



SALUTE

Feb. 20, 2020 Next issue: March 5, 2020 Deadline: Feb. 21, 2020 Commander Captain Dianna Wolfson **Executive Director** Richard Tift **Public Affairs Officer** Editor Anna Taylor Facebook: PSNSandIMF onthe Waterfron: Flickr: Flickr.com/PSNSandIMF Twitter: Twitter.com/PSNSandIMF YouTube: YouTube.com/ JoeShipvardWorker Website: navsea.navv.mil/Home/ Shipyards/PSNS-IMF Salute online: dvidshub.net/ publication/1101/salute Phone: 360-476-2544

Email: psns.pao.fct@navy.mi

1400 Farragut Ave. Stop 2072 Bremerton, WA 98314-2072

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On the cover:

Doris Miller, Mess Attendant Second Class, USN (1919-1943) Just after being presented with the Navy Cross by Admiral Chester W. Nimitz, on board USS Enterprise (CV 6) at Pearl Harbor, May 27, 1942.

Working together toward our future

One of my favorite topics to talk about is the Navy Leadership Development Framework. A third update to this document was released last May and addresses three main topics – character, competence and connections. In the last edition of Salute we talked a lot about character and our Command Guiding Principles. This week, I want to talk to you about connections.

I recently had the opportunity to host a Labor Management Summit along with our two labor organizations, Bremerton Metal Trades Council and International Federation of Professional and Technical Engineers. This was actually our second summit, as the first was held in October 2019. The goal behind the first summit was really just to come together. To get all of us - labor, management and human resources - all in the same room. To get to know each other and build a foundation to grow on.

At both summits, one thing we discussed and agreed upon is that our employees are at the forefront of everything we do. I like to think about it like a three-legged stool with our people as the seat. And this seat is held up, or supported by, three legs - our human resources and EEO, unions, and management. It truly takes all of us to support our workforce. We must be committed to working together and ensuring the best shipyard environment we can provide.

Before the first summit we conducted a survey, and about 50 of us provided input. We discussed that input and by the end of the day chose five topics we wanted to go work on together. We broke up into combined groups and worked on those issues:

- Improve communications.
- Establish clear roles and responsibilities.

- 3. Build trust at all levels.
- Re-establish and improve regular meetings.
- Align goals between the shipyard, unions and HRO.

At summit two, each group presented the challenges and possible solutions associated with their theme. We then agreed to continue working on those five themes until our next summit.

Before the presentations though, we spent the morning conducting a great teambuilding exercise that demonstrated how, in a game as well as in life, we have to choose to work together rather than pit ourselves against one another. The game, Expedition Antarctica, split the attendees into groups, identified as countries, all with a goal of completing their expedition and gathering artifacts. The exercise revealed our natural tendencies to compete to achieve a perceived goal. If the groups had collaborated from the beginning, it would have been possible to achieve much higher results and more wealth for the expedition overall. There were simple ways to think differently and collaborate to achieve extraordinary outcomes, but that wasn't what occurred. It was a great reminder that working as a team and keeping everyone informed, aligned and working toward our mission takes effort. But it is worth it! We are one team. Our successes and failures are shared.

It's all about our personal and professional connections. It comes down to making connections. Each day, we need to build our connections. We need to be communicating. We need to be picking up the phone. We need to take the time to send an email. We should hold the meeting we need. It truly takes all of us.

Part of developing connections with each other requires our continued effort to build trust and confidence. It also requires

PSNS & IMF Corrective Actions for January

During the month of January, the command had 62 actions resulting in one abeyance contract, one indefinite suspension, six letters of caution, six letters of requirement or medical certification letters, 12 letters of reprimand, 25 suspensions four removals, and six probationary terminations. The following are examples and associated behaviors:

2 terminations (non-supervisors) during probationary period for unauthorized absence, security clearance revocations, inappropriate conversation, sleeping at new employee orientation and calling an employee vulgar names.

indefinite suspension (supervisor) due to security clearance revocation.

removals (non-supervisors) for security clearance revocations and being absent without approved leave.

1-14 day suspensions (nonsupervisors) for profanity, defacing an employee's safety shoes, vulgar gesture, using threatening language, throwing equipment and making inappropriate statements.

3 letters of reprimand (1 supervisor and 2 nonsupervisors) for inattention to duty, lack of candor and using profanity.

letters of caution (1 supervisor and 2 non-supervisors) for failure to wear PPE, being absent without approved leave and behaving unprofessionally toward

a willingness to be open and vulnerable, and have the humility to move us forward. We need to seek to understand and know that we can improve. If we can do all of that, we will be unstoppable the Navy the Nation Needs and most importantly, the Shipyard the Navy Needs.

ONE MISSION—ONE TEAM!

Captain Dianna Wolfson Commander, PSNS & IMF

In February, we honor the contributions of **African-Americans to our proud naval history**

John R. Desselle, Naval History and Heritage Command

February is Black History Month, a time to commemorate the history and heritage of African-Americans and their accomplishments in the U.S. Navy. There are many notable figures from naval history, just a few highlighted below.

Carl M. Brashear, while on assignment during bomb recovery operations in March 1966, a line used for towing broke loose, causing a pipe to strike Brashear's left leg below the knee, nearly shearing it off. Brashear developed a terrible infection in that leg and it was eventually amputated. Even after Brashear's leg was removed he was determined to follow his dream and continue his service

in the U.S. Navy. After retiring from the Navy as a master chief diver in 1979, he served as a civilian employee for the government at Naval Station Norfolk, Norfolk, Va. and retired in 1993. Master Chief Carl M. Brashear died July 25, 2006.

The Golden Thirteen were the 13 African-American enlisted men who became the first black commissioned and warrant officers in the U.S. Navy. Before June 1, 1942 African-Americans could only join the Navy's Messman or Steward ratings, which not only segregated them from the rest of the Navy community, but also prohibited them from becoming commissioned officers. The Golden Thirteen broke the color barrier.

Doris Miller, for his bravery during the attack on Pearl Harbor on Dec. 7, 1941 was the first African-American to be awarded the Navy Cross, he was also featured as the "First U.S. Hero of World War II" in Ebony magazine (Dec. 1969). Nearly two years after Pearl Harbor, he was killed in action when USS Liscome Bay was sunk by a Japanese submarine during the Battle of Makin.

Jesse LeRoy Brown enlisted in the U.S. Navy in October 1926 and lost his life for his country on Dec. 4, 1950. He was the first African-American aviator in the U.S.



Navy, a recipient of the Distinguished Flying Cross, and the first African-American naval officer killed in the Korean War. He died in the wreckage of his airplane on Dec. 4, 1950.

Harriet Ida Pickens and Ensign Frances Wills became the first African-American female officers in the WAVES in November 1944. They graduated from the Naval Reserve Midshipmen's School (Women's Reserve) at Northampton, Mass. By the time World War II ended on Sept. 2, 1945, Harriet Ida Pickens and Frances Wills were the only two black female officers among the Navy's 86,000 WAVES.

Robert Smalls became a ship's pilot, sea captain, and politician. He freed himself, his crew and their families from slavery on May 13, 1862, by commandeering a Confederate transport ship, the CSS Planter, in Charleston Harbor. He sailed it to freedom from Confederate controlled waters to the federal blockade. His example and persuasion helped convince President Lincoln to accept African-American soldiers into the Union Army.

Michelle Howard is not only the first woman to become a four-star admiral and Vice Chief of Naval Operations, but also the first African-American woman to hold that post.



LEFT: The Golden Thirteen, the first African-American U.S. Navy Officers, pictured in March 1944. ABOVE: Lt. (Junior Grade) Harriet Ida Pickens (left) and Ensign Frances Wills. Congratulate each other after being commissioned as the first African-American "WAVES" officers, December 1944.

Wesley Brown was born April 3, 1927, in Baltimore, Md. He graduated from Dunbar High School in Washington D.C. He served in the Korean War and the Vietnam War and served in the U.S. Navy from May 2, 1944, until June 30, 1969. He died at the age of 85 on May 22, 2012 in Silver Spring, Maryland.

Samuel L. Gravely Jr. served 38 years in the U.S. Navy from 1942-1980. He was the first African-American to command a Navy ship, the first to command a fleet, and the first to become an admiral. He received the Legion of Merit, Bronze Star, Meritorious Service Medal and Navy Commendation Medal. He died at the age of 82 on Oct. 22, 2004.

African-American Sailors progressed from Messmen and Stewards to four star admirals and the office of the Vice Chief of Naval Operations. We are grateful, thankful and proud of the achievements of African-Americans in naval history as well as the Sailors of America's Navy who today continue to build on the tradition of excellence established by those who went before them. We dedicate this month to them and their legacy of service.

Read more online at usnhistory.navylive. dodlive.mil.

All are welcome to join the African-American Employée Resource Group! The group meets the third Thursday every month in Building 850, room 302.

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Reagan Project Team celebrates 50% point

The carrier is currently in the middle of its selected restricted availability

PSNS & IMF Public Affairs

The USS Ronald Reagan (CVN 76) project team celebrated the achievement of a major milestone in the fiscal year 2020 selected restricted availability Feb. 6 at the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Detachment Yokosuka in Yokosuka, Japan.

In honor of reaching the 50 percent point in the availability, leadership hosted a barbecue for mechanics and support personnel working on the project.

Although temperatures were in the low 40s, approximately 500 PSNS & IMF and Norfolk Naval Shipyard personnel participated in the day shift barbecue and another 150 in the swing-shift barbecue.

Although there is more maintenance that remains to be done on Ronald Reagan, the event provided an opportunity for Project Superintendent Monte Levin and Carrier Program Manager Chris Hughes to reflect on the team's efforts to date and recognize employees for their contributions by presenting approximately 60 individual awards to project team members.

"We have quickly made it to the halfway point and now we need to roll up our sleeves and complete our availability on time to get Reagan back out doing her mission," said Levin. "This Project has had great team work between Puget, Norfolk, and ship's force."

In addition to the BBQ and awards presentation, project leadership briefed Navy leadership on the current status of ongoing maintenance, successes and challenges ahead of on time completion of the SRA, and lessons learned that may be shared across the maintenance enterprise.

The major work being performed, including propulsion plant instrumentation and electrical upgrades, main engine and piping inspections and repair as well as major weapon systems upgrades, allows PSNS & IMF to continue meeting the intent of the Chief of Naval Operations' "Design for Maintaining Maritime Superiority" and Naval Sea Systems Command's mission priority to improve the warfighting capability of ships and systems.





ABOVE: USS Ronald Reagan (CVN 76) docked pierside at Commander Fleet Activities Yokosuka, Japan in 2019. (PSNS & IMF photo by Michele Fletcher). LEFT: Reagan Project Superintendent Monte Levin presents an award to Alex Lucas, Code 135, Non-destructive Testing Division during the project barbecue. BELOW: Project team members line up to receive a much deserved celebratory lunch during the project's annual barbecue for mechanics and support personnel.



Sailor receives award for helping save life of PSNS & IMF employee



ABOVE: Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility presented a Navy and Marine Corps Achievement Medal to Hospital Corpsman 3rd Class Christopher S. Painter Feb. 11. (PSNS & IMF photo by Scott Hansen)

PSNS & IMF Public Affairs

A Sailor received a military award Feb. 11 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility for helping save the life of an employee.

Hospital Corpsman 3rd Class Christopher S. Painter received a Navy and Marine Corps Achievement Medal from Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, for rendering life-saving aid to Garrett Woodard, 29-year-old Shop 64, Shipwrights, employee who collapsed in a break room the evening of Feb. 7.

Painter, on temporary duty at PSNS

& IMF, was standing watch in the area when the employee suddenly fell to the ground unconscious. Painter heard the calls for help and put his military training into action.

Painter assessed the patient and immediately began performing CPR, and continued to administer aid until emergency medical service personnel arrived. The team was able to get the employee breathing and restart his heart through successful CPR and the use of the defibrillator.

During the presentation ceremony, Wolfson recalled receiving a text notification Friday evening that an employee was unresponsive. "I received another text saying CPR was being given, and that you HM3 Painter were on scene doing that CPR," she said. "I next heard that you saved his life. I went home feeling very blessed that you were there."

Capt. Eric Frey, with Navy Region Northwest Fire & Emergency Services, said Painter's quick and skilled response likely affected Woodard's outcome.

"With his skills and his training, he was instrumental in Garrett surviving," Frey said. "Every second that goes by (without life-saving care) starts dropping a patient's chances. With [Painter's] level of training, that really helped."

Wolfson informed the crowd in attendance that the watch bill for that evening had been recently changed, and that Painter had not originally been scheduled to stand that watch.

"Some movements in the watch bill placed you on watch that evening, in the right place, at the right time," Wolfson said. "On behalf of everyone here, I want you to know that your efforts to look after our folks are sincerely appreciated."

Jack Woodard is the district fire chief with Navy Region Northwest Fire & Emergency Services and the father of Garrett Woodard, and was at the ceremony. He informed the crowd of his son's progress after suffering an apparent electrolyte imbalance that caused his heart to stop.

"I've been here 33 years responding to calls like this," Jack Woodard said. "To be on the other side of things, it's very emotional. From my family and all of us, I appreciate everything that you did. You're going to be a part of our family now. Thank you."

IN CASE OF EMERGENCY

When you find yourself in an emergency situation, it can be challenging to keep a clear head. Act quickly, but try to remain calm. If you find yourself reporting an emergency, remember these tips:

INFORMATION: Provide the dispatcher as many details as you can. LOCATION: Use common locations, for example building/dry dock numbers or directional descriptions versus specific project terms. VISIBILITY: Send someone to the top of the dry dock or outside the building to be a flagger for the first responders – large hand gestures like waving your arms over your head are helpful.

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Two employees honored with Leadership Kitsap 20 Under 40 awards

Silvia Klatman, PSNS & IMF Public Affairs

Two Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees were selected as recipients of Leadership Kitsap's 20 Under 40 awards for their noteworthy contributions at work and in the community.

Insulator Supervisor Michelle Berger, Shop 57, Insulation Repair, Removal and Installation, and Nuclear Engineer Titus Woodson, Code 2300, Nuclear Engineering and Planning, along with 18 other exceptional Kitsap-area leaders under the age of 40 were honored at a ceremony Jan. 30 at Kitsap Conference Center in Bremerton in front of more than 200 family, friends, supporters and community leaders.

Berger is co-lead of the shipyard's Women in Trades Employee Resource Group. In addition, she volunteers outside the fenceline with Harmony Hill in Mason County, a retreat for cancer patients and their families.

"Frankly, I love to volunteer because it feels good," said Berger. "When a mission is important to you, it's easy to give what you can to it. For me, that means my time. Volunteering is a gift I give myself."

Woodson is co-lead of the shipyard's African-American Employee Resource Group and is a musician in the shipyard's volunteer orchestra. He also participates in school outreach activities from elementary to college level and children's programs at his church.

"Growing up, I was a part of activities that were only possible because of volunteers," Woodson said. "I cannot repay all of those people so I volunteer as a way to pay it forward."

In addition to having a spirit of volunteerism in common, the pair also have entrepreneurial streaks.

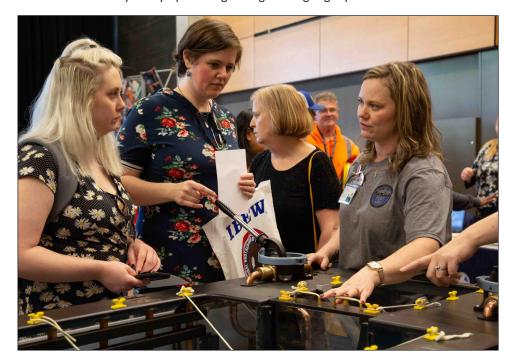
"My older brothers used to pay me to clean their rooms for them," Berger said of her four siblings. "This started at a young age so I made out pretty good for an eight-year-old."

Woodson, on the other hand, looked around his neighborhood for business opportunities.

"I made my first dollar in elementary school cutting lawns," he said,



ABOVE: Titus Woodson (center) represents Puget Sound Naval Shipyard & Intermediate Maintenance Facility at Olympic College's Engineering Night panel discussion.



ABOVE: Michelle Berger (right) represents Puget Sound Naval Shipyard & Intermediate Maintenance Facility at the 2019 Seattle Women in Trades fair. (PSNS & IMF photo by Robin Lee)

eventually graduating to a regular paycheck. "My first job was lifeguarding and teaching swim lessons at age 15."

Both Berger and Woodson understand the importance of the contributions they and their colleagues make at PSNS & IMF.

"I love the work we do," Berger said.

"I believe each individual and the work they do here is important."

She added, "The shipyard promotes professional and personal growth among our diverse workforce and provides a platform for individuals to have heart and still maintain our



ABOVE: Leadership Kitsap 20 Under 40 award recipients Michelle Berger, Shop 57, Insulation Repair, Removal and Installation, and Nuclear Engineer Titus Woodson, Code 2300, Nuclear Engineering and Planning, stand in front of the iconic Hammerhead Crane at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photo by Scott Hansen)

RIGHT: Michelle Berger (second from right), co-lead of the shipyard's Women in Trades Employee Resource Group, recently toured the Calibration Lab with other members of the ERG to learn about technologically advanced equipment being used by calibration personnel. (PSNS & IMF photo by Wendy Hallmark)

mission. That's pretty cool."

Woodson is proud to work for the Navy, stating, "The work I do is necessary for our country to be strong and it is gratifying to part a part of it."

The 20 Under 40 program is coordinated

The 20 Under 40 program is coordinated by Leadership Kitsap, a leadership development initiative launched in 1995. Two to three shipyard employees graduate from the Leadership Kitsap program every year and applications are now available for Leadership Kitsap Class of 2021. Information is on News You Can Use or call 360.536.8584 or 360.471.6634 for details.



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You responded; we're listening

Workforce survey helps focus command initiatives



PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility invited the workforce to participate in a command climate survey April 19 – May 17, 2019 conducted by the Defense Equal Opportunity Management Institute. The questionnaire, known as the DEOMI Opportunity Climate Survey, commonly referred to as DEOCS, was completed by 3,045 employees, or 23.3% of the commands civilian and military members. Information provided in the results is vital to the command's ability to identify and prioritize focus areas.

"The feedback provided by 3,045 of our teammates helps us proactively assess what's going well and what can be improved in the command," said Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, in an all hands email Oct. 3, 2019.

According to Nicole Taylor, PSNS & IMF diversity and inclusion manager, each department dedicated time and resources to conduct a thorough analysis of their department's survey results. Departments established DEOMI teams to create action plans based on the analysis of the department's reports. Each department head briefed their organization's results and action plans to command leadership, allowing collaboration and knowledge sharing between departments.

THE RESULTS

The survey analysis comes from two areas: (1) employee answers to survey questions and (2) employee comments. Based on the results, the command overall experienced and upward trend from 2017 in all factors except Organizational

Processes. Following is a sample of the command's DEOCS analysis:

TOP CONCERNS IDENTIFIED:

- Communication
- Harassment and discrimination
- Work life balance
- Workload and resources
- Command leadership

Some of the top positive factors included engagement, trust in employee's immediate supervisor, and job satisfaction. The survey indicates that the workforce understands and is dedicated to the mission and expresses a sense of pride and enthusiasm in their work.

Bottom factors included organizational processes, senior leadership, and inclusion at work. These have related themes of employee's perceptions of communication and the fair execution of processes and outcomes. Scores indicate the perception that standards are not applied fairly or equally, and that the workforce does not perceive that future vision, goals, and priorities are clearly communicated to employees, or that workforce feedback is valued by the organization.

Comments and focus group feedback validated scores and emphasized employees' need for improved command communication. While employees feel they understand the mission, they also feel there is not enough communication explaining how we are working to achieve command goals related mission priorities.

WHAT'S NEXT?

The command has been working on several initiatives to address concerns shared by employees in the DEOCS. To improve communication, future issues of Salute will have status updates regarding ongoing projects, and more information about how the command is addressing the issues brought up in the survey. Look for the DEOCS graphic above on future communications indicating the connection between your feedback and the command's actions.

Command climate surveys typically occur annually. PSNS & IMF will conduct the next DEOCS survey in 2021 to allow departments time to implement action plans in order to gain feedback from employees on effectiveness of their efforts.

Two Civilian Service Awards presented

PSNS & IMF Public Affairs

Two long-time Puget Sound Naval Shipyard & Intermediate Maintenance Facility employees were presented with Navy Meritorious Civilian Service Awards in honor of their outstanding service.

Michael Barry served as Chief Engineer from November 2015 until his retirement in January 2020. He was responsible for the technical aspects of all nonnuclear work conducted upon naval vessels for PSNS & IMF.

Michelle Tibke served as the Engineering and Planning Manager from December 2008 until her retirement in 2020. She led the way for continuous improvement using Lean methodologies and initiatives.

"I am extremely appreciative all of the efforts you both have done," said Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard and Intermediate Maintenance Facility. "You are going to be sorely missed. You are going to leave a hole, and I think a lot of us here will feel that. You are part of our shipyard family, and even part of our history."





Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility presented a Navy Meritorious Civilian Service Award to Michelle Tibke (top, pictured with her son) and Michael Barry (above) Jan. 31. (PSNS & IMF photos by Wendy Hallmark)

Ethics reminder — Know your obligations

Code 107, Office of Counsel

Just as there are restrictions on what a former government employee can do when working for a contractor, there are rules that apply to new government employees who previously worked for a contractor.

For example, a former contractor employee may be faced with a conflict of interest if they are assigned to work on a matter involving a former employer if the employee retained a financial interest in that company, such as a retirement plan or stock ownership.

Also, the employee should be sensitive to any perceived loss of impartiality if they are asked to deal with matters involving a former employer, even if there is no financial interest.

In either situation, the employee should discuss the issue with their supervisor and ethics counsel.

When in doubt, ask your supervisor or call the Legal Office at 360-476-6597 to learn more about government ethics.

This program authorizes federal service employees to donate annual leave to other civilian 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 the Human Resources Office, 360-476-2553 or visit Building 850, fifth floor, room 511; or fax your donation form to 360-476-6669. Teammates currently in need of donations:

Voluntary Leave Transfer Program recipients in need of leave

Code 109
Kendra Fitch
Code 120
Meghan Moore
Code 125
Colton Snyder
Code 300
Robert Gray
Alexander Reyes
Adrienne Draper
Code 400
Matthew Stubblefield

Code 600
Raelynn Luce
Code 700
Jesse Hannawacker
Michael Rasmussen
Code 900

Code 1100 Katie Marcucci Rebecca Phillips

Marianne Macdonald

Code 2300 Norene Hermanson-Baker James Morgan Allexondra Noble Collin Smith

Shop 26
Kali Coughtry
Riley Hazard
Joshua Hubbell
Leah Ober
Zachary Pearson
Andrea Skinner
Joshua Wagner
Shop 31
Shaun Yeadon

Shop 38
Holly Bean
Sherman Geeslin
Paige Gumm
Robert Zick
Samantha Zick
Shop 51
Carter Gallimore
Kimberly Renner

Shop 56
Rick Olmstead
Shop 57
Zachary Solaita
Shop 64
Trenton Murray
Frances Pryor-Swanson
Shawn Walsh
Shop 67
Sarah Alvarez
Shop 71
Ashley Caldwell
Kaylie Contraro
Emily Frankowski

Shop 86
Kathleen Blackner
Shop 99
Justin Coppinger
Natasha Keolanui

Alexander Rosen

Michael Swain II

Annilicia Wilson

New food trucks at PSNS & IMF: Fueling the mission



ABOVE: Puget Sound Naval shipyard & Intermediate Maintenance Facility employees visit one of the new Employee Food Serves mobile canteens Feb. 4.

Have you seen the new bright orange and blue mobile canteens driving around the shipyard? Jan. 27, 2020, Employee food Services rolled out two new food service vehicles, Mobile 4 and Mobile 5. The food trucks join the fleet of older models that have been servicing the shipyard since 1992.

"Our mobile canteen fleet had not been updated in almost two decades and has slowly gone from five trucks to one," said Chad Davis, EFS general manager.

"Our job is the 'fuel the Mission,' and we were not consistently meeting that task with our trucks. New trucks were a necessity to serve our patrons."

FOOD TRUCK LOCATIONS:

Mobile

Building 448, 5:50 - 6:25 a.m.

Dry Dock 6, 6:30 - 7 a.m.

Buildings 873 & 983, 7:05 - 7:25 a.m.

Building 900, 7:30 - 7:55 a.m.

Bus Lot Area, 9:20 - 9:40 a.m.

Recycling, 9:45 - 10:25 a.m.

Dry Dock 6, 10:50 a.m. - 12:30 p.m.

Mobile

Burwell Gate, 5 - 5:45 a.m.
Building 460 (north), 6:30 - 7:20 a.m.
Building 495 (east), 7:25 - 7:55 a.m.
Building 502, 9:05 - 9:15 a.m.
Building 495 (east), 9:45 - 10:15 a.m.
Building 431, 10:25 - 10:55 a.m.
Building 457, 11 a.m. - 12:30 p.m.

Times and locations may change due to demand or shipyard needs.

For more information on services provided by EFS, call 360-627-2096.

The new trucks sport high visibility and bright graphics making them easy to spot. They were designed so all food service equipment (coolers, hot food displays, coffee machines, etc.) can be repaired or replaced with minimal impact to service, reducing future repair costs extending the trucks' life cycle.

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Stephens Honored as APS of the Year



ABOVE: Jeremy Stephens, 2019 Assistant Production Superintendent of the Year.

Dan Bell, Chair of the Assistant Production Superintendent committee

The Puget Sound Naval Shipyard & Intermediate Maintenance Facility Assistant Production Superintendent Association announced Jeremy Stephens as the 2019 Assistant Production Superintendent of the Year.

Stephens has been a member of the APSA since 2016 and was the associations' president in 2018 and 2019. He started his career at the shipyard in 2001 and is currently the nuclear director for Shop 11/17, Shipfitters and Sheetmetal.

Stephens actively participates in APSA sponsored events, giving of his time to help others and ensure the association's commitments are met. Some of the events sponsored by the APSA are the Shipyards' "Can you see me now?" campaign, West Sound Tech Scholarship Luncheons and the Retsil Veterans Christmas Party.

According to his colleagues, Stephens uses a personal approach when it comes to the growth and development of his personnel and takes particular interest in mentoring his shop's general foremen. As nuclear director, he is a highly sought after subject matter expert, always working to drive improvement in execution. To this end, Stephens formed a Nuclear Director Community of Practice to provide a forum for sharing trade knowledge across all four naval shipyards.





BLOODADRIVE

The Armed Services Blood Bank Center

April 1 Sept. 2
May 6 Oct. 7
June 3 Nov. 4
July 8 Dec. 2
Aug. 5

Blood drives are held at Building 1106, second floor, room 214 from 9 a.m. - 3 p.m. each month. All civilian and military personnel may attend. Day shift employees are encouraged to come prior to 3 p.m. so swing shift employees have time to donate. Time is allowed with supervisor approval. *Save a life. Give the gift of blood.*

360-476-3809 • www.militarydonor.com



Shipyard hosts second Labor Management Summit



ABOVE: Mary Bacon, IFPTE president, represented her organization at the second Labor Management Summit. (PSNS & IMF photo by Scott Hansen)

The second Puget Sound Naval Shipyard & Intermediate Maintenance Facility Labor Management Summit was held February 4.

The summit was hosted by the shipyard commander, and the presidents of Bremerton Metal Trades Council and International Federation of Professional and Technical Engineers.

Attendees included Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, department heads, trade superintendents, chief stewards and officers of BMTC and IFPTE, and leaders from the Human Resources Office.

The purpose of the summit was for attendees to come together in collaboration to build relationships between labor, management and human resources in support of the shipyard's employees and mission. The summit included guest speakers and teambuilding exercises designed to foster cooperation and candid discourse to strengthen a foundation for future parnerships.

Wolfson also announced her plans to convene a third summit this summer.

Hard Hat Heroes—shining a spotlight on high-performing teammates



In Episode 16 of Hard Hat Heroes, we meet members of the USS Connecticut (SSN 22) Project Team, who completed a continuous maintenance availability a day early. The project entailed nearly 8,000 man days of work, which returned Connecticut to the fleet mission ready and more capable than ever. View the video on the Puget Sound Naval Shipyard & Intermediate Maintenance Facility YouTube page.

Recreation & Rideshare

Tacoma Vanpool: Need riders; depart at 6 a.m. from 56th and Alaska Street in Tacoma and G lot at 4:10 p.m. Text 253-324-7555.

Federal Way Vanpool: Need riders. Depart Federal Way Twin Lakes Park and Ride at 5:30 a.m. and G Lot at 4:10 p.m. Call or text 360-340-1480.

Pierce Transit Vanpool: Three seats available on Pierce Transit Vanpool from Tacoma. Pick up at 73rd & Hosmer (Shiloh Inn) at 5:10 a.m. and 6th Avenue Park-n-Ride at 5:20 a.m. Arrives G Lot at 6 a.m. and departs at 4:10 p.m. Call 360-476-6769.

Rideshare ad policy

To post a Rideshare ad, email psns.pao. fct@navy.mil or come to Building 850, fifth floor, Congressional and Public Affairs Office to fill out an ad form. All information is subject to use in Salute — print and online.

Recreation opportunities

DoD civilians and their escorted guests can enjoy recreational services on base including bowling alleys, movie theaters and restaurants. Upcoming opportunities:

Tubing at Snoqualmie: 10 a.m. - 8 p.m., Feb. 29. Enjoy an afternoon of tubing down some incredible runs. No special skills required for this fun-for-all-ages romp. \$59/adults 13+, \$57/ages 6-12, \$34/ages 5 & under.

Build & Brew Terrariums: 6 - 8 p.m. March 12, Samuel Adams Brewhouse, NBK-Bremerton. Create the perfect plant piece to enjoy in your home or office. Simple. Cheap. Unique! \$20/person.

Snowshoe on Hurricane Ridge: 7:30 a.m. - 6 p.m., March 14. Take part in some of the finest snowshoeing in the Olympics surrounded by stunning 360-degree alpine views. Level III. \$42/person.

Spring Cleaning Basics: 6 - 8 p.m. March 24, NBK-Bangor Recreation Center. Learn some basic tips and tricks to make spring cleaning a breeze. Free.

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

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APPLY NOW FOR LEADERSHIP KITSAP 2020-2021

Do you want to develop your leadership skills? Network with a broad cross-section of people who will be shaping Kitsap's future? Develop yourself as an engaged community leader? Then Leadership Kitsap is for you!

Applications for Leadership Kitsap Class of 2020-2021 are due March 9.

The Leadership Kitsap Foundation is a non-profit organization founded in 1993 whose mission is to promote informed and committed civic volunteerism. The year-long program is designed to help participants:

- Acquire a fuller sense of the critical issues affecting Kitsap County and develop the leadership skills necessary to motivate and engage others in collaborative efforts to resolve them.
- Build relationships
- Strengthen community networks

The program lasts 10 months starting in late August 2020 to end of June 2021, and requires a personal time commitment, after hours and some weekends. Employees are granted official time off for participation during normal working hours to attend (approximately 13 days). Employees are not compensated for required after hours and weekend participation. Applicants must be a GS-11 (or above) or a WG-10 (or above).

To be sponsored by PSNS & IMF; submit an essay (approximately 500 words) detailing your:

- Academic and/or professional achievements
- Past and/or present community involvement
- Goals or aspirations for volunteering in the community
- Leadership qualities
- Key issues facing Kitsap County



ABOVE: Chris Meyer (fourth row, second from left), new employee orientation program manager, and Alex Cervantes (back row, far left), employee development program manager, from Code 1180, Command University, were selected for the Leadership Kitsap Class of 2018, pictured above at the Seabeck Conference Center in September 2017.

Forward completed essays to Code 1180, Command University, at PSNS.CommandUniversity.FCT@navy.mil by close of business March 9. If your essay is selected, you will be contacted for an interview with a panel of PSNS & IMF Leadership Kitsap Alumni. Two applicants will be selected for sponsorship and will apply directly to Leadership Kitsap via electronic application (due April 8) and will participate in an interview process through Leadership Kitsap before selection is complete. Students are responsible for \$250 of the tuition fee; the rest is paid by PSNS & IMF.

Visit the Leadership Kitsap page on Code 1180's SharePoint site to download and print the informational trifold. More information is also available on Leadership Kitsap's website, LeadershipKitsap.org.

Call 360-471-6634 or 360-782-1058 for more information.