information

NSA-PC
101 Vernon Avenue
Panama City Beach
Florida 32407-7018

NSA-PC Switchboard
850-234-4011

Security & Privacy Statement | This is an official U.S. Navy web site | Accessibility Statement

Web sighting

NSA PC personnel are currently working on the activity's Internet site. Publish dates for the Internet site, originally scheduled to be launched this month, has been postponed until server issues can be remedied. Additionally, in the months that follow, a command Intranet is expected to be created for NSA PC personnel.

Classified Ads

Roommate wanted — Roommate needed to share 3 Bdr/1bath beach home, 5 minutes from Navy base, \$600+ utilities. Must love cats! 5514 Hilltop Ave. Also available, antique wardrobe armoire, made of depression wood \$400, with drawers and hat box door. Women's size 5 and 7 clothes for sale, make offers. Broyhill cherry wood desk unit with drawers, shelf and light, \$250 OBO. Call 233-0784 or 960-2881 to look at the house. (1)

For Sale — Two miles from Navy Base, Harbourtowne subdivision (Behind K-mart), 2 Bdr/2bath, 2 car garage, 1,498 sq. ft, gated community, built in 1992, priced to sell \$219,000, call 819-2657. (1)

For Rent — 4 Bdr/ 2-bath house. Living room/den/small dining room/garage. Clean, well-kept house. \$1,200/month plus security deposit. No smokers or pets. State Avenue area. Available now. (850) 769-7912. (24)

For Sale — Nice Lynn Haven neighborhood, 3 Bdr/2.5 bath 2 story house. MBR with full bathroom downstairs, 1/2 bathroom downstairs, 2 Bdr, upstairs with 1 full bathroom. Family room with fire place, dining room, 2 car garage with storage over garage. Plenty of storage room. Fenced back yard. Two patios. Occupied by one adult only. Less than a mile from Mosley High School. Close to other schools. Asking \$250,000. Call 271-1930 or 235-5916. (25)

For Sale — Preconstruction Gulf front Condo for sale by owner - Emerald Beach Resort. Estimated completion May '05, 1BR 1BA with bunk area (sleeps 6), 792 sq. ft, 8th floor. Great location, close to Pier Park and golf courses. Deluxe resort will feature many amenities including restaurant, convention center, day spa, fitness center, parking garage, valet parking, concierge service, pools, and tennis courts. Asking \$399,000. Call 249-8400 or 249-9536 for more details. (24)

For Sale — 1998 Jeep Wrangler, Red w/tan top, 60k, automatic, 4cyl, new tires, excellent condition, \$8,000. Call 819-2657. (1)

For Sale — 2004 Chrysler Sebring Convertible

GTC, Inferno Red, 2.7L, V6. 32K. Too small for family. Retail Price \$26,420, asking \$16,500 OBO. Call Janice 271-8797 or cell 624-3402. (1)

For Sale — 1998 Chrysler Sebring LXI Coupe V6 2.5 Liter, tan colored, A/C, power steering, power windows, power doors, tilt wheel, cruise control, am/fm stereo, compact disc player, dual air bags, leather seats, power seats, sliding sun roof, 84K, Asking \$5,000 OBO, Call Janice 624-3402 or 271-8797. (1)

For Sale — 1995 Cougar XR7 3.8Liter V6 Automatic trans, A/C, leather trim, power windows, Power Locks. New brakes, new tires, Clean. 95,000 miles, \$2,700. Call 271-9606. Also selling infant girl clothes, size up to 6 mo. 7 newborn gowns (\$2 ea), 20 Sleep and Play (\$2 ea), 20 onesies (\$2 ea), 19 outfits (\$5 ea), winter bunting (\$15), Playschool kick gym (\$15), Evenflo infant bathtub (\$5), Boppy pillow (\$5) or buy it all for \$195. Call 271-9606. (24)

For Sale — Immaculate! 2002 Chevrolet Silverado extended cab/short bed pickup, 2500 heavy duty, V8 6.0 liter engine, 4WD, tow package, premium sound, CD/cassette, all leather, bed liner, power steering, windows, locks and seats, A/C, dual front air bags, tilt wheel, cruise control, black, automatic, only 38,750 miles, \$26,000 - call Kim at 230-1840. (24)

For Sale — Saturn SL1 1996, 142k, great condition, one owner, 35mpg, new tires, CD/CS, \$3,950. (850) 271-4671 (24)

For Sale — 2003 Buell Firebolt XB9R motorcycle; excellent condition, low miles, \$7,500. Also selling 2000 X1 Buell motorcycle; 1,200 CC, many high performance parts, low miles, excellent condition. \$3,600. Two riding jackets available also. Call 236-3440. (1)

For Sale — 1999 Kawasaki ZRX 1100 Eddie Lawson Replica. Excellent condition, 27,000 miles, one adult owner. Includes factory service manual, matching leather jacket, helmet and gloves, and an extra set of Dunlop 207 tires. \$4,000 OBO. Call 249-8221 night, or 527-7604 day. (25)

For Sale — 1997 Challenger 5th Wheel; 35-foot with two slide outs with queen-sized bed, ceiling fan, wood floor and carpet, plenty of storage, very good condition with too many amenities to list. Asking \$23,000. Call 763-4241. (24)

For Sale — 1994 18'

Neptune C/C w/ 90HP Evinrude Bimini, D.Sounder, radio, trailer & accys \$6,000. 236-1614 (1)

For Sale — 1982 Suzuki Black GS850G motorcycle, 10,000 miles, needs some tinkering, \$400 1984 Sears model 113-197250 electronic radial arm saw, works fine, \$125. Call Dennis at 234-4105 days, 234-5934 evenings. (24)

For Sale — 2001 Yamaha XLT 1200 Waverunner, three person, 155 HP less than 140 hours like new condition. Extras, NADA \$6,400, sell for \$5,500 OBO. Call 236-0666. (24)

For Sale — Specialized "Epic" road bicycle, carbon fiber frame in maroon/black, Shimano 105 gearset, Mavic wheels, WheelSmith spokes. Light, fast, beautiful. A steal at \$800. Call 215-9649. (23)

For Sale — Exercise equipment, "Roman Chair" for abs and back workout, excellent condition, like new, \$40. Call (850) 866-1906 (1)

For Sale — Queen sleeper sofa, \$300. Call 265-0512 evenings and weekends. (24)

For Sale — Cordless weed trimmer by Black and Decker and cordless hedger trimmer, 20 inch by Black and Decker. Complete with chargers. \$70 for both. Call 276-9610 (24).

For Sale — Dive Rite bcd trans pack2 w/classic wings 60lbs lift, abs/stainless steel backplates used 2 times. \$450. Dacor extreme reg/gauges din valve attachment. \$275. Mens XLG 5mil 2pc long sleeve shorty wetsuit, excellent condition. \$125. Buy all and get 2 pairs of (mares) fins & Dacor med chameleon bcd, 5/4/3 mil bodyglove w/s mens lg, pony bottle free with sale of above equipment. Call (850) 774-5707, leave msg. (24)

The *Coastal Courier* accepts free personal classified ads from personnel of Naval Support Activity-Panama City, tenant commands, retired military personnel, personnel assigned to Tyndall Air Force Base units, and adult family members of those people. Articles offered for sale must be the personal property of the person placing the ad. Ads for any commercial enterprise are not permitted. All items, services, etc., advertised shall be made available without regard to race, color, religion, sex, national origin, age, marital status, physical handicap, political affiliation, or any other non-merit factor of the purchaser.

Classified ads are published on a space-available basis in three consecutive issues and are subject to approval by the editor. Send ads to jacqui.l.barker@navy.mil or call Jacqui Barker at (850) 234-4232 for details.

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creek**

STOCKING _____ **from page 4**

Robertson's long-term volunteer efforts and passion for the cause, in addition to her fine craftsmanship, does not go unnoticed by fellow committee members.

"I do know that she has been sewing the Children's Christmas Party stockings for 20 years and has sewed 2000 stockings as of this past Christmas," said Children's Christmas Party Committee member Carla Blake. "Candace does such a wonderful job making each stocking unique - no two are alike. She is a valuable asset to our committee."

Robertson creates the stockings with a sewing machine and from fabric she buys and donates. She begins to make these stockings in June and continues up until December. When the Christmas party tradition first began, the stockings were stuffed with toothbrushes, toothpaste and fruit, but surprises now include candy, small toys and jewelry.

"I normally make enough stockings to cover the children at the party plus 10 extra just in case. Over the past few years we have been averaging about 100 children per party. On the average it takes about 10-15 minutes to get one done and they are about 15 inches high and 10 inches across," said

Robertson. "There are so many children in town and I just feel that each one deserves to be noticed and feel special. This gives me an opportunity to do that."

"Candace not only sews them, but she decorates each one of them with jewels or braids. They are all unique," said fellow CCP member Patty Mausert. "I'm sure the children use their stockings at home, year after year, and are really excited to get them! The CCPC really appreciates her talents and support."

Stockings are not the only thing that Robertson makes. She has another project that keeps her busy throughout the year.

"I also quilt on my own and give my smaller quilts away to the Linus foundation, which then gives the blankets to small children that are getting treatment for cancer or leukemia. I also give the blankets to local police departments so that they have them in case they need them for a small child," said Robertson.

To donate fabric, materials or even your time, call Robertson at extension 5655 or drop by room 2C2 in Building 110.

PAY _____ **from page 6**

will provide challenges and opportunities to manage change in the human resources arena in a beneficial and productive way to support the modern missions of the DoD.

Extensive training on effective communication and on the functional

aspects of the system will be provided to all supervisors and employees prior to deployment.

The system will be fully implemented in the July 2007/January 2008 timeframe.

GROUP _____ **from page 7**

cess, then initiate action," he said. "Do-its, for example, might be identified during the VSA as an obsolete or redundant procedure that you don't have to plan elaborately to remove from process flow - just do it."

According to Casassa, Projects are when you find you may need to centralize people, parts, and machines in your current facility and may require a timeframe in excess of six months to implement.

NSWC PC's Mines Systems ISEA group learned the step-by-step methods used in Lean's VSA journey and according to Casassa, "now that we know how to map our process, we can revisit and divide the workflow into manageable pieces to determine how many RIEs, Do-its, and Projects will be needed to optimize our project area."

NSWC PC's Mine Systems Branch Head Kerry Gunn, who also participated in the workshop, described the experience as opportunistic and enlightening.

"I found the workshop to be an opportunity to increase overall team spirit," Gunn said. "The practice of breaking down every facet of the program, including wait times in the current state and in the idealized future state for project optimization was an enlightening and valuable experience."

MLK _____ **from page 5**

What have you decided to do on January 17? Will it be a day on or a day off? In its short history, this holiday has already become just another day off for many. It is so easy to let the day slip by into another, to let it have no effect. At the same time, it is so hard to justify an attitude that would allow the "holiday" to go by without at least giving some thought to the man, some reflection on his service, and some analysis of ourselves. There are local events, movies, books, documentaries, all worthwhile endeavors that will help you to remember and celebrate the legacy of Martin Luther King Jr. if you just make the effort to find them. Your involvement in any remembrance or celebration can change your world as you know it. And your involvement in any act of service will not only carry on his example of service, but can change the world as others know it.

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