



# SALUTE

March 5, 2020  
Vol. XII No. 5

Puget Sound Naval Shipyard & Intermediate Maintenance Facility



**Partnership with DLA Disposition Services streamlines submarine component recycling and disposal**





**SALUTE**  
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**On the cover:**  
Puget Sound Naval Shipyard & Intermediate Maintenance Facility Code 740 riggers manage guide lines while transferring a load to a barge for transport as part of the DLA Disposition Services Demilitarization as a Condition of Sale contracting program.

Diversity, inclusion and opportunity - a winning combination

Diversity is one of our greatest strengths, and as I discussed in last month's column, we are one team; it's all about making connections. Special observances like Black History Month, which was in February, are a great way for all of us to increase our knowledge, awareness and show support for one another. The African-American Employee Resource Group hosted an amazing luncheon Feb. 19. Part of the program was an impactful guest speaker, Valerie Scott, visiting from Norfolk Naval Shipyard. She discussed the importance of diversity and inclusion in all aspects of our lives. Holding ourselves accountable, acknowledging our biases and stepping outside of our comfort zone will make us all more effective leaders, teammates and employees. March is Women's History Month and the Professional Women's Employee Networking Group is hosting a celebratory breakfast the morning of March 19. I hope you can make it! Employee Resource Groups are open to everyone. You can find more information about the available groups and their meeting times on SharePoint.

When we talk about how important is it to respect every individual, part of that is encouraging all of our

employees to be the best they can be. That's why we've worked so hard to emphasize employee development opportunities, locally and across the NAVSEA Enterprise in this issue.


I had the privilege last week to cut a ribbon and officially open the Command Career Center in their new location next to Building 427. This is a terrific win for our employees! I am so thrilled at what the team has put together to serve you. They can help our workforce with a multitude of services, including identifying career goals and building a plan to achieve them. You can read more on page 6.

You'll notice the latest message from Vice Adm. Moore on page 5 is all about the many ways corporate leadership is working to develop the next generation of NAVSEA leaders. That includes the Next Generation Leadership Program, the Journey Level Leadership Program, and the Commander's Executive Fellows Program. All of these programs are open to everyone within the NAVSEA Enterprise, so if you're looking for the next step in your career at the shipyard, look into what option might be best for you. Talk to your supervisors, training managers or visit the new Command Career

Center to find out more. Most importantly though, know that we are here and ready to support you. Another tremendous win for our command is the addition of two social workers and an onsite Department of the Navy Civilian Employee Assistance Program counselor. We have officially stood up what we are calling the Command Counseling Program. This is something we have been working on since the fall, and I am thrilled to see them in action. Please, read page 7 and find out all they have to offer.

Last, but definitely not least, I want to give a huge Bravo Zulu to our Information Technology Department for their stellar performance on our Command Cyber Operational Readiness Inspection. CCORI is a mission-based and threat-focused operational inspection to assess risk to our mission from threats and vulnerabilities found with our information systems, networks, applications, and data. More than 20 inspectors thoroughly inspected our IT infrastructure, processes and personnel, and wow, did our team perform! The Chief of Naval Operations, Adm. Mike Gilday, passed along a personal note of congratulations saying he was told by Fleet Cyber representatives that PSNS & IMF had the best network they've ever inspected. It doesn't get better than that! Thanks Code 109 for representing us so well during this inspection.

ONE MISSION—ONE TEAM!

  
Captain Dianna Wolfson  
Commander, PSNS & IMF

PSNS & IMF Partners with DLA Disposition Services to streamline submarine component recycling and disposal

PSNS & IMF Public Affairs

Stewardship and responsible handling of Department of Defense assets is a long-standing priority for Puget Sound Naval Shipyard & Intermediate Maintenance Facility. Disposition and recycling of materials has evolved significantly in the shipyard's 129-year history.

Most recently, through collaborative efforts between PSNS & IMF and Defense Logistics Agency Disposition Services, submarine recycling and shipyard disposal efforts made a measurable leap forward through the establishment of a Demilitarization as a Condition of Sale contracting program.

The program establishes an equipment disposal contract for services to downsize, load and transport large industrial plant equipment to DLA Disposition for the purpose of reutilization, transfer, donation or sales using barges to transport equipment from the shipyard to recycling and salvage vendors. The synergy between DLA and PSNS & IMF has helped to significantly reduce existing backlogs and provide solutions going forward.

"With a shipyard as old as ours, it is crucial to have a fully-capable disposition team that can meet the challenges needed to ensure we dispose of the government's property correctly," said Ty Olson, trade supervisor, Production Engineering and Facilities, Code 980. "This allows us to prevent environmental and classified spills, and ensure demilitarization and radiological requirements are followed."

Submarine recycling is a complex evolution, in which the entire submarine is reduced from an operational vessel to salvageable pieces, many weighing up to 400 tons.

It is a labor-intensive process, involving the use of heavy tools and equipment to break down internal and external components. Demilitarization as a Condition of Sale allows for the disposal of large pieces of a vessel in accordance with DoD and U.S. Department of Commerce regulations.

"The cost to downsize submarines



**ABOVE LEFT:** Capt. Dianna Wolfson, commander of Puget Sound Naval Shipyard & Intermediate Maintenance Facility, with Michael O. Cannon (right), director of Defense Logistics Agency Disposition Services and Bruce Bordenick (center), executive director of Radiological Controls, PSNS & IMF, discuss the benefits of the Demilitarization as a Condition of Sale contracting program. **ABOVE RIGHT:** PSNS & IMF leadership and members of the DLA Disposition Services team toured the shipyard's Pier 9 where a barge was being loaded with large industrial plant equipment before being transported for the purpose of reutilization, transfer, donation or sales. (PSNS & IMF photos by Scott Hansen)



and structures manually without using the DCoS program would entail a level of effort cost of at least \$3.3 million and higher per barge, when considering the number of man-hours utilized, crane and rigging costs, hourly salary and average barge load size." said Capt. Mark Harris, supply and logistics department head, Code 500, PSNS & IMF.

"Downsizing with a DCoS program contract reduces the level of effort cost to a minimum of \$1.5 million, yielding the government a benefit in the amount of at least \$1.7 million. Across six barges, that is a labor savings to the government of around \$10 million dollars. Therefore, the larger the pieces of material that are loaded on a barge, the larger the savings to PSNS & IMF, and there is a benefit of increased employee health and welfare."

Prior to the implementation of the program, the shipyard identified opportunities for improvement. Some areas identified were methods for lifting and transporting large materials, segregation of scrap metal, caisson disposal, managing electronic waste, ensuring the safety of personnel and hazardous waste handling.

"It's significant for the 'win-win' benefits it affords to PSNS & IMF, DLA DS and the vendors that participate,"

said Harris. "Success serves as a springboard for further engagement in view of our future the increasing recycling and disposal requirement."

Immediate benefits include reductions in man-days to complete work, decreased repetitive-use injuries and worker fatigue, and the ability to reallocate valuable resources to work other mission-critical projects. In the long term, these efficiencies translate into increased workforce agility, allowing time for training and allocation to higher priority projects.

"It's really about being smart on how we manage scrap materials," said Michael O. Cannon, director, DLA Disposition Services. "This has never been done before, PSNS & IMF is the first command to do anything like this and we are really excited about increasing efficiency and the future applications for this program, ultimately resulting in a benefit to the warfighter and our shipyards."

To continue the momentum of the program, PSNS & IMF and DLA Disposition headquarters hold weekly phone meetings to discuss operations and keep the critical lines of communication open to continually improve the methods in which the Navy disposes of its excess property.



# PSNS & IMF celebrates Black History Month with community luncheon

*The event focused on cultural competence in the workplace.*

*PSNS & IMF Public Affairs*

In honor of Black History Month, Puget Sound Naval Shipyard & Intermediate Maintenance Facility hosted a community luncheon at Kitsap Conference Center, Feb. 19.

The shipyard's African-American Employee Resource Group and Diversity Leadership Council coordinated the event, which featured keynote speaker Valerie Scott, diversity and inclusion director from Norfolk Naval Shipyard. The event theme was cultural competence in the workplace.

"Valerie Scott is a respected diversity and inclusion professional," said Nicole Taylor, Code 1100D diversity and inclusion manager at PSNS & IMF. "We are lucky to have a qualified and experienced manager who we can also collaborate with on programs specific to naval shipyards. We are using this opportunity not only to educate the workforce on cultural competency but to knowledge share with NNSY."

The luncheon was the fifth annual celebration held by PSNS & IMF and was attended by approximately 140 people, including shipyard employees and community partners.

"I believe to my core that diversity and inclusion is everyone's responsibility, but it is especially important for public servants and community representatives to create that environment," said City of Bremerton Mayor Greg Wheeler.

The event program included a prayer and a chorus of 'Lift Every Voice and Sing.' Floyd English, Seawolf/Connecticut program manager, PSNS & IMF, emceed the event and Capt. Dianna Wolfson, commander, PSNS & IMF, gave remarks.

"The words 'lift every voice and sing' were really impactful for me," said Wolfson. "Every voice is essential to our mission, shipyard, Navy and country."

As former colleagues at Norfolk Naval Shipyard, Wolfson warmly greeted and introduced Scott for her keynote address, recognizing her 30 years of civil service.

In her address, Scott opened the aperture on workplace cultures that exist



in modern, professional organizations. She spoke to three cultural categories: organizational, ethnic and generational.

"I have been a champion of diversity and inclusion all my life," said Scott. "In order to bring diversity and inclusion principles to all aspects of our professional lives, we have to learn ourselves. We have to be aware of our biases and how they come into play in the workplace and with our decision-making. We have to ask ourselves tough questions and be willing to ask tough questions of others."

PSNS & IMF's African-American Employee Resource Group is open to all shipyard employees of any race or ethnicity. AAERG's goals are to increase recruitment, hiring, and retention of African-American employees, provide a network that supports the professional development of African-American employees and increase cultural awareness and education across the shipyard.

"AAERG is a great group to be a part of," said Titus Woodson, co-lead of AAERG. "We put on a variety of networking and professional development events. All are welcome!"

**ABOVE:** Capt. Dianna Wolfson, commander of Puget Sound Naval Shipyard & Intermediate Maintenance Facility, speaks at the shipyard's African-American Employee Resource Group community luncheon in honor of Black History Month at the Kitsap Conference Center Feb. 19. The luncheon was the fifth annual celebration held by PSNS & IMF and was attended by approximately 140 people, including both shipyard employees and community partners. (PSNS & IMF photo by Scott Hansen)



**ABOVE:** Valerie Scott, diversity and inclusion director at Norfolk Naval Shipyard, speaks at Puget Sound Naval Shipyard & Intermediate Maintenance Facility's African-American Employee Resource Group community luncheon in honor of Black History Month at the Kitsap Conference Center Feb. 19. (PSNS & IMF photo by Scott Hansen)

# View from the Bridge

*A message from Vice Adm. Thomas Moore, commander, Naval Sea Systems Command*

In my last column I talked about the Shipyard Infrastructure Optimization Program and what that will mean to your shipyard. However, without a trained and talented workforce, SIOP won't work. In this column, I want to talk about your future and ways you can grow professionally.

Over the past several years, the Navy has increased the number of shipyard personnel by about 9,000 across our four yards. To train our newest hires we made significant changes to our educational programs, emphasizing hands-on and virtual learning. This allowed us to cut the amount of time required to take a new hire and get them productive — they may not be full journeymen, but they were able to do some waterfront work sooner than ever before.

As we were growing the size of the workforce we also saw an increase in attrition, meaning we were losing more people than bringing onboard. We realized we had to put more emphasis on training our next generation leaders pretty much as soon as they enter the workforce. With that in mind, NAVSEA built a three-tiered training program designed to provide our people with the knowledge, skills, and abilities needed to grow professionally and prepare for more challenging work.

The first course is designed to support our entry level personnel. It's called the Next Generation Leadership program, or NextGen, and it's tailored for people in the GS-7 through GS-11 range who want to learn more and gain a better understanding of our enterprise. This is a self-paced, two-year program during which participants learn to identify

individual strengths and weaknesses, gain a deeper understanding of how to motivate others, learn various strategies to improve effectiveness and develop better problem-solving and decision-making skills. The best part is you can do it while still in your current role at the shipyard.

The next program is called the Journey Level Leadership program, and it's geared toward the high-performing employees in the GS-11 to GS-13 range. JLL focuses on providing future leaders with a chance to expand their horizons and grow professionally. The program requires a real time commitment, with classroom work at NAVSEA Headquarters in Washington, D.C., and rotational assignments to different commands across the Department of the Navy. JLL ends with participants briefing a final project tied to NAVSEA's mission to me, Mr. Jim Smerchansky, NAVSEA's executive director and senior civilian and other leaders from across the Enterprise.

The NAVSEA capstone program is the Commander's Executive Fellows Program. This highly-competitive and intense course allows our best and brightest GS-12 to GS-15 personnel the chance to take on leadership rolls within NAVSEA, work directly for and with our senior leaders, and build the knowledge and skillset required to earn more responsibilities.



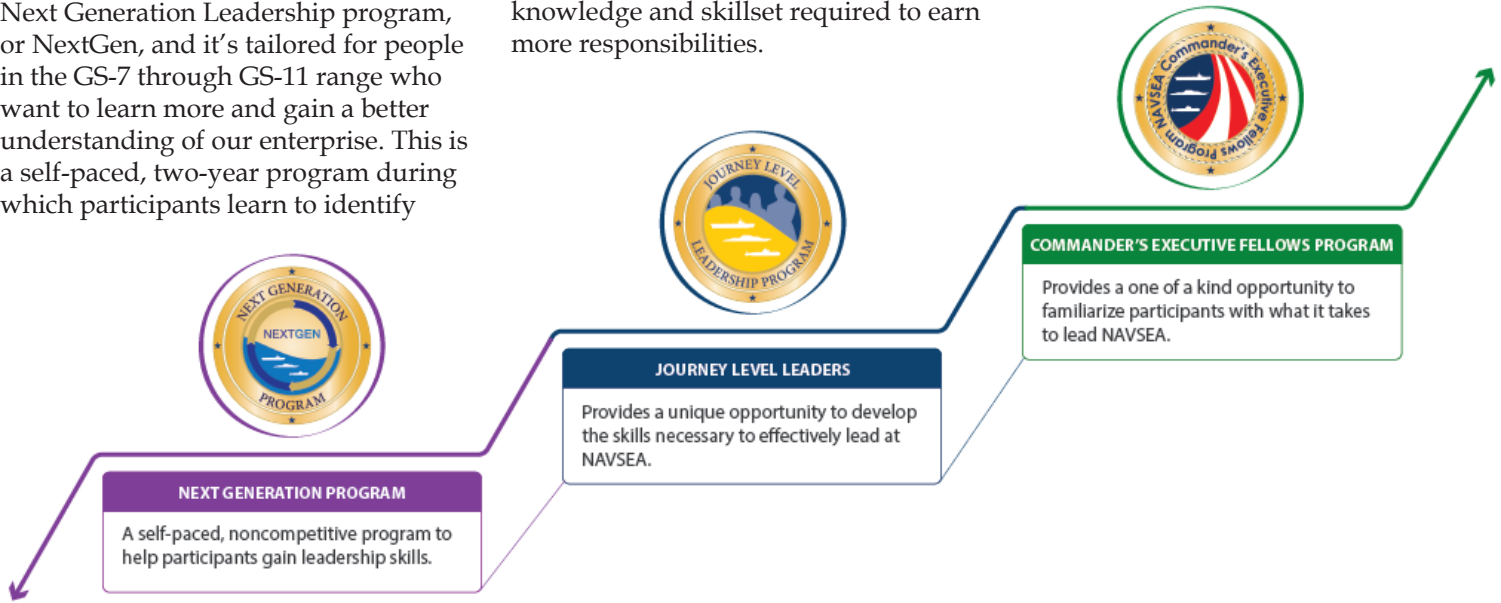
NAVSEA's leadership programs are open to everyone within the NAVSEA Enterprise and I encourage those of you who want to take the next step in your career to look into these opportunities and see if they are right for you. More information can be found on NAVSEA's public website which is accessible via any web browser at [www.navsea.navy.mil](http://www.navsea.navy.mil).

If you'd like to apply, I urge you to talk to your supervisors and contact your training managers. If you have a question, you can send a note to the NAVSEA Training Team at [nssc.traininginquiry.fct@navy.mil](mailto:nssc.traininginquiry.fct@navy.mil).

If you have additional questions, you can send them to the NAVSEA feedback e-mail, [NAVSEA\\_Feedback.fct@navy.mil](mailto:NAVSEA_Feedback.fct@navy.mil).

Keep charging, share what you know, and win them all!

Regards,  
Tom





# Command Career Center opens to assist with employee development

Max Maxfield, PSNS & IMF Public Affairs

Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, officially opened the Command Career Center during a ribbon-cutting ceremony Feb. 26 at the center's location next to Building 427 trailer M-14415 at the shipyard.

"It doesn't really get closer to home than developing this center for our people," said Wolfson. "It is pretty tremendous. I am really excited for this. It is an opportunity for our folks to be able to plan and prepare for their growth. Having resources available to them is very, very important."

The Command Career Center was created to support all PSNS & IMF employees' personal growth and professional development goals.

"Employees are encouraged and supported to take ownership of their future opportunities and to achieve their greatest potential," said Cecily Norgaard, Career Center Program lead with Code 1182, Workforce Development. "The Command Career Center's objective is to help employees plan for, identify and take advantage of opportunities throughout all phases of their careers."

Some of the services the Command Career Center offers include:

- Identifying short-, mid- and long-term career goals.
- Sharing development opportunities, e.g. apprentice programs, internships, mentoring, job shadowing and rotational assignments.
- Providing information on formal bridge and degree programs and cross-functional networking opportunities.
- Providing advice on résumé writing and the federal hiring process.
- Conducting mock interviews.
- Creating and updating Individual Development Plans.

According to Norgaard, the center complements professional development resources available within some shops



**ABOVE:** Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, cuts the ribbon during the official opening celebration for the Command Career Center Feb. 26. Pictured with Wolfson are Richard Tift, executive director, PSNS & IMF, and the Career Counseling Team, Heidi Anderson and CeCe Norgaard (top row), and David Tift, Britany Ashley and Eleanor McCann. (PSNS & IMF photo by Scott Hansen)

and codes, with a focus on whole-person development and enterprise-wide, long-term career planning. It is not designed to replace professional development resources available at the shop and code level.

The Command Career Center supports the Career Counseling initiative established by the People Executive Steering Committee, with specific services offered based on requests and feedback from PSNS & IMF employees.

According to Norgaard, the Workforce Development Branch has been working on setting up the Command Career Center since the proposal was signed by former Commander Capt. Howard Markle, and endorsed by Capt. Dianna Wolfson when she assumed command in June 2019.

To schedule an appointment, send a request via government or personal email to PSNSCareerCenter.FCT@navy.mil.

Appointment requests should include the name, badge number, shop or code, and a good contact phone number or email address. Scheduling an appointment during working hours requires supervisor approval, with the understanding that workload has priority.

In accordance with the Command

Career Center's mission to serve all shipyard employees, a handicap accessible mobility ramp was installed at the trailer, and a request has been made to add an automatic door opener that meets the Americans with Disabilities Act standards for accessible design. Employees with disabilities who have questions about accessing the trailer should send an email to PSNSCareerCenter.FCT@navy.mil.



**ABOVE:** Heidi Anderson, command career counselor, discusses the employee intake and formal session process with Capt. Dianna Wolfson, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, during the ribbon cutting ceremony for the Command Career Center Feb. 26. (PSNS & IMF photo by Scott Hansen).

# Command Counseling Program Launches

*PSNS & IMF offers free, confidential employee mental health counseling*

Silvia Klatman, PSNS & IMF Public Affairs

Articles and studies pepper the internet linking stress and mental health challenges with adverse impacts on physical health, family life and work.

Puget Sound Naval Shipyard & Intermediate Maintenance Facility recognizes these issues and are meeting them head-on.

The command recently welcomed two social workers, Gretchen Gamradt and Tracey Middleton, to provide free, confidential solution-focused therapy sessions to teammates. By standing up the Command Counseling Program, employees can voluntarily address challenges they're facing both inside and outside the fence line. Supervisors and managers can also get help navigating challenging situations related to a worker's observed behavior.

"After learning our command had no onsite Department of the Navy Civilian Employee Assistance Program counselor, the shipyard commander immediately authorized the hiring of two civilian social workers. Fortunately, we were able to bring these counselors onboard in record time," said Kimberly Rittenhouse, Code 1100, Executive Department division manager and deputy executive director. "We're fortunate to have these talented, experienced counselors in place. As luck would have it, DONCEAP is once again providing a counselor onsite so we will have three skilled counselors available to our workforce, all of whom afford the same confidentiality as other mental health professionals."

Gamradt and Middleton focus on tapping inner strengths, believing that most people know the solutions although emotions sometimes make those solutions more difficult to find. The counselors help employees move from what they refer to as the "problem zone" to the "solution zone."

"Sometimes people get stuck so we help them get moving on their journey," said Gamradt. The Command Counseling Program gives people a safe place to talk through challenges then "go on your own way and not carry it with you all day," she said.

Nationally, American adults are

acutely feeling stress and other pressures. In fact, a 2019 world-wide Gallup poll based on respondents' feelings the day before found that 55 percent of Americans reported they'd felt stress "a lot of the day," 45 percent experienced "a lot" of worry and 22 percent experienced "a lot" of anger the previous day. These numbers place Americans as some of the most stressed people on the planet.

"Emotions are part of being human," said Middleton. "We all want to be successful, to make a difference, to feel valued, to belong. When that doesn't happen, we feel stress."

Some people may be apprehensive about how seeking assistance may impact their security clearance, however, according to the SF86 security clearance guidelines, mental health treatment and counseling, in and of itself, does not have an impact.

When someone is dealing with difficulty, facing the issue as soon as possible is important.

"Mental health affects physical health," Gamradt said.

Awareness of sound mental health and emotional hygiene is growing. The Bureau of Labor Statistics reports increased absenteeism for employees who need time off due to stress, anxiety or related disorders. According to the Journal of Occupational and Environmental Medicine, health expenditures are nearly 50 percent greater for workers who report high levels of stress. Unresolved stress has been tied to mood and sleep disturbances, stomach issues and headaches as well as having negative impacts on family and other relationships.

"We all have blind spots. We all struggle with issues," said Middleton. "Sometimes, others can see those blind spots before we can."

Middleton stated, "Managers and



**ABOVE:** Puget Sound Naval Shipyard & Intermediate Maintenance Facility Social Workers Tracey Middleton and Gretchen Gamradt provide free, confidential solution-focused therapy for employees. (PSNS & IMF photo by Wendy Hallmark)

supervisors are already coming to us for personal growth and development to be a better leader."

Both Gamradt and Middleton noted they can refer employees in crisis to the appropriate resources, however, their role is to provide other support, such as emotional hygiene.

"Self-care is dealing with stressful situations before other issues come up," Gamradt said. "If addressed early, it's like dealing with a little wave instead of a full-on storm."

Call 360-340-2745 to schedule an appointment. If leaving a message, include name, phone number and a few available dates and times.

Supervisor approval is required if attending counseling sessions while on the clock. The CCP is using temporary locations so the meeting place will be arranged when the appointment is made.

Employees can attend up to three private, confidential sessions. If more sessions are needed, the counselors will help find appropriate resources in the community based on the employee's needs and health insurance.

The CCP honors confidentiality, as mandated by the Privacy Act and HIPPA (exceptions apply if threatening self-harm, harm to others or command property).



Nuclear Enlisted Community Manager discusses ethics, integrity during visit

Max Maxfield, PSNS & IMF Public Affairs

The U.S. Navy’s Nuclear Enlisted Community Manager discussed organizational ethics and integrity with senior leaders from throughout Puget Sound Naval Shipyard & Intermediate Maintenance Facility during a visit here at the end of February.

During several sessions, Electronics Technician (Nuclear) Master Chief Petty Officer Jeffrey Neese helped facilitate discussions among members of the department head group, trade and project superintendents, assistant project superintendents and leaders from several other codes.

Cmdr. Clint Hoskins, PSNS & IMF business and strategic planning officer, Code 1200, said Neese’s messaging about ethics speaks to and reinforces the organizational values of PSNS & IMF.

“I felt it meshed well with where we are going with the command with the roll-out of Strategic Framework 2.0 as well as with our added emphasis on refining our culture here at PSNS & IMF,” Hoskins said. “The shipyard commander agreed, and we invited [Neese] out to present to us.”

Brett Blackburn, a division manager with Code 270, Non-Nuclear Electrical, Electronics & Temporary Services, said he appreciated how Neese used real-world examples and findings from academic experiments to illustrate that “right” doesn’t always mean the



ABOVE: Electronics Technician (Nuclear) Master Chief Petty Officer Jeffrey Neese visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility to discuss organizational ethics and integrity. (PSNS & IMF photo by Scott Hansen)

same thing to people, depending on their backgrounds and experience.

“I’d never really considered that the definition of integrity might be different for different people,” Blackburn said.

Jeremy Largey, PSNS & IMF's senior civilian and nuclear engineering and planning manager with Code 2300, Nuclear Engineering and Planning Department, felt the discussions revealed ethical points supervisors could find useful.

“I really liked the discussion about roadblocks that our people face that can make it harder to do the right thing,” Largey said. “This was good for leadership to understand so we can be mindful of these roadblocks and apply some risk mitigation when there are significant roadblocks that we can't avoid.”

offers a reward prize. You may still participate in a friendly, non-betting, office pool with your co-workers as long as there is no cost to enter. However, be mindful of the rules governing misuse of government resources and official time for unauthorized purposes. Create your brackets and print them out on your home computer, not at work. In addition, while the choosing of teams likely does not involve an inordinate amount of time, the individual who is designated to keep track of everyone's picks might be expending a lot of time managing this effort. This could constitute a misuse of government time and resources. To avoid this problem, tally the wins off-duty and off-premises.

Don't forget: Hatch Act applies to all civilian employees

NAVSEA Office of Counsel

With the presidential election heating up, the Naval Sea Systems Command Office of Counsel is reminding employees about the Hatch Act.

The Hatch Act, a federal law passed in 1939, limits certain political activities of federal civilian employees. The law's purposes are to ensure that federal programs are administered in a nonpartisan fashion, to protect federal employees from political coercion in the workplace, and to ensure that federal employees are advanced based on merit and not based on political affiliation.

The Office of Special Counsel is responsible for enforcing the Hatch Act for federal civilian employees.

Please note, in particular, the following guidance:

All civilian federal employees may express opinion about candidates and issues. If the expression is political activity, however — i.e., activity directed at the success or failure of a political party, candidate for partisan political office, or partisan political group — then the expression is not permitted while the employee is on duty, in any federal room or building, while wearing a uniform or official insignia, or using any federally owned or leased vehicle.

DoD Directive 1344.10 provides guidelines on political activity for military members. In particular, it states that members on active duty shall not engage in partisan political activity, and that members not on active duty should avoid inferences that their political activities imply or appear to imply official sponsorship, endorsement or approval.

Visit OSC.gov and search for "Hatch Act" to find Dos and Don'ts for civilian employees along with more recent guidance about social media use.

Employee of the Year 2019 nominees

Congratulations to this year's nominees for PSNS & IMF Employee of the Year! All nominees will be honored at a formal ceremony April 14, 1 p.m., at the Admiral Theatre, 515 Pacific Avenue. The event will also be live streamed at the Historic Roxy Theatre, 270 4th Street.



**ADMINISTRATIVE, CLERICAL & SUPPORT SERVICES**  
(GS-10 or Equivalent and Below)  
Steven Androsiezsco, Code 1200N  
Rafe Barone, Shop 11  
Kendra Booth-Bell, Shop 52  
Bryan Brownlow, Code 105.1  
Dawn Dehaai, Code 900A  
Ashley Florez, Shop 71  
Dino Linsao, Shop 38  
Cindy Means, Code 400  
Arnold Morgan, Code 200  
Hana Robinson, code 105.5

**ADMIN & SUPPORT SERVICES**  
(GS-11 or Equivalent and Above)  
Nicole Aiken, Shop 11  
Frederick Baker III, Shop 71  
Gary Binder, Code 400  
Chasnny Chaffin Code 300N  
Susan Dalrymple, Code 500  
Robbie Everson, Code 900R  
Stephanie George, Shop 26  
Danny Gogue, Code 700  
Richard Gray, Code 600  
Lynn Grellner, Code 1000I  
Michelle Haas, Code 361  
Crystal Hamilton, Code 2301  
Michelle Hofbauer, Code 900T  
Pamela Hughes, Code 109  
Glennon Jenne, Code 220WD  
Tanya Lalicker Code 384  
Aaron Manke, Code 1200N  
Kody McBride Code 106  
Lindsay Millett, Code 130  
Elizabeth Mueller, Shop38  
Brian Parkin, Code 451  
Joeb Reiselman, Code 1200  
Ruth Rivet, Code 120S  
Richard Spears, Code 244  
Tiana Steckler, Code 300  
David Stein, Code 120  
Joseph Trent Jr., Code 1100  
Janelle Ward, Shop 31

**ADMINISTRATIVE MANAGERIAL OR SUPERVISORY**  
(Non-Engineering, White Collar)  
Anthony Pinto, Code 300N  
Kellie Randall, Code 1160  
Nathan Riley, Code 105  
Teresa Sayers, Code 500  
Kyle Scheese, Code 109  
Tadd Weber, Shop 31

**ENGINEERING MANAGERIAL OR SUPERVISORY** (White Collar)  
Matthew Conrath, Code 2340  
Brandon Heinemann, Code 710  
Kyle Krogstad, Code 980  
Patrick Leary, Code 105  
Cody Sigel, Code 2301  
Cornell Stull, Code 2370  
Christopher Voth, Code 2304

**TRADES & CRAFTS – ELECTRICAL**  
(Non-Supervisory, WG-06 and Above)  
Tyler Barbour, Code 730  
Dane Bargerstock, Shop 67  
Barry Bell, Shop 06  
Lawrence Cramer, Shop 51  
Benjamin, Gainey, Shop 06RF  
Joshua Neumann, Shop 99  
Jonathan Rothe, Shop 52

**TRADES & CRAFTS — STRUCTURAL**  
(Non-Supervisory, WG-06 and Above)  
Terry Brown, Shop 26  
Michelle Skelly, Shop 11  
Joshua Smestad, Shop 17

**TRADES & CRAFTS — MECHANICAL**  
(Non-Supervisory, WG-06 and Above)  
Eric Flodin, Shop 56  
Robert Fusco, Code 720  
Jonathan Gallent, Shop 38RF  
Erik Hughes, Shop 84  
Terry Koester, Code 730  
Matthew Merrill, Shop 31T  
Tyler Moore, Shop 38  
Makyla Olson, Shop 31  
Devin Parker, Shop 99  
Megan Work, Shop 57

**TRADES & CRAFTS — SERVICE**  
(Non-Supervisory, WG-06 and Above)  
Charles Adams, Shop 71  
Anthony Kirner, Shop 06  
Kaimana Lutey, Shop 64  
Tyler, Martin, Shop71TS  
Mathew Miller, Code 760  
Kenneth Stenbridge, Shop 64SW  
Lukas Sullivan, Shop64CPF  
Sierra Vickers, Shop 84

**TRADES & CRAFTS — ELECTRICAL**  
(Non-Supervisory, WG-05 and Below)  
Angela Johnson, Shop 51  
Adelbert, Ramos, Shop 67  
James Wilson, Code 730  
Anastaisia Zunk, Shop 99

**TRADES & CRAFTS — STRUCTURAL**  
(Non-Supervisory, WG-05 and Below)  
Brian Arnold, Shop 26  
Jake Kusman, Shop 11  
Jaimie Yancy, Shop 17

**TRADES & CRAFTS — MECHANICAL**  
(Non-Supervisory, WG-05 and Below)  
Jason Miller, Shop 31  
Gage Ody, Shop 56  
Nathan Salscheider, Shop 99  
Nick Winslow, Shop 38

**TRADES & CRAFTS — SERVICE**  
(Non-Supervisory, WG-05 and Below)  
Zachary Dudoit, Shop 64  
Gerald Lake, Shop 06  
Michael York, Code 740

**TRADES SUPERVISOR — FOREMAN**  
Bryan Bonachea, Shop 99  
Byron Brown, Shop 64SW  
Maria Burke, Shop 06  
Carl Coombe, Shop 31  
Joseph Flannery, Shop 71  
Ian Fleming, Shop 51  
Jelson-Jones Gragasin, Shop 56  
Anthony James, Shop 67  
Ashley Ellen Jones, Code 730  
James Kelly, Shop 57  
Casey Klee, Shop 11  
William Leasure, Shop 64CPF  
Breanne Mitchell, Shop 38  
Tymothy Noles, Shop 26  
Charles Parker, Shop 17  
Timothy Williams, Code 740  
Oscar Zuniga, Shop 38RF

**MANAGERIAL SUPERVISOR — TRADES & PROJECT**  
(Second-Level or Above)  
Patrick Blair, Shop 31  
John Cooper, Code 980  
Steven Denton, Shop 67  
Jonathan Ebdon, Code 120  
John Fahey, Shop 11  
Gary Hardy, Code 730  
Lana Houda, Code 130  
Trevor Kemper, Shop 64  
Melissa Kittrell, Code 300  
Brian Lunore, Code 740  
Charles Monzingo, Shop 38  
George Neira, Shop 26  
Azure Tift, Shop 06  
Keith Williams, Code 105  
Daniel Woodel, Code 300

**ENGINEERING OR PROFESSIONAL — WATERFRONT SUPPORT**  
(Degreed Engineer, EIT, or PE)  
Pedro Aguilar, Code 244  
John Burcham, Code 2300Y  
Phillip Chavez, Code 260  
Adam Hyde, Code 2301  
David Klein, Code 250  
Dmitriy Lobets, Code 2310  
Brian Macphee, Code 242  
Gregory Mapes, Code 270  
Steven Mehrer, Code 2330  
Eric Menjivar, Code 105.5  
Myron Miyahira, Code 105.1  
Kenneth O’Kelley, code 126  
Christopher Pust, Code 2370  
Benjamin Rogge, Code 125  
Michael Wheeler, Code 260M

**ENGINEERING OR PROFESSIONAL — PLANNING/INDIRECT SUPPORT**  
(Degreed Engineer, EIT or PE)  
Brett Adams, Code 105.2  
Jerry Ahlin, Code 260.4  
Calverley, Code 260.5  
Cerro, Matthew, Code 105.6  
David Failla, Code 138  
Kyle Figarelle, Code 2340  
Adam Haugen, Code 3910N  
Justin Marcak, Code 710  
Michael Masters, Code 125.2  
Jerry Nahring, Code 2310  
Angela Newsome, Code 2301  
Amy Slater, Code 2370  
Phillip Squier, Code 130  
Tyler Thornton, Code 244  
Sydney Wells, Code 2320

**ENGINEERING OR TECHNICAL**  
(Non-Degreed)  
Marcus Binford, Code 210  
Deborah Clary, Code 250  
Stanley Feret, Code 2340  
Monica Garcia, Code 250VP  
Kip Griffioen, Code 2370  
Jeffrey Hill, Code 710  
Timothy Hugg, Code 290EP  
Ronald Jenkins, Code 120C  
Kenneth Langhorn, Code 105  
Jeffrey Miller, Code 138  
Pedro Morales, Jr., Code 500  
Kurt Pendt, Code 242  
Kerry Pilkinton, Code 270  
Jay Singleton, Code 246

**TECHNICAL OR PROFESSIONAL**  
(Non-Engineering, Non-Supervisory)  
Erin Bargmyer, Code 300  
Anthony Blackner, Code 109.3  
Kenneth Dean, Shop 31  
Melanie Fabian, Code 105.5  
Kimberly Green, Code 109.1  
Kevin Hasegawa, Code 130  
Ronald Lewis, Code 2308  
Christopher Malloy, Shop 38  
Eric Martin, Shop 26  
Travis McGreger, Shop 71  
Daniel Patrinellis, Code 105.4  
Gregory Stanek, Code 105.3  
Jeffrey Warner, Code 106

**VISION OR INNOVATION AWARD**  
Joe Asencio, Shop 38  
Grace Booker, Shop99  
Mathew Buchanan, Code 740  
Micah Caffrey, Code 220  
Branden Doyle, Code 2301  
Kyle Edmondson, Shop 06  
Kim Garrett, Code 2370  
Justin Hike, Shop 11  
Matthew Lovejoy, Code 900  
Donald Lowe, Shop 26  
Linda Marinos-Swain, Code 105  
Charles Merriam, Code 250  
Jessica Mullins, Shop64CPF  
Kathryn Mullins, Code 105  
Brandon Rottle, Shop 51  
Rodger Smith, Shop 17  
Jeremy Avery-Turner, Code 2310  
Richard Wikle III, Shop 64SW

**EXCELLENCE IN SAFETY**  
Daphne Bain, Shop 64CPF  
Charles Chase, Shop 31  
Jeremy Geier, Code 730  
Rafael Hiquiana, Shop 64SW  
Ashley Lanman, Shop 17

**EXCELLENCE IN SAFETY MANAGER**  
Domingo Ceralde, Shop 11  
Leigh Lamarr, Shop 64CPF  
Travis Martens, Shop 64SW

**OUTSTANDING VOLUNTEER SERVICES**  
Alanzo Ausby, Code 105  
Tracy Harden, Code 900A  
Brent Taylor, Shop 64CPF  
Thomas White, Code 2330

**SPIRIT OF COMPASSION**  
Marian Baca, Shop 99  
Chelsea Hill, Code 300  
Neil Lindberry, Shop 26  
Cassandra Pruitt, Shop11  
Justin Shanks, Shop 64SW  
Bryan Talley, Code 105  
Joseph Woodyga, Shop 64CPF  
Robert Zick, Shop 38

**VALOR**  
Steven Denton, Shop 67



Attention: Changes to pharmacy services at the Branch Health Clinic

Pharmacy services at the Puget Sound Naval Shipyard & Intermediate Maintenance Facility Branch Health Clinic have changed as of March 1. Due to staffing and funding changes, new prescriptions for work-related injuries must now be filled at either Naval Hospital Bremerton or Bangor Clinic. Patients are encouraged to use Bangor due to the shorter wait times. Tricare beneficiaries may no longer refill prescriptions within the shipyard and should use Naval Hospital Bremerton's refill center. Please contact Hospital Corpsman First Class Wellborn or Lt. Cmdr. Wofford at 360-476-6552 with questions.

February Retirees

During the month of February, 15 personnel with a collective 515 years of corporate knowledge retired from the command. We thank them for their dedicated service.

Richard C. Atmore, Shop 11

Matthew C. Berquist, Shop 57

Karen L. Campidilli, Shop 31

Keith D. Higginson, Code 105.3

Ole B. Hovland, Code 260

Philip V. Igama, Shop 56

Peter M. Kallio, Code 900.30

Timothy J. Koontz, Code 1200N

David W. McClarin, Code 392

Fred Rabinovitz, Code 2301

Eugene B. Sedy, Code 2340

Michelle Rae Perrine Tibke, Code 200

Franklin W. Valliant, Code 450

Dale B. Wilson, Shop 38

Kenneth A. Zink, Code 2370

It's time to update NFAAS!

Military and civilian personnel can update and verify contact information in the Navy Family Accountability and Assessment system.

Go to [navyfamily.navy.mil](http://navyfamily.navy.mil).



# LOCKOUT/TAGS-PLUS SAVE LIVES!

Always use proper Lockout/Tags-Plus procedures to protect yourself from any energy source that can injure you or your fellow co-workers.

March is National Self-Harm Awareness Month

Self-harming behaviors are often a symptom of a mental health problem, and may be a coping mechanism for dealing with intense emotional pain.

Treatment can help people confront the underlying issues and develop coping strategies.

Contact your program to get help for depression, anxiety, PTSD and other mental health conditions.



The DONCEAP  
1-844-366-2327  
(1-844-DON-CEAP)

Call today or log on to [MagellanAscend.com](http://MagellanAscend.com)


# BLOOD DRIVE

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](http://www.militarydonor.com)



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:** 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](mailto: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:

**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.

**Tumwater Falls & Gardens Tour:** March 14. Explore the Yashiro Japanese, Sammakand Rose and Sunken Gardens featuring a wide variety of native trees and shrubs along the Tumwater River. Enjoy viewing the rapids and the spectacular mist-filled plunge over Tumwater Falls. Register by March 12. \$67/person includes transportation and lunch at The Falls Terrace Restaurant.

**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](http://kitsap.navylifepnw).

Voluntary Leave Transfer Program recipients in need of leave

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:

<b>Code 105</b> Marvin McGuff	<b>Code 2300</b> Norene Hermanson-Baker	<b>Shop 56</b> Rick Olmstead
<b>Code 109</b> Kendra Fitch	<b>Shop 57</b> James Morgan	<b>Shop 57</b> Zachary Solaita
<b>Code 120</b> Meghan Moore	<b>Shop 06</b> Alexondra Noble	<b>Shop 64</b> Collin Smith
<b>Code 125</b> Colton Snyder	<b>Shop 26</b> Zachery Shafer	<b>Shop 64</b> Trenton Murray
<b>Code 300</b> Robert Gray	<b>Shop 26</b> Kali Coughtry	<b>Shop 67</b> Frances Pryor-Swanson
<b>Code 400</b> Alexander Reyes	<b>Shop 31</b> Riley Hazard	<b>Shop 67</b> Jeffrey Nixon
<b>Code 600</b> Adrienne Draper	<b>Shop 31</b> Joshua Hubbell	<b>Shop 67</b> Shawn Walsh
<b>Code 600</b> Matthew Stubblefield	<b>Shop 31</b> Leah Ober	<b>Shop 67</b> Sarah Alvarez
<b>Code 600</b> Raelynn Luce	<b>Shop 31</b> Zachary Pearson	<b>Shop 71</b> Ashley Caldwell
<b>Code 700</b> Jesse Hannawacker	<b>Shop 31</b> Andrea Skinner	<b>Shop 71</b> Kaylie Contraro
<b>Code 900</b> Michael Rasmussen	<b>Shop 31</b> Joshua Wagner	<b>Shop 71</b> Emily Frankowski
<b>Code 900</b> Marianne Macdonald	<b>Shop 31</b> Shaun Yeadon	<b>Shop 71</b> Alexander Rosen
<b>Code 1100</b> Katie Marcucci	<b>Shop 38</b> Holly Bean	<b>Shop 71</b> Michael Swain II
<b>Code 1100</b> Rebecca Phillips	<b>Shop 38</b> Brett Blacknall	<b>Shop 71</b> Annilicia Wilson
	<b>Shop 38</b> Sherman Geeslin	<b>Shop 71</b> Melissa Smith
	<b>Shop 38</b> Paige Gumm	<b>Shop 71</b> Shon Phillips
	<b>Shop 38</b> David Rock	<b>Shop 86</b> Kathleen Blackner
	<b>Shop 38</b> Robert Zick	<b>Shop 86</b> Justin Coppinger
	<b>Shop 38</b> Samantha Zick	<b>Shop 86</b> Kayla Draper
	<b>Shop 51</b> Carter Gallimore	<b>Shop 86</b> Natasha Keolanui
	<b>Shop 51</b> Kimberly Renner	



## Women's History Month Breakfast

March 19, 2020

7 - 8 a.m., doors open at 6 a.m.

Kitsap Conference Center

Tickets:

\$25

Call 360-340-7436

## EXHIBITORS WANTED

Reserve your booth for the June 24 Knowledge Share Fair!

## STAY IN THE KNOW

Contact [PSNS.Workforce.Dev.FCT@navy.mil](mailto:PSNS.Workforce.Dev.FCT@navy.mil) for more information.





*We Can Do It...*  
*and She* **DID**  
WOMEN'S HISTORY MONTH



**HONORING THE PAST,  
SECURING THE FUTURE!**

