Surface Forces Logistics Center
SFLC EXISTS TO SUPPORT THE FLEET

Inside This Issue

CFO Compliance Efforts at the SFLC-Asset Logistics Division's Inventory Control Point

By Jennifer Madden, Chief Logistics Compliance Branch

The Chief Financial Officers (CFO) Act of 1990 gave the Office of Management and Budget (OMB) the authority over all federal government agencies financial management systems and financial reporting requirements. Since 2013, the Surface Forces Logistics Center (SFLC), Asset Logistics Division (ALD) Inventory Control Point (ICP) has successfully achieved and maintained CFO compliance for the $1.2B worth of OM&S (Operating Materials & Supplies) for approximately 50K line items being managed within the ICP inventory, to include 76 geographically dispersed ICP locations worldwide. The important (*continued on page 5*)

CO Corner

CAPT Andrew Pecora

With Autumn here, many of our new shipmates, both newly hired civilians and recently reported active duty, have now had a chance to settle into their new positions at SFLC. We welcome you aboard and hope that your start to a new assignment has been as smooth as possible and has been rewarding to date. To my knowledge, we tried the first ever command-level check-in by hosting it on the TEAMs platform. CMC, XD, COMILPERS/WSD, and I were able to meet with close to 75 of our newly hired and/or reporting members. Thank you for the opportunity to meet you, especially SFLC personnel who are not here in Baltimore. There is one thing for sure and that is mission support never ends. Evey day I continue to be impressed by the individual commitment and tremendous teamwork displayed by everyone. Despite workforce shortages, budget shortfalls, and technology debt, SFLC continues to deliver mission support to the fleet. The autumn is certainly marked by a time of incredible challenge as SFLC closes out the current fiscal year, which includes spending a lot of fallout funding last minute and preparing for a new fiscal year. This past year, we have made some in-roads articulating our maintenance budget shortfall while providing examples of the operational impacts of maintenance deferred. The USCG has made strategic decisions because of workforce shortages to pursue two rounds of FAI – Fleet Alignment Initiatives, which has accelerated the special layup status of several 210' WMECs and 87' WPBs. FAI has also changed/paused (time unknown) centralized cutter boat pooling. As I visited units with other senior staff, I have externally heard from operational partners a "louder" voice to prioritize our mission support budget needs. Internally, I have seen mission support professionals like yourselves rise to meet resource challenges. While never fast enough, we have taken methodical steps to forge and leverage more partnerships with industry, pursue strategic contracting initiatives, embrace power apps as a way to drive risk-based decisions, and pursue ways to improve deliverables (e.g. metrics, 3D modeling, etc.) Even with all this technology at our fingertips and process improvement going on around us, never forget that it is truly about the people. I continue to be humbled to work beside you all every day!

V/r,
CO
Captain Andrew Pecora
Commander, Surface Forces Logistics Center

CMC Corner

SKCM Derrio Foster

Hello SFLC Family! As many of you have just been hired, PCS to SFLC and are learning your new roles within SFLC, I wanted to say welcome aboard. Some may be new to the mission support world, while others may be seasoned SFLC members learning our new way of doing business. Regardless, solid working relationships, both internally and externally, are vital to supporting the fleet. As we facilitate communications internally across product lines and shared services and externally with our customers. I have no doubt that any gaps in communication created by the process of new PEOPLE coming and going will quickly be filled with no PERFORMANCE issues. As you work to establish or reestablish relationships with your customers, also take some time to establish relationships with your new colleagues, cube mates or shipmates. Professional relationships in the workplace are important to any organization as they create opportunities for mentorship, camaraderie, process improvement, morale, and support (PURPOSE). It takes a team effort to support our fleet; you make up the team! I will continue to ADVOCATE, as you ANTICIPATE, while we DEMONSTRATE ways to INNOVATE. Thank you for what you do, have done and what you will do!
ROLL TIDE!

V/r,

SKCM Derrio Foster
Command Master Chief, Surface Forces Logistics Center

CG-45's Corner

CAPT Thomas Lowry, Sr.

Hello from Coast Guard Headquarters and the Office of Naval Engineering! We hope everyone enjoyed their summer and are ready for the new "Fiscal Year". As the summer transfer season draws to a close, we hope that all our AY24 naval engineers are settling into their new routines. A few omissions from our Summer Newsletter were the folks above the Office that provide governance and guidance. This summer we welcomed a new Deputy Commandant for Mission Support VADM Allan. He has hit the ground running, visited SFLC and been listening to us (CG-45) provide our program concerns and our resource needs for people, funding and authorities to support our fleets of cutters and boats. Please check out his Commanders Intent and watch words located here.

In the Spring newsletter, we talked about the Commandant's challenge: "the future looks different, how will we?" Within the Naval Engineering community, we see this as an opportunity to further define who we are, where we're going, and how we will get there.

Based on your feedback and some of the content CAPT Pecora and I shared at the "State of Naval Engineering" address in late Spring, the Office of Naval Engineering is currently examining the "First Five Years" of the Naval Engineer Officer's career. Expounding on the proper balance of Keyboards and Coveralls and understanding the need to grow the community for our future fleets, we have introduced new onramps into our Naval Engineering community with the Cutter and Boat Maintenance & Repair Officer competency series. This expansion means junior officers, regardless of accession, who missed their Student Engineer tour, will no longer have a closed door to enter a career in Naval Engineering. This is a critical step forward as we continue to improve our talent management practices.

Our next key objective is to reexamine our training, particularly the Naval Engineer Personnel Qualification Standard (NEPQS). Our current manual has served as the foundation for many Naval Engineers for the last decade. However, as a new fleet of cutters have been delivered with more on the horizon, they will require a uniquely skilled workforce to sustain, operate, and maintain them. In addition to training to operate increasingly complex propulsion plants and leveraging automation & controls, we must also train our shoreside mission support personnel to maintain these cutters in our changing mission support landscape. That is, they will need understand how to think critically and innovate to find solutions. A reimagined PQS that focuses on the evolution of our fleet from chain and sprocket to fly-by-wire will help guide us through this generational transition period.

Looking ahead on the calendar, we have been working hard to bring our community together to Phase III of our 2024 Naval Engineering Centralized Annual Training (NECAT). It is Phase III behind Phase I, the Naval Engineering Executive Session held in March of this year and Phase II, the State of Naval Engineering address mentioned above. Please mark your calendars for 03-05 December for our all-hands community gathering that will be offered in person and virtually, featuring a number of NECAT panels and presentations. Topics will include community initiative updates from leadership and presentations from our product lines, workforce manager, and shared services. We look forward to your participation!

Captain Thomas Lowry Sr.
Chief, Office of Naval Engineering

(from front page)

work conducted behind the scenes to ensure CFO compliance is a "team effort" involving a multitude of dedicated CG personnel, customers and stakeholders both internal and external to the SFLC in collaboration with the ALD-ICPAS (Internal Controls Program Audit Section) to complete month end stock ledger to finance ledger reconciliation for FINCEN, to conduct required quarterly statistical sample inventory audits, and to compile the quarterly Inventory Control Effectiveness (ICE) report for submission to CGHQs (CG-45/CG-44) in accordance with COMDT policy.

In addition, the ICP undergoes a variety of audits conducted by DHS, CG-85 (Internal Controls), KPMG, etc., to test the design and effectiveness of our internal key controls, processes and procedures, and/to ensure the inventory and financial IT system of record (NESSS - Naval and Electronics Supply Support System) is properly recording material supply and financial transactions to accurately value stock on-hand and due-in to the ICP inventory. Another contributing factor to the ALD-ICP remaining CFO compliant is the Quarterly Statistical Sampling Process, a rigorous three-month process involving many steps and stakeholders in order to achieve the final "STAT Sample" results; on average the SFLC-ALD-ICP achieves an accuracy rating at or above 99% for both "Dollar Value" and "Line Items". This is significant to SFLC's customers in that it demonstrates a high degree of confidence and precision with the ICP's ability to locate required parts to fill requisitions in support of mission critical disabling discrepancies, GFE (Govt Furnished Equipment) for planned maintenance projects, and filling routine and/or allowance replenishments to backfill remote locations with required Pushed Parts.

At the beginning of each Quarter, the SFLC Business Operations Division (BOD) works with the ALD to run CGHQs approved SAS program/algorithm to generate a random sampling list of appx. 500 stock numbers for inventory valued at appx. $800M; this random sampling is representative of the "universe" of line items and line value w/in the ICP. The ICPAS and ICP form two-person integrity count teams to conduct inventory audit counts against recorded on-hand stock, documenting and researching variances. The SFLC PL Inventory Managers, Base/Sector Asset Material Managers (AMMs), and cutters/units validate CG "owned" material due-ins to ICP stock and work with ICPAS to make necessary adjustments, troubleshoot transactions in NESSS, receipt open due-ins, etc. The goal is to research and identify NESSS transaction errors that can be corrected to reduce on-hand and due-in stock variances, which will improve the overall Statistical Sample results – a true "team effort" in achieving an average +99% inventory accuracy success rate!

Photo Caption: the FY24 Q4 Statistical Sample Inventory is underway as the ALD Internal Controls Team works with ICP members to conduct inventory counts, research stock variances and take corrective actions".

MAT ST PETERSBURG SPOTLIGHT

By LCDR Connor Stevens, Base Miami Beach MWD

Maintenance Augmentation Team (MAT) in St. Petersburg, FL, has been in overdrive this year, demonstrating unwavering support for mission-critical operations. The team has provided top-tier support to local and visiting assets from the Medium Endurance Cutter (MECPL), Patrol Boat (PBPL), Small Boat (SBPL), and Icebreaker, Buoy, & Construction Tender Product Lines (IBCTPL). MAT St. Pete's expertise spans planned depot maintenance, unplanned casualty response, organizational-level service requests, and more. The team is technically divided into two groups of electricians (EMs), damage controlmen (DCs), and machinery technicians (MKs): the Legacy team, which historically maintains the 210' WMECs across District 7; and the FRC team, which focuses on the collocated CGC PABLO VALENT and future arriving FRCs. Despite this division on paper, the teams operate as a unified force, ensuring that both aging and modern fleet assets remain in peak condition. MAT St. Pete technicians frequently travel up to 200 days a year, covering distances of 150 miles or more, to deliver their critical services.

Their exceptional work has earned them continuous recognition, with exceptional accomplishments including: Complete crane cab and lattice boom replacement on CGC HUDSON (WLIC-801) following contracted work during Drydock availability; Replacement of 13 buoy deck padeyes on CGC JOSHUA APPLEBY (WLM 556); Complete overhaul and rebuild of the Single Point Davit (SPD) on CGC RESOLUTE (WMEC 620) after a contracted vendor failed to meet the required timeframe; Troubleshooting and repair of sewage and SPD systems on CGC VALIANT (WMEC 621) after incomplete contracted work; Weld repairs to piping systems and hull holes on CGC VENTUROUS (WMEC 625); Casualty response and repairs to the #2 main diesel engine fuel injection pump and AC&R systems on CGC JOSEPH TEZANOS (WPC 1118) before and after Drydock availability; and countless hours dedicated to facilitating transfer of parts and cutter boats between underway assets.

More recently, MAT St. Pete and Industrial Production Facility (IPF) Miami Beach joined forces onboard USCGC VIGILANT (WMEC-617) in Cape Canaveral, Florida, swiftly mobilizing to conduct emergent weld repairs on critically deteriorated sections of deck plating. This operation involved cropping out and renewing several wasted areas and clad welding a few others requiring meticulous attention to detail. Our dedicated teams worked tirelessly through the weekend expending over 240+ man-hours to ensure that CGC VIGILANT could depart on patrol without delay. This effort was crucial in maintaining the cutter's operational readiness and upholding the Coast Guard's mission. The success of this operation is a testament to the strength of our collaboration, the expertise of our personnel, and our unwavering commitment to mission support.

Without the dedicated efforts of MAT St. Pete, many of these assets would not have been able to maintain operational readiness and meet mission requirements. Despite many challenges, MAT St. Pete continues to deliver exceptional service to our operational counterparts, drawing well-deserved praise from District 7, Sector St. Pete, and cutter commands alike for their storied and monumental engineering contributions.

45 RB-M ENGINE HOUR EXTENSION PROTOTYPE

By LT Charlie Jacobson

With supply chain shortages, rising costs of overhauls, and manufacturer backed confidence in the reliability of the S60 engines beyond 6,000 hours, SBPL and SFLC-ESD have partnered to prototype an extended engine hours program for the 45' RB-M.

The United States Coast Guard currently operates one hundred and seventy-four 45' Response Boat – Medium (RB-M) boats. These boats serve at stations around the globe in search and rescue and law enforcement roles.

The RB-M is powered by two 825 HP Detroit Diesel/MTU Series 60 (S60) engines. The planned overhaul periodicity of these engines is every 5000 hours with the option for engineering waivers up to 6000 hours. Overhaul facilities have reported low levels of wear on the engines, indicating an ability to operate beyond 6000 hours.

Assets With Both MDE High Hours

Hull	STATION	PORT	STBD
45707	VENICE	5859	5931
45663	SABINE	5818	5839
45764	KETCHIKAN	5758	5789
45673	PENSACOLA	5655	5658
45605	NEW YORK	5597	5602
45749	PORT ANGELES	5580	5597
45674	GRAND ISLE	5530	5518
45658	SEATTLE	5474	5469
45729	FORT MYERS BEACH	5257	5264
45742	OCEAN CITY	5226	5240
45687	SAULT STE MARIE	5781	5784
45668	STURGEON BAY	5769	5774
45701	MANISTEE	5733	5738
45626	PORT HURON	5506	5514

Assets With One MDE High Hours

Hull	STATION	PORT	STBD
45671	JUNEAU	1055	5961
45639	FT LAUDERDALE	1800	5763
45680	SAN FRANCISCO	5602	1597
45744	HOBUCKEN	1134	5564
45689	FREEPORT	1084	5529
45636	NEW ORLEANS	5529	3019
45704	DAUPHIN ISLAND	595	5525
45728	WOODS HOLE	5464	2232
45697	CURTIS BAY	5430	144
45687	GRAND ISLE	5348	808
45628	DULUTH	5970	4042

Assets currently enrolled in the program

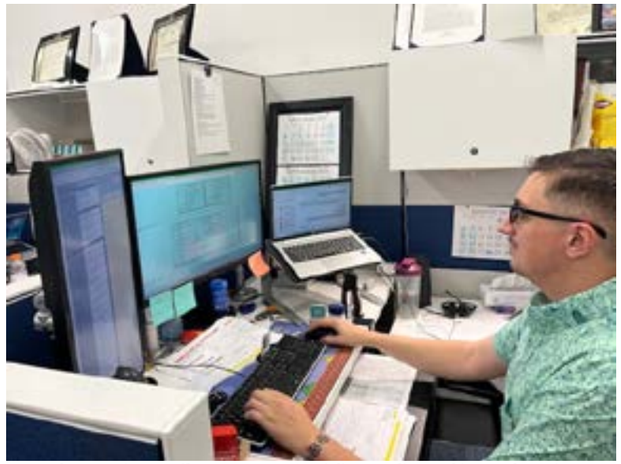
SBPL initiated an engine hour extension prototype program on over 20 RB-Ms with the option to add more. All participating boats will continue standard maintenance and submit engine lube oil samples for testing (along with other engine operating parameters) every 50 hours or prior to a required LO change. A few engines in the program will be removed and overhauled at 1,000-hour intervals to establish wear trends and inform a new maintenance standard.

The intent is to increase operational hours available to units, reduce the cost of periodic overhauls, and provide valuable data to assess condition-based maintenance programs throughout the RB-M fleet.

SURFACE FORCES
LOGISTICS COMMAND TRAFFIC OFFICE

By Lars Braun, SFLC ALD
Logistics Supply Support Branch Chief

The Surface Forces Logistics Command (SFLC) supports the fleet! The fleet needs maintenance, and maintenance requires parts. The SFLC Inventory Control Point (ICP), otherwise known as a warehouse, is the Coast Guard's central location, open 24/7, where $1B of the $1.2B SFLC total parts inventory is stored. A critical linkage sits between the parts stored on the shelves and the operators who need them. That vital connection point is the SFLC Traffic Office.



Anthony Ennis, a Traffic Management Specialist, coordinates shipment for an item.

Sitting in a small office, tucked away in the corner of the ICP is a 7-person team, relentlessly coordinating the movement of Coast Guard parts around the globe. As the Coast Guard progressively takes on missions pushing ever father around the world - places like Antarctica, the South Pacific Islands, the Baltic, Black, and Arabian Seas, and the Coast of Africa – thus the locations where parts are needed has grown exponentially and transportation challenges have increased. Some shipments require the team to coordinate pickups and deliveries that originate and terminate in remote locations, often with rarely used or unknown vendors. Customers anywhere in world can submit movement requests in the SFLC Web Application, Portal Traffic Module (Warehouse Shipping - Submit Request for Shipment Screen) to move parts between units in the fleet or to return items to the ICP such as Mandatory Turn-Ins (MTIs). Much more often, shipments originate in Baltimore at the ICP, but that doesn't always make things easier, destinations vary wildly, the size and shape of repair parts can limit the available shipping methods, and the speed at which delivery is required often reduces available vendors.

With only a single Traffic Officer, three Traffic Managers and three Freight Rate Specialist to support the entire USCG Surface Fleet, the SFLC Traffic Office could not meet the challenge without leveraging resources that streamline shipping processes. Through the Department of Defense (DoD), the Traffic Office gains access to the US Transportation Command (TRANSCOM), a four-star led, joint-service functional command that serves as the DoD's executive agent for transportation. By applying centralized planning and decentralized execution, they increase efficiency and by leveraging the consolidated volume of DoD cargo, they are afforded improved commercial rates.

On the commercial shipping side, TRANSCOM, works through a subordinate component command, the Army's Surface Deployment and Distribution Command (SDDC), to ensure commercial carriers are vetted, and to negotiate rates. Bookings are then made through TRANSCOM's Global Freight Management (GFM) System. Annually, through GSM, the SFLC Traffic Office books, coordinates and approves payments for 5,000 ($3.6M) commercial freight shipments, and 31,000 ($3.0M) small parcel shipments (less than 150 pounds - INCONUS destination, or less than 300 pounds - OCONUS destination). Approximately 80% of these shipments are carried by FedEx and, as often as possible, FedEx air to expedite delivery.

A shipment is loaded onto a commercial vendor's truck at a loading dock in the ICP.

On the military side, TRANSCOM, works through other subordinate component commands including the DoD strategic lift units operated by the Air Force's Air Mobility Command (AMC) and the Navy's Military Sealift Command (MSC). By coordinating space on military assets using Financial Air Clearance Transportation System (FACTS), another 150 bookings are coordinated by the SFLC Traffic office annually. These shipments take advantage or regular DoD movements from Norfolk Naval Air Station to Bahrain and Cuba, and from Travis Air Force Base to Hawaii, Guam, and Japan.

Impressively, SFLC's Traffic Office processes approximately 65% of the USCG's annual freight shipments by dollar value. Through their diligence, expertise and the application of several logistics coordinating programs, they get the surface fleet what it needs, be it a 1-pound package or a 24-ton engine, where it needs it, from Portland, Maine to Portland, Oregon and Antarctica to Dutch Harbor.

Approximately 80% of small parcel shipments are carried by FedEx and, as often as possible, FedEx Air to expedite delivery.

What is a Mechatronic Technician?

By Timmothy Curry

Mechatronic technicians – Do not be surprised if you are hearing this term for the first time because it was introduced to the Coast Guard just last year. Rolls Royce/MTU diesel engine manufacturer used the term to describe the services being provided over the last 11 years by Main Prop Section technicians. Wikipedia describes mechatronics as work that combines mechanical, electronic, electrical, and software disciplines. The term is spreading fast within the Navel Engineering community as it accurately describes a need for service that keeps modern Coast Guard diesel engines operating.

Coast Guard has over 240 MTU diesel engines, 90 electronic interface kits, and 17 service level trained technicians to troubleshoot deficiencies. In accordance with the SFLC MTU DiaSys and Dongle Process Guide, Main Prop Section technicians maintain active licenses on over 100 dongles, 100 DiaSys software, and 70 Cummins INSITE software licenses.

Main Prop technicians maintain a working relationship with both MTU and Cummins technical support for shared exchange of information in relation to software, firmware, interface, and operating system functionality. The technicians weekly resolve Microsoft operating system conflicts with the MTU DiaSys software. Proper operation of this software allows the engineers to download engine data for annual full power trials, reset injectors to comply with air emissions regulations, troubleshoot deficiencies, respond to MISHAP investigations, and analyze fleet wide trends. Expert knowledge is fed as raw data for the creation of cyber community topology, BOD maintenance laptop efforts, and configuration management into FLS.

Figure 1 is an example data capture put together as part of the Main Prop Section's Propulsion Data Analysis Team. The graph shows a WMSL main diesel engine cumulative engine hours at various rpms and engine loads. Look for more exciting accomplishments to come from our mechatronic technicians. They have a window into MTU diesel engine deficiencies and are working to correct them all.

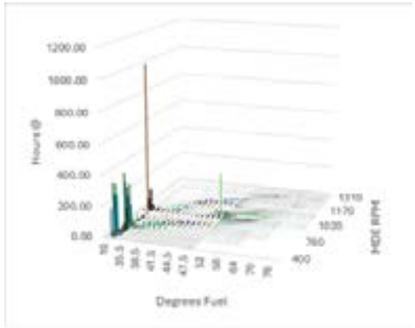


Figure 1

IPF Galveston Dry Docks First 87' WPB

By LT Francisco Fano

In response to a line entanglement casualty, IPF Galveston prepared for and successfully executed a dry dock availability for CGC YELLOWFIN from June 4–June 10, 2024. After safely positioning the cutter in the slings of the travelift, the IPF crew expertly maneuvered the cutter into the cradle supported at BASE Galveston's certified drydock facility. IPF Galveston completed the necessary repairs to CGC YELLOWFIN's propulsion drive line consisting of bolt extractions, full paint preservation and installation of new faring plates, and propellor nut and anode renewals. Additionally, MAT Galveston and BASE Galveston ESD provided additional mission support conducting HVAC system groom and HF antenna maintenance. This is the first 87' WPB haul out conducted by IPF Galveston crew. The successful evolution was a culmination of expert collaboration between the CGC YELLOWFIN crew, IPF Galveston, SFLC-PBPL, and years of planning and certifications by IPF, BASE Galveston, SFLC, and CEU Miami. All stakeholders demonstrated exceptional attention to detail and resilience throughout the entire process. Navigating through numerous challenges with tides and sea levels, IPF worked with partner agencies leveraging government resources and minimizing risks to ensure safe transit for the vessel on its approach to the haul out pier. The organic evolution saved more than $25K compared to commercial drydock and repair options, is a successful proof of concept and enhances BASE Galveston's Naval Engineering Department mission support capabilities as the only organic alternative to the CG Yard for future emergent 87' WPB haul outs.

Investing In Competitive Training Opportunities for Our Workforce Today and Reaping the Benefits of Tomorrow

By MK3 Sarah Leckman, MAT Portsmouth (11 ATDM Cohort)

Throughout the Coast Guard, older machinery is consistently relied upon to live longer and longer past their estimated service life. Meticulous maintenance schedules are no longer enough to keep them running, as manufacturers stop supporting their older models or are going out of business altogether. Ironically, the Coast Guard's drive to make old things last has propelled us into the future of manufacturing as a solution. MAT Portsmouth, along with several other units, have sent members to an additive manufacturing course (Industrial 3D printing) in Danville, VA.

The school is run by the Institute for Advanced Learning and Research (IALR) under their Accelerated Training in Advanced Manufacturing program (ATDM). ATDM teaches a broad range of useful topics, and offers the opportunity to obtain multiple nationally recognized certifications. The classes are well paced, covering math, metrology, computer aided design, Lean 6 Sigma, print reading, machining and post processing, and 3D printing lab. Students are introduced to multiple additive manufacturing processes and are given tours in the research facilities on campus. So many fascinating topics and processes are explored over the 4-month long period that come to a spectacular finale with the capstone. Students take an intricate part and recreate it as if it is an out of production item. It is scanned, modeled in CAD, optimally sliced in software, printed, washed, sintered, milled on a CNC machine, and finally measured to confirm tolerance. There truly is no end to innovation, and the Coast Guard has taken the first steps to keeping up. To find out more about this amazing training opportunity visit: *https://atdm.org/*

"MK3 Leckman is one of 11 members throughout the NED/IOD workforce that's attended ATDM over the past 15 months, w/ more scheduled for upcoming cohorts. With support from SFLC-IOD, Active Duty and civilian members have attended the AM, welding, CNC machining, and NDT classes and all enjoyed the same professional, challenging, and thorough training experience described by MK3 above."

The Intersection of Leadership and Diversity

By Becky Davis, LDAC Alameda, IBCTPL

We are, all of us in one way or another, civil servants to the American people. It is our job to fulfill our duties, to the best of our ability, to faithfully serve the populace and ensure the Coast Guard is there to keep them safe. It can be easy to lose sight of that when buried under 300 unread emails, or a stack of purchase orders that need to be processed before the weekend, or you're in a meeting that could have been an email. Under all of these frustrating or overwhelming aspects of our jobs, we all know that we are part of a larger group who has to operate efficiently to serve the Coast Guard the best way we know how. We aspire to do more than just survive the day, week, or fiscal year. If we want the Coast Guard to thrive, grow, and improve, we must embrace diversity and how it is the cornerstone of any successful leadership strategy.

There is empirical evidence that shows organizations are strengthened by diversity. Ron Carucci, Forbes Magazine, has a great article on the subject called One More Time: Why Diversity Leads To Better Team Performance. If you read that article, one theme you will notice is that success of an organization is not exclusively determined by diversity, but also the sense of inclusion that everyone feels individually. Inclusion impacts morale, sense of personal safety and willingness to share ideas, as well as the general need to feel valued and appreciated. All humans are driven by different factors. Some may be exclusively focused on earning money, others want to feel valued and appreciated. Ron Carucci says in his article that, "69% of Millennial and Gen Z workers are likely to stay five or more years with a company that has a diverse workforce." (Reminder, Millennials were born between 1981 and 1996 whereas Gen Z were born between 1997 and 2012.) Part of being a good leader is knowing your workforce and providing what they are looking for, so they remain committed to your organization and stick around for a while. Due to our demographics containing 8% military personnel, who rotate every 2-4 years, we need a stable civilian workforce with low turnover to really thrive. It's important that we have a workplace climate that motivates our civilian personnel to join our teams and perform well. The facts show that if we want to attract a wider array of employees with backgrounds and life experiences to help our organization thrive, we must make diversity and inclusion a priority.

Now some of you may be thinking, "Yeah, yeah, but why do you have to keep reminding us about all the different races of people out there. Race or creed doesn't matter to me. I don't see the color of someone's skin." Well, first of all, pretending to be racially colorblind does not actually help a workplace culture. The point of these special observances is not just to remind people that "We are all different and let's not use racist or insensitive language," although I would say that being a decent human is probably the bare minimum expectation. Why do we have special observances? To say to our colleagues, "We see you, we respect you, and we accept you as you are." This fosters feelings of inclusion, acceptance, and safety. Second, we live in a country that is constantly polarizing different sides, "othering" each other, and tearing down even the greatest among us (look for online commentary disparaging our Olympic athletes – there is plenty). While the noise and vitriol are still high in our country, we must remain committed to showing our colleagues that they are welcome here because we are a team. And then, we have to follow-through, and be welcoming and supportive to one another. Third, while we may already be very accepting, none of us knows everything there is to know about all demographics, so there is always something new to learn. (If I'm wrong and there is someone like that in the org, please join your local LDAC, we'd love to pick your brain.) In my opinion, learning is life's greatest adventure. If you never stop learning, you never stop growing.

So, what does your LDAC do? This is the best part – it can be anything, within reason, and as long as it's free. But that is still a great degree of latitude. I can only speak for the Alameda LDAC, but we have previously tossed around ideas for a book club, a community building initiative to increase sentiments of connection and belonging, virtual tours of artwork or museums, a collaborative art event, there are many possibilities.

The greatest barrier LDAC faces in terms of curating content (beyond our monthly engagement wall to celebrate that month's theme) is participation. I cannot speak for all the SFLC locations, but in Alameda, we often plan, prepare, and execute our tasks with only 1 or 2 people involved. And as you're all probably aware, LDAC is a collateral duty, which means the work must be squeezed in around the demands of a full-time job during the workday, or in the evenings and weekends which cuts into personal time. If there were more people regularly involved with LDAC, or expressing an interest in participating, it would be significantly easier to create new ways of engaging with SFLC employees.

No one wants to force employees to join a committee like this; this work must be something that calls to you, even if you are not yet sure what kind of involvement you want to have.

There is no wrong time to get involved. Before the end of the calendar year, there will be the following events which you can choose to support somehow:

- National Hispanic Heritage Month (9/15 to 10/15)
- National Disability Employment Awareness Month (October)
- Native American Heritage Month (November)
- Women's Equality Day (8/26)
- Indigenous People's Day (10/10)
- International Day for Tolerance (11/16)
- Transgender Day of Remembrance (11/20)
- International Day of Persons with Disabilities (12/3)
- International Humans Rights Day (12/10)

If you're interested, please contact your local LDAC coordinator.

They would be glad to have you.

Naval Engineering Participates In Multiple National Exercises

By CDR Brian Fitzpatrick, Naval Engineering Systems Management Division Chief CG-451

Have you wondered if Coast Guard Naval Engineering has a role in the new great power competition? The short answer is. In a recent message to the workforce DCMS VADM Tom Allan stated "In an increasingly global Coast Guard, what we do in all faces of mission Support is critical to advancing maritime governance and protecting U.S. maritime sovereignty." As part of a whole of government effort, the Coast Guard plays a role and is building an enduring presence in the INDO-PACIFIC as part of the Naval Service's (Navy, USMC, USCG) strategy.

In the spring of this year, teams from CG-45, SFLC, and LOGCOM participated in a national exercise hosted by NAVSEA. This exercise allowed the Naval Engineering enterprise to exercise its defense readiness mission and Navy interoperability to understand how we work together in times of crisis and conflict to defend the nation. Like Damage Control Drills at TSTA, next year this exercise will expand and build and incorporating more complex problems and more teams.

A second exercise last month hosted by the Maritime Administrator RADM Ann Phillips USN (Ret) brought together senior executives from across the maritime industrial base, Congressional Member and Committee Staffs. Additionally Subject Matter Experts from the Navy and Coast Guard joined to gain a common understanding of the scale, scope, and severity of the challenges in the maritime sector.

With our Coast Guard peacetime steaming in is the middle ground between diplomacy and open conflict, Coast Guard Naval Engineering is playing a critical role supporting cutters operating in the INDO-PACIFIC every day. As a professional military service and more closely as a high functioning logistics center, we all need to better understand the challenges in the contested logistics corridors in the region, to build the Coast Guards enduring presence. We should approach this as a team and build upon the existing partnerships across the whole of government and industry with DOD (NAVSEA, NAVSUP, DLA, etc.), MARAD, commercial suppliers, and the regions allied partners.

With the growing size of the Coast Guard surface fleet operating in INDO-PACIFIC and the increasing complexity of operations, we are a crucial element to maintaining maritime governance and protecting U.S. maritime sovereignty. Every cutter deployment is an opportunity to build mission support relationships within the U. S. Government, Industry, and allied partners before any crisis in the region. Our Naval Engineering enterprise is always an empowered force generator for the Coast Guard Fleet and in turn the Naval Service.

A MESSAGE FROM OUR OMBUDSMAN

Hi families,

I hope everyone had a fantastic summer. I don't know about you, but we are going into my favorite months. I just wanted to remind everyone that I am here for any needs you may have. I constantly check my email so that is the best way to reach me. My email is ombudcms@gmail.com. I hope everyone has a great start to the fall and school year.

Your Ombudsman,

Ryane Page

MILESTONES: CIVILIAN PERSONNEL

NEW EMPLOYEES

Kenneth Tankersley	Contract Specialist	CPD
Gabrielle Benson	Supv. General Engineer	IBCT
Kirk Shadrick	Logistics Mgmt Spec	IBCT
DeCarlo Dixon	IT Specialist	BOD
Dawid Pastwikowski	Electrical Engineer Tech	IBCT
Kenneth Pollock	Material Handler	ALD
Kyleigh McQuade	Supply Technician	IBCT
Tyrone Taylor	Equipment Spec (Marine)	IBCT
Tiffany Miller	Supply Technician	LRE
Lisa Leroy	Inventory Mgmt Spec	LRE
Monique Smith	Material Handler	ALD
Joshuah Thomas-Paysden	Material Handler	ALD
Kenneth Johnson	IT Cyber Security Spec	BOD
Shawn Ruhling	Material Handler Supv	ALD

PROMOTIONS

Mariana Shaker	Supv. Financial Mgmt Spec	ALD
Eileen McFaul	Management & Program Analyst	BOD
Maryjean Falkenstein	Purchasing Agent	CPD
Ralph William	Material Handler Supervisor	ALD
Jessica Stevens	Secretary	COMMAND
Seth Andrew	Contract Specialist	CPD
Alan Randolph	Equipment Specialist (Marine)	LRE
Jake Redden	Equipment Specialist (Marine)	LRE
Lynn Faw	Supv. Logistics Mgmt Spec	ALD
MaryJean Falkenstein	Contract Specialist	CPD
Eric Schmid	Naval Architect	ESD
Marissa Mason	IT Cyber Security Specialist	BOD
Erica Gibbs	Purchasing Agent	CPD
Christin Hendrickson	Contract Specialist	CPD
Erica Perry	Purchasing Agent	CPD
Jolene Butt	IT Cyber Security Spec	BOD
Taylor Stanowski	Freight Rate Specialist	ALD
Kevin Rinker	Supv. Program Analyst	SBPL
Christopher Batzold	Mechanical Engineer	ESD
Kevin Nicolle	Mechanical Engineer	ESD
Robert Kiefiuk	Accountant	ALD
Tobi Provenzano	Contract Specialist	CPD

Retirements

Recardo Smith	Lead Inventory Mgmt Spec	ALD
Douglas Baldwin	Material Handler	ALD
Olivia Theola Walker	Budget Analyst	ALD
Patricia Gunther	Technical Info Specialist	ESD
Kevin Lape	Supv. Logistics Mgmt Spec	ALD
Patrick Johnson	Program Analyst	IOD

CEOQ Qtr 3

Tanya Diaz Cross	Level II - GS-09 and below	CPD
Yvette (Renee) Johnson	Level I - GS-10 and above	CPD

SFLC Officer Promotions (OPAL Numbers 7-9)

CAPT

Gans, Matthew A.	ADPL 1-Jul-24	OL-SFLC LRE-ALAMEDA

CDR

Sanzo, Richard W.	ADPL 1-Jul-24	SFLC SB ENG & PROJECT BR
Price, Shannon M.	ADPL 1-Jul-24	SFLC WORKFORCE SERVICES DIV
Jones, Timothy M.	ADPL 1-Jul-24	OL-SFLC-HONOLULU HI

LCDR

Bass, Alexandria M.	ADPL 1-Jul-24	OL-SFLC PB APM2-NORFOLK VA
Montvydas, Ryan G.	ADPL 1-Jul-24	SFLC PB PROJECTS BR
Fellman, Devin M.	ADPL 1-Jul-24	OL-SFLC-NORFOLK VA
Birch, Samuel T.	ADPL 1-Jul-24	OL-SFLC-SEATTLE WA
Sheehan, Kate L.	IDPL 1-Jul-24	SFLC MOBILE LOGISTICS BR
George, Moriba H.	ADPL 1-Jul-24	OL-SFLC-NORFOLK VA
O'Connell, Joseph W.	ADPL 1-Aug-24	OL-SFLC-PETERSBURG FL
Kidwell, Stephen B.	ADPL 1-Sep-24	OL-SFLC-NORFOLK VA
Brady, Richard C.	ADPL 1-Sep-24	OL-SFLC-BOSTON MA

SFLC Enlisted Advancements (EPAA Numbers 7-9)

1-JUL-24	GMCS Andrew Chan	036473 042822
1-AUG-24	ETC Joshua Wadsworth	047740 042256
1-AUG-24	DCCS Andrew Lewis	009860 046734
1-SEP-24	ET1 Anthony Adkins	036546 042822
1-SEP-24	SK1 Terri-Jo Jenkins	038355 042822

Retirements:

SKC Sison, Christopher
MKCS Collins, Jennifer
CWO Blackwood, Shane
SK1 Weaver, Keven
MKCM Rothdeutsch, Andrew
CDR Hammersborg, Anders
CWO Keplinger, Christopher
MKC Crawford, Eric
MKCS Porter, Jonathan
EMC Hampton, Gregory
DCCS Bechtler, Donald
MKC Dipaola, Jacob
MKC Battle, Alejandro
CWO Foran, Joseph
CWO Brummet, John
EMCM Hulen, Mark
GMC Rose, Kenneth
CDR Cox, Jonathan
SKCS Gregory, Justin
CWO Meese, Joshua
MKCS Moyer, David
SKC Maccallum, Todd
ETCS Flemming, Jerame
CWO Paquette, Jeffrey
GMCM Robertson, William

PCS Reporting

LTJG Kowenhoven, Benjamin
LTJG Sillivan, Daniel
LTJG Greico, Raphael
MKCS Patterson, Michael
LTJG Burzycki, Christian
EMCS Harvey, Eric
MKC Blyth, Bernie
CWO Yug, Franco
CWO Smith, Joshua
LTJG Willis, Cooper
LT Walmsley, Liam
LTJG Pearce, Brielle
ENS Edwardsmyslicki, Levi
MKC Rivera, Rico
LT Gray, Donovan
SKC Fremming, Patricia
ENS Dinnerman, Matthew
SKC Freeman, Charles
SKC Duffey, Bryan
YN2 Estes, Jessica
CWO Bolz, Joshua
CWO Gross, Thomas
CWO Alcantara, Eduardo

PCS Reporting:

ENS Colon, Kevin
LTJG Wassei, Luke
SK1 Gibbs, Adam
MKCS Dewey, Nicholas
MKCM Stracener, Brandon
EMC Pearson, David
EMC Borgesakau, Justin
EMCS Starnes, Stephen
EMC Tuten, Matthew
LCDR Armstrong, Andrew
MKCM Briggs, Bryan
GMC Wilderman, Christopher
LTJG Wingate, Javon
LT Johnson, Justin
CWO Prater, Adam
CWO Lee, Joseph
CWO Garris, Jason
SK2 Mongiovi, Lindsay
CWO Sotelo, Ricardo
EMC Clay, Montrese
MK1 Taylor, Jeffrey
LTJG Hartman, Bethani
LTJG Gould, Summer
CWO Gavino, Leemelvin
LTJG Oyeyemi, Olalekan
MK2 Garven, Cameron
LT Goad, Adam
CWO Bacher, Michael
LTJG Kirvelevicius, Rasa
LTJG Krupa, Matthew
LCDR Martin, Joshua
CWO Ladd, Donald
EMCM Evans, Walter
LTJG Laird, Sarah
SK1 Haptonstall, Breyden
CWO Kirchner, Nathan
DCC Charney, Joshua
DCC Lambelet, Nathan
CWO Bryant, William
ETC Ulloa, Miguel
MKC Zimmer, Michael
SK1 Faille, Gary
MK1 Mullins, Ruby
MK1 Mason, Caitlyn
MK1 Badal, Jeremy
LTJG Johnson, Serhenite
ET1 Baran, Andrew
LT Stoyka, Alexander
CWO Goodwin, Brandon
MK2 Estrada, Steve

ARTICLE PROPOSALS/SUBMISSIONS FOR THE SFLC NEWSLETTER

Newsletter Submission Guidelines

- Identify a newsletter "Area of Focus" that matches your piece; see below:
- Keep article word count below 300 words, as much as possible.
- Photo submissions (optional):
- JPEG, GIF, or PNG format
- 300 dpi or higher
- Please send proposals only. Before you write an article, approval of the proposal/content must be obtained from the Editor.
- Deadlines for receiving proposals is 15 November 2024

Submit all proposals to:
LTJG Ryan Casey, Ryan.Casey@uscg.mil

CAPT Andrew Pecora
Commander
Surface Forces Logistics Center
U.S. Coast Guard
2401 Hawkins Point Rd.
Baltimore, MD 21226
(410) 762-6010

https://uscg.sharepoint-mil.us/sites/sflc/SitePages/BOD-SFLCNewsletter.aspx

LTJG Ryan Casey, Editor in Chief

Sean F. McDaniel, Graphic Designer

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