



SALUTE

April 18, 2019
Vol. XI No. 8

— ★ ★ ★ ★ —
Puget Sound Naval Shipyard & Intermediate Maintenance Facility



2018 EMPLOYEE OF THE YEAR CEREMONY

Commander's Corner



Wanted: Your views on our command

Team PSNS & IMF,

I've used this space to write about the importance of safeguarding the well-being of our workforce many times, and there's a reason for that—each and every one of you is important to our team. Your safety is at the top of our list of priorities, and I count on all of you to look out for yourselves and for one another.

But “well-being” is a term that covers a lot of ground. I think that we all understand our shared responsibility to protect each other's physical well-being through safety awareness in the workplace. But are we doing all we can to make sure that our workplace culture enables every person to feel they are a valued added and respected member of our team, and that all of us have the chance to realize our full potential? Are we keeping watch for things that affect the entirety of the well-being of our teammates?

Soon, you'll have another opportunity to make your voice heard on the things that affect our opinions on the workplace, our level of motivation, and our satisfaction. The Defense Equal Opportunity Management Institute's climate survey will begin on April 29, and I urge all of you to take part in it. See Page 5 for more information.

Members of a military organization like ours are more than just co-workers. The nature of our mission requires that we work together as a team. Our work is time-sensitive, and lives depend on it; anything that interferes with our team dynamics can lead to failure. The inherent dangers in an industrial environment require our focus; anything that distracts us can put our teammates and ourselves at risk.

An organizational culture in which every person feels appropriately respected and fairly treated is a culture free of those distractions, in which our work units perform as well-oiled machines and in

which their individual members give their best effort and support one another. This is the ideal that we should be striving for, and this climate survey is your chance to help us identify obstacles to reaching that goal.

That said, improved teamwork and mission accomplishment are just by-products of an inclusive workplace culture of dignity and respect. Establishing and maintaining the right work environment is its own reward for one very simple reason: it's the right thing to do.

Your participation and honest feedback will help us see into blind spots, identify barriers to communication and workplace satisfaction and understand new points of view. The climate survey results will let us take a hard look at ourselves. I'd appreciate hearing about the good and the not-so-good. Hearing about the good will validate our efforts in that area, and hearing about the not-so-good will give us the information we need to make improvements.

Your participation in the survey is voluntary, and your input will remain anonymous. You'll be able to complete it online or at one of the tablet kiosks we'll make available around the shipyard. Your resources managers and supervisors will be prepared to help. We believe completing the survey will take about 25 minutes, and I think that if you give us your honest feedback, it will be 25 minutes very well spent.

Thanks for making our command the strong, vibrant organization it already is, and for helping us make it even better through this year's climate survey.

Captain Howard Markle
Commander, PSNS & IMF

SALUTE

Volume XI No. 8

April 18, 2019

Next issue:

May 2, 2019

Deadline for submissions:

April 5, 2019

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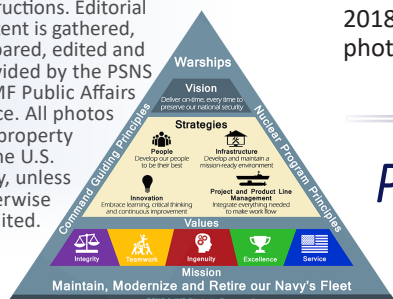
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On the covers

2018 Employee of the Year and Commander's Excellence in Safety award nominees. (PSNS & IMF photos by Scott Hansen)

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

PSNS & IMF honors many during Employee of the Year ceremony

PSNS & IMF Public Affairs

An overflowing crowd at the Admiral Theatre saw Puget Sound Naval Shipyard & Intermediate Maintenance Facility honor 33 of its top employees and Sailors during its annual Employee of the Year ceremony April 10 at 1 p.m.

For the first time, the event was also livestreamed for viewing in the nearby Roxy Theater, where hundreds of attendees unable to be seated in the Admiral Theatre gathered to watch the ceremony.

During the event, the command celebrated the accomplishments of 31 employees and two Sailors selected from among more than 200 personnel nominated for their 2018 performance in 25 categories.

Categories in which personnel were recognized range from Sailor and Junior Sailor of the Year to supervisors and non-supervisors in administrative, trades

continued on Page 4



Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees and guests arrive at the Admiral Theatre to attend the shipyard's Employee of the Year Ceremony April 10. The command honored 33 employees in 25 categories during the annual event. (PSNS & IMF photo by Scott Hansen)

★ CONGRATULATIONS

Honored were:

Administrative, clerical and support services (GS-10 or equivalent and below)

Kristin Kieffer, Code 105
Brittany Woolley, Code 107

Administrative and support services (GS-11 or equivalent and above)

Gabriel Seifert, Code 300N
Clayton Souza Lafontaine, Shop 99

Administrative managerial or supervisory (Non-engineering, non-trade) (white collar)

Christopher Hughes, Code 312
Robert Morris, Code 1200N

Engineering managerial or supervisory (white collar)

Melissa Holschbach, Code 2340

Trades and crafts – structural (non-supervisory) (WG-06 and above)

Susan LaFountaine, Shop 11

Trades and crafts – mechanical (non-supervisory) (WG-06 and above)

Brandon Bliss, Shop 56

Trades and crafts – electrical (non-supervisory) (WG-06 and above)

Frederick Berry, Shop 67

Trades and crafts – service (non-supervisory) (WG-06 and above)

Frank Ranuio, Shop 71

Trades and crafts – structural (non-supervisory) (WG-05 and below)

Dereck Segarra, Shop 11

Trades and crafts – mechanical (non-supervisory) (WG-05 and below)

Brandon Coyne, Shop 56

Trades and crafts – electrical (non-supervisory) (WG-05 and below)

Travis Foreman, Shop 99

Trades and crafts - service (non-supervisory) (WG-05 and below)

Aaron Gantz, Shop 99

Trades supervisor (foreman)

John Anderson, Shop 99 (HW)

Chadrick Ashby, Shop 17

Managerial supervisor – trades and project (second-level or above)

Ronald Jackson, Shop 11

Christopher Strader, Shop 17

Engineering or professional - waterfront support (degreed engineer, engineer in training, or professional engineer)

Derrick Schell, Code 2320

Engineering or professional - planning/indirect support (degreed engineer, engineer in training, or professional engineer)

Tylee Cairns, Code 100PI

Engineering or technical – (non-degreed)

Marvin Cox Jr., Code 125
Jon Rector, Code 210

Technical or professional (non-engineering, non-supervisory)

Heidi Stingle, Code 106

Vision or innovation award

Brian Bowker, Code 2310

Valor

Christopher Borges, Shop 51

Outstanding volunteer services

Robert Endsley, Code 2330

Spirit of compassion

Ruben Encomienda, Shop 51

Jordan Rodgers, Shop 17

Detachment Everett Sailor of the Year

Jason Peters, Navy diver 1st class

Detachment Everett Junior Sailor of the Year

Ashley Johnson, Interior communications electrician 2nd class

Commander's Excellence in Safety award

Sean Davenport (manager)
Charles Chase



EMPLOYEE—continued

and technical fields. The event also included special categories, including innovation, safety, volunteer service, valor and a “Spirit of Compassion” award.

Captain Howard Markle, PSNS & IMF commander, presided over the event and praised the winners, nominees and the command’s workforce.

“The greatest part of my job is recognizing your efforts and the work you do every day,” Markle said. “The great work you do—it is why we do the ceremony. You are without a doubt some of the greatest your country has to offer. The Navy could not do what it does without you.”

Families, friends, fellow employees and well-wishers packed the theater to applaud the winners and cheer on all of the nominees.



Captain Howard Markle, Puget Sound Naval Shipyard & Intermediate Maintenance Facility commander, presents a Commander’s Excellence in Safety certificate to Charles Chase for his selection as a winner. Chase was one of 33 employees and Sailors honored April 10 at the Admiral Theater. (PSNS & IMF photo by Scott Hansen)



Captain Howard Markle, Puget Sound Naval Shipyard & Intermediate Maintenance Facility commander, presents a Junior Sailor of the Year plaque to Ashley Johnson, Interior Communications Electrician 2nd class. (PSNS & IMF photo by Scott Hansen)



Employees at Puget Sound Naval Shipyard & Intermediate Maintenance Facility enjoy a quick visit prior to the start of the Employee of the Year Ceremony on April 10. (PSNS & IMF photo by Scott Hansen)

“We are excited for him. He loves what he does and that’s what makes it special. He really enjoys the people he works with.”

Rosemary Bottai
(mother of Rob Bottai, Code 1144 -Administrative, clerical and Support Services Nominee)



Captain Howard Markle, Puget Sound Naval Shipyard & Intermediate Maintenance Facility commander, speaks with Kristin Kieffer, winner in the administrative, clerical and support services (GS 10 or equivalent and below) category. (PSNS & IMF photo by Scott Hansen)

NAVSEA official visits to observe rapid improvement success

Chris Williamson, Code 906, Production Tooling, Material and Planning trade superintendent

Sharon Smoot (SES), Executive Director, Industrial Operations, Naval Sea Systems Command, visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility March 28 to learn how the command recently implemented material and job kitting improvements.

Naval Sea Systems Command Logistics, Maintenance and Industrial Operations challenged PSNS & IMF, which selected the project team for USS Jimmy Carter (SSN 23) as the lead, to rapidly deploy some process changes with what is referred to as a “30-day sprint.”

During this implementation of the new NAVSEA job kitting standards, Shop 06, Production Tooling, Material and Planning Shop, underwent some significant changes in the project area, specifically in Building 1020.

Reorganization of the facility was led by members of Shop 06 and Code 100PI, Process Improvement, to improve flow of the job kitting process and continue to work toward a vision where complete job kits can be delivered directly to the job site or wherever they are needed to prepare for work execution.

The Shop 06 tool room also embedded tool repair mechanics and added a mobile tool repair truck that is able to perform repairs on-site, minimizing the travel for mechanics and minimizing the time mechanics have to be without the tooling they need. Many other changes are planned to ensure the mechanics executing the work have what they need, when and where they need it.

Shop 06 is also working with Code 109, Information Technology and Cyber Security Office; Code 244, Carriers and Submarine Engineering and Planning; and others to design and implement a new set of job readiness IT solutions.

During the tour, Smoot learned how project managers on the Jimmy Carter project team have also taken on improvements

to minimize schedule fluctuation allowing the workforce to work on the right job at the right time, minimizing churn and re-work.

These changes to improve job kitting and schedule quality, along with the command’s initiatives to implement standard work are designed to work together to improve overall performance and delivery of warships back to the fleet on time, every time.



Chris Williamson, Code 906, Production Tooling, Material and Planning trade superintendent, describes job kitting improvements to Sharon Smoot (SES), Executive Director, Naval Sea Systems Command, while tour participants listen. Smoot visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility March 28 to learn how the command implemented material and job kitting improvements. (PSNS & IMF photo by Scott Hansen)

Employees invited to provide feedback for command survey

Rachel Mizar, Diversity and Inclusion Manager, Acting


All Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees are encouraged to participate in the Defense Equal Opportunity Management Institute Organizational Climate Survey April 29 - May 17. The survey is anonymous and voluntary. Employees will receive details April 29 on how to participate via e-mail or a hard copy notice for those without computer access.

Employees are encouraged to take the survey online but a limited number of hard copies will be available for those without computer access. Those without computer access may also use tablet kiosks that will be placed around the command. Supervisors and resource managers are asked to assist employees who do not have computer access.

The survey is used by command senior leaders to assess the command climate and work environment. This voluntary survey is designed to evaluate the perceptions of the workforce about formal or informal policies and practices.

The survey takes about 25 minutes to complete and provides multiple opportunities for respondents to enter more detailed, personalized comments.

For more information, call 360.476.1372 or 360.476.0236.



DEOMI
COMMAND CLIMATE
SURVEY

April 27 - May 17
Employees are encouraged to make
their voices heard
(Participation is voluntary)

IDEAS · INNOVATION · IMPLEMENTATION

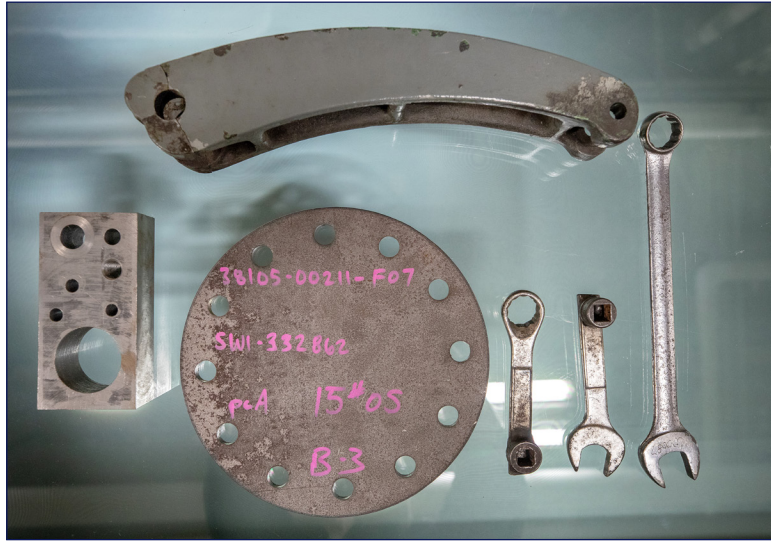
Innovators use 2D scanner to rapidly replicate, i

PSNS & IMF photos by Scott Hansen

For decades, workers at Puget Sound Naval Shipyard & Intermediate Maintenance Facility have been able to produce replacement parts and special-use tools to get the job done. Making these parts and tools could take teams of machinists, welders and toolmakers many hours of work.

Scanners, computer controlled routers and waterjet cutters now enable just a couple of workers to produce tools and parts in a fraction of the time it used to take. In some cases, a part can be scanned, a computer file produced and a duplicate item cut out of plastic or tool steel—as required—in as little as 15 minutes of time.

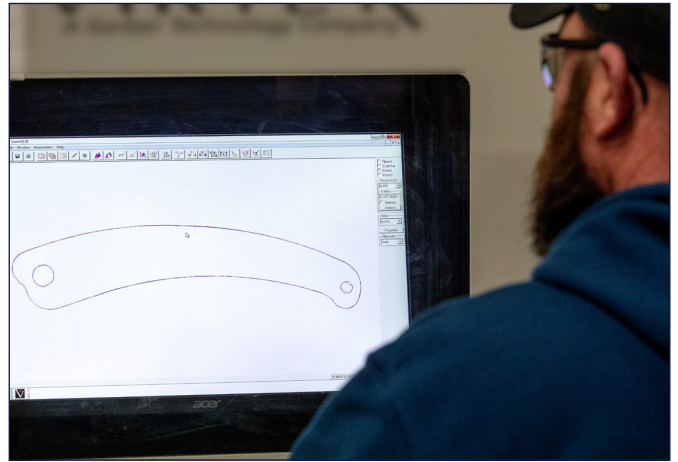
The surrounding photos help illustrate some of the ways workers are doing rapid prototyping and rapid production of parts and tools.



Parts and tools to be scanned and replicated or improved upon and manufactured sit on the glass surface of a 2D scanner. Wrenches made by welding open and boxed end wrenches to square sockets are ready to scan and transform into a flatter design as digital files before being cut out with a water jet cutter and hardened.



James Philp, a Shop 17 layout lofter, readies a wrench to be scanned that will be resized as an electronic file before a computer-controlled waterjet cutter is used to make an improved version of it.



James Philp, a Shop 17 layout lofter, watches as the imaging software builds a file in real time of a cracked radial arm drill press, manufactured in 1951, from a scan. The replacement arm would eventually be cut out of tool steel.



Michael Smith, left, and John Kralovic, Shop 11 shipfitters, set up the water jet cutter to cut out specialty wrenches for Shop 38. The waterjet uses a high-pressure stream of water and very fine garnet particulate to cut through thick pieces of steel.

improve tools and parts



After a wrench is hardened in an oil bath and cleaned up, it is tested for hardness.



Erlend Frederickson, a Shop 11F heat treater, uses an oil bath to heat treat a batch of wrenches cut out on the water jet cutter. An oil bath is used to slowly cool the object versus water to avoid the wrenches from becoming too brittle to be used.



The computer-controlled water jet cutter uses a high pressure jet of water to cut through up to several inches of steel.



Michael Smith, Shop 11 shipfitter, watches the water jet cutter cut out a wrench from tool steel.



A computer-controlled router completes the final cut on a temporary hatch cover within 30 minutes of the steel original object being scanned.

OSH Manual establishes, assigns responsibilities to keep workforce safe

PSNS & IMF Public Affairs

Every employee at Puget Sound Naval Shipyard & Intermediate Maintenance Facility has a role in promoting a safe and healthful work environment. The PSNS & IMF Occupational Safety and Health Manual provides comprehensive guidance and information on a variety of safety topics such as personal protective equipment, mishap investigation, fall hazards, electrical safety, and many more.

The OSH Manual, Volume I, Chapter 1 (OSH-I-1) lays out the responsibilities workers and managers at all levels have to implement a comprehensive OSH program throughout the command.

Code 106

Code 106, the Environment, Safety and Health Office, is charged with providing oversight of the PSNS & IMF safety program to ensure it complies with the U.S. Navy's Safety and Occupational Health Program, as well as Occupational Safety and Health Administration program elements.

Code 106 should develop and maintain a cooperative relationship with employees, and assist managers, supervisors and individuals in establishing and achieving mishap prevention objectives through various types of training.

Department heads

Department heads are responsible for creating an organizational culture that demonstrates a strong commitment

to safety and health. They will ensure managers, supervisors and employees under their cognizance understand and fulfill the safety and health responsibilities laid out in the OSH Manual, and receive training as needed to meet these responsibilities.

Supervisors at all levels

All supervisors should develop positive safety and health attitudes, detect and correct unsafe and unhealthful conditions, and ensure their employees comply with established safety procedures and adhere to established safety protocols. They should also correct recognized hazards promptly.

Employees

All PSNS & IMF employees should complete tasks in a safe and healthful manner, and inform their supervisor when technical work documents do not contain adequate safety warnings.

Employees are also required to report all workplace hazards, work-related injuries, near misses and property damage to their supervisor immediately.

There are many more specific responsibilities addressed in OSH-I-1 that were not listed above. For more detailed information about the OSH Manual, go to <https://homeportnw.psns.navy.mil/dept/106/InstructionsGuidance/OSH-I-1.pdf>.

Brought to you by Shop 38, Marine Machinery

History highlight

Supporting the war effort was a family affair for navy yard employees

Silvia Klatman, PSNS & IMF Public Affairs

Although there was much work to be done at the shipyard during World War II, it was not all work and no play. Issues of Salute from that era chronicled command achievements that were able to be shared with the public along with entertaining activities and notable social happenings.

A notable social happening 75 years ago was featured on the cover of the April 14, 1944, issue of Salute: the marriage of the shipyard commandant's daughter to a young officer.

"One of the most important events of the spring social season took place Saturday afternoon in the Navy Yard Chapel when Miss Margaret Brownell Taffinder, daughter of Rear Admiral S. A. Taffinder, Commandant, and Mrs. Taffinder, became the bride of Lt. (jg) Kenneth Byrnes Morton, USNR, of New York."

Margaret (Taffinder) Morton had wartime roles beyond becoming the bride of Kenneth Morton. Like many women in the local area, Margaret was also a navy yard employee. She worked in the supply

department but also had a unique task that wasn't shared by her colleagues there. Margaret sponsored a ship.

As the commandant's daughter, Margaret sponsored USS Savo Island (CVE-78), which was commissioned February 3, 1944, just weeks before her nuptials. Margaret was following in the footsteps of her mother—also named Margaret—who sponsored USS Harding (DD-625) (later reclassified DMS-25), commissioned May 25, 1943. Constance, Margaret's sister and maid of honor, also sponsored a ship, USS Hamlin (AV-15), which was commissioned June 26, 1944.

All three ships received significant awards and engaged in notable battles but it was Harding that suffered the most damage during the war having been attacked by four kamikazes just two days after the Mortons were married. One of the kamikazes struck Harding, resulting in 14 men being killed, nine wounded and eight listed as missing.

Harding was repaired after the attack and returned to service. Having served

the nation well during the war, all three ships were decommissioned after hostilities ended: Harding in November 1945, Savo Island in December 1946 and Hamlin just a few weeks later in January 1947.



Cover of the April 14, 1944 issue of Salute.

Empowering teammates to keep PSNS & IMF, the community green

Michael Skaar, Environmental Office

Earth Day, April 22, provides the shipyard and communities a moment to reflect on the impact each person makes on the environment. With the number of employees at the command, a real change can be made to the area if every person takes even a small step.

Code 106.3, Environmental Office, is looking for insights or ideas from teammates on ways to improve the command's environmental footprint. Send your environmental suggestions to: BREM_PSN106.33DesignationGroup_UD@navy.mil

Potential areas include

- Information on reducing pollution.
- Methods to reduce or reuse materials.

Teammates can also personally reduce environmental impacts by changing some behaviors. Here are just a couple of examples:

- Buy fewer plastic items, bring reusable shopping bags to stores. (www.marinedebris.noaa.gov/info/patch.html).
- Think energy efficient lighting, it will cost you and the environment less.

PSNS & IMF Spring cleanup April 24

11:20 a.m. - 12:20 p.m.

Meet at Dry Docks 3, 4 and 6, wear your personal protective equipment.

For more information contact Code 106.3, Environmental Office at: M_BREM_PSN106.33DesignationGroup_UD@navy.mil

(PSNS & IMF illustration by Robin L. Lee)

Celebrate Earth Day

April 22, 2019



Protecting our people protects our mission: make the commitment

PSNS & IMF Public Affairs

The theme and call to action for Sexual Assault Awareness and Prevention Month encourages members of the Navy team to commit to promoting a culture that does not tolerate sexual assault.

"Sexual assault and sexual harassment are unacceptable threats to unit cohesion and cause long-term physical and mental harm to those affected," said Secretary of the Navy Richard V. Spencer. "We owe our Sailors, Marines and civilians a safe, secure, and professional environment as they serve our Navy and nation."

The Navy has guidance on online misconduct, encourages bystander intervention and has implemented processes to

better respond to reports of sexual assault. Technology is also being leveraged to remove stigmas and address reporting and barrier concerns victims have had in the past.

Most sexual assaults are committed by someone the victim knows: friend or acquaintance, previous or current partner, relative or date. Both men and women can be victims or perpetrators of sexual assault, however, more than 90 percent of those who commit sexual violence against women are men.

For information on how to report or prevent sexual assault, visit www.public.navy.mil/bupers-npc/support/21st_Century_Sailor/sapr/Pages/SAAPM.aspx.

For more information on sexual assault, signs of abuse or women's health topics, visit www.womenshealth.gov.



Padlock on secure socket layer sites not an indication of safe site

PSNS & IMF Cybersecurity, Code 109

A survey conducted in 2018 by a leading threat intelligence company showed that 80 percent of respondents believed a locked padlock displayed in the address bar of an https: connection to a website meant the website was safe—not true.

A padlock indicates the connection between the website and the user has been encrypted to prevent third parties from intercepting or stealing the data being exchanged. The website can still be operated by anyone for malicious purposes.

The prevalence of malicious encrypted websites is on the rise. This is partly due to many popular browsers informing users that the site they want to visit may be unsafe.

It is estimated that 50 percent of all phishing websites now use secure socket layer in an attempt to skirt these warnings and give the user a false sense of security.

Identifying such websites can be challenging, but here are a couple tips:

- Don't click on links in emails or on pop-ups, They may direct you to a site that is illegitimate.
- E-commerce websites with prices that appear too good to be true can indicate a scam.

It is a good idea to be very cautious and thoroughly think through a purchase before entering credit card information—especially when using a government purchase card.

For more information, email BREM.PSNS.InfoSec.FCT@navy.mil.

Knowledge is Power!

Stay in the know
Knowledge Share Fair

Wed., June 12 11 a.m. - 1 p.m. and 4:30 - 5:30 p.m.
(time allowed outside of lunch with supervisors' approval)
Outside of Buildings 850 & 850A

Lunch available through Employee Food Services
chicken wrap, spam musubi, teriyaki chicken, sodas, chips

Recreation & Rideshare take Trading Post spot

PSNS & IMF Public Affairs

As Salute continues to evolve to better serve readers, Trading Post ads are being eliminated due to the low number of ad requests received. Instead, the space will be used to advertise events and discounts available through Naval Base Kitsap's Morale, Welfare and Recreation program, for which Department of Defense employees are eligible.

In future issues, a sampling of MWR offerings will be featured. These will range from recreational opportunities on base to excursions to nearby attractions and family-friendly activities to discounts for sporting events. For a comprehensive list, visit www.navylifepnw.com.

Please note that Ride Share requests will continue to be posted in every issue and Ride Share information can be sent to psns.pao.fct@navy.mil.

Recreation opportunities

Department of Defense civilians and their escorted guests can recharge their minds and bodies by using a variety of recreational services on base such as movie theaters and restaurants. DOD civilians are also eligible for recreational discounts off base including at popular attractions in California and Florida.

Upcoming recreational activities

- Listening to premiere guitarists at Samuel Adams Brewhouse, April 19 and 27.
- Lighthouse tour April 20.
- Extreme fireball bowling every Friday and Saturday at Naval Base Kitsap's bowling alleys in Bremerton and Bangor.

Other upcoming programs

- Whitewater rafting.
- Stand-up paddleboarding.
- Mountain biking.

To register or to see more opportunities, visit kitsap.navylifepnw.com.

Rideshare

TACOMA 6TH AVE VANPOOL needs rider/back-up driver. Departs Tacoma at 5:20 a.m. and Z Lot around 4:10 p.m. Call Dante Brown, 360.471.4863.

399 VANPOOL HAS SEATS, Lacey, Tacoma, Bremerton, 6 a.m. - 2:30 p.m., Call 253.232.2050.

KING COUNTY/PIERCE COUNTY VANPOOL has opening for driver/rider. Arrives at 5:45 a.m., departs at 3:35 p.m. Parks inside the CIA. Call 360.340.0851.

Rideshare ad policy

To post a Rideshare 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. All information included in correspondence is subject to be used in Salute-print and online.

Voluntary Leave Transfer Program recipients

This program authorizes federal service employees to donate annual leave to other federal service employees who are experiencing a medical emergency or medical condition for themselves or a family member. If you wish to donate annual leave or have questions about leave donation, please contact Human Resources Office, 360.476.5386 or visit Bldg. 850, floor 5, room 506; or fax your donation form to 360.476.6669.

Teammates currently in need of donations:

Code 105

Billy Sprague

Code 109

Fay Escobedo

Kendra Fitch

Marselles Jefferson

Code 130

Annikkia Bryant

Richard Petrone

Code 200

Caitlin Earl

Shane Hamre

Tyler Jackson

Michaela Raymond

Code 300

Melissa Jaskinia

Code 400

William Abare

Robert Centeno

Code 600

Shannon Burgess

Code 700

Andrea Abrams

Jesse Hannawacker

Chelsea Weber

Jonathan Yette

Code 1000

Lawrence Kalcso

Code 1100

Rebecca Phillips

Code 1180

Britany Ashley

Code 2300

Karl Druschke

Julia Martinez

Marty Sampson

Shop 06

Teresita Callaway

Valerie Hopper

Shop 11

Jessica Hammons

Shop 17

Vanessa San Gil

Shop 26

Joshua Hubbell

Luis Rivera

Joshua Wagner

Shop 31

Rebecca Elkins

Gilead Rose

Corey Wooten

Shop 38

Nicholas Clemente

Sandra Hayman

Kevin Martin

Jeremy Walker

Marcus Waring

Shop 51

William Kiendel

Shop 52

Bonnie Eicher

Shop 57

Christina Deitch

Shop 64

Colleen Ellis

Mercedes Flerx

Shop 71

Breanna Spracklin

Michael McDowell

Ryan Garrison

Robert Pennington

Jamie Ruth

Shop 99

Marian Baca

Bianka Curtis

Sarah Hustis

Kelly Peterson

Frank Yulfo

Have you been to PSNS & IMF's Flickr page?

Take a look at the great photos from the command!
www.flickr.com/PSNSandIMF



March corrective actions

This month's report has a total of 60 actions.

During the month of March, the command issued:

20 non-disciplinary actions: 15 to bargaining unit employees; five to supervisor or management officials.

Non disciplinary actions include: letters of caution, letters of requirement and return to work letters also known as letters of instruction.

28 disciplinary actions: 24 actions to bargaining unit employees; four actions to supervisors or management officials.

Disciplinary actions include: letters of reprimand, suspensions of 14 days or less and last chance agreements.

4 adverse actions to bargaining unit employees.

Adverse actions include: suspensions for more than 14 days, reduction in grade or pay and removals.

8 terminations to bargaining unit employees during their probationary periods.

CONGRATULATIONS TEAMMATES!

