



# SALUTE

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

Oct. 4, 2018  
Vol. X No. 20



**PSNS & IMF earns  
Robert T. Mason Award**

*Story on Page 3*

# Maintenance Excellence





# SALUTE

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Warships

Vision

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People

Innovation

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Commanding Officer's Perspective

Infrastructure

Project and Product Line Management

Integrity

Teamwork

Logistics

Excellence

Service

Maintain, Modernize and Retire our Navy's Fleet

Recent awards tell the PSNS & IMF story

Team PSNS & IMF,

Twice in the past couple of weeks, senior leadership across the Navy and the Department of Defense have honored us with awards for sustained excellence. Every part of the command's service to the Fleet, every person who works here, and those who support us played a role in this significant achievement. Our entire team earned these accolades through hard work, commitment, innovation and pride in every corner of our command. I am continually awestruck by your accomplishments and humbled by your day in and day out attainment of excellence in all you do.

First, we learned Sept. 21 that the Department of Defense selected our shipyard to receive the 2018 Robert T. Mason Award for Depot Maintenance Excellence. As part of DoD's annual Secretary of Defense Maintenance Awards, this achievement is at the pinnacle of our profession.


We were nominated for this award based on our accomplishments during 2017. Finishing either early or on time and under budget, we returned USS Ronald Reagan (CVN 76), USS Theodore Roosevelt (CVN 71) and USS John C. Stennis (CVN 74) to the fleet and the defense of our nation. But virtually every program of shipyard service to the active fleet—and our successful work to inactivate and recycle retiring vessels — played a role in *you* earning the award.

On Sept. 13, Navy Region Northwest announced that our program of science, technology, engineering and mathematics outreach to area students won a 2018 Community Service Award in the Personal Excellence Partnership category for large organizations. Coordinated by Corrine Beach and Steven Mastel but supported by nearly 160 volunteers from the shipyard and other local Navy organizations, this program has reached more than 5,000 local students and 47 schools so far in 2018.

This program brings STEM to our community's children in a fun and engaging way. For years, this program has led to greater academic achievements and career choices. We're giving something back to a community that has been supporting us for 127 years, and developing the future leaders of our command.


These two awards tell the story of PSNS & IMF—a hardworking, dedicated and innovative command delivering results and meeting its mission in support of our nation's defense; and a caring local partner making a difference in the lives of our community. It's a story I'm proud to tell, but you are its authors.

Thanks for all you do for our community, our Navy and our nation.

  
Captain Howard Markle  
Commander, PSNS & IMF

On the cover: USS Nimitz (CVN 68) is positioned in Dry dock 6. (PSNS & IMF photo by Michele Fletcher)

PSNS & IMF is on a **mission** to maintain, modernize and retire our Navy's fleet.



## PUGET SOUND NAVAL SHIPYARD & INTERMEDIATE MAINTENANCE FACILITY

### ROBERT T. MASON AWARD DEPOT MAINTENANCE EXCELLENCE 2017 SUBMISSION

# Command earns premiere maintenance award

PSNS & IMF Public Affairs

Teammates pulled together on numerous projects in 2017, resulting in the Department of Defense awarding PSNS & IMF its highest honor for depot-level maintenance, the Robert T. Mason Award for Depot Maintenance Excellence.

"Every part of the command's service to the fleet and every person who works here and those who support us played a role in this significant achievement," said Capt. Howard Markle, commander. "Our entire team earned this through hard work, commitment, innovation and pride in every corner of our command. I am continually awestruck by their accomplishments and humbled by their day in and day out attainment of maintenance excellence in all they do."

Among the command's more notable achievements are the completion of maintenance availabilities either early or on time on three aircraft carriers: USS Ronald Reagan (CVN 76), USS Theodore Roosevelt (CVN 71) and USS John C. Stennis (CVN 74). Due to the exceptional work on these, as well as work on USS Nimitz (CVN 68), these key assets were then able to support deployed operations and exercises.

"Their outstanding accomplishments as a team to improve the material condition of our ship led to a seamless transition from dock trials, through sea trials, an ammunition on-load, and finally to resume operations in our (area of operations)," said Capt. Michael Donnelly, then-commanding officer of Reagan.

Other projects of note were support to USS Louisiana (SSBN 743), USS Maine (SSBN 741) and USS Ohio (SSGN 726) as well as the command's inactive submarine recycling program, which featured innovations leading to a reduction of almost 13,136 man-days in recycling the ex-Baltimore and ex-Phoenix—a cost avoidance of almost \$5 million.

The Robert T. Mason Award is named for the former assistant deputy undersecretary of defense for maintenance policy, programs, and resources. Mason was a champion of organic depot maintenance for three decades and instrumental in transforming DoD depot-level operations.

The Secretary of Defense Maintenance Awards Program recognizes DoD's most outstanding military maintenance units each year. The award will be presented Dec. 18 at the 2018 DoD Maintenance Symposium in Tampa, Florida.

THE UNDER SECRETARY OF DEFENSE  
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MORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS  
CHAIRMAN OF THE JOINT CHIEFS OF STAFF  
CHIEF OF STAFF OF THE ARMY  
COMMANANT THE MARINE CORPS  
OPERATIONS THE AIR FORCE  
THE COMBATANT COMMANDS

SEP 14 2018

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g, advice, and assistance of foreign  
Secretary of Defense Maintenance  
unit's accomplishments is attached.

Maintenance Group  
States Air Force

Business Center Mid-Atlantic Oceana  
res Navy

Squadron  
Air Force

excellence

Repairs  
Facility

"Every part of the command's service to the fleet and every person who works here and those who support us played a role in this significant achievement."

Captain Howard Markle  
Commander, PSNS & IMF



# 'Monday I Start Safe' not just meant for Monday mornings

Recently I had an opportunity to attend a MISS or Monday I Start Safe, safety walk through Dry Dock 6 and the USS Nimitz (CVN 68) project with Mike Irby, USS Carl Vinson (CVN 70) project superintendent. It was an experience well worth the time, and I walked away with a greater appreciation of the value we must place on safety for everyone, every day.

As we wound our way into the dry dock and around Nimitz, it took continuous concentration and effort to safely step over or around hoses, pipes, boards and multiple other obstacles. There were plenty of each around the massive ship and scaffolding surrounding it. We never entered the ship, but just making our way around the perimeter of it, talking about the many obstacles, hazards and potential danger, took over an hour.

Several things were immediately clear to me about personal safety and how serious we need to be every day, in every way about it. From the safety shoes that

protected my toes from the edges of boards, to the hardhat that protected my head—and things in between such as safety glasses and earplugs, I realized how much effort it takes our teammates every day to be ready to safely do a job before they even begin.

This is old hat, I'm sure, to those who are seasoned production teammates, but to those who rarely venture outside except to arrive and leave for work each day, it was a new, greater understanding.

I'm grateful for the experience of attending Monday's walk. I know that although I've always understood the importance of working safely wherever one works, I realize an even greater importance—truly keeping an eye out for anything that seems unsafe—regardless of whether or not I am on the job in a particular place. Safety is up to each one of us. More importantly, it's up to all of us together. Watch out for your teammates, especially those newer employees in unfamiliar surroundings.

At the end of the walk, we stopped to talk with Ronald Hampton, the environmental safety and health lead for the Nimitz project. In our discussion about the MISS program and the benefit of taking time out to talk to teammates about safety, he said this about the newest people in the groups: "You need to tell us what we're doing wrong. Over time we begin to have an institutional knowledge about what we do. Sometimes it takes the newest person on the job to point out the things we've overlooked because we are doing what we've always done."

I believe what he said is true. At times, it is easy to become complacent. My hope is that everyone hears and acts on these words: If you see something, say something. Stopping or delaying a job is the right answer if someone's safety is in question. Starting safe on Mondays is important. Ensuring we all stay safe every day is even more important.

Michele Fletcher  
Salute editor

## Can you be seen? Be safe—wear reflective clothing during low light times

PSNS & IMF Public Affairs

How many times have you been driving in the dark and come upon someone walking on the side of the road and you could not see them until you were almost right next to them? Just because you wear lighter colored clothing, it does not make you easily visible in the dark.

Daylight saving time ends at 2 a.m. on Nov. 4. Soon it will be quite dark as many are walking to work. Wear something reflective when walking—especially in the dark hours—to ensure drivers see you.

**Some tips for staying safe while walking:**

- Walk on sidewalks if available. If sidewalks are not available, then walk on the side of the road facing traffic.
- Cross the street at marked crosswalks or intersections, look left, right and left again before crossing.
- Try to stay in well-lit areas.
- Carry a flashlight or other light source to be seen and to see where you are going.
- Make eye contact with a driver who is stopped before stepping out into the road.
- Don't wear headphones (your ears can alert you to a dangerous situation) or use a phone while walking.



Members of Naval Civilian Managers Association, National Association of Superintendents, Assistant Production Superintendents and the Federal Managers Association hand out reflective bands to teammates as they arrive at entrances to the shipyard on Sept. 21. (PSNS & IMF Photo by Scott Hansen)

# IDEAS · INNOVATION · IMPLEMENTATION

## Innovative idea crosses ocean, results in improved tool

Michele Fletcher, PSNS & IMF Public Affairs

Innovation. The shipyard encourages individuals to pursue improvements in their work processes. Often improvements to tools are discovered by the people who are doing a job, day after day. Sometimes the improvements are beneficial to others as well and are shared across shipyards, Navy-wide or even further.

Recently one such improvement of a frequently used tool crossed not only shipyards, but oceans.

"Several months ago Suzie Simms from the Mobile Implementation Team brought me a cool marking square that a sheet metal worker from Yokosuka made," said Samuel Pruiett, structural production manager. "It's stainless and has holes every 1/16th inch for a scribe to fit in for marking working lines for sheetmetal. Suzie and I went into the loft and Jordan Oatman, loft and layout supervisor, did a quick laser scan. Then Bob Hewitt, loft and layout leader, printed one in the 3-D printer."



Sheetmetal mechanics Tetsuya Shimano, Yu Niikura, Hiroyuki Takagi, and Tooru Izumisawa from U.S. Naval Ship Repair Facility show versions of the tool they designed, constructed by PSNS & IMF mechanics. (Photo courtesy of the Mobile Implementation Team)

Pruett then gave some of the marking squares to the workers on the floor to try out. The Shop 11 shipfitters asked for a thicker model for their team's use, and modifications were made to meet the need. The tool helps eliminate the use of a tape measure to mark the lines and then a straight edge to try to line up the marks. It provides better control of marking to quickly draw a working line.

In July, Simms took the 3-D printed tools back to Yokosuka and gave them to the employees who invented the first unit. They were very pleased to see how their idea has been spread to other shipyards and even modified for the heavier Shop 11 metal work.

"It is a wonder," said Tooru Izumisawa, from U.S. Naval Ship Repair Facility and Japan Regional Maintenance Center in Yokosuka. "We made this to make our work more efficient; we never thought someone across the ocean would use it! And all other shipyards? Wow! That's so wonderful."



Fred McFarlane, Shop 11 shipfitter, demonstrates the use of a marking square. (PSNS & IMF photo by Scott Hansen)

## Around the command



Capt. Howard Markle, PSNS & IMF commander, explains building 431 upgrades to James Geurts, assistant secretary of the Navy for research, development and acquisitions during a visit on Sept. 21. (PSNS & IMF photo by Scott Hansen)



Rear Adm. Lorin Selby, chief engineer and deputy commander, Naval Systems Engineering Directorate, views a demonstration of the circuit "D" mock-up in Building 457 during a site visit to the command on Sept. 20. (PSNS & IMF photo by Scott Hansen)



# AMERICA'S NAVY — FORGED BY THE SEA

Silvia Klatman, PSNS & IMF Public Affairs

In the 243 years since the Second Continental Congress established the Navy, the maritime service has maintained its commitment to the people of this nation and the people who serve.

The Continental Navy was formed to curb British sea control and initially did so by using its only two armed vessels to disrupt munition ships supplying the British Army in America. After the American Revolution, the fledgling nation could not afford to maintain any warships but, a few years later, a need for vessels was evident with the piracy of American merchant ships along the Barbary Coast. President George Washington and Congress enacted a law to create a naval force to protect commerce and authorizing the purchase of six frigates.

Initially, the Department of War was responsible for naval affairs, but President John Adams signed a bill establishing the Department of the Navy on April 30, 1798.

The service's humble beginnings have since grown mightily into the largest, most advanced fighting force the world has ever known.

The date of the founding of our nation's Navy was officially designated by Chief of Naval Operations Admiral Elmo R. "Bud" Zumwalt in 1972 when he declared that Oct. 13 would henceforth be known as the Navy's birthday.

"Forged by the Sea", this year's Navy Birthday theme, conveys that every sailor is shaped and strengthened into a more capable version of themselves through Navy service. In addition, the Navy as a team has been forged, tempered and toughened over 243 years via a unique, innovative and enduring relationship with the sea.

PSNS & IMF's purpose is to ensure the Navy remains strong—working alongside teammates who currently serve in the Navy—as well as veterans and dependents. This makes a stronger team since many know first-hand of the importance of the work done in the nation's defense. The command is an integral part of how the Navy has been forged by the sea.



PSNS & IMF teammates and Sailors assigned to USS John C. Stennis (CVN 74) reattach an anchor to the ship's port anchor chain. The anchors were detached for maintenance and repainting. (U.S. Navy photo by Mass Communication Specialist 2nd Class Nick A. Grim)

## U.S. Navy history highlights

**October 13, 1775** – Continental Navy established by the Second Continental Congress. The first ship acquired and used in the American Revolution, USS Hannah, was a fishing schooner.

**October 21, 1797** – USS Constitution, known as Old Ironsides, launched. It is the world's oldest commissioned naval vessel still afloat and is homeported in Charlestown Navy Yard in Boston, Mass.

**April 30, 1798** – Department of the Navy created.

**February 17, 1864** – Confederate submarine H.L. Hunley becomes the first combat submarine to sink a warship, the USS Housatonic, in Charleston, S. C. Hunley also sunk in the attack. This action marks the beginning of submarine warfare.

**August 5, 1864** – Confederates invent the first Naval mine used in the Battle of Mobile Bay.

**September 16, 1891** – Navy Yard Puget Sound established.

**February 5, 1898** – The explosion of the USS Maine marks the beginning of the Spanish American War and the need for a strengthened Navy is made apparent.

**July 3, 1898** – U.S. Navy destroys the entire Spanish Caribbean Navy at the Battle of Santiago de Cuba.

**October 12, 1900** – USS Holland becomes the Navy's first modern commissioned submarine.

**March 3, 1915** – U.S. Navy Reserve is established.

**March 20, 1922** – USS Langley, America's first aircraft carrier, is commissioned.

**November 5, 1930** – Modern radar system created.

**March 31, 1931** – USS Lexington is sent to Nicaragua to support humanitarian efforts there after a major earthquake.

**July 21, 1936** – Radio-guided missile technology is developed.

**December 7, 1941** – Japanese bomb Pearl Harbor, damaging a large

number of vessels and killing more than 3,000 service members. Many damaged ships are sent to PSNS for repair and reentry into World War II.

**May 4 – 8, 1942** – Battle of Coral Sea sees the first major use of American aircraft carriers.

**June 4 - 7, 1942** – Battle of Midway, a turning point in the war in the Pacific. USS Yorktown was hit by two Japanese torpedoes and, due to severe damage, left to sink.

**June 6, 1944** – D-Day in France, eventually leading to Germany's surrender.

**September 2, 1945** – Battle of Leyte Gulf.

**September 30, 1954** – Launch of the Navy's first nuclear-powered submarine.

**November 25, 1961** – USS Enterprise, the Navy's first nuclear-powered aircraft carrier, is launched.

**April 18, 1988** – A mine in the Persian Gulf causes significant damage to the USS Samuel B. Roberts, leading to the largest American naval battle since World War II.

**September 14, 2001** – Navy hospital ships head to New York to aid victims of the September 11 terrorist attack.

**January 5, 2005** – Navy provides humanitarian support after devastating earthquake and tsunami hits Southeast Asia.

**September 2, 2005** – Navy provides support to the Gulf Coast after Hurricane Katrina.

**January 16, 2010** – Navy provides aid to Haitians after devastating earthquake.

**December 5, 2012** – First females qualify as submarine officers.

**March 11, 2011** – Navy provides aid to Japan following devastating earthquake and tsunami.

**November 13, 2013** – Navy assists in the Philippines after Typhoon Haiyan strikes.

**August 2, 2016** – First enlisted female earns her submarine dolphins.

## Worldwide service

*Whether they are assisting with building homes in Kitsap County, monitoring the progress of a hurricane in preparation to help those in need, assisting in other humanitarian efforts, or conducting routine testing of water wells in foreign countries the Sailors of the U.S. Navy – America's Navy – serve with honor, courage and commitment to build the foundation of trust and leadership upon which the Navy's strength is based and victory is achieved.*



U.S. Navy Construction Mechanic 1st Class Aaron Wymore circulates drilling fluid at the bottom of a bore hole during water well drilling operations in Riohacha, Colombia, Sept. 1. (U.S. Army photo by Staff Sgt. Kalie Frantz)



Operations Specialist 3rd Class Destiny Acostalanderos, assigned to USS Nimitz (CVN 68), moves lumber while constructing a roof for a home during a community service project for Kitsap Housing Sept. 8. (U.S. Navy photo by Mass Communication Specialist Seaman Frank Joseph Speciale)

Lt. Cmdr. Chad Geis, right, meteorological and oceanographic officer, and Aerographer's Mate 1st Class Russell Ligon analyze Hurricane Florence aboard USS Kearsarge (LHD 3) Sept. 13. (U.S. Navy photo by Mass Communication Specialist 2nd Class Ryre Arciaga)





# Hispanic Americans: one endless voice to enhance our traditions

PSNS & IMF Public Affairs

September 15 – October 15 is Hispanic Heritage Month. This year’s theme, “Hispanics: one endless voice to enhance our traditions”, highlights Hispanic Americans’ devotion to duty, their culture and heritage. Hispanic Americans have had a profound and positive influence on our country through their strong commitment to family, hard work, and service. From as far back as the Civil War, Hispanic Americans with origins from Spain, Cuba, Puerto Rico and Mexico to name a few, proudly served in our military, protecting our nation throughout the world.

The Navy has seen significant contributions from Hispanic American service members over the years. The following are highlights of just a few of those dedicated individuals.

On June 22, 1865, Seaman Philip Bazaar, a Chilean member of the U.S. Navy, received the Medal of Honor for actions during the Civil War. Bazaar along with five other men bravely carried dispatches under heavy fire during the assault on Fort Fisher on Jan. 15, 1865.

### Adm. David Farragut

Adm. David Farragut, the son of a native of Spain, was appointed midshipman on Dec. 17, 1810, at the age of nine. In 1866, he became the first U.S. naval officer to earn the rank of full admiral. Farragut passed away on Aug. 14, 1870, with 59 years of naval service. Today, Farragut’s name can be seen on street signs, monuments and parks throughout the United States, including Farragut Avenue which runs through Puget Sound Naval Shipyard. In honor of Farragut, five U.S. Navy ships have been named for him, the most recent an Arleigh Burke-class destroyer, USS Farragut (DDG 99).



Admiral David Farragut

### Lt. j.g. Maria Rodriguez Denton

Lt. j.g. Maria Rodriguez Denton was the first Puerto Rican woman to become an officer in the U.S. Navy as a member of WAVES, Women Accepted for Volunteer Emergency Service. Rodriguez served during World War II from October 1944 to November 1945. During her assignment as a library assistant at the Cable Censorship Office in New York City, she forwarded the news through channels to President Harry Truman that the war was over.



Lt. j.g. Maria Rodriguez Denton

### Edward Hidalgo

On Oct. 24, 1979, Edward Hidalgo, born in Mexico City, became our first Hispanic American Secretary of the Navy serving in the Carter administration until Jan. 20, 1981. During WWII, Hidalgo served from 1942 to 1946 as a lieutenant in the U.S. Naval Reserve in many different roles including an air combat intelligence officer on USS Enterprise (CV 6).



Edward Hidalgo

PSNS & IMF is proud to have its Hispanic Employee Resource Organization to share with all members of the command the centuries-old traditions that reflect the multi-ethnic and multi-cultural customs of their community. HERO meets monthly with meeting announcements posted on News You Can Use, digital signs and the command’s Facebook page. They also host various mentoring, recruitment and networking events throughout the year. Like the command’s other employee resource groups, HERO membership is open to all PSNS & IMF employees. For more information about HERO call 360.476.2734, 360.476.4321, or 360.627.3807. If you are interested in other opportunities with command Employee Resource Groups including the Diversity Leadership Council, call 360.476.1372.

Information contributed by Andrea Velez, HERO member.

## Tell us about a Veteran you know

November is the month we honor our military veterans. If you are a teammate working for PSNS & IMF with a story about a veteran you’d like to honor, we’d like to hear from you.

In 100 words or less tell us about the veteran who’s made a positive impact on you and why.

Email your story to [psns.pao.fct@navy.mil](mailto:psns.pao.fct@navy.mil) (subject: Veteran story) by close of business, Friday, Oct. 19. Please note, space constraint and planning may prevent submittals from being published. Additionally, stories may be used on other communication platforms such as social media or the command website.

# Business office team’s goal—Fleet readiness through business leadership

Thomas Langdon, Code 1200N.4  
Nuclear Business Office

Am I authorized to purchase special tooling? Is this new work? What is the impact of delaying an availability? Is this overhead or direct funded? What is the five year dry-docking plan? Is my job order funded? How many man-days are predicted for fiscal year 2019? These are just a few of the questions that are heard on any given day in the Business and Strategic Planning Office.

The BSPO is made up of two departments: Code 1200 and 1200N, which are both integral in the everyday work that is executed and planned throughout the command, while ensuring our workload, resources and funding maintain balance. The transition from fiscal year to fiscal year is a challenge and begins well before Oct. 1 each year. Whether it is balancing future workload requirements for the programing and budgeting submittal, establishing execution guidance for the upcoming fiscal year, reconciling current funding with customers, or working with our comptroller office to ensure funding is available in the new fiscal year, the BSPO is fully engage.

### Business Operations Division

Code 1210, the Business Operations Division, is responsible for the development of accurate estimates,

maintaining workload and budget forecasts and to monitor the projects financial performance to ensure the business plan is adhered to. The division is responsible for authorizing work and administering funds for hull, mechanical, electrical and combat systems work on assigned projects. The Business Operations team includes a submarine division, carrier division and fleet support or other productive work division.

### Business Planning Division

Code 1220, the Business Planning Division is responsible for development of the Workload and Resource Report, Capabilities Plan, workload studies, strategic plans and business metrics. They coordinate with projects, shops and codes to develop and maintain both short and long-range workload forecasts. The system that predicts our future workload and overtime rates within the Business Planning Division is a dedicated team including Workload Forecasting (next 3-5 years), Strategic & Long-Range Planning (5-25 year forecast) and Business Intelligence group that develops new predictive tools to help manage the increasing workload.

### Nuclear Business Office

Code 1200N, the Nuclear Business Office, is responsible for ensuring our workload, resources and funding

are balanced on issues regarding the nuclear aspects of our business. Code 1200N represents the command to our customers for work estimates and pricing and speaks for the customers regarding naval nuclear work authorization. Code 1200N is comprised of an active submarine division, aircraft carrier division, Inactivation, RC Disposal and recycle (IRR) division and Other Productive Work division.

### Business Leadership

Looking around the Business Office you see a team with various skills and backgrounds. There is a healthy mix of degreed engineers and business school graduates as well as production trade personnel from all aspects of our work. The common thread is understanding how PSNS & IMF works on a systems level, understanding how our command works and how our work affects the Navy.

The BSPO team is working hard to deliver projects on time, every time maintaining our values. This is a team that is continually striving to develop fleet readiness through business leadership.

If you would like more information about the BSPO call 360.476.8407 or 360.476.2648.



## Worker/Driver Program turns 75

Richard Tift, executive director, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, speaks at an event honoring the 75th anniversary of the Kitsap Transit Worker/Driver Program on Sept. 12, 2018. This event celebrated the 60 drivers and more than 1,800 shipyard employees who use the program to commute to work every day. (PSNS & IMF photo by Matthew Bailey)



# People are the cornerstone of our command

Darcy Jenne, PSNS & IMF Public Affairs

People—they are the cornerstone of the command. What makes Puget Sound Naval Shipyard & Intermediate Maintenance Facility successful in meeting its mission are the people who walk its buildings, dry docks, streets and projects throughout the world.

At PSNS & IMF we want to help develop people to be the best they can be. By establishing the People Executive Steering Committee, the command can support specific initiatives to help employees move forward, achieve career goals and succeed, which in turn leads to command success.

People often say they want to be part of a team, part of a family who cares about them as individuals. Through recruitment, development, and retention of the workforce the command is set to create a culture that supports high performing employees who represent the command's principles and values.

To develop people to be their best is a collaborative effort between the employer and the employee to continuously improve knowledge, proficiency and growth as a person. An important part of this effort is to focus on the employee to help them form a personal connection and take pride in their work. In addition, help them achieve job satisfaction and identify career growth opportunities. This will create outcomes where people are:

- Engaged with the command's mission
- Adaptable and able to work through challenges
- Connected, like part of a family and a valued member of the organization.
- Capable to do the work the command needs done to meet the mission.

The People ESC is working with groups within the command to further strengthen growth opportunities for employees. Two initiatives they are focusing on are:

### Succession Training of the Next Generation

STRONG is a program that focuses on developing existing managers by bringing them together to learn from each other and senior leaders. Teams

are led by a senior manager and have up to 10 team members. Each manager will facilitate, at a minimum, a monthly meeting over a one-year time period to cover suggested subjects including leadership, integrity, trust, work-life balance, accountability and career paths within the shipyard and NAVSEA.

### Competency management system

The Competency Management System allows employees to self-assess their proficiency together with their supervisor's input to identify gaps and establish actions to develop in those areas.

The Competency Management System has been successful in helping employees create individual development plans and supervisor engagement, setting the employee on the right path for growth in their current positions and if requested, their desired career.

The team at Command University's Workforce Development Branch has been working diligently to implement this system across the command. The team in the Code 105.3 Radiological Monitoring Division was one of the first to go through the entire lifecycle of the system beginning with competency assessments followed by creating individual development plans based on their results. Although the system seemed overwhelming at first, the possibilities it offers to help employees reach their

goals quickly became evident.

"I learned that it really is a simple system," said Christina Arcand, radiological control technician. "If you take the time to create the IDPs and try to improve different skills, you definitely get more out of it than I ever expected, which was amazing!"

The system is designed to increase supervisor and employee engagement in an employee's development through the assessment process.

"The new process has given supervisors more involvement with their employees' goals," said Ariella George, radiological control technician. "They are able to lend more time for goal accomplishment and even have more participation in the form of advice and guidance."

Both Arcand and George believe there are great benefits in the Competency Management System: gaining knowledge to help them learn and grow as an individual.

"Just do it!" says Arcand. "Take the time and put in the effort. The results are endless."

For more information on the Competency Management System, contact the Command University Workforce Development Branch at psns.workforce.dev.fct@navy.mil. For information on STRONG, call 360.476.4800 or email the STRONG team leader at amy.omalia@navy.mil.



Kendra Hildreth, Code 2310.10 nuclear engineering branch head, and Greg Holmes, Code 2301 project engineering supervisor, engage in discussion during a Succession Training of the Next Generation meeting on Sept. 21. (PSNS & IMF Photo by Robin L. Lee)

### Cybersecurity tip

## What is phishing, what should you do with a phishing email?

Code 109.21, Cybersecurity

Have you ever received an email asking you to click on a link or download a file that is questionable?

This may very well be a phishing email. Phishing is a message sent to a large group of people, usually without any specific target or group. Spear phishing is a message sent to a select organization, group of people or a single individual. Whaling is a phishing attempt targeting senior executives or leadership.

Phishing begins with a spoofed email from a trusted source such as a bank, command or headquarters. The email uses language that can be misleading and persuasive to lure the recipient to click on links or download files. The attempts are usually conducted by random or organized perpetrators for financial gain, trade secrets or national security information.

Don't open suspicious emails or click questionable links. Either delete the email or forward it to the NMCI helpdesk. Never provide sensitive personal information, account numbers or passwords to the sender.

As the holiday season arrives, look out for phishing emails such as:

- Seasonal or holiday themes.
- Charitable contributions.
- Credit card application.
- Advertisements.
- Shipping notifications.

If you receive a phishing email, please contact the NMCI Support Desk 1-866-843-6624 or email psns.infosec.fct@navy.mil.

## Trading Post

**2008 SPORTSTER** 16,219 miles. New plugs, ignition, newer tires, new day maker headlight, new 14" apes with burly brand cables and wires new hand controls and foot pegs. Oil changed Sept. 10. I have all original parts. \$5,500. OBO. Call or text 360.535.3737.

**2003 - 2007 FORD 6.0 LITER DIESEL TURBO INTERCOOLER BOOT AND CLAMP SET** New in box \$200. Call 360.874.0530 after 5 p.m.

**1980 MALIBU WAGON.** 229 V6, factory stick shift (3-speed). Interior and exterior in good shape, runs and drives great. \$3,500. OBO. Call or text 360.204.1440.

**1967 27FT CHEOY LEE SAILBOAT** Has galley and newer sails. Needs cushions, engine maintenance, new starter solenoid, cleaning/ caulking. Moored at Brownsville marina. Slip transferrable. \$1,000. OBO. Call or text 360.340.1850.

**52" ROUND PATIO TABLE WITH GLASS TOP** plus four matching chairs. Includes outdoor carpet. Excellent condition. \$50. 50" PLASMA TV \$75. Call or text 360.286.3342.

**THREE GRACO CHILDS BACKLESS BOOSTER CAR SEATS** \$10. each. Call 253.853.6089, leave message.

### Ad policy

To post an ad, email to psns.pao.fct@navy.mil, or come to Building 850, floor 5, Congressional and Public Affairs Office and fill out an ad form. Ads for Trading Post are accepted from military and civilian personnel of PSNS & IMF only. Work email address and phone number must be included in the ad submission. All information (other than work email address or phone number) included in correspondence is subject to be used in Salute-print and online.

## Combined Federal Campaign

### You Can Make a Difference Donate Today

**2018/2019 CFC Campaign Active Solicitation Period: 15 October - 12 January 2019**

Good News: Online Donations are open at <https://cfcgiving.opm.gov/welcome>

The 2018/2019 campaign materials will be distributed to Shops/Codes once they arrive.

- 2018 charity list
- 2018 federal employee pledge form
- Show some love posters
- Donor cards

If you would like to be the POC for your Shop/Code, please talk with your supervisor. You will be notified of the time and date to pick up supplies and discuss any questions you may have.

## Voluntary Leave Program recipients

If you wish to transfer annual leave through the Voluntary Leave Transfer Program, forms are available on SharePoint, Forms, Payroll & Leave. For more information call Human Resources: 360.476.3141 (PSNS), 360.396.2561 (IMF).

Teammates currently in need of donations are:

### Bremerton

#### Code 105

Curt Cady

#### Code 120

Laura Brown

#### Code 200

Tyler Jackson

Rachel Ring

#### Code 280

William Keebaugh

#### Code 300

Steven Bowers

David Graham

#### Code 400

William Abare

Robert Centeno

#### Code 600

Scott Hansen

#### Code 700

Tabitha Weaver

Taylor Crippen

Jonathan Yette

#### Code 900

Robert Pennington

Chad Evans

Jeffrey Evenhus

#### Code 1000

Lawrence Kalcso

#### Code 1100

Rebecca Phillips

#### Code 1180

Britany Ashley

#### Code 2300

Steven Brower

Robert Otwell

Holly Hembree

Julia Martinez

#### Shop 11

Jessica Hammons

#### Shop 26

Fredi Aguilar

Devlin Maraschky

Luis Rivera

Joshua Hubbell

#### Shop 38

Samantha Charpia

Sandra Hayman

Marcus Waring

#### Shop 51

Tiffany Warren

#### Shop 56

Karl Briscoe

James Rainbolt

Oscar Castro

#### Shop 64

Jenna Issa

Atlas Vanguard

Jonathan Pregillana

#### Shop 67

Philip Kulani

#### Shop 71

Alexander Rosen

Dean Rosen

#### Shop 75

Krystel Wallin

#### Shop 84

Jason Rumsey

#### Shop 99

Haley Schnirch

### Intermediate

#### Maintenance Facility

#### Shop 31F

Vanessa

Vondersmith

#### Shop 51C

Heather Squier

#### Shop 67

Phil Kulani

#### Code 860

Richard Rukes



# Shipyard STEM outreach earns regional recognition

*PSNS & IMF Public Affairs*

For the second time in three years, Puget Sound Naval Shipyard & Intermediate Maintenance Facility's program of science, technology, engineering and mathematics outreach to area students has earned an award from the Navy's regional headquarters.

The shipyard's STEM outreach program won a 2018 Community Service Award in the Personal Excellence Partnership category for large organizations, Navy Region Northwest announced Sept. 13.

The program will now compete for a Navy-wide award in this category. PSNS & IMF won the same regional award in 2016 and went on to win the Navy-level award, too.

According to the Naval message announcing the awards, the Personal Excellence Partnership award annually recognizes programs that "help develop youth to their fullest potential in areas of civic and education responsibility; volunteer as tutors, mentors and role models; provide technical expertise, project goals, including scholastic achievement, social and life skills and providing vocational guidance."

Corinne Beach and Steve Mastel of PSNS & IMF's Executive Department oversee the PSNS & IMF STEM outreach program, which so far in fiscal year 2018 has reached more than 5,000 students at seven area school districts and 47 schools.

"I feel so grateful to be able to participate and coordinate this program," Beach said. "It's wonderful to be recognized, but the real thanks is when you are able to see students 'get it.'"

Along with STEM teammates from the Naval Undersea Warfare Center Division, Keyport, and 159 volunteers from the shipyard and other Navy organizations, the PSNS & IMF program brings hands-on science and technology projects to local schools and youth events.



Students from Sidney Glen Elementary School pilot remotely operated underwater vehicles during a Navy science, technology, engineering and mathematics day at Puget Sound Navy Museum. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jacob G. Sisco)

In all, the program has reached an estimated 22,000 students during the past 10 years.

"We're helping students see careers available now and helping them learn to troubleshoot for the problems we don't even know of yet," Beach said.

"Our entire shipyard team is very proud of Corrine, Steve and all the other participants and volunteers who've made this program such a success," said Rick Tift, PSNS & IMF executive director. "Their efforts are helping pave the way for future generations of scientists, engineers, mathematicians, and maybe even some future shipyard team members. More importantly, they're demonstrating our strong commitment to this community, and we look forward to supporting this great program and our local students for many years to come."

## Ceremony formally celebrates opening of Burwell Pedestrian Tunnel

*PSNS & IMF Public Affairs*

Senior leaders from Naval Base Kitsap and Puget Sound Naval Shipyard & Intermediate Maintenance Facility held a ceremony formally celebrating the opening of the Burwell Pedestrian Tunnel on Sept. 20.

The tunnel's new turnstiles no longer face the busy Burwell Street, instead allowing employees to enter and exit the shipyard from Park Avenue, where there is significantly less vehicle traffic.

"More than 3,000 workers can now enter the shipyard more safely every day," said PSNS & IMF Commander, Capt. Howard Markle. "A lot of work and cooperation made this possible."

The 85-foot-long tunnel, originally built in 1919, received new turnstiles, structural improvements and a design intended to fit into the cityscape, as part of the project.

"PSNS & IMF employees deserve modern, advanced facilities to support our Navy," said U.S. Rep. Derek Kilmer.

The new Burwell Pedestrian Tunnel is located on Park Avenue, between Burwell Street and 4th Street and is open 24 hours a day, 7 days a week.



Shipyard employees enter the shipyard through the new turnstiles at the entrance to the Burwell Tunnel Sept. 20. (PSNS & IMF photo by Scott Hansen)