Coastal Courier

August 14, 2007 | Naval Support Activity Panama City | Volume 16, issue 10

The Bridge PAGE 2
Daily Tools spiritual nourishment and direction PAGE 15
CHANGING THE WAY YOU SURF THE WEB PAGE 11
Career Center PAGE 12
News Around the Base PAGE 6
Remembered PAGE 17
Classifieds PAGE 18

2007 National Night Out puts Sailor in the spotlight

By MC2 Kevin Bowlin
NSA PC Coastal Courier Editor

The 2007 National Night Out Against Crime was held August 7, throughout the U.S. as a time to promote law enforcement involvement with communities and teach the public about steps to take to keep safe. This year Naval Support Activity Panama City (NSA PC) and Panama City joined forces for the event hoping to increase attendance and to increase awareness. Credit for coordinating this year's successful event goes to one of Navy's finest.

Master-at-Arms Second Class Petty Officer Adam Dickson, NSA PC Security's ASF Coordinator and Assistant Crime Prevention Coordinator, felt he was just doing his job when he took on the rule as coordinator for this event, a role that was in the past filled by a more senior enlisted.

"It is my responsibility to assist our community in reducing crime through awareness," Dickson said. "NSA has always been the host of National Night Out in the past. While preparing for this year's event, it came to my attention that the Panama City Police Department wanted to host the event at the mall. After speaking with the Security Director, we decided it would be best for the command and Panama City to sponsor the event together with the Panama City Police Department and have one large event rather than two competing events."

Lieutenant Laura Murrell, NSA PC's Executive Officer said she is proud to have a seconded class Sailor with such professionalism and dedication heading this up for the Navy base. "Petty Officer Dickson is an amazing Petty Officer," she said. "He demonstrates the qualities most sought in the Sailor of this century. He is smart, sharp, and organized. He easily managed the task of coordinating National Night Out; this event is normally coordinated by a seasoned Chief Petty Officer."

As NSA PC coordinator for National Night Out, MA2 Adam Dickson scans the event site for things that need attention.

Dickson said he was not sure how this event compared to the past years in the Panama City area.

"This is the first National Night Out that I have had the pleasure to be a part of. However, through talking with people about National Night Out's of the past, this one is pretty comparable. But how do you measure the success of an event like this? If one person can avoid being a victim of crime from the awareness learned at this event, then it was a great success," he said. "EOD, Port Ops, USCG, NEDU and many others around the base played a vital role in NSA's involvement in this years' event. Without the support of the volunteers and the base community during the car wash and the event itself, this event would not have been the success it became. I have spoken with Captain McCurdy and Chief Van Etten of the (continued page 6)

Rear Adm. Boensel
Commander, Navy Region Southeast

RADM Hugh Blackwood,
Deputy Commander, Navy Region Southeast

Lean Six Sigma: How it Works in Industry and What That Means to Navy Region Southeast

Deputy Commander, Navy Region Southeast Rear Admiral Hugh Blackwood has led a distinguished career in civilian industry in addition to his accomplishments as a Naval Officer. This experience includes transforming institutions through Lean Six Sigma processes. Over the course of his career, he has witnessed many significant successes within industry, attributable to LSS that are equally achievable within Navy Region Southeast.

A particular LSS success story occurred in a field highly relevant to the mission of Navy Region Southeast: Human Resources. The hiring process at an aluminum plant had become a lengthy and complex process unable to meet the future needs of the operating departments. Many employees were planning to retire within the next three or four years. Hence, the hiring process that had worked during previous years (of low turnover) needed to be significantly improved and more responsive. Lean Six Sigma enabled a cross functional team of HR and plant workers to make a significant and sustainable improvement in reducing the time it took to acquire new employees.

How significant? The team reduced the hiring process from 90 to 30 days by using LSS to identify delays in hiring, reviewing the sources of advertising, and targeting "waste" delays.

Several institutional improvements included making the end user more a part of the hiring process by having the actual floor level operators do the interviewing. They altered the entire corporate culture of how to solicit and hire employees.

As a testament to the power of the LSS process, when the initial goal of a 60% reduction in the hiring process was reached, the team refused to disband. Energized by their accomplishments, they further reduced the time to a mere 15 days in some instances.

"Just when you think the team has achieved everything and more –they'll surprise you," said Blackwood. "They defined the problem, took out waste, and then rewrote the entire process, rather than just improving on what existed."

The LSS team "thought outside the box" by involving employees from the factory floor in the hiring process. These personnel brought valuable insights to HR. In addition to improving the time it took to hire a new employee, the team reduced employee turnover by 30 percent. LSS broke an accepted paradigm that half the employees won't stay.

"It's amazing what can happen when the process is truly owned by the team," Blackwood said.

Finance is another field in which Blackwood witnessed LSS making significant improvements in work processes. His employer was taking a long time to close out the books and make their monthly and quarterly reports, a situation negatively impacting the stock ratings.

"People initially said, 'that can't be done,' but they were only looking at the existing process," said Blackwood. "Through LSS methods we used new technologies, redesigned systems, and streamlined reports."

Now, it takes the global company of 140,000 employees fewer than eight hours to close out its monthly and quarterly reports.

"People went proactive," Blackwood said.

In a third example, an aluminum caster (a piece of machinery that shapes the aluminum) was unreliable --or so management thought. It operated only 20 days per month. A floor-level LSS team set a goal to reduce the downtime from 10 to six days. This reduction of four "down days" per month would cause yearly profits to rise by $500,000 at this single plant alone.

The team explored ways to eliminate breakdowns. Using LSS tools, they discovered the problem was not only due to mechanical failures but to lack of operator training, poor quality, and product scheduling. Either the product was "off analysis," not checked or incorrect. Occasionally, there was no demand or no operator, so the machine sat idle. After completing a "value stream map", the team redesigned machine scheduling with internal customers. Also, they involved marketing personnel, floor-level operators and maintainers.

No one had ever thought of asking the (continued pg.3)

Lean Six Sigma (cont. from pg. 2)

operators for their input, but as a result, the LSS team changed the way the casting machine was operated, scheduled, and maintained. "Down days" went from 10 per month to only four. Consequently, factory's year-end profit rose (by greater than $500,000) as a result of plant management empowering employees and providing them the tools to fix something they'd endured for years.

"Management needs to give people the confidence that they can make a difference," Blackwood said. "To be successful, LSS must be supported from the top but led from the bottom. The keyword here is TRUST."

LSS is deeply democratic and egalitarian. It works when input is solicited –and given – from ALL levels of an organization. From the new YNSN just out of A school to our senior civilian program directors, everyone has an equal share in using LSS to improve operations at Navy Region Southeast.

Green Belt, Yellow Belt, White Belt –anyone who has an idea on how to improve processes and procedures is a vital player in LSS. LSS works for everyone who makes LSS work!

RADM Hugh Blackwood, Deputy Commander, Navy Region Southeast, in his civilian life is the Corporate Reliability and Maintenance Manager for Primary Metals for ALCOA, a global metals corporation employing over 140,000 personnel worldwide.

Five Keys to LSS Success

1.) **The work must be interesting and challenging**
2.) **Management sets direction, creates vision –and gets out of the way.**
3.) **Allow the paradigms to shift. This is a slow process and must be encouraged by management at every step. It's not enough for management to state their support; they must reinforce it by daily, physical presence.**
4.) **Employees should be confident, not comfortable. People in their comfort zones cannot effect change. This requires commitment and training.**
5.) **Success is a shared responsibility. No one person should get all the credit –or conversely take all the blame for failed attempts. If one team benefits, the whole organization benefits. Managers must reinforce the behavior they expect people to exhibit. Organizations assume the behavior of their leaders.**

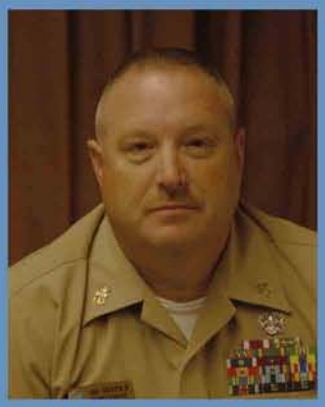
Naval Support Activity Public Affairs Office / 101 Vernon Drive Panama City, Fla. 32407-7018 / phone: (850) 234-4803 DSN: 436-4803
NSA PC Commanding Officer - Capt. Hal Harbeson Jr., USN
NSA PC Public Affairs Officer - Steven C. Applegate
Coastal Courier Editor- MC2 Kevin Bowlin

Coastal Courier website: cnrse.navy.mil/nsapc

This newsletterr is an authorized publication for members of the military service and Department of Defense civilian employees. Contents of the Coastal Courier are not neccesarily the official views of, or endorsed by the U.S. Government, the Department of Defense, or Department of the Navy. The appearance of advertising in this publication does not constitute endorsement by the Department of Defense or of the products or services advertised. Everything advertised in this publication shall be made available for purchase, use, or patronage 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, user or patron. Editorial content is provided and prepared by the Public Affairs Offices of NSA PC, Panama City, Fla. Deadline for article submission to the Coastal Courier is noon Friday prior to the week of publication unless otherwise noted. Articles must be typed, double-spaced, or in an electronic format and submitted to NSA PC, 101 Vernon Avenue, Panama City, Fla., 32408. Material is edited for accuracy, brevity, clarity and conformity to regulations. Photos are U.S. Navy photos unless otherwise noted.

View Point

Would you say that the American public has become more or less willing to pay a price for freedom?



"I think they have become less likely to pay only because there are less people that have served in the military or have emieadiat family members that have served in this generation then in the generations of the past."

MDCM Jim Nichols
CMC
CENEODDIVE

"I think they have become less likely today because they view it as having to give up their freedom and privacy."

James Atkins
DOD civilian
NSWC

"Unfortunately less likely, I think Americans have become more concerned about ourselves than for other individuals or our country as a whole."

Gary Brown
Contractor
Griffin Technologies

What's your view?

Naval Support Activity Public Affairs Office / 101 Vernon Drive Panama City, Fla. 32407-7018 / phone: (850) 234-4803 DSN: 436-4803
NSA PC Commanding Officer - Capt. Hal Harbeson Jr., USN
NSA PC Public Affairs Officer - Steven C. Applegate
Coastal Courier Editor- MC2 Kevin Bowlin

Coastal Courier website: cnrse.navy.mil/nsapc

This newsletterr is an authorized publication for members of the military service and Department of Defense civilian employees. Contents of the Coastal Courier are not neccesarily the official views of, or endorsed by the U.S. Government, the Department of Defense, or Department of the Navy. The appearance of advertising in this publication does not constitute endorsement by the Department of Defense or of the products or services advertised. Everything advertised in this publication shall be made available for purchase, use, or patronage 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, user or patron. Editorial content is provided and prepared by the Public Affairs Offices of NSA PC, Panama City, Fla. Deadline for article submission to the Coastal Courier is noon Friday prior to the week of publication unless otherwise noted. Articles must be typed, double-spaced, or in an electronic format and submitted to NSA PC, 101 Vernon Avenue, Panama City, Fla., 32408. Material is edited for accuracy, brevity, clarity and conformity to regulations. Photos are U.S. Navy photos unless otherwise noted.

Food and Beverage Survey

CNIC Public Affairs

DATE EXTENDED TO AUGUST 24

Commander, Navy Installations Command (CNIC) and the Navy Exchange Command are providing an opportunity for Sailors, family members and military retirees to help shape the future of the Navy's food and beverage programs by participating in the 2007 Navywide food and beverage survey. The URL for this survey, which is only available online, is www.Research-Online.us/s17710. The survey is being conducted through Friday, July 27.

The survey was developed in consultation with Claes Fornell International, an independent research firm. The results will provide Navy leadership with information that will be used to enhance current programs and improve Navy quality of life.

The overall goal is to take an integrated approach to food service, leveraging all food providers, including CNIC, NEXCOM and NAVSUP. The food and beverage survey will be used at the installation, regional and headquarters levels to determine customer satisfaction and preferences.

The results will be summarized by installation and provided to the base food service subject matter experts for action. In addition to installation focus, the results of the survey will be used to drive enterprise-wide policy and direction.

The survey will include:

1.) Ashore galleys;

2.) MWR activities, such as bowling centers, golf courses, catering and conference facilities, recreation centers, officer, enlisted and all hands clubs, and branded concepts;

3.) Civilian MWR cafeterias;

4.) NEXCOM branded food service, such as Navy Exchange food courts, McDonalds, Subways, unbranded cafeterias and snack bars, mobile canteens, coffee carts and hot dog stands.

In appreciation for completing the 10-minute online survey, Sailors and other authorized patrons will have the chance to enter into a drawing to win one of three prizes: a 42-inch HDTV LCD Flat Panel TV, an Apple iPod (with video) and an Apple iPod nano. Winners will be selected at random by CNIC and NEXCOM by the close of business Sept. 30, 2007. Due to frequent changes in models and pricing by manufacturers, exact models and retail prices will be determined by NEXCOM at the time of the drawing.

All authorized patrons of on-base Navy food service outlets are eligible to participate in the prize drawing, except for the NEXCOM and CNIC survey organizers.

For complete details regarding the prize drawing, visit www.Research-Online.us/s17710.

News Around the Base

Sailor in spotlight (continued from page 1)

Panama City Police Department who thanked all volunteers and participants of NSA and tenant commands for the help making this event run smoothly."

Dickson says that he plans to be involved in next years' event as well.

"Once the new fiscal year rolls around the Security Department will start the process for next years' event," Dickson stated.

Kevin Hall, Naval Support Activity Panama City's Security manager and Dicksons supervisor, was not surprised with Dicksons involvement and success with this years' National Night Out. "MA2 Dickson does a first class job with anything he takes on," Hall said.

During the 2007 National Night Out, held at the Panama City Mall in Panama City Florida, members of Naval Support Activity Panama City and Explosive Ordance and Disposal, took time to pose in a group photo shot. From left is EODCS Ronny Lawson, EODC William Zimmerman, EODC Adam Dexter, DC1 Micheal Stover, Kayle Anderson, MA3 Dustin Hinson, MA3 David Chasteen and MA2 Adam Dickson.

News Around the Base

National Night out draws crowds at Panama City's mall

There to inspire kids with crime awareness, McGruff, the crime fighting dog, posed with Kathryn Bowlin and Ian Murrell.

(above) A Master Explosive Ordnance Disposal Warfare Specialist with the US Navy, Explosive Ordnance Disposal Chief Adam Dexter shows of the mobility of the ANDROS , during the 2007 National Night Out. Andros is a robot used by EOD and other law enforcement to aid in the disposal of hazardous material.

Mesa Verde skipper announces commissioning date

Bay County orignally announced that it would be hosting the commissioning of USS Mesa Verde LPD 19 last fall. Though the projected date of the event has changed several times because of building delays, a firm date has been set for December 15, 2007. The date was announced at the First Friday meeting of the Bay County Chamber of Commerce August 3. Captain Shawn Lobree, USS Mesa Verde Commanding Officer, was at the meeting to publicize the date and give an overview of the ships mission and heritage of her chosen name being the first ship to be named after a national park.

News Around the Base

College staff tutored on NSA PC missions

Panama City Mayor Scott Clemons and Gulf Coast Community College Administrator Gloria Crawford examine a complex machined part produced by a multi-axis numerically controlled tool in the NSWC PC shops. Mayor Clemons accompanied the GCCC President and members of his staff on the visit to NSA PC and tenant commands.

AWC Jon Wykoff, of NSWC PC Air Operations, describes the mine countermeasures capabilities of the MH 53-E helicopter to visitors from Gulf Coast Community College on July 25. GCCC president Dr. Jim Kerley (pictured second from left) toured NSA PC and tenants with members of his administrative staff and a few other guests from the community, including Bay County Military Affairs Committee chairman Glen McDonald (pictured third from left, foreground).

Chief's Association thanks backers

Thank You for Your Sponsorship In The "13th Annual Chief's Golf Tournament"

Due to the support of our sponsors, we have been able to award $26,000.00 in the form of educational IRA's / US Savings Bonds to children in the Bay County area. That's a total of 52 children with a leg up on higher education.

With the success of this year's tournament, we will be awarding 10 additional children.

Hole-in-One Sponsor: Beef 'O' Brady's

Hole Sponsors:

Aqua Lung / US Divers
ARINC Engineering Services
Beach Collision Center, Inc.
Beef 'O' Brady's (Pat Perno)
By the Bay
By The Sea Resorts
Eddie Brown
Fiddlestix
Geico Auto & Cycle Insurance
Innovations Federal Credit Union
MAR-VEL
Miracle Strip Welding and Marine Service
MVF Process Controls Hylok USA
Naval Media Center's CPO
Newby's Backdoor Lounge
Panama City Brewery/Saltwater Grill
Panhandle Engineering, Inc.
Patches Pub
Peoples First Community Bank
Pythagoras Lodge # 358
SWS, Beach Services
Technical Systems Integration, Inc. (TSI)
Thomas Associates Inc.
Tyndall FCU (Kelly Potts)

Donations

Aqua Lung / US Divers
Florida Golf Outlet
Geico Insurance Co.
Holiday Golf Club
Hooters 23rd Street
Nature Walk Golf Club
NFCU
Picolo Restaurant / The Red Bar / The 3 Thirty-1 Café
Shark's Tooth
SunSigns

Special Thanks To:

Goldring Gulf Distributing Co.
Buffalo Rock Pepsi Cola
Bay Dunes Golf Course
Patches Pub
Miracle Strip Welding and Marine Service
By The Bay
Navy Experimental Diving Unit
Our "Volunteers"

Hope to see you again next year.
www.GCCPOA.com

MISSION STATEMENT

The Gulf Coast Chief Petty Officers Association is a non-profit organization. Its members consist of active duty, senior enlisted and retired serviceman with a combined effort of making contributions within the community that impact the lives of the less fortunate through educational commitments. We pledge to assist by monetary donations, mentoring, big brothers/sisters, community building projects and many more.

With the assistance of the Bay County Schools Superintendent, we select a number of children for a $500.00 US Savings Bond. The endowment will be used to provide the child with an opportunity for higher education that otherwise might not have been possible. Children are selected by Bay County Schools for the Savings Bond on the basis of good citizenship, grades and special needs.

HUGE GARAGE SALE

Date: August 18, 2007 Time: 7am-12pm

Location: Parking Lot of the Former Del Champs Store
1 mile South of the Navy Base on Thomas Dr.

House cluttered? Garage bulging with "stuff"?
Donate any unwanted usable items to the Navy Birthday Ball Garage Sale !

We'll even pick up the items you wish to donate!
Please contact NEDU Medical Department at 230 – 3238
to arrange a pickup of your donations.

Wish to sell items yourself?
Rent a table at the sale for $10 to sell your items.

All proceeds raised benefit the 2007 Navy Birthday Ball

Navy Birthday Ball

Golf Tournament

All proceeds raised benefit the 2007 Navy Birthday Ball

Nature Walk Golf Course

Friday, August 24th, 0700

Tournament Info:
- Register by August 22nd
- Entry fee $40 Active Duty, $50 all others per player
- 4-person scramble
- Food Included

Great Prizes:
- Prizes for placements
- Closest to the Pin
- Longest Putt
- Longest Drive

To register or for more information call: 230-3238 or e-mail james.brawley@navy.mil

CHANGING THE WAY YOU SURF THE WEB

By Bill Dougherty,
CNRSE Public Affairs

As part of an effort to control the proliferation of Navy web sites, the Navy directed that all web sites consolidate with Echelon II command web sites. What does this mean?

For Commander, Navy Installations Command (CNIC), it means that region and installation web sites will be incorporated into a single CNIC web site. For more than a year, Navy Regions and installations have migrated their web sites into the CNIC web site. The web pages are divided into two distinct areas: "public" and "controlled access."

Part of the driver for this change is an Office of Management and Budget (OMB) memo that prohibited all federal public web sites – including the Department of Defense – from posting employee information. This means information that is targeted toward internal audiences – active duty, reserves, civilian employees, retirees, and families members – is considered "employee information."

Enter the new and improved CNIC web site.

Remember how hard it was to find ITT ticket prices? How about those special discounts MWR offered for trips and tours? Lunch menu at your favorite on-base dining establishment? That information could not be posted because SECNAVINST 5720.44B – Navy Web Policy – prohibited any content on public web sites that sold or promoted to sell any item or service.

How can our Navy family access this information? Via the "controlled access" portion of the CNIC web site. Go to www.cnic.navy.mil, click on Log In at the upper right hand corner, enter the information requested, and your identification will be validated and authorize access to anywhere on the site.

he information in the "controlled access" area is only available to "authorized patrons" – active duty, reserves, civilian employees, retirees, and family members. The general public will only be able to access the public pages on the web site.

The "controlled access" side can do more because it's secured for authorized users. Since it's not open to the general public, Morale, Welfare and Recreation (MWR), along with Fleet and Family Support Centers (FFSC), can do more because the Navy's Web Policy instruction applies to the public access pages. That means ticket prices, lunch specials, and more will be accessible to Sailors, Navy civilians, retirees and families. An effort is also underway to allow for e-commerce on controlled access web pages (this is just getting started and may be 1-2 years before it's available).

Visiting the CNIC web site, viewers can access installations by clicking on the region web page links, and then clicking on the link to their installation. The installation web pages will provide the detailed information on MWR and the FFSC.

All the information previously available from the old region and installation web sites is available on the new pages, and much more. Visitors will find it easy to locate information on installation pages because the design of the pages is the same. Whether you are on the NAS Jacksonville page or the NAS North Island page, the format is identical making the search for information easier and effective.

The goal of the CNIC web site is to be the Navy family's single source for installation information. No matter where you live or work, you can find what you need at www.cnic.navy.mil.

Navy Keeps Technical Workforce Savvy via SMART Program

By Dan Broadstreet,
NSWC PC Public Affairs

Working full time for Naval Surface Warfare Center Panama City (NSWC PC), Mechanical Engineer Rob Cole was taking online courses with Virginia Tech and wondering if there was a faster way to obtain his Master's degree in Ocean Engineering. He found the application to achieve his objective was simply to – get SMART.

Naval Surface Warfare Center Panama City Engineer, Rob Cole, – a SMART scholar – connects to research university Virginia Tech via the internet to continue earning credits toward his Master's degree in Ocean Engineering.

"I had been doing one online class per semester and started feeling like I really just needed to go back to school full time – maybe do a little research on the side," Cole said, but adding he wondered how he would do this, keep his job, and pay for the education.

Cole said his answers came when a base-wide email about the Science, Mathematics and Research for Transformation (SMART) was disseminated.

"I read through it and thought, 'Man, this is how I'm going to pay for my graduate degree,' "Cole said.

NSWC PC Scientist and Coordinator for the SMART Program, Ed Linsenmeyer, said the SMART Scholarship for Service Program was established by the Department of Defense (DoD) and provided selected applicants full tuition, money for books, and different levels of salaries, or stipends, depending on the level of education being pursued.

"The SMART Program was established to recruit and retain civilian scientists and engineers throughout DoD agencies and laboratories," Linsenmeyer said, adding that SMART was open to college students at the undergraduate junior-level or above.

According to Linsenmeyer, the program is targeted toward individuals seeking a career in science, engineering, research and development.

Describing SMART as one of DoD's answers to an aging workforce, NSWC PC Human Resources Director Rick Fowler said that in three years, 50 percent of the DoD's research and development workforce would be eligible for retirement.

"We talk about succession planning a lot," Fowler said. "It's simply a matter of an investment into the DoD's future, that's the bottom line – that's why we do the SMART Program."

Fowler said when applicants are accepted, the DoD considers participating full-time students as full-time employees, complete with health insurance benefits.

"This is: we pay your salary and you go off to school," Fowler said. "It's just like a change in duty station. Instead of reporting to work at your assigned laboratory, you simply go to one of the participating colleges or universities, time cards are taken care of, and then the SMART scholar – in this case Rob Cole - reports back here upon graduation."

Linsenmeyer said that the competition for these scholarships was tough; and, that to be selected for the SMART program, "applicants truly have to be smart!" Linsenmeyer said there are approximately 200 awards granted via the SMART Program nationwide.

"I was involved in this past year's screening process and we had over a thousand applicants," Linsenmeyer said, adding that the application process has strict criteria that students must meet in order to qualify.

(continued on page 13)

Smart (continued from page 12)

Much of this is because the program requires a year-per-year obligation from participants. Upon graduation from the program, participants are required to work one year at DoD laboratories or agencies for each year they were enrolled in the program.

"Selection criteria are strict, of course, because graduates are placed in career fields critical to national security," Linsenmeyer added.

Describing SMART as a "sweet deal," Cole said the service obligation was more than worth it.

"For every year I spend at school, I'm on board another year at the laboratory, which is fine by me," Cole said, "because, I'm right where I want to be."

For further information on the SMART Scholarship for Service Program, visit web site: www.asee.org/smart or contact Coordinator for the SMART Program, Ed Linsenmeyer at (850) 234-4161.

Changes to how Navy advancement exam multiples are computed

Navadmin 183/07 announced changes to the Navy enlisted advancement system that have been implemented for paygrades E-4 through E-6. Beginning with advancement cycle 081 (reserve) August 2007 and advancement cycle 196 (active/FTS) September 2007. The weight of the performance mark average (PMA) from a Sailors evaluation promotion recommendation has increased by seven percent with the gradation increased from 12 to 16 points between an early promote and a promotable recommendation. The weightings of service in paygrade (SIPG) and pass not advanced (PNA) points have decreased by approximately one-half.

The new FMS computation for E-4/5 is as follows

Factor	computation	maximum points	percentage
Performance	(pma*80) - 230	90	43 percent
Mark average			
Exam	as indicated	80	38 percent
Standard score	on profile sheet		
Service in	sipg + 7.5	15	7 percent
Paygrade			
Pass not	as indicated	15	7 percent
Advanced	on profile sheet		
Points			
Award	per worksheet	10	5 percent
Points			
Total	c	210	

The new FMS computation for E-6 is as follows

Factor	computation	maximum points	percentage
Performance	(pma*80) - 204	116	48.5 percent
Mark average			
Exam	as indicated	80	33.5 percent
Std score	on profile sheet		
Service in	sipg + 9.5	17	7 percent
Paygrade			
Pass not	as indicated	15	6 percent
Advanced	on profile sheet		
Awards	per worksheet	12	5 percent
Total		240	

E-7 final multiple score computation remains unchanged. Overall these changes have resulted from detailed analysis by the Naval Education and Training Professional Development and Technology center, Navy Personnel command and OPNAV are intended to provide commanding officers with more influence on their sailors advancements. The crediting of points toward the FMS for completion of formal education beginning in Advancement Cycle 085 (reserve) August 2008 and Advancement Cycle 200 (active/fts) September 2008 will result in a new final multiple score computation. A specific update detailing that initiative will be released soon.

Death gratuity designation has new options

Naval message traffic

The death gratuity beneficiary designation allows now will allow Sailors additional death gratuity beneficiary options. Congress passed that a qualified Member may designate one beneficiary to receive up to 50 percent of the death gratuity payable upon the death of the Member, irrespective of beneficiaries automatically assigned by existing law. Presently, 100 percent of death gratuity amount is 100,000 dollars. While the period in which a Member can make such designation begins now and ends 30 September 2007. It is anticipated the fiscal year 08 National Defense Authorization Act will make this authority permanent. All commands are directed to inform Sailors of the option to designate one beneficiary to receive up to 50 percent in 10 percent increments of the death gratuity during this period. This election will be made in the remarks portion of the record of emergency data, NAVPERS 1070/602. While this option is entirely voluntary, deploying units must ensure Sailors are advised of this option during pre- deployment briefs prior to departure. Commands should advise all Sailors that if they choose not to designate a death gratuity beneficiary, the entire death gratuity shall be paid to the living survivor(s) of the Member in accordance with existing law and regulation. If a Sailor chooses to designate a death gratuity beneficiary, they can do so via their local personnel support detachment. Title 10 of United States code, section 1477 states that the balance of the death gratuity shall be paid to the living survivor highest on the following list:

A. Surviving spouse
B. Children, in equal shares
C. One of the following persons designated by the Service Member:
(1) Parents or persons in loco parentis
(2) Brothers or sisters

The following information must be entered in the remarks portion of the NAVPERS 1070/602, dependency application/record of emergency data when designating a death gratuity beneficiary.

A. Enter the name
B. Relationship
C. Address with zip code
D. Phone number of the beneficiary
E. Percentage up to 50 percent in 10 percent increments.

Note: if the address for the person has been shown in a preceding block, it is unnecessary to repeat the address.

An example of this is as follows:
Death gratuity beneficiary:
Suzy que
Grandmother,
30 percent
Phone (xxx) xxx-xxxx,
Address in block 11.

Sailors who have questions regarding death benefits and other estate planning documents should be directed to the nearest Navy Legal Service Office (NLSO) for guidance. Commands should also review Service members' group life insurance (SGLI) election forms during this process, particularly, for those Sailors who elect to name minor children as beneficiaries. While this type of election is authorized and clearly understood, the Sailor must be advised that legal guardianship issues to comply with state laws may prevent prompt payment of benefits. Members desiring to provide insurance proceeds to minor children (less than 18 years of age or age of majority according to state law) are advised to solicit advice and guidance from the nearest NLSO.

Is Life Passing You By?

By LT Ben Howard
NSA PC Chaplain

Do you ever feel like life is just passing you by? You come to work with a desk piled high and no end in sight. You go home to fifty little details that need to be taken care of, but no matter how much you do, the list never gets any shorter. Sounds like many of our lives, doesn't it? Is there a way to get above all of this and start living your life instead of surviving it? The good news is, yes, there is. The bad news is, it's not easy. This is not meant to be an all encompassing list or even something new never before heard idea, but simply a few ideas to help you refocus on what's important and start controlling life instead of life controlling you.

The first way to refocus is to prioritize. Although this is not a novel idea, it is amazing how easy it is to forget to do this. When we do not figure out what is or is not important to focus on, we end up being busy, but not really accomplishing much. Let's think about a few priorities we should have. God and spiritual priorities should be ultimate. If you put that relationship and actions related to spiritual details of life first then it will be easier to have the right attitude and actions when accomplishing the other necessities of life. Family should be near the top. Your spouse and children need you more than your boss.

Try to put people as a priority over projects. What this means is that jobs that focus on improving people's lives in whatever manner that may be, are just as important as those jobs that are simply adding paperwork to the stack. In some way each of us affiliated with the DOD are in the people business because our nation's wars are not won by technology, but by the people using that technology. Many times we can forget that.

A second way to refocus and rejuvenate is by living a healthy life. It's amazing what a good run or a workout at the gym will do for your mental focus. Many times on a run, your mind will slow down, focus on the problem, and see the details come together. Most of us could probably stand to eat a few more fruits and vegetables and climb the stairs instead of taking the elevator. A healthy body nurtures a healthy mind, because you sleep better, breathe better, have fewer aches and pains, and simply feel better about yourself and life in general.

A final and in many ways the most important way to refocus is to pray. When you take your concerns, pressures and worries to God, you make it His problem instead of yours. I Peter 5:8 tells us that we should "cast all our cares on Him, because He cares for us." Many times our "to do" list becomes overwhelming because we are trying to do it in our own strength instead of finding a much more powerful strength outside of ourselves. It could also be that we are at a place in our lives where God does not want us to be. Either way, where better to find the strength, purpose and direction than our all-powerful God.

Finding the time to refocus is worth the extra effort. When your priorities are right, your body and mind are healthy, your strength is found in God, you will find new energy and renewed desire to do what you have been entrusted and empowered to do.

HOUSING NOTE

A very important Town Hall Meeting will be held Tuesday August 14 in the Long Glass of Bldg. 308 at 6pm. All housing residents, Military Members and interested civilians are invited and urged to attend. GMH Military Housing, the Public Private Venture (PPV) partner will be hosting the meeting and providing information on "Lease Signing". All current and future housing residents will be required to sign a lease. The lease signing is scheduled for August 20, 07, Long Glass, Bldg. 308, 10:00am - 7:00pm.

GMH keeping renting easy in Family Housing

By Dianne Borges
GMH Military Housing

GMH Military Housing is making the process of renting a home, at Naval Support Activity Panama City family housing, as easy as possible for service members and their families. Housing assignments are determined by the family size and grade of service, similar to the current procedures. Service members are required to sign a lease just as in the local economy. The lease has been specifically written for military families and contains such provisions as no security deposit, use of allotment, up to two pets, and early termination due to PCS orders or TDY in excess of 90 days.

The rent allotment for the privatized home will equal the service member's BAH entitlement with dependents for their rank. To make the process of payment simple, service members may authorize a rent allotment to be electronically transferred to GMH Military Housing when signing the lease. Service members will see a credit for receiving BAH on their leave and earning statement (LES) and an allotment for the payment of rent to GMH Military Housing. Since BAH is not taxable income, service members should not be concerned about having to pay income tax on it. Service members may also choose to pay the community management office directly, but they will be charged a security deposit equal to one month's rent.

Utilities are included in the rent with the exception of telephone, cable services, and Internet access. Service members will be responsible for any deposits and expenses associated with telephone, cable, and Internet services. Following the Department of Defense policy, once all homes have been metered for electricity or gas for a period of one year, and a reasonable baseline consumption rate has been established, service members will be responsible to pay for any excessive usage. Service members will be reimbursed for conservation. We do not foresee implementing this program for several years and all residents will be given ample notice once we have established a timeline for implementation.

GMH Military Housing is providing $20,000 of personal property coverage per household with a $250 deductible and $100,000 liability coverage with zero deductible for all active duty military residents and their families. Military residents are strongly encouraged to purchase additional insurance to cover their personal items above the $20,000 that is provided.

GMH Military Housing will provide all day-to-day operations, including maintenance services, mowing of front lawns and unfenced back yards, and extensive preventative maintenance services on each of the homes. Military members or their families can initiate maintenance service by simply contacting the service order desk or by utilizing a 24-hour website, which will be established exclusively for each base.

This still new Public Private Venture program is sure to make living at Naval Support Activity Panama City family housing more comfortable and pleasurable for all service member residents.

Remembered

Douglas Raymond Swartout, 68, of Panama City Beach, Fla., passed away peacfully Sunday, July 15, 2007, at his residence.

Mr. Swartout was born Feb. 11, 1939, in Detroit. Doug was a retired chief master sergeant with the United States Air Force having served in the Vietnam War. He was the recipient of two Bronze Stars, the Meritorious Service Medal for outstanding service and four Air Force Commendation Medals for Meritorious Service. In 2002, he was recognized for 40 years of service to the United States government. After retiring from the Air Force, he was the adjutant of the D.J. Jacobetti Veterans Home in Marquette, Mich. He went to work with the Department of Justice with Immigration & Naturalization in Burlington, Vt., then worked at Andrews Air Force Base in Maryland with special services contracting.

Mr. Swartout worked for the Coastal Systems Station as associate head supply division chief of contracting, retiring in 2004. His final career was with the Veterans Outreach Center of the Small Business Administration at Gulf Coast Community College.

Doug was commander of the VFW Post in Panama City Beach.

He is survived by his wife, Sherry Hatfield Swartout of Panama City Beach; two sons, Douglas R. Swartout II of Marquette, Mich., and Theodore D. Swartout of Panama City, Fla.; two daughters, Jennifer Swartout of Bradenton, Fla., and Jeanette Swartout of Kalkaska, Mich., with daughter, Shae Marie Swartout; and four stepsons, Mark Hatfield and wife, Cherie, of Atlanta, Mickey Hatfield and wife, Christine, of Montgomery, Ala., Paul Hatfield Jr. and wife, Heather, of Panama City Beach.

A funeral service was held Saturday, July 21, 2007, at First Baptist Church of Panama City Beach, Fla., 204 Cobb Road. Dr. Jerry Weaver officiated. Burial took place Monday, July 23, 2007, at Barrancas National Cemetery in Pensacola, Fla.

Memorial contributions may be made to the VFW Post 10555 of Panama City Beach, the Panama City Beach Senior Center or the Emerald Coast Hospice.

The Home and misc.

Appliances for sale
-remodeling kitchen.
30" drop in GE oven/stove $50.00
Kenmore coldspot 18 cu ft fridge w/icemaker $75.00 Kenmore quiet-guard dishwasher (1 yr old) $75.00
Whirlpool large microwave w/turntable $25.00
850-814-9286

Mattress for sale Queen size water bed with heater tubes (looks like reg mattress) uses standard size sheets and bed frame. $250 call 850-230-7699

The Home and misc.

Moving Sale: Everything must go! living room set $400 (sofa, love seat, 2 end tables, 2 lamps, coffee table), entertainment center ($65), oriental rug ($60), bedroom set $500(2 night stands, 2 lamps, dresser/mirror, chest, pillow top mattress set), vacuum ($35), microwave ($30), blender ($20), VCR ($15), bookcase ($7), ionic air purifier ($90), Honeywell oil filled radiator ($45) and many more. Call 850 319-4252.

Developmental Baby Items For Sale: Fisher Price Aquarium Take-along Swing, Baby Einstein Discover and Play Activity Center and Sesame Beginnings Walker. Good Condition, very clean. All three for just $100. Can email pictures. Call 230-7167 (days) and 303-2313 (evenings).

The Home and misc.

_PBC newer home in Palmetto Trace subdivision. 10 mins from the Navy Base, walk to Pier Park & less than 1 mi from the Beach. This 3BR, 2BA home + office + oversized 2 car garage has a screened in porch and fenced yard. Granite countertops in the kitchen with tile in the kitchen, foyer and bathrooms, the master bathroom has a tiled walk in shower, separate garden tub and large walk-in closet . 2 community pools. It is approx 1900 sq ft.
For sale @ $304,900 or lease for $1550 a month + deposit. Avail immediately. No smokers. Call 850-234-9846.

Leave Donor Program

Donate leave to those in need!

Mr. Geoffrey Alepakos, Code S12

Mr. Steve Horton, Code R14

Mr. Rony Uglesby, Code HA13

Ms. Sharon Bearden, NEDU

Ms. Jena Jeffries, Code E32

Ms. June Fordham, Code XPS

To make donations please call
PH: (850) 234-4415

Pets

Chinese Crested Puppies
2 powder puffs/7 hairless, avail. Mar 17th, Non-shedding, 10-12 lbs grown. Sire/dam on premises. Dewormed, 1st shots & health certificate provided when released. Accepting deposits of $150, at 8 wks remainder $250 due. Non-refundable deposits. Call 960-5499.

NEED AN AD PLACED?

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 teresa.a.myers.ctr@navy.mil or call Teresa Myers at (850) 230-7699 for details.

Vehicles

2000 Chevy Suburban 4WD LT, loaded, 110k miles, good condition, all records. 319-1240. (7)

Two 2006 Honda CRF 100 Motocross / Trail Bikes. Low Hours, Excellent Condition, Garage Kept. 3k for both or $1600 each. 319-1240 (6)

2000 Toyota Celica GT, Sporty Reliable & Affordable – 110K miles, automatic, PW, PL, AM/FM CD, Cold Air, does have cosmetic damage but runs great (just like a Toyota should.). Asking $3,500 call 769-2726 or 814-9992 (6)

2004 White Chrysler Crossfire, 6 Speed with low profile tires, Low Mileage 9,143, Infinity Stereo/CD player, $18,000, 819-4335 or 819-4341 (6)

1999 Oldsmobile Silhouette Premiere Edition, auto trans/6-cylinder engine, van has new transmission, fuel pump, alternator, tires, battery. $5,500 OBO, call 252-5551

2002 Harley Davidson FXSTI, Softail Standard Fuel Injected. Stage one kit installed, Vance & Hines exhaust, Kuryakyn pegs and grips. Many extras. Asking $14,000. Call 230-7177 or 236-5995.

2005 HARLEY DAVIDSON SPORTSTER 883 CUSTOM. BLACK CHERRY COLOR. 2500 MILES. $5900. CALL STEVE CANTRELL AT 850.258.6283

International Harvester Scout, 1966 model 800, 4WD, 4-196, 3 spd, 8000LB winch, winch bumper, 10x31x15 tires, has roll bar available, full top. Includes 1962 International Harvester Scout strictly for parts. Asking $2K, 769-2726 or 814-6994

Outdoors

New Little Tykes Slide, paid $110, will sell for $50. for ages 2-7. Panterra Seated Gas Scooter, 220 lb. load, 43cc 2-stroke engine, up to 20 mph. Garage kept, les than 4 hrs. use. paid $270, will sell for $125. 769-7149, leave message. (8)

Skim Board, used but in great shape! Yellow/white, up to 165 lbs. $195 OBO. 850-625-7323 (8)

Surfski Kayak, asking $300 firm. For info contact Ryan at 960-1609 or ext. 4997 on base. (8)

Recycled child's Fort with Yellow Slide. All apart, plans included, just $25. Call Cindy at 234-4548. (7)

If your AD is in here please call when it is no longer needed!

MC2 Bowlin
Coastal Courier
Editor
850-264-4803