



# *FRC*SW ALMANAC

Delivering Cost-Wise Readiness

"Fix it Once, Fix it Right, Fix it On Time"

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July - August 2008

## **FRC**SW **SITE** *Camp* *Pendleton* *Keeping Marine Helos Flying*

### **Teammate Appreciation**

**Thanking Workers for a Job Well Done**

### **Service to Others**

**Navy Selects FRC Southwest Civilian for Prestigious NAACP Award**

# **From the Skipper:**

During the Change of Command ceremony and in every subsequent command forum, I have championed two “must do” strategic goals for this year: Compete for – and win - a Shingo Prize for excellence in the Lean journey and to obtain AS9100/AS9110 Quality Management System registration.

As we pursue partnership opportunities and as more platforms such as the H-60, JSF, EA-18G, and V-22 come on line, it is vital that we draw a clear performance distinction between FRCSW and other activities competing for the same business. Many of our competitors have already won Shingo Awards but few have reached our level of technical know-how or financial appeal since we have the most competitive rates possible in military aerospace. This competitive edge is a direct result of our commitment to continuous process improvement.



Capt. Michael Kelly

On April 1, FRCSW submitted an Achievement Report on behalf of the E2/C2 Product Line to compete for the 2008 Shingo Award for the Public Sector. Recently, the Shingo Examiners selected FRCSW to receive a site visit scheduled for July 22 and 23. The purpose of the visit is to verify, clarify, and amplify the submitted achievement report based upon the Shingo Prize Operational Excellence model and criteria.

The two-day visit will be INTENSE with a very tight and focused agenda. The team of examiners will be from commercial and military organizations from across the country, with very diverse backgrounds. Although the examiners will focus on the E-2/C-2 line, I plan to introduce them to the command by touring them through the entire plant before they begin the audit. So, it's time we all exhibit our 'A-Game'.

At a minimum, I need every FRCSW teammate to:

1. Read and digest the contents of the E2/C2 Achievement Report. Understand your part and ensure your area can reflect on the report. A link to the report is available on the Horizon web page.
2. Walk your workplace and ensure that you are site-survey ready even though you may not be surveyed. Look at cleanliness; up-to-date documentation, measures and metrics; and that everything is in its place and there is a place for everything.
3. Whether you provide direct or indirect support to the E2/C2 line, be prepared to provide up-to-date documentation, measures and results for all elements of the Shingo Criteria supporting E-2/C-2 production.
4. Familiarize yourselves with Shingo and Lean terminology, as this will be the vernacular of the examiners.

As we seek future partnership agreements, the Shingo Prize and AS9100/AS9110 registration will take on greater meaning, by affirming our world-class status and capabilities. I am extremely proud to represent FRCSW in any aerospace forum, both here and abroad; and I never want us to be excluded from a partnering opportunity due to a lack of certification. It is my expectation that implementing AIRSpeed and high performance organization processes and procedures will make us “stand out” from the military aerospace Maintenance, Repair and Overhaul (MRO) crowd. FRCSW, as an organization, should always be “best and fully qualified.”

A handwritten signature in black ink that reads "Michael A. Kelly".

MICHAEL A. KELLY  
Captain, U.S. Navy  
Commanding Officer

# FRCSW ALMANAC

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## FLEET READINESS CENTER



COMMANDING OFFICER

**Capt. Michael Kelly**

EXECUTIVE OFFICER

**Capt. Fred Melnick**

COMMAND FRAUD, WASTE AND ABUSE HOTLINE

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DoD FRAUD, WASTE AND ABUSE HOTLINE

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COMMAND ADDRESS

Commanding Officer

Fleet Readiness Center Southwest

P.O. Box 357058

San Diego, CA 92135-7058

FRCSW WEBSITE

[www.frCSW.navy.mil](http://www.frCSW.navy.mil)

**FRC Mission:** FRCs produce relevant quality airframes, engines, components and services to meet the Naval Aviation Enterprise's (NAE's) aircraft Ready for Tasking entitlements at improved efficiency and reduced cost. In order to perform to entitlement requirements, FRCs provide seamless integrated off-flightline repair, in-service industrial scheduled inspections/mods, and deployable Sea Operational Detachments.

## FRCSW ALMANAC

### Staff

PUBLIC AFFAIRS OFFICER

Steve Fiebing

EDITOR

Jim Markle

PUBLIC AFFAIRS SPECIALIST

Terry Moran

GRAPHIC ARTISTS

Chuck Arnold

Bryant Mitchell

PHOTOGRAPHERS

Joe Feliciano

Scott Janes

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### *About the Cover*

Camp Pendleton aviation mechanics work on Huey helicopters.

*Photo by Joe Feliciano*

# Keep the Helos Flying

BY JIM MARKLE

PHOTOS BY JOE FELICIANO

**T**he term “status quo” doesn’t set too well with the artisans and staff of Fleet Readiness Center Southwest (FRCSW) Site Camp Pendleton.

The 92-member branch of FRCSW continually looks for ways to increase production speed and efficiency while servicing a variety of Marine Corps helicopters including the multi-purpose UH-1N Twin Huey, CH-46 Sea Knight transport, and AH-1W Super Cobra attack helicopters of Marine Air Group 39 and Marine Aviation Logistics Squadron (MALS) 16.

Working out of its assigned hangar and tail boom facility on Marine Corps Base Camp Pendleton, the detachment performs Integrated Maintenance Program (IMP) work that targets airframe integrity of UH-1N and AH-1W; in-service repair of CH-46, UH-1N and AH-1W helicopters; and rebuilds the tail boom sections of UH-1N and AH-1W aircraft.

“We disassemble and inspect the aircraft focusing our efforts on the airframes. We make any and all repairs, and depending on the specific event --- either a Planned Maintenance Interval - One, New (PMI-1N) or PMI-2N or baseline --- we replace some life-limited items such as fuel and oil hoses, isolator mount bearings, or cycle booster supports. Then we reassemble the aircraft and sell it back to the customer,” said Pete Vickery, FRCSW Site Camp Pendleton site manager.

“PMI cycles involve four cells: disassembly, metal, ‘over-and-above’, and assembly. During the metal and over-and-above cell

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(Bottom photo) Aircraft sheet metal mechanics Chris Sturm (left) and Dixon Rogue change an upper door track on a UH-1 Huey. (Right photo) Aircraft sheet metal mechanic Andy Olivea installs a bulb seal to a firewall panel for an AH-1 Cobra.





work, we repair any additional damage discovered by the estimator and evaluator that is beyond the normal remove-and-replace items,” explained Ed Roberson, AH-1W production supervisor and AIRSpeed Green Belt.

Because it is the only West Coast facility performing IMP procedures on the three airframes, Site Camp Pendleton also services helicopters from Naval Air Stations China Lake, Calif., and Fallon, Nev.; and Marine Corps Air Station Yuma, Ariz., Vickery said.

This fiscal year, more than 7,800 hours of in-service repair work to AH-1W, UH-1N, and CH-46 aircraft have been performed to include bulkhead, stub wing fitting replacements, fire damage in aft transmission pylon and engine compartments, and auxiliary power unit deck repairs, said planner and estimator John Millar.

“The UH-1 IMP processes an average of 50 aircraft annually, using a PMI which consist of a 1N and 2N. The first event is always a baseline. We will see that aircraft again in 36 months for a PMI-1N, and 36 months after that for PMI-2N. The aircraft will then repeat the cycle with a PMI-1N. It only gets a baseline on its first induction,” Vickery said.

In 2000, Site Camp Pendleton began the structural rebuilding of Huey tail boom sections. Depending on the level of damage, a tail boom requires approximately 800 hours to rebuild. Four artisans can renovate two tail boom sections simultaneously, Roberson noted.

“A local engineering specification established the rebuild of the vertical fin, or tail area; and in a large part, we took care of all of the West Coast rebuilds. Now we rework all of the tail booms for the Marines as they come in damaged. If FRC Cherry Point, for example, were to need a rework, we have the capability to accommodate them,” Roberson said.

Site Camp Pendleton continuously reviews its scheduling procedures to ensure that it remains an effective tool in complementing turnaround time (TAT), Roberson said.

AIRSpeed projects designed to control procedures for processing the Site’s workload began in 2003. An immediate improvement was achieved by building a “level loaded” induction schedule based upon an aircraft’s fixed induction date (FID).

“For example, if an aircraft’s baseline is completed in April, then April is its FID. We’ll look at the incoming planes with an April induction date and compare that to our workload and turnaround time, and try to level load the schedule, so that for every aircraft sold, we induct an aircraft – one in, one out,” Roberson said.

“By level loading the schedule for the year and staffing to that schedule based on a 40-hour work week, we gain excess capacity. If something happens to an aircraft in flow or a surprise induction





(Photos this page from top) Aircraft sheet metal mechanics Scott Thornton (left) and Kent Baumgartner retrieve tools from a tool bin. Aircraft mechanic Gordon Lyon prepares a wire brush for use in removing sealant from an AH-1 Cobra. Aircraft sheet metal mechanic Victor Baez drills the rivet out of a Huey helicopter tail boom.

(Opposite page from top) Aircraft sheet metal mechanic Binh Lam removes rubber and corrosion from a AH-1 Cobra in preparation for painting. Aircraft mechanic Rogan McIntyre disconnects servos for a UH-1 Huey. L-3 contract employee Ed Copeland installs an air conditioning duct on an AH-1 Cobra.



is requested from the customer, we can work that aircraft on overtime or weekends and still remain on track with the rest of the aircraft in flow. There is even the possibility of adding a shift if needed,” Vickery explained.

Artisan and support work sequences were analyzed and standardized to improve TAT. Vickery said a standard sequence chart was created to identify daily required actions for cells and aircraft.

Sequence charts were also integrated into cell and production control procedures. The charts ensure that as an aircraft is evaluated, its components and supplies are delivered or removed from the floor as it progresses through the PMI event, Roberson said.

Point-of-use tooling was implemented in 2005 with the intention of reducing the number of artisan tool boxes in the work area. More than 100 tool boxes will be reduced to 10 point-of-use (POU) tool containers on the floor, one in each cell. Tools for all trades, except electricians, are contained in the new cribs and assembly of the final crib should be completed this summer, Roberson said.

“The new tool containers have improved things a lot; but we’re always making upgrades to the tools needed and the volume of tools available,” stated aircraft mechanic William Elsner.

“The artisans see their input as extremely valuable in improving the process, so we’re getting a lot of input on the tool boxes, and process improvements. Our future goal with POU tooling is to break it down further and apply it to individual jobs. If someone’s going to do fuel systems, for example, we’ll have a fuel systems box that will have everything they need,” Vickery said.

“Kitting is another space and time-saver by having all the parts in one kit for a particular job. Trying to come up with the best possible kit for each airframe is a long process. We have developed a few kits and are trying them on the floor now. But like the tools, we’ll fine tune them and adjust them for what we do.”

“We’re learning our lessons. And that’s part of the AIRSpeed process, we tried something new, and now we want to make it better,” Vickery said.

By applying AIRSpeed techniques to the UH-1N and AH-1W work, Site Camp Pendleton has realized significant reductions in TAT; an estimated 181-day reduction on airframe PMI has been gained from the IMP work standards that were established roughly five years ago.

Vickery said that Site Camp Pendleton hopes to build its own paint facility later this year. Meanwhile, aircraft are painted at FRCSW North Island prior to release to squadrons.

Future work for Site Camp Pendleton will include phasing out maintenance on the UH-1N and AH-1W, and transitioning to the newer UH-1Y and AH-1Z models. IMP work on those helicopters is expected to begin in 2010. ▲

# Depot, AIMD Merge Update:

## FRCSW Instrument Repair Shop Helps MALS 16, Fleet

By JIM MARKLE

“The bottom line is to support the flight line,” said instrument mechanic Ken Freeman about his new job which is to establish an instrument repair facility to support Marine Aviation Logistics Squadron (MALS) 16 aboard Marine Corps Air Station Miramar.

The 2005 Base Realignment and Closure decision directed the merger and transition of the Navy’s Aviation Depots and Aviation Intermediate Maintenance Departments (AIMD) into Fleet Readiness Centers.

“Consequently, we, the artisans, are merging with the Navy’s AIMDs and there are several sites throughout the country where we’re forward placing mechanics. I’m a forwarded placed mechanic. And all of the mechanics are acting as depot artisans at those sites,” Freeman explained.

Freeman, a former Instruments and Rotating Electric Components production shop supervisor from Fleet Readiness Center Southwest (FRCSW), volunteered for and began a 120-day assignment June 1 with the intention of transitioning a permanent artisan in his place before the assignment expiration date.

Placement of depot-level artisans at various locations is part of the Navy’s Distributed Maintenance plan, which will allow for the repair and service of items that could not be performed at the AIMD level. These on-site interdictions will reduce Beyond Capability of Maintenance (BCM) declarations for components, and eliminate the need and expense of transporting components to depot-level facilities for repair, and then back again for installation.

Freeman said the mechanic will repair a variety of MALS-16 CH-53 Super Stallion and CH-46 Sea Knight helicopter primary flight instruments including pressure, electrical, and electrical-mechanical instruments. The workload will eventually

Instrument mechanic Ken Freeman, foreground, and Marine Corps Sgt. Micah Maupin review repairs made to a CH-53 Super Stallion gyroscope.

*Photo by Joe Feliciano*



include helicopter components from FRCSW Site Camp Pendleton, Freeman added.

Integrating depot-level equipment with MALS 16 tooling will be germane to the shop’s ability “to get to the depth of testing and repair that needs to be done,” Freeman stated.

“Their (MALS-16) test equipment doesn’t test some things and is limited in its scope; whereas a depot mechanic needs to get to the ‘nuts and bolts’ on the bench,” he noted. “There will be some things I won’t be able to do and those things will be passed on to the depot (FRCSW).”

The Miramar shop staff includes seven MALS-16 Marines who learn skills applicable in the field by working with Freeman. Though training is not a primary function of the shop, the ability to improve repair capacity in theater potentially saves even more funds.

“We are becoming the on-site experts who are going to support these young Marines and Sailors in the fleet; and we’ll try to intervene and save costs at the AIMD level. If you look at this from a global perspective, or from a taxpayer’s perspective, this is the right thing to do because it’s going to save money,” Freeman said. ▲



# Navy, NAACP Honor FRCSW Civilian

By JIM MARKLE

The Department of the Navy (DON) has selected Horace Hill, Jr., an occupational safety and health specialist aboard Fleet Readiness Center Southwest (FRCSW), as the recipient of this year's National Association for the Advancement of Colored People (NAACP) Roy Wilkins Meritorious Service Award.

Hill accepted the award July 15 at the 34<sup>th</sup> Annual Armed Services Veterans Affairs Award dinner during the 99<sup>th</sup> annual NAACP convention in Cincinnati, Ohio.

Established in 1980, the award recognizes one DON civilian who exemplifies the values of equality and human rights; two ideals that NAACP Executive Secretary Roy Wilkins sought to achieve in 1969 when he created the Armed Services and Veterans Affairs Division of the NAACP.

"Wilkins was a civil rights leader in his own right, seeking equality for active duty troops. He was a servant to the people who, at that time, had hard times facing social discrimination. But he worked to change that culture to ensure that everyone received an equal opportunity for advancement. This was really one way to unite all people," Hill stated.

Whether it be his role as president of the International Federation of Professional and Technical Engineers (IFTPE) Local 16, president of the Greater San Diego Chapter of Blacks in Government, his work with the Urban League

of San Diego, or supporting social programs of his church, Hill views himself as a servant to the communities where he works and lives.

Hill has worked at Naval Air Station North Island for more than 30 years, six of which as the IFTPE Local 16 president, addressing matters of collective bargaining

times," Hill said.

A collateral duty of the IFTPE Local 16 president is to serve as a member on the Naval Air Systems Command (NAVAIR) Labor Management Partnership Team (LMPT). In this role, Hill confers with his NAVAIR LMPT counterparts and several other national-level union presidents to provide

Volunteering his skills and time, the Birmingham, Ala., native became the president of the Greater San Diego Chapter of Blacks in Government (BIG) five years ago.

BIG is a national civil rights advocacy organization that was formed in 1975 and is based in Washington, D.C. With more than 300 chapters worldwide, it works to eliminate racism and discrimination within federal, state, and county governments; and also awards scholarships to graduating high school students.

"Through BIG we hold training conferences in the



International Federation of Professional and Technical Engineers, Local 16 president Horace Hill, right, discusses labor relations issues with Terrell Moose, president of the International Association of Machinists and Aerospace Workers, Local 726. Photo by Joe Feliciano

agreements and labor relations.

"Employees come seeking assistance with issues, and we assist them in the proper process and procedures in order to achieve a potential resolution to those issues. We facilitate meetings with management to give the individual an opportunity to get their part of the story told, and so, we act as counselors at

input affecting workforce policy, initiatives, and issues.

"We talk to our constituents and ask what they think. We take that information, and along with the other union presidents, we'll say 'this is what the people think, this is what the people believe.' We're the voice of the people to present those views at the highest level," he said.

development of primarily African Americans, which is the basis of how we were founded. But a primary focus is education excellence within the government, mostly targeting African Americans, but we support all people," Hill said.

Hill supports private sector workers facing unemployment  
*Hill continued on next page 17*

# Ejection Seat Shop Targets Pilot Safety



An F/A-18 Hornet ejection seat in the final assembly stage is completed by aircraft ordnance system mechanics, Magnolia Cortez, kneeling; Jonathan Lacy, center; and apprentice ordnance system mechanic Nayarit Santoyo. *Photo by Joe Feliciano*

## BY JIM MARKLE

Of the life-saving devices available to pilots of F/A-18 Hornet fighter aircraft, perhaps none is more vital than the one they sit on: the ejection seat.

As F/A-18 aircraft are inducted into Fleet Readiness Center Southwest (FRCSW) and disassembled for maintenance or repair, the ejection seats and related components are sent to the Ordnance Egress/Ejection Seat

shop in Building 399 for their own overhaul and repair.

“The seats are completely torn down and serviced according to a maintenance requirement card. We check for corrosion and see if the seat components are more than 10 years old; if so, they’re overhauled or replaced,” said Sam Lara, aircraft ordnance system leader.

The shop works on several types of ejection seats including: the SJU-5/A and

SJU- 6/A which are used in F/A-18 A and B models, and the newer SJU-17A, or Navy Aircrew Common Ejection Seat (NACES), used in F/A-18 C, D, E, and F models.

Introduced in World War II by SAAB, a Swedish military manufacturing company, early ejection seats were originally powered by compressed air. Today’s seats can be powered by any combination of rocket motors, explosive cartridges, or high-pressure gas.

The ejection process from a NACES is quick: less than one second.

When the ejection control handle is pulled, the inertia retractor positions the pilot in the seat.

“The purpose of the retractor is to keep the pilot’s spine in alignment, so that when he ejects, his back isn’t broken or injured,” said aircraft ordnance systems mechanic Jim Crowe.

The catapult is the next mechanism to fire and moves the seat up a guide rail, activating emergency oxygen for the pilot. A rocket pack then fires forcing the seat from the aircraft. The fate of the pilot lies with the Time Release Mechanism (TRM) and the drogue gun that controls operations from this point.

The TRM releases the pilot from the seat. The smaller parachutes, or drogues, vertically stabilize the ejection seat while slowing it down. These are activated by “drogue guns,” which fire a cartridge.

The g-limiter of the TRM deploys the main chute between 11,500 and 14,500 feet, and until the g-force has met certain parameters (less than three gs), the personal chute is activated followed by the pilot’s separation from the seat, Crowe explained.

“The TRM, inertia retractor, and the drogue gun are the main parts of the SJU-5 seat that we test and overhaul,” noted Lara.

The SJU-5 and NACES are manufactured by the Martin-Baker Aircraft Company. NACES was created in the late 1980s as a common ejection seat designed to be modified for multiple aircraft use.

“NACES is the state-of-the-art ejection seat with electronic sequences and is computer controlled. A probe measures everything -- wind speed, altitude, pressure, and tells the



computer, that acts as a sequencer, when to activate the seat,” Lara said.

The SJU-5 is manually activated by trip rods, Lara noted.

But common to both are the seat pans that contain survival kits.

The seat pan holds a variety of survival gear including life rafts, distilled water, batteries and radios. A fully loaded unit weighs approximately 20 pounds.

The complete overhaul of an ejection seat takes six artisans about one week. FRCSW overhauls approximately 60 ejection seats yearly, Lara said.

The shop also performs maintenance on liquid oxygen bottles, fire extinguishers, and their related regulators and valves for Navy fighter, turboprop, and helicopter platforms, Lara said.

“There’s no such thing as cutting corners in what we do here; everything’s got to be done by the book,” Lara said. ▲

(Top photo) Apprentice ordnanceman Donald Klaas and upholstery mechanic Linda Wicker fill a fire bottle with Halon. (Below) Apprentice ordnanceman Jimmie Little drains a helicopter fire bottle.

*Photos by Joe Feliciano*

## GCU Ribbon Cutting

Boeing supplier program manager Charles Huffman, left, holds the ceremonial ribbon while aircraft production controller JoJo Bedania cuts it with a large scissor commemorating the opening of the generator converter unit (GCU) buffer at Fleet Readiness Center Southwest while the command’s Executive Officer Capt. Fred Melnick looks on. The buffer is located within the Generator Shop in Building 378 on Naval Air Station North Island and is part of the F/A-18 E/F Integrated Readiness Support Teaming (FIRST) partnership with Boeing. The buffer will improve production time by serving as a continuous ready-for-issue source for internal components of the GCU.

*Photo by Joe Feliciano*



# Teammate Appreciation Event & American Heritage Celebration

*June 27th, 2008*





# Two FRCSW Sailors Lead Navy Chess Team



ATCS (AW/SW) Ryan Nichols, right, moves his bishop in a game of speed chess against Lt. Cmdr. Paul Choate.

*Photo by Joe Feliciano*

## BY JIM MARKLE

**O**f the many games and activities with a basis in strategic thinking, perhaps none rivals the world-wide popularity of chess. Originating in India around 600 A.D., chess players joust in a competition that combines the concentration and patience of golf, with the cunning and calculation of poker.

For almost 50 years the Navy has paired a six-member team against the other U.S. Armed Forces in an annual Inter-Service Chess Championship. This year, the Navy turned to Fleet Readiness Center Southwest (FRCSW), drafting two of the command's best players: Lt. Cmdr. Paul Choate and ATCS (AW/SW) Ryan Nichols.

This was Choate's fourth

year to be selected for the Navy team and Nichols' first.

Selection to the Navy Chess Team is based upon a player's "rating" as established by the U.S. Chess Federation (USCF), and recent tournament play.

"Your rating, or point level, determines your title," Nichols explained. Titles begin at 'novice', with a low rating; and go to the top title of 'grand master', which is a rating of 2,400 and above.

According to Nichols, the ratings are in a constant state of change, and can move up or down with each game or tournament played.

"The amount your USCF rating moves is proportional to your opponent's rating. For example, I'm a 1,600. If I were to beat a player rated at 2,000, then my rating would increase

about 30 points, but if I were to beat a 1,300 rated player, my rating would increase about one point," said Nichols.

The FRCSW Sailors joined their Navy teammates June 9-13 at Davis Monthan Air Force Base near Tucson, Ariz., to pit their skills against teams from the Air Force, Army, and Marine Corps in the 2008 Inter-Service Chess Championships.

The competition was divided into two tournaments; the first, a timed, seven-round team competition that allowed each player two and one-half hours to complete their moves. Players who ran out of time forfeited their matches. The winning team was determined by combining the scores of each of the six individual players into a collective team

score. The Air Force won the team tournament, while the Navy squad finished third.

The second portion of the tournament was an individually-played "blitz" or speed competition that lasted 19 rounds, with a time limit of 10 minutes per game, or five minutes per player. Choate, who has an USCF rating of 2,100 with the title of "expert," competed as the Navy's highest rated player and took second place overall.

"We played in a very tough tournament. To succeed at a high-level competition you have to have a strong will to win and have a high level of perseverance. Sometimes, if losing, you fight just to get a draw. But if an opponent makes a mistake, many players will just take the draw; but you have to stay focused enough to know that 'now it's time to play for a win,'" Choate said.

Choate, the FRCSW Helicopter deputy program manager and a tournament chess player since the age of 12, said he plays in tournaments bi-monthly and speed chess on the internet almost nightly.

Nichols, the Avionics Division leading chief petty officer, was introduced to the game at age 12 by his brother-in-law; and said he plays online and against computer software as a "sparring partner."

"I play games correspondence style and don't care if they're (opponents) using a computer program or not because it's still good practice. I play with the

*Chess continued on page 17*

# NASA Employee Suspended for Hatch Act Violations 180 days for political e-mailing and blogging on duty

BY JAMES MITCHELL

U.S. Office of Special Counsel

Engaging in political activity while on duty in a federal building has led to suspension for an employee of the National Aeronautics and Space Administration (NASA), Johnson Space Center in Houston.

The employee has been suspended for 180 days without pay for violations of the Hatch Act, which restricts the political activity of federal executive branch employees.

An investigation by the U.S. Office of Special Counsel (OSC) found that the employee used his NASA e-mail account to send partisan political e-mails, and made numerous partisan political postings to his blog while on duty in his federal workplace. He was also found to have solicited political contributions.

Throughout 2006 and 2007, he sent partisan political e-mails to various individuals. Some messages were for coordination and planning of activities for a local partisan organization, while others were to assist a candidate in her campaign for state representative.

During the same time period, he made blog postings promoting campaigns of several candidates, including individuals running for governor and state representative.

OSC's investigation also revealed that on at least two occasions in 2006, the employee solicited political contributions in violation of the Hatch Act. He posted to a blog an invitation to a fundraising

event, soliciting a \$20 contribution for a partisan political organization.

He also posted a message on another blog, asking for contributions of \$10 or more to support a candidate running for state representative.

The suspension for 180 days is the result of an informal agreement he entered into with OSC and NASA. The suspension began March 30, 2008.

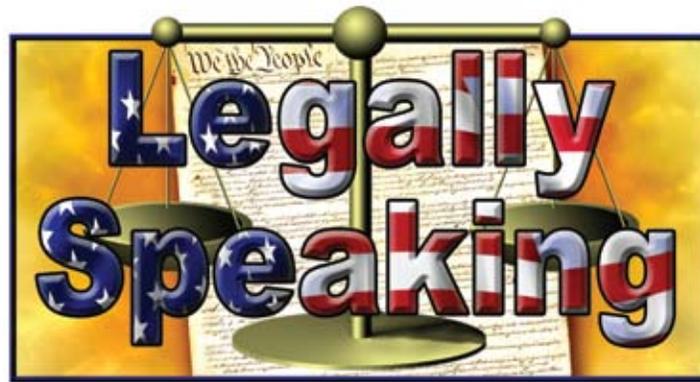
"There was time when the Hatch Act was about wearing campaign buttons in the office, or engaging in political activity while on duty, wearing an official uniform, or in a government vehicle," said Special Counsel Scott Bloch.

"Today, modern office technology multiplies the opportunities for employees to abuse their positions and, as in this serious case, to be penalized, even removed from their job, with just a few clicks of a mouse."

For more information, Fleet Readiness Center Southwest employees may visit the Horizon site at the following link and scroll down to "Legal Grams":

[http://horizon.nadepni.navy.mil/72500/inst/docs\\_inst.html](http://horizon.nadepni.navy.mil/72500/inst/docs_inst.html)

The U.S. Office of Special Counsel (OSC) is an independent investigative and prosecutorial agency. Its primary mission is to safeguard the merit system in federal employment by protecting federal employees and applicants from prohibited personnel practices, especially retaliation for whistleblowing. OSC also has jurisdiction over the Hatch Act.



## Guidelines for Civilian Federal Employees

### **POLITICAL PARTICIPATION**

The following guidance is based on the regulations of Title 5, Code of Federal Regulations, Part 734, DOD Directive 5500.7-R, Joint Ethics Regulation, regarding political activities of Federal employees.

#### **EMPLOYEES MAY:**

- **May** be candidates for public office in nonpartisan elections.
- **May** register and vote as they choose.
- **May** assist in voter registration drives.
- **May** express opinions about candidates and issues.
- **May** contribute money to political organizations.
- **May** attend political fundraising functions.
- **May** attend and be active at political rallies and meetings.

- **May** join and be an active member of a political party or club.
- **May** sign nominating petitions.
- **May** campaign for or against referendum questions, constitutional amendments, municipal ordinances.
- **May** campaign for or against candidates in partisan elections.
- **May** make campaign speeches for candidates in partisan elections.
- **May** distribute campaign literature in partisan elections.
- **May** hold office in political clubs or parties including serving as a delegate to a convention.

*To the extent any of the above activities involve personally soliciting contributions, employees are restricted from doing so except in very limited circumstances.*

#### **EMPLOYEES MAY NOT:**

- **May not** use their official authority or influence to interfere with an election.
- **May not** knowingly solicit or discourage the political activity of any person who has business before the agency.
- **May not** engage in political activity while on duty.
- **May not** engage in political activity in a Government office.
- **May not** engage in political activity while wearing an official uniform.
- **May not** engage in political activity while using a government vehicle.
- **May not** be candidates for public office in partisan elections (exception for specific communities near Washington, D.C.).
- **May not** wear political buttons on duty.



Like a baseball pitcher on the mound, Teshanee, 10, foreground, winds up to test fly her paper airplane, while Jazalyn, 11, successfully launches her plane as FRCSW electronics engineer ShuJen Walker looks on.

*Photo by Joe Feliciano*

# NAVAIR Science Enrichment Day

## Kids Get Insight into Flight from FRCSW Engineers

By JIM MARKLE

**B**y combining paper airplanes with a lot of fun, Fleet Readiness Center Southwest (FRCSW) engineers recently introduced 22 fifth-graders from Hancock Elementary School to the aerodynamics of flight during NAVAIR's Science Enrichment Day.

Part of the Navy's Partnership in Education program, the 17<sup>th</sup> annual visit was kicked off by electronics engineer Melinda Wasche who presented a slideshow of aircraft serviced by FRCSW.

She explained the major components of an aircraft and their relation to the four forces affecting flight: lift, weight, thrust, and drag.

"For a plane to fly straight and level the lift has to be equal to the weight, and

the thrust has to be equal to the drag," she said.

Wasche also explained how jet propulsion engines push an aircraft forward, while propeller engines pull an aircraft forward.

Materials engineer Paul Johnson followed the presentation with a rousing video of the Navy's Blue Angels Flight Demonstration Team in action.

"Really cool!" said Chris, age 12.

However, Teshanee, 10, said: "That doesn't make me want to fly. It looks too scary."

To gain a better understanding of the mechanics of flight, material engineer Jennifer Hickman challenged the students to create three different paper airplane designs: Wildcat, Jive, and Jazz. The

planes would undergo a bulls-eye test for accuracy; a control and maneuverability test; and a test for distance.

The children were divided into five groups and the airplane production began. Each plane required seven to nine folds.

"I like the idea of coming here to help the students learn about avionics, engineering, and airplanes. Hopefully, in the future, it will interest them in college and they might enter engineering as their field," said electronics engineer ShuJen Walker.

As he followed the diagram to make his airplane, Anthony, age 10, said he had other ideas about his future: "I really don't want to be a scientist or an airplane pilot. I want to be a Navy SEAL because I want to protect the country."

Electronics engineer Dennis Tagulao and electronic engineering technician Bob Crawford showed their groups how the positioning of paperclips on the tail sections of the paper planes affect maneuverability and flight angle.

Soon, airplanes were soaring throughout the school auditorium, as the children lined up at the testing stations to watch the principles of aerodynamics in action.

"When I was a kid growing up in Los Angeles, I always enjoyed field trips and people coming to the school to teach us things. I really took all of that in and just want to give back for what others gave me," said aerospace engineer Maziar Sefidan.

"We do our best to make science fun for the kids with hands-on learning. Next week, we'll take our static electricity demonstration to Willow Elementary School in San Ysidro," Johnson said.

In addition to Hancock and Willow Elementary schools, FRCSW engineers also provide scientific displays and demonstrations to Salt Creek Elementary School in Chula Vista, and George Nicoloff Elementary School in San Ysidro.



## A Hair-Raising Experience

A San Diego-area elementary school student learns the effects of static electricity at the NAVAIR Science Enrichment Program's exhibit at Space Day 2008, May 10, at the Air and Space Museum in Balboa Park. The fourth annual event featured FRCSW avionics department staff Jon Ramba, Filipe Mesquita, Joanne Jordan, ShuJen Walker, Amado Aviles, and Maziar Sefidan who provided displays demonstrating aerodynamic principles and the use of polymers.

*Courtesy photo*

## Hill

*continued from page 9*

or underemployment issues through his work as a member of the Diversity Advisory Council of the Urban League of San Diego County.

"We take an 'eagle's perspective' of what a company's population looks like and determine if management reflects the workforce. For example, we'll ask a company what diversity means to them, and explain how a collective perspective is gained by bringing together all nationalities to contribute to the company's success," he said.

Outside of the realms of government and business, Hill spent 13 years coaching Pony League baseball to "give the kids some structure and to show them that anyone with a positive attitude and who works hard, can be a winner."

Hill added that several players he coached throughout the years were from single-parent households, and that his coaching simply provided them the opportunity to develop trust and camaraderie in their lives.

An active deacon in his church for the past nine years, Hill supports the "Phoebe House," an arm of the church's ministry that operates a daycare center and also provides assistance to the needy.

"I want to speak up for those who don't have a voice; to be a servant to the people and be a lighthouse in the community," he said.

In addition to the Roy Wilkins Award, Hill was also recognized for his contributions to the San Diego community in 2006 when he was awarded the President's Call to Service Award and a citation from the California State Senate. ▲

## Chess

*continued from page 14*

understanding that if I lose, it may not be because the opponent is better; but probably because they had a chess software program up at the same time," Nichols said.

"Computer chess programs are powerful. They move quickly, and if you make just one slight positional error, they take advantage of it. The only way I've been able to beat them is by playing a completely dominating game and not making mistakes. They force you to become very accurate which improves your game," Choate stated.

Choate and Nichols are members of the non-profit San Diego Chess Club in Balboa Park, which is an affiliate of the USCF. Nichols joined the club last year, and Choate has been playing there since 1998.

"The San Diego Chess Club has all skill levels; so if you are a beginner, you will be placed in a lower section to play against people of your own strength. It's one of the strongest chess clubs in the world because players can work their way up. A lot of chess clubs stop at expert and master; but there are many master level players there," Choate said.

By virtue of his high finish in the individual portion of the Armed Forces Tournament, Choate earned a spot on the 2008 All-Military Chess Team. He will be the sole Navy representative at the internationally ranked 19<sup>th</sup> Annual NATO Chess Championships in Brussels, Belgium, August 2-8. The U.S. team will include one representative from the Army and Marine Corps, and three from the Air Force.

"We'll be playing approximately 16 countries including Great Britain, France, Germany, Italy, Spain, Turkey and Latvia. We'll play seven team rounds with the individual speed tournament at the end," Choate said.

Although he didn't land a spot on this year's All-Military Chess Team, Nichols recently won a different, more lucrative, competition: selection for promotion to the grade of Chief Warrant Officer. He will be commissioned October 1. ▲



# Vacation Safety Tips

Family vacations are a time to relax, but parents need to remain on the lookout for child safety hazards.

“It’s all too easy to overlook basic child safety precautions when you’re on vacation,” says Peter Rush, executive director of the Window Covering Safety Council. “People are so eager to focus on the fun of the beach or the mountains that they forget to check and childproof their ‘new home’ first.”

With peak vacation weeks around the corner, the Council has issued a safety checklist for vacationing families staying in rental cottages or cabins, and credits the U.S. Consumer Product Safety Commission for many of the recommendations:

- \* Make sure the pull-cord loops on older window blinds and drapes have been eliminated or secured. Cut the loop of the pull cord just above the tassel to result in two cords, or keep the loop taut with a tie-down device that fastens the cord to the floor or wall.

- \* Hand-test the hot water temperature. A child can suffer third-degree burns in a matter of seconds if exposed to water above 120 degrees F. Hand-test the water upon arrival to avoid accidental scalding in the bath or shower.

- \* Inspect the rental crib to make certain it is sturdy, properly assembled and in good condition. Be sure the crib slats are close enough together to prevent a baby from becoming caught between them. Also, examine the crib carefully to verify that all support hardware is in place, and that there are no areas with peeling paint.

- \* Pay attention to the windows. Approximately 70 children die every year

by falling through an open window. Avoid placing cribs and other low furniture near windows.

- \* Examine bunk beds for proper installation and support of the mattresses. Bunk bed guardrails, like crib slats, need to be close enough together to avoid head entrapment. Carefully inspect the support slats, screws, bolts and welds on both wooden and metal bunk beds to make sure they are secure and in top condition.

- \* Place all household cleaners and other potentially dangerous chemicals in a locked cabinet or closet. Check kitchen, hall and bath cabinets and closets for cleaners, solvents and other potentially harmful chemicals and place them out of the reach of children.

- \* Check for proper hand and guard rails along stairways and decks, and learn the location of all exits. Have your family familiarize themselves with the vacation home’s entrance and exit routes, door and stairway locations, and how to best evacuate in case of fire.

## Teenagers and Water Safety

Each year more than 900 teenagers drown. Although the drowning rate for teens has dropped 300 percent over the past 60 years, it remains second only to motor vehicle accidents as a leading cause of unintentional death. Eighteen-year-old males have the highest drowning rate,

a fact that researchers at the Johns Hopkins School of Public Health attribute to a propensity to engage in risky behavior.

“Adolescents often choose to swim in remote -- and usually unsupervised -- places such as lakes, rivers, canals, and the ocean. Eighty-two percent of adolescent drownings occur in these places,” says Gordon Smith, associate professor in Health Policy and Management at the school.

Remote waters can contain submerged rocks, strong undertows, and rough waters. They are also ideal places to drink alcohol without getting caught. Researchers suspect this is one reason why a reported 44 percent of boys and 33 percent of girls often swim in remote areas without a lifeguard or other supervision.

Alcohol is a factor in about 40 percent of adolescent drownings. Drinking impairs swimming ability and judgment, and may hinder a person’s ability to recover after being submerged. Alcohol may also delay laryngospasm, a protective reflex that closes the opening to the lungs to prevent water from entering.

People who know how to swim aren’t necessarily safe, says Smith. Various studies show that 15 to 45 percent of those who drown know how to swim. Swimmers’ risk increases simply because they are more likely than non-swimmers to be in the water. Also, swimmers may put themselves at risk by being over-confident about their abilities and taking more chances.

However, the Red Cross still recommends that anyone who is likely to play in or around the water receive water safety training that includes swimming lessons and rescue techniques.

*Safety Council via PR NEWSWIRE*

# Words of Wisdom, Experience

## Cmdr. Doug Lucka's May 15 Retirement Speech

I want to talk about leadership by breaking it down into three words and discussing each: Passion, Credibility, and Communication.

All good leaders must lead using these tools. All three are interrelated and used to inspire people to perform beyond themselves, which is what leadership is all about.

First: passion. Passion is a couple of things – energy, positive attitude, and a laser focus on the mission and vision. To endeavor to inspire, one must come to work with a level of intensity and constant sense of purpose, as well as a positive outlook.

As a Navy officer in Iraq working for Marines and outnumbered by the Army, I learned that if you know what you want and need; are willing to work and act like you know what you are doing; and engage people with a sense of purpose and a positive outlook -- there are no barriers that cannot be overcome.

Passion is infectious. It will spread like fire to those who work with and for you; and also to those whom you work for.

Credibility is a very interesting word and concept. How does one obtain credibility? What is it used for?

Fundamentally, credibility is having a thorough understanding of a subject, issue, or area. Credibility flows from knowledge, experience, and passion, with a laser focus on mission and vision.

Credibility is not instant. "New guys" probably don't have much credibility.

Aviators and maintainers have a level of credibility that flows from the Wings pinned on their chests, but that's about all they have since no one knows them.

I tell them: "God gave you two ears and one mouth. You need to be at, or above, the 2:1 ratio for your first six months. You need to expand your credibility based on the people around, below, and above you. You must also build trust, respect, loyalty and relationships."

Normally, I add that new officers need patience and can't change the place overnight. Real credibility, capable of driving sustained change, is gained through relationships built, mutual trust,



and mutual loyalty; and respect is earned by getting down into the trenches with the workforce.

This kind of credibility, coupled with passion and communication, is the political capital that will build over time, and ultimately influence people to make changes that will last.

I also caution new officers not to "throw the stick over too hard, or too early." I encourage them to do the right thing; but knowing where they are on the organizational credibility curve may guide them in who and how to engage.

Subtle changes can be made that ultimately reach the target by partnering with co-workers; and in the long run, may be a far more effective way to achieving results than using the "collar device" or positional authority.

For me, wearing this flight suit to the maximum extent was a reminder to the work force that Fleet Readiness Center Southwest is in the flying business – it was the ultimate credibility that I could use to fight complacency across the plant to produce a higher quality product for the fleet.

Knowing there is a person who flies the end product and putting a face to that person, was a powerful tool.

On the other end of the spectrum – dealing with Commodores, PMAs, WINGMOs and fleet COs – wearing this "bag" and carrying two NATOPS qualifications (F-18 and E-2) gave me huge credibility with the operators.

My test pilot school pedigree and the credibility carried with the NAVAIR workforce when you complete that course provided a lever for influence in the acquisition community.

I have been fortunate in my career: over 3,000 flight hours, 400 arrested landings, and flight time in 47 types of aircraft – not to mention 20 years on DIFOPS (Duty In A Flying Status Involving Operational or Training Flights) orders, almost all in San Diego. That experience is the foundation of my personal credibility, but it alone is not what enabled my success.

My real secret weapon was being able to build relationships; build mutual trust, loyalty, and respect at all levels. My side boys are very diverse: from maintainer,

*Lucka continued on page 20*

## Lucka

*continued from page 19*

aircrew, petty officer, officer, and a GS-15 senior civilian.

They represent the full spectrum of FRCSW people that you must work with to build credibility through mutual trust, respect, and loyalty.

The opportunity to hone those skills and abilities -- ultimately to influence and lead in this complex, diverse organization -- is a priceless opportunity for all military who come to work here.

Clearly, passion and credibility cannot come without effective communication. The vision, mission, and goals must be understood and transmitted effectively, so that those expectations establish a clear set of targets.

More importantly: trust, respect, and loyalty, must be communicated in a way that does not talk down, is positive, full of energy, and inspiring.

The speaker must have some credibility, or risks ringing hollow. Words spoken and written are important, but the most important form of communication for a leader is actions. Co-workers and subordinates watch everything, just as children watch parents.

It does not matter what words are written or spoken from a leader if actions and behavior are not consistent. Individual actions will model the behavior from superiors, subordinates, and co-workers.

When there is consistency between message, vision, actions, and behaviors, alignment can occur and great things happen. If these elements are inconsistent, optimum alignment will not be attained and results will suffer.

Always ensure that people are treated with the same respect we expect in return; that loyal and trust run down the chain the same way they're expected to run up the chain.

Everything we do as leaders must have actions and behaviors that engender this type of mutual, collaborative culture. It's not just the written and spoken word, or collar devices that communicate; it's what we do every minute, every day, seen and unseen, that sends powerful messages.

*Editor's note: The above speech is condensed and was delivered at Marine Corps Air Station Miramar. Cmdr. Doug Lucka retired in San Diego and works in the local aerospace industry.*



## Vigilance Rewarded

Aircrew Survival Equipmentman 2<sup>nd</sup> Class Curtis Matthews is presented the Navy and Marine Corps Achievement Medal by Cmdr. C. J. Washko, commanding officer, Navy Provisional Detainee Battalion (NPDB) Four at Camp Bucca, Iraq. Matthews, an FRCSW individual augmentee serving as a NPDB control point guard and rover, thwarted the escape attempt of two detainees from a camp recreation area.

*Courtesy photo*



## An Opening Line for the U.S. Open

With the aircraft carrier *USS George Washington (CVN 73)* and a welcoming crowd for the *USS Nimitz (CVN 68)* homecoming as a backdrop at Pier J aboard Naval Air Station North Island, Golf Channel associate producer Scott Rude, left standing, cameraman Jeff Simons, foreground, and sound engineer Dennis Mahr set up to record a prepared statement from PR2 Benjamin Steinkamp, assigned to Fleet Readiness Center Southwest. Steinkamp is one of ten Sailors whose script reading was used to generate a three-minute feature that aired on the Golf Channel during U.S. Open play June 9 through 15 at Torrey Pines Golf Course in San Diego.

*Photo by Joe Feliciano*

# Civilian Awards

## Retirements

Ronald Billiy  
Emmett Blandford  
Arturo Chavez  
Carl Davis, Jr.  
James Day  
Ignacio Delgadoillo  
Marsha Fox  
Daryl Jones  
Richard Miller  
Douglas Rodda  
Robert Stephens  
Alfred Viruegas  
Rick Votaw

## Promotions

Mohsen Ahmed  
Roberto Alequin  
Ernesto Amparo  
Mark Atanasoff  
Victor Baez  
Rodiardo Bagtas  
Chester Banaga  
Jonathan Black  
Thomas Brush  
Allen Chang  
Katerina Chau  
John Delaney  
Jeffery Deshazer  
David Devera  
Robert Drew  
Romeo Dumlaio  
Oussam Filali  
Bruce Gilbert  
Maurice Griggs  
Charles Haynes  
Leonardo Hernandez  
Tracy Hunt  
Adolfo Jarmillo  
Charles Johnson  
John Kim  
Hung Lai  
Dennis Latza, Jr.  
Michael Lee  
Gerardo Lorenzo  
Alvaro Macias  
Gregory Mann  
Chauncey Mathews  
John McDaniel  
Thomas McGovern  
David Miller  
Arturo Molina  
Fausto Molina  
Ryan Multerer  
Sarah Mundwiller  
Cheryl Nelson  
Maria Pena  
William Pfeiffer, Jr.  
John Proffer  
Jonathan Ramba  
Walter Reed  
Alexander Reimann  
Ricky Roy  
Robert Sena  
Russell Timothy  
Michael Turner

Katherine Wagschal  
Melinda Wasche  
Joe Weides  
John Weitz  
David Witthofft  
Loc Yu

## Length of Service

*40 Years*  
Francisco Bustos  
David Cruz

*35 Years*  
Richard Burris  
Conrado Castro, Jr.  
Gary Clark  
Angelito Dano  
Irene Dennis  
Maria Fitzsimmons  
Charles Froehlich  
Donald Savage

*30 Years*  
Robert Cress  
Edmund Lima  
Rolando Telebrico

*25 Years*  
Chuck Arnold  
Clarence Hanson  
Robert Kohl  
Hilarie Schmalz  
James Yaeger

*20 Years*  
Brian Greubel  
Aleksandar Lipovic  
Antonio Mino

*15 Years*  
Daniel Fischer  
Tim Truong

*10 Years*  
Kenneth Brady  
Daryl Jones  
Robert Little  
Toran Robertson  
Romeo Rosano  
Mario Serrano

*5 Years*  
Rolanod Callejas  
James Hardie  
Rowell Mateo

## Special Act

Earl Abalos  
Edgardo Abellar  
Meandro Abueg  
Jason Abuyen  
Nelson Advincula  
Ramon Alba  
Alejandro Alejo  
Richard Alexander  
Sean Alexander  
Edward Alonzo  
Royce Amuan  
Jorge Andrade  
Michael Anthony  
Noah Appar  
Stephanie Archer  
Maximo Arias  
Chuck Arnold  
Roger Ashcraft  
Frederick Asuncion  
Albert Auderer  
Christopher Aveo  
Bernard Ayuyao  
Brent Barnes  
Ronald Batty

Marlon Carter  
Marco Carvalho  
Gloria Case  
Cesar Castillejos  
Conrado Castro  
Dorothy Cedillo  
Geraldo Chacon  
Leslie Chang  
Pete Chase  
Davy Chavarria  
Ernesto Chavez  
Mercedes Cheeseboro  
Marcio Chinn  
Encarnacion Cirignano  
Carlos Cisneros  
Steve Coffey  
Roberto Comer  
Daniel Conley  
Michael Cossey  
Shannon Covington  
Gregory Crabb  
Robert Crawford  
David Cruz  
Daniel Cummins  
Ernesto Dacoycoy  
Cyrill Dalmida  
Donald Davidson

Nestor Dominguez  
Reynaldo Dominguez  
Gary Donnelly  
John Donohue  
Gil Duenas  
Dawn Duran  
Jorge Duran  
Lino Ecle  
Joe Eldridge  
Rex Ellis  
Rodolfo Evalobo  
Eva Everhart  
Meichuen Ewalt  
Victor Farinas  
Lisa Faul  
David Fowler  
Brian Frank  
Marvin Frizell  
Randy Furry  
Ricky Gabrielson  
Michael Galaz  
Darwin Garcia  
Joseph Garcia  
Jarvis Gaspar  
Richard Geith  
Teresito Generoso  
Christopher Gibson  
Walter Gillum  
Arsenio Giminez  
Rick Giorgis  
Dmitriy Glozman  
Arturo Go  
Michael Godwin  
Linda Goelze  
Maria Goingco



## In Memoriam



**Mike Paul, 55**, the Teaming for Process Improvement Subject Matter Expert for the Central Technical Publications Library at Fleet Readiness Center Southwest, passed away June 12. He had been employed here for more than 30 years. He is survived by his brother and sister.

Gayle Baugher  
Victor Bayani  
Ernest Beckett  
Anne Beeson  
Gilbert Benitez  
Ro-Anne Bermio  
Robert Bersamira  
Travis Boecker  
Victor Brambila  
Jack Braun  
Michael Budiman  
Janette Burris  
Ronnie Butler  
Vu Buu  
Wilfredo Cadapan  
Marc Caffo  
Alex Callejas  
Mark Camozzi  
Dennis Campbell  
Joseph Caoile  
Brian Carr

Rita Davidson-Zuniga  
Joseph Davies  
Laurie Davies  
Stella Davies  
Edwin Davis  
Manuel Degracia  
Thomas DeGroot  
Enrique DeJesus  
Antonio Delacruz  
Orlando Delacruz  
John Delaney  
Diana Delgado  
Jonathan Dell  
Frances Delorie  
Miguel Del Rosal  
Joseph DeMartino  
Megan Denton  
Dirk Dessel  
Ted Dial  
Louis Diaz  
Roberto Diaz  
Phong Do

Louis Gonzales  
Craig Graham  
Gerald Green  
Brian Greubel  
Gayle Grover  
Pablo Guerrero  
Mario Guigayoma  
Krista Haddon  
Duane Halfman  
Victoria Hepfner  
Robert Herwig  
Horace Hill  
Thomas Hirzel  
Huong Ho  
Michael Holder  
Greg Howard  
Yul Hsu  
Garett Huguley  
David Hutchison  
Robert Hutchison  
Thanh Huynh  
Frederick Immel

Frank Inga  
Dennis Ingram  
Luther Jackson  
Jay Janabajal  
Thom Jarvis  
Jose Jimenez  
Vince Joco  
Eduardo Johnson  
Mark Johnson  
Scott Johnson  
Matthew Jones  
Bill Jung  
Zaid Karim  
David Kelly  
Greg Kerr  
Inthavo Khounborine  
Souvanh Khounborinh  
John Kim  
Adam Kimmerly  
Paul King  
Steven King  
Donald Klempel  
Dina Koza  
Michael Kremer  
Ray Kwan  
Lawrence Lai  
Lawrence Lane  
Rolando Lapuz  
Jennifer Lattuca  
Ronald Laughlin  
Donald Lavigne  
Van Le  
James Lee  
Sardick Lelham  
Mavis Lewis  
Robert Lewis  
Evelyn Leyco  
Robert Little  
Isaac Llamas  
William Lofton  
Simon Lozano  
Ho Ly  
William Ly  
Danny Maceno  
Philip Magahis  
Michael Magee  
Edwin Manansala  
John Manry  
Jun Manzano  
James Maples  
Jim Markle  
Richard Marinez  
Frank Marroquin  
Vincent Martinez  
John McArdle  
Lynette McMahon  
Shawn McSweeney  
Lorenzo Medina  
Danilo Mercado  
Bryant Mitchell  
Cary Mocuano  
Eric Moon  
Tim Moore  
Tommy Moore  
William Moore  
Carter Morgan  
Thomas Morrison  
Arthur Morton  
Ron Moten  
Ryan Multerer  
Rodney Munoz  
Stefan Mussen  
Kirkland Myles  
Dean Nelson  
Gary Nelson

Daniel Newell  
Daniel Ngo  
Ann Nguyen  
Thanh Nguyen  
Esteban Nicolas  
John Niebish  
Jose Nolasco  
Carols Normandia  
Bruce O'Dell  
Mark Ohler  
Kevin Okerman  
Sean O'Leary  
Tom Olson  
Randall Orand  
Patrick Orcales  
Primitivo Ovalle  
Ed Padilla  
Jose Padilla  
Christopher Painter  
Andrew Palek  
Lisa Parker  
Roy Parkhurst  
Shonteon Patrick  
Gary Peoples  
Richard Pfeiffer  
Loc Pham  
Virasak Phommachanh  
Parris Pisiona  
Michael Potts  
Victorino Poyaoan  
Jamie Prater  
Stephen Probert  
Michael Prochnow  
Florentino Quisay  
Fernando Ramirez  
Jose Ramos  
Louis Ramsey  
Steve Randell  
Alex Reimann  
Christine Resch  
William Reschke  
David Reyes  
Lorie Reyes  
James Richards  
Jefferson Riley  
Francisco Rios  
Henry Rimoldi  
John Ritch  
Stephen Roberts  
William Robinette  
Richard Rojas  
Edgar Romero  
Buenavent Ronquillo  
William Ross  
Ricky Roy  
Arthur Ruiz  
Christina Sandoval  
Dustan Sandoval  
Larry Sandstede  
Paul Santiago  
Jesus Santillano  
Dennis Santos  
Petrino Sanvictores  
Anthony Sardina  
Hilarie Schmalz  
Jerry Schrader  
Timothy Schupp  
Robert Sena  
Michael Shea  
Tony Shelly  
David Shrigley  
Peter Sickinger  
Andrew Simon  
Deborah Skanal  
Robin Sluder

Donald Smith  
Edward Smith  
Robert Smith  
Wilbert Smith  
Roberto Songco  
Michael Stanley  
Chrys Starr  
Paula Stauffer  
Geoff Stupfel  
Donald Sturman  
Kevin Suarez  
Tony Suarez  
Ruel Sumabat  
John Swindell  
Donald Tate  
Emily Taylor  
Michael Tena  
William Thayer  
Mary Thorn-Gonzales  
Ronald Tillman  
Russell Timothy  
Gary Tinney  
Mark Todd  
Roger Tran  
Tan Tran  
Brian Trout  
Cesar Valdivia  
Karen Vallario  
Martin Vargas  
Floyd Vialpando  
Luis Villagran  
Nicasio Villanueva  
Sheri Villena  
Ismael Viramontes  
Chris Walls  
Mike Warren  
Melinda Wasche  
Ken Washburn  
Michelle Webb  
Tena Webb  
Jacob Weintraub  
George Werner  
Douglas West  
Elizabeth West  
Edward Whited  
Frank Widick  
Harold Williams  
John Williams  
Levetta Williams  
Margaret Williams-Pearson  
Eric Wilson  
David Witthoft  
Terry Wong  
James Yakes  
Jung Yang  
David Yee  
Richard York  
Eric Zanutto  
Ralph Ziegler  
Greg Zulim

## Productivity Recognition

### Quarter

Eron Bullock  
Chris Colvin  
Wesley Galapir  
Michael Harrison  
Angelo Luciano  
Daniel Manibusan  
Lorenzo Medina  
Troy Monaghan

Mario Monzon  
Charles Parker  
Dave Parrish  
Michael Tomas  
Frank Tuchowski

### Month

William Baez  
Eron Bullock  
Ricky Gabrielson  
James Jackson  
Aleksandar Lipovic  
Angelo Luciano  
Benjamin Noble  
Scott Rogerson  
Hector Romero  
Kenneth Sanzotera  
Pete Sickinger  
Al Siqueiros  
Michael Sledge  
Robert Smith  
Alex Verdugo  
Maria Villagomez

### Time-off

Maximo Arias  
Jason Camago  
Alfredo Casillas  
Rene Decastro  
Gerg Howard  
Jose Lucero  
William Ly  
Ronald Martinez  
Constancio Neir, Jr.  
Larry Payoyo  
Rustico Pizarro  
Brigido Ramos  
David Schiffner  
Jose Torres  
Seth Winkelman

### Sick Leave Is Money

Louis Acosta  
James Anderson  
Jeffrey Ayers  
Donato Baca  
Rodiardo Bagtas  
Craig Bledsoe  
Kevin Carrasco  
Restyx Catalasan  
Philip Centman  
Cynthia Champagne  
James Chudy  
Keith Clemente  
Michael Cooper  
Sam Delrio  
Raymond Duncan  
Robert Fierro  
Dean Frazine  
John Goelze  
Gene Graves  
Clarence Hanson  
Susan Harris  
Richard Heinrich  
Joe Henry  
Richard Holland  
Victor Juarez  
David Lao  
Isaac Llamas  
John Machak

Jorge Mancilla  
James Markle  
John Mason  
Efren Monzon  
Tommy Moore  
Thanh Nguyen  
Mark Ohler  
Kenneth Passerelli  
Gene Peters  
William Richardson  
Jamie Riddle  
Danny Sanares  
Ivan Schedel  
Elijah Scott, Jr.  
Edward Whited  
Allan Williams

## Military Awards USN/USMC

### Promotions

AS2 Noe Aguirianozaldivar  
AD3 Arnaldo Algarin  
OS3 Crystal Barnes  
AE3 Casey Bishop  
AS1 Eliazar Campos  
PR2 Scharlanea Cleveland  
AE3 Richard Dubreuil  
AM3 Scott Ford  
AT2 Andrew Frank  
AT2 Aaron Gabel  
AO3 David Gasinski  
AS3 Jason Gliha  
PR1 Kristin Glumack  
AZ2 Crystal Griffin  
AS2 Mark Haw  
AT2 Nathaniel Howard  
AT3 Melissa Imler  
AO2 Matthew Jenkins  
AE2 James Labaro  
AT3 Christopher McCurdy  
AT2 Sarah McNaughten  
PR3 Christopher Meshefsky  
AE3 Chad Meyer  
AT1 Michael Mitchell  
AT3 Katie Munoz  
AO3 Amanda Noel  
AZ1 Mark Ortiz  
AE1 Robert Padilla  
AT3 Timothy Parker  
PR3 Nicolai Peacock  
AT3 Jack Porterfield  
AT1 Nina Radcliffe  
AT3 Cassandra Richards  
MR1 Sei Sai  
AZ2 Maisha Sellers  
AT3 Shatona Smith  
AT3 Trevor Stoll  
AT2 David Tassin  
NCC1 Triston Thomas  
AE2 Jason Upshaw  
AT2 Steven Vigil  
PR1 Gonzalo Wu

## Meritorious Service Medal

CDR Michael Huff

## Joint Service Commendation Medal

AS2 William Guzman

## Commendation Medals

YNC Edward Archie  
PR1 Noel Cruz  
AZC Michael Gifford  
AM1 Troy Heck  
LT Greg Martin  
AZCS Timothy Nettles  
AO1 Rudolfo Salas  
AVCM John Thorne  
AE1 Clement Thresher  
LCDR Kyle Turco  
AS1 William Wong  
ADCS Jeremias Yamboa



## Congratulations New Frockees!

Sailors from Fleet Readiness Center Southwest pose after being 'frocked' to the grade of third class petty officer during a ceremony on June 2, near Building 1454 on Naval Air Station North Island. Also pictured are Capt. Mike Kelly (front row left) and Command Master Chief AFCM John Roberts.

Frocked to PO3 were: Front row, left to right, AT3 Melissa Imler, AT3 Jack Porterfield, OS3 Crystal Barnes, AT3 Shatona Smith, AT3 Cassandra Richards, AE3 Casey Bishop. Back row, left to right, AT3 Timothy Parker, AT3 Katie Munoz, AT3 Christopher Mccurdy, AO3 Amanda Noel, AS3 Jason Gliha, PR3 Nicolai Peacock, and AO3 David Gasinski.

*Photo by Joe Feliciano*

## USN/USMC Achievement Medals

AD2 Amber Abfalter  
AM2 David Albertson  
AT2 Jamie Allen  
AT2 David Baker  
PR2 Charles Ballard  
SKC Vonetta Beale  
AM2 Benjamin Bigelow  
AM2 Jayson Bilen  
AT2 Christopher Blakeman  
AS2 Patrick Boholst  
AM2 Mica Brooks  
PR2 Jason Bruce  
AE3 Adan Bustillos  
AS1 Eliazar Campos  
PR1 Jason Carpenter  
AT1 Frank Cirillo  
AS3 Domingo Cisneros  
AT1 Ethan Clark  
AE3 Christopher Clinton  
AT2 Jeremy Colette  
AD2 Daniel Dalton  
AM2 Lucas Degand  
PR1 Douglas Dillon  
AT3 Jason Ellis  
AE2 Timothy Falls  
PR2 Ronald Ferguson  
AE1 Matthew Flood  
AT2 Matthew Forney  
AS2 William Guzman  
AE1 Gavin Halford  
SK2 Kirby Harrison  
AE1 James Hodge  
AM3 Robert Houghton  
AS2 Mary Jackson  
AE3 Zachary Larkan  
AE2 Ryan Lewis

AE2 David Lindsay  
AT2 Isidro Longoria  
AT1 Lenos Muellich  
AM2 Joselito Matundan  
AS2 Candice Moore  
AT2 Nicholas Oakley  
AO2 William Overstreet  
AM2 Santos Renovales  
AD2 Adam Renville  
AM2 George Reyes  
ADC Roberto Reyes  
AE3 James Richmond  
AZ1 Rene Rios  
AS2 Luis Riosmartinez  
AE2 Casey Rogers  
AT1 Ruben Rosales  
AM2 Peter Rowe  
AS2 Al Saldivar  
AZ2 Marisol Sanders  
AM2 Francis Santarin  
SK1 Esteban Santos  
AM2 Brian Strohofer  
AM2 Shawn Tolman  
AD2 Raul Vasquez  
AD2 Jose Vides  
PR1 Troy Weisbrod  
AD1 Michael Weise  
AT2 Nicole West  
AZC William Woods  
AD2 Kin Yu

## Letter of Commendation

AS3 Richard Alcalá  
AT2 Rene Benítez  
AT3 Santiago Bibian  
AEAN Erik Britt

AE3 Theodore Burbo  
AT2 Aaron Burdt  
AT1 Ethan Clark  
AM3 Richard Clewett  
AM2 Laura Condevega  
PRAN Brian Do  
AT2 Robert Falen  
AT3 Shannan Foley  
AT2 Christopher Formby  
AT3 Stephen Gawitt  
AS3 Jason Gliha  
AZ1 Francisco Gonzalez  
AT2 Vinhthuy Hoang  
AS3 Israel Huembes  
AT2 Geri Jones  
AD2 Lear Julca  
SK2 Kirby Harrison  
AZ2 Deborah Lammey  
PR3 Jonathon Mares  
AT2 Benjamin Moore  
AZ2 Antione Norman  
AT3 James Nugent  
AZAN Jose Orozco  
AS2 Jacqueline Plano  
AS3 Earl Salvaso  
AT2 Michael Snow  
AT2 Christopher Stallworth  
AT2 Chad Ulrich  
AM3 Nelson Urban  
AZ3 Stephanie Wallace

## Good Conduct Medal

AE2 John Albin  
AT2 Jamie Allen  
AS1 Romano Ancheta  
AS2 Eliazar Campos

AM2 Jenai Carroll  
ASCS Pablo Cintron  
AD2 Ryan Deguzman  
AM3 Rhyann Fabra  
AT3 Joseph Farrish  
AT3 Shannan Foley  
AT3 Aaron Gabel  
ASAN Jason Gliha  
PR1 Kristin Glumack  
AZ2 Crystal Griffin  
AS2 Osadhi Gunasekera  
AM2 Matthew Gutridge  
AZ1 Maria Jacobsen  
AS1 Paul Lazo  
MR1 James Macasero  
AT3 Thomas Magee  
SK1 Christopher Mempin  
AE3 Chad Meyer  
AZ1 Carol Miller  
AS2 Denis Montoya  
AT2 Christopher Morgan  
AE1 Christopher Ramos  
AT3 John Richert  
AM3 Dennis Sayson  
AT2 Herbert Shelby  
AT2 Andy Valdez  
AM1 Raymond Vasquez  
AT3 Seven Vigil  
AT2 Brandon Weaver  
AT3 Andrew White

## Outstanding Volunteer Service Medal

ASC Giovanni Balingit  
AD1 Phouvilay  
Insixiangmay

ATC William Martinez  
AS3 Johnathan Stone  
ADC Erick Torres

## Letter of Appreciation

AM2 Raul Alcantara  
AS2 Reynaldo Diaz  
AT2 Maurice Fields  
AS2 Corey Jones  
AT3 Brad Lehto  
AD1 James Sebree  
AM3 Nelson Urban  
AD2 Andrew Vasquez

## College Graduates

These Fleet Readiness Center Southwest teammates received their college degrees recently:

**Alex Oliver:** bachelor's degree in business management from the University of Phoenix.  
**Kevin Suarez:** master's degree in executive leadership from the School of Business Administration at the University of San Diego.  
**Michael Taylor:** master's degree in business administration from the University of Phoenix.



JULY 4<sup>TH</sup>

SAN DIEGO