



SALUTE

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Puget Sound Naval Shipyard & Intermediate Maintenance Facility



PSNS & IMF

Acting SECNAV briefed on shipyard operations

Pages 6-7



They said it:

"Communicate, communicate, communicate. The defuelers, the Code 2340 (Nuclear Test Engineering Division) team, the Code 246 (Test and Work Control Engineering) team, the ships' crews, the rest of the project team, and most importantly, the PSNS & IMF workforce, communicate almost non-stop."

— **Cmdr. Jack Tappe**, Olympia/Louisville project superintendent, on what has allowed the project team to complete work a month early. *See story, page 5.*

On the cover:

Acting Secretary of the Navy Thomas W. Harker tours Puget Sound Naval Shipyard & Intermediate Maintenance Facility April 26. Harker met with command leadership to discuss ongoing and planned process improvement and transformation efforts.

(PSNS & IMF photo by Kenneth G. Takada)

Shipyard improvement efforts underway

In this issue of Salute you'll read about how we're ramping up our Public Shipyard Improvement Plan efforts, along with new process improvement, transformation and infrastructure upgrade programs, like Perform to Plan, Naval Sustainment System – Shipyards and the Shipyard Infrastructure Optimization Program.

Throughout all of these efforts, our focus will continue to be finding ways to improve how efficiently and consistently we return ships and submarines to the fleet on time, every time. Frankly, all the public shipyards' track record for returning ships to the fleet on time is not where it needs to be.

The success of the Navy's fleet and the its ability to provide a strong national defense rests on the level of readiness provided by the naval shipyards, which means it's imperative we continue to make improvements with a sense of urgency, ensuring you have the tools, equipment, material and information you need to execute your job in an efficient manner while identifying and removing barriers that could delay work.

Not only is PSIP our priority at PSNS & IMF, it's also a priority for our leaders in Washington, D.C., like Vice Adm. William Galinis, Commander, Naval Sea Systems Command; Adm. William Lescher, Vice Chief of Naval Operations; and Acting Secretary of the Navy Thomas Harker.

Vice Adm. Galinis visited the shipyard last week to discuss PSIP and NSS-SY and observed first-hand how we're already making improvements and transformations on the waterfront thanks to the ongoing efforts of our workforce. And earlier this week, both Adm. Lescher and Secretary Harker visited PSNS & IMF separately to discuss PSIP, NSS-SY and SIOP and learn about how innovations, infrastructure improvements and process transformation efforts help ensure the safety and security of the U.S. and its allies.

These visits are a good reminder that we have the support we need from senior leaders and that they are focused on the most important issues and ready to help us remove barriers.

Every day I am grateful to see the work you do in support of our mission, and I know these improvement efforts will only serve to

amplify the achievements and innovations you're already making on a regular basis. Remember, our success in these efforts is only possible because we Win As A Team.


May is Asian American and Pacific Islander Heritage Month, and like every special observance, it's the perfect opportunity for us to recognize the service and dedication of our AAPI Sailors and civilians. In the words of Admiral Harry B. Harris Jr., "America's greatest asset is not our assembly lines or weapons systems, or even our great ships, submarines, and airplanes ... it's our people." I'd say the same is true of PSNS & IMF. We are all different – different races, different ethnicities, different talents, educations and perspectives – but we are all One Team bound together by our shared mission to maintain, modernize and retire our Navy's fleet.

I encourage us all to honor the contributions that Asian American and Pacific Islanders have made to this country, reflect on the challenges that still face the AAPI community, and work to promote an environment free from discrimination and racism that values diversity and inclusion within our gates, and out in our community. We must show respect through our actions and hold ourselves accountable. Respect Every Individual. Every day. Everywhere.

One way we show respect for every individual is through the CARE Pledge. The CARE Pledge was first created in 2019 by the Command Anti-Harassment and Discrimination Team as a voluntary way to show we care about ensuring a workplace free of harassment and discrimination. The next CARE Pledge event, scheduled for May 18, is a chance for us to reaffirm our commitment to the Pledge and our commitment to each other.

There will be stations set up along Farragut Avenue where you'll be able to engage with the team, get a hardhat sticker and sign a CARE pledge banner. More details will be announced in the coming weeks. I hope to see you there.

As always, thank you for all you do. Press Forward Team.


Captain Jip Mosman
Commander, PSNS & IMF

Chief of Naval Operations NAVPLAN

How to build, maintain more ready fleet

Editor's note: This is the second in an ongoing series of planned articles about process improvement and systems transformation efforts at PSNS & IMF.

Max Maxfield,
PSNS & IMF Public Affairs

The Chief of Naval Operations NAVPLAN released in January calls on the Navy to build and maintain a more ready fleet by focusing on four priorities: readiness, capabilities, capacity and Sailors.

To this end, "we will accelerate our momentum in improving on-time delivery of ships, submarines, and aircraft out of maintenance availabilities," the CNO NAVPLAN reads. "Better planning our maintenance availabilities, improving operational level maintenance practices, and providing stable, predictable requirements to industry will accelerate our improvements."

Throughout the coming months and years, Puget Sound Naval Shipyard & Intermediate Maintenance Facility workers will learn about and help implement new process improvement/transformation programs and infrastructure upgrade programs, such as Perform to Plan, Naval Sustainment System – Shipyards, the Shipyard Infrastructure Optimization Program, and the Public Shipyard Improvement Plan.

"It is no surprise, I think, to anyone that we as a shipyard have not delivered every availability back to the Navy on time," said Matt Cady, PSNS & IMF product line director and innovation program manager, when explaining the need for PSIP. "The country counts on these assets being delivered to sustain our maritime superiority, support humanitarian efforts, and reflect our capabilities in wartime needs."

According to Cmdr. Clint Hoskins, PSNS & IMF operations officer, during a Shipyard Board of Directors meeting Feb. 24, 2021, Naval Sea Systems Command 04, Logistics, Maintenance and Industrial Operations, asked all four Navy shipyards to develop solutions to specific problems that can be shared across the



ABOVE: Vice Chief of Naval Operations Adm. William Lescher visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility April 27 to tour PSNS & IMF facilities and to discuss how the Public Shipyard Improvement Plan and the Shipyard Infrastructure Optimization Program will empower PSNS & IMF to fully support the Navy the nation needs. (PSNS & IMF Photo by Scott Hansen)

"The country counts on these assets being delivered to sustain our maritime superiority, support humanitarian efforts, and reflect our capabilities in wartime needs."

— **Matt Cady**, PSNS & IMF product line director and innovation program manager

NAVSEA enterprise. The vehicle for this process transformation effort will be PSIP.

PSNS & IMF was tasked with developing schedule execution improvements, including backshift work execution, improving system throughput metrics, improving ship's system training, and improving how standard work is performed.

According to Hoskins, this will be a shared effort among the public shipyards. Portsmouth Naval Shipyard will look at improving availability duration. Norfolk Naval Shipyard & Intermediate Maintenance Facility is

examining shop efficiency.

Pearl Harbor Naval Shipyard is tasked to review unplanned work.

PSNS & IMF will leverage "sprints" to identify and address areas that can be improved. The process improvement/transformation teams will expend effort over a short time to specify the issue, pilot and refine the learning, and then scale the improvement as appropriate. The level of effort needed to address a problem must be directed at finding a lasting solution.

"Simply applying energy or pressurizing people for a short term gain is counterproductive to the desired result of creating a systematic change that is sustainable over the long term," said Cady. "A scaling plan, including codification of the change, must be present to obtain sustained change over time. Otherwise, the system and behaviors will return to where you were prior to applying the short burst of energy."

According to Cady, the initial effort to

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Code 106 employee first to complete Navy pilot safety program

Meghan Henderson,
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility employee Joseph Maute, Code 106.2, Special Projects, became the first person to complete a pilot Navy safety program, in early April.

Maute earned serial number one for the Navy Safety Professional Level 1 certification, a new program set up by the Naval Safety Center to recognize personnel working in the Navy safety field who have completed an extensive list of safety competencies.

To earn the Level 1 certification, Maute first earned a Certified Safety Professional certification; the U.S. Army’s CP-12 Professional Certificate; and a First Aid/CPR/AED certification.

“Overall, the road to achieving the Navy Safety Professional certification was a long journey for me,” said Maute. “It was the result of eight dedicated years of study and practical application that eventually led to obtaining my master’s degree in advanced safety engineering and management. The knowledge and skills gained from my ten years in the Army, my seven years in the shipyard, and my formal education helped in achieving my various certifications.”

Maute learned about the certificate program



AT LEFT: Joseph Maute, Code 106.2, Special Projects, recently became the first person to complete a pilot Navy safety program by earning his Navy Safety Professional Level 1 certification.

(PSNS & IMF photo by Kenneth G. Takada)

through a webinar session held by the Naval Safety Center, which encouraged safety professionals to develop and learn new skills.

“While the NSP Level 1 certificate is a great achievement, it does not change how I conduct work on a daily basis,” said Maute. “In my view, the NSP certificate is simply a symbol of all the hard work, training and research that goes into becoming a knowledgeable safety professional for the [Naval Sea Systems Command] Enterprise. There is no doubt in my mind that there are many more people in the safety profession who already meet many

of these requirements and once NSC releases this program worldwide, we will see a huge jump in the number of NSP certifications throughout the Enterprise.”

NAVSEA Safety Director Shawn Smith described Maute as an “inspiration for other safety professionals across the Department of the Navy.”

“His achievement in successful completion of the challenging Navy Safety Professional Certification process is testament to his knowledge, dedication and work ethic,” Smith said.

we speak to enhance the tools/abilities we will deploy.”

As PSNS & IMF ramps up process and systems improvements, the Product Delivery Executive Steering Committee will initially help guide the learning process to ensure process improvements and systems changes among all of the shops and codes work in concert, and not against each other, to bring about command-wide improvements.

“The PD ESC looks at the entirety of the systems employed at the shipyard and assures they are working in concert to deliver ships on time,” Cady explained. “The PD ESC identifies barriers in the systems and works to remove them. The PD ESC acts as the conduit to assure the right engagement is communicated and provided to optimize implementation as well as steering the efforts in the right direction to make sure we are working on the right things.”

Over time, how PSNS & IMF uses each process improvement/transformation program to complement the others will likely change as data are gathered and codified, and lessons are learned. PSNS & IMF will remain focused on finding any and every way to improve how efficiently and consistently the command can return ships and submarines to the fleet on time, every time, while also developing an openness to embracing process management.

“We as a command are focused on looking at the process and systems we employ to execute our mission as well as the culture and behaviors which feed the systems so that we can improve,” Cady said. “These improvements can very well be characterized as enduring transformations, but the more transformational we get, the more emphasis has to be placed on ensuring effective change management.”

Experience paying off for Louisville-Olympia project team

Max Maxfield,
PSNS & IMF Public Affairs

The efforts of the experienced project team managing the simultaneous inactivation of Los Angeles-class submarines Ex-USS Olympia (SSN 717) and Ex-USS Louisville (SSN 724) at Puget Sound Naval Shipyard & Intermediate Maintenance Facility have resulted in both projects currently running about four months ahead of schedule.

According to Cmdr. Jack Tappe, project superintendent, lessons learned from previous Los Angeles-class inactivations, and doing as much work as possible pierside before moving the submarines into Dry Dock 5 in July, 2020 are key contributors in the advanced progress thus far.

“Louisville and Olympia are the seventh and eighth SSN 688-class inactivations at PSNS & IMF. The team is very good at what they do,” said Tappe. “We took advantage of the waterborne period to get as much work done there so we could also speed up the dry dock portion of the availability. When possible, the ship’s force also got involved and provided us with crew members to integrate with the shipyard personnel. We also assigned many removals directly to the ships’ crews.”

Tappe said hard work and communication among all the inactivation stake holders allowed PSNS & IMF to get started on critical path work well before the docking date, and to dock the submarines a month earlier than expected.

“Communicate, communicate, communicate,” Tappe said. “The defuelers, the Code 2340 (Nuclear Test Engineering Division) team, the Code 246 (Test and Work Control Engineering) team, the ships’ crews, the rest of the project team, and most importantly, the PSNS & IMF workforce, communicate almost non-stop.

“We are very close with our refueling engineers, the nuclear and non-nuclear technical codes, and our test houses, which help facilitate many wins,” he said. “Our test houses are always looking ahead to minimize the impact



ABOVE: Work on the Ex-USS Louisville (SSN-724), foreground, and Ex-USS Olympia (SSN-717) is running about four months ahead of schedule at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. (PSNS & IMF photo by Scott Hansen)

of hand-offs when in shift work, and making sure we are looking ahead at our next steps.”

Tappe said Code 740 Lifting and Handling teams constantly moved cranes around the dry dock to ensure the cranes were used efficiently to handle all component removals, as well as critical defueling operations. The ship crews also watched each other conduct evolutions and used these opportunities to facilitate real-time lessons learned. All of these actions enabled the entire team to accelerate the production schedules once the boats were in drydock.

Lessons-learned from Louisville’s and Olympia’s inactivations are also preparing PSNS & IMF for future submarine inactivations.

Since PSNS & IMF is the only Navy facility that recycles and disposes of submarines, workers can expect to spend decades retiring attack submarines, guided-missile submarines,

and eventually Ohio-class ballistic missile submarines as they are replaced by Columbia-class submarines.

Tappe said PSNS & IMF project teams and production workforce members currently handling Los Angeles-class submarine inactivations are becoming very experienced at finding time and cost savings.

“With the lessons learned from Louisville and Olympia inactivations, the shipyard was also able to significantly accelerate the next two inactivations, USS Bremerton (SSN 698) and USS Jacksonville (SSN 699),” Tappe said. “We have also enabled the shipyard to conduct another dual-pack inactivation for USS Providence (SSN 719) and USS Oklahoma City (SSN 723), which is being planned now. These are significant wins for the shipyard and the Navy.”

Doing both inactivations concurrently helps the team maximize performance.

“The ‘dual-pack’ is the right way to go,” said Tappe, referring to inactivating two ships concurrently, in the same drydock. “We can accomplish two inactivations at almost the same time as a single inactivation. That’s a significant cost savings.”

Both Olympia and Louisville arrived in Bremerton in October 2019. Olympia was decommissioned Feb. 5, 2021, and Louisville was decommissioned March 9, 2021.

Commissioned Nov. 17, 1984, Olympia was the second U.S. Navy vessel to be named for the city of Olympia, Washington. The boat’s mission was to seek out and destroy enemy ships and submarines, and to protect U.S. national interests. At 360-feet long and 6,900 tons, Olympia could be armed with MK48 advanced capability torpedoes and Tomahawk cruise missiles.

Commissioned Nov. 8, 1986, Louisville was the fourth U.S. Navy vessel to be named for the city of Louisville, Kentucky. The boat’s mission was to seek out and destroy enemy ships and submarines, and to protect national interests. At 360-feet long and 6,900 tons, Louisville could be armed with MK-48 advanced capability torpedoes and Tomahawk cruise missiles.



ABOVE: Capt. Jip Mosman, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, briefs Acting Secretary of the Navy Thomas W. Harker on various shipyard operations April 26 during a tour of Building 431. (U.S. Navy photos by Kenneth G. Takada)

Acting Navy secretary tours shipyard

Harker meets with command leadership to discuss process improvement plans

PSNS & IMF Public Affairs

Acting Secretary of the Navy Thomas W. Harker visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility April 26 to tour PSNS & IMF facilities and to discuss ongoing and planned process improvement and transformation efforts, along with the command's COVID-19 mitigation strategies.

Harker, who was guided through his visit by Capt. Jip Mosman, commander, PSNS & IMF, talked with PSNS & IMF

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AT LEFT: Acting Secretary of the Navy Thomas W. Harker visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility April 26. Harker met with command leadership and toured PSNS & IMF facilities to discuss ongoing and planned process improvement and transformation efforts.

"It's an honor to be here today, to see this shipyard and to see the important work being done to keep our ships at sea..."

— Acting Secretary of the Navy
Thomas W. Harker

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leaders about the U.S. Navy's Public Shipyard Improvement Plan and the Shipyard Infrastructure Optimization Program being spearheaded by Naval Sea Systems Command, and observed how the command has embraced high-velocity training and innovation to maintain, modernize and retire the Navy's fleet. U.S. Rep. Derek Kilmer joined for part of the visit.

Mosman also discussed how a proposed multi-mission dry dock at PSNS & IMF, in concert with other SIOP initiatives, will allow PSNS & IMF to meet the Navy's and the nation's needs for the foreseeable future.

"We are grateful the secretary spent time with us today to engage on the future of maintenance and discuss PSNS & IMF's continued efforts to improve and transform the waterfront to meet the needs of the Navy," said Mosman. "I was proud to show him, firsthand, the quality work this workforce does, day-in and day-out, to keep the active Navy fleet at-sea and ready for any operational tasking that comes its way."

Harker learned that PSNS & IMF is laser-focused on process improvements and innovation solutions that can help get ships and submarines out on time or early, without waiting on infrastructure improvements that may take decades to be fully-built and implemented.

Harker also spent time discussing the shipyard's COVID-19 mitigations, to include mandatory mask-wearing, mass vaccination efforts, and the production of barriers, hand-washing stations and hand sanitizer.

"It's an honor to be here today, to see this shipyard and to see the important work being done to keep our ships at sea and our Navy operationally ready for any tasking that comes our way," said Harker. "I am also impressed to see how our shipyards are improving their infrastructure to ensure that they continue to meet the needs of the fleet for generations to come."



ABOVE: Vice Adm. William Galinis, commander, Naval Sea Systems Command, second from left, tours Building 431 April 23 with (from left) Darrel DeHaven, senior naval reactors representative, Marc Harrington, Code 2300, Nuclear Engineering & Planning manager, Dan Arnall, Shop 31 production superintendent and Capt. Jip Mosman, commander, PSNS & IMF. (PSNS & IMF photo by Kenneth G. Takada)

NAVSEA commander briefed on status of availabilities, process improvement

PSNS & IMF Public Affairs

Vice Adm. William J. Galinis, commander, Naval Sea Systems Command, visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility April 23 to tour PSNS & IMF facilities, learn about the status of various maintenance availabilities, and to discuss process improvement and transformation efforts.

Galinis addressed PSNS & IMF leadership and then received a project summary before Capt. Jip Mosman, commander, PSNS & IMF, provided a guided tour of the shipyard. U.S. Rep. Derek Kilmer joined for part of the visit.

Galinis toured USS Michigan (SSGN 727) with Rear Adm. Doug Perry, commander, Submarine Group 9; and Capt. Michael Beckett, Michigan commanding officer, before learning about and observing PSNS & IMF workforce development efforts.

NAVSEA's top officer also discussed how PSNS & IMF and the other U.S. Navy shipyards will be using the Navy's Public Shipyard Improvement Plan and the Naval Sustainment System

– Shipyards initiative, a program spearheaded by NAVSEA across the four public shipyards to improve internal coordination and eliminate barriers between mechanics and their work so that all availabilities can be delivered on time, every time.

"We are thrilled to host Vice Adm. Galinis for the first time since he took command of the NAVSEA enterprise," said Mosman. "My favorite part of being shipyard commander is being able to showcase our incredible workforce and shipyard to visitors. It's an opportunity for senior leaders to see firsthand the hard work that is accomplished here every day in support of our Navy."

Throughout the tour, Galinis provided his vision for the future of naval maintenance to PSNS & IMF leaders and deckplate workers.

"I'm happy to be out here," said Galinis. "I cannot overstate the importance of what you do here. You are the enablers of our fleet, and you allow our Navy to do what we need to do. I am seeing a good embracement of NSS-SY here at Puget. We are on this journey together, across the enterprise."

STEM program adapts, navigates pandemic challenges

Silvia Klatman,
PSNS & IMF Public Affairs

Exposing youngsters to the satisfying world of science, technology, engineering and math has long been a commitment of Puget Sound Naval Shipyard & Intermediate Maintenance Facility and Naval Undersea Warfare Center Division, Keyport. Like so many other programs, the pandemic gave an impetus to those immersed in the world of STEM to rethink how to engage students.

“‘Troubleshooting’ takes on a whole new meaning when you’re talking about virtual learning,” said Corinne Beach, PSNS & IMF STEM Coordinator,.

The STEM team, which includes technical mentors and teachers, had to approach this challenge holistically then break down to the very basics in planning and logistics. One goal was to ensure every student would succeed in a remote environment by providing all material, instructions and mentoring. “We really tried to focus on equity from all angles,” said Beach. In addition, the team came up with different ideas to satisfy the requests of teachers and the desire for hands-on projects.

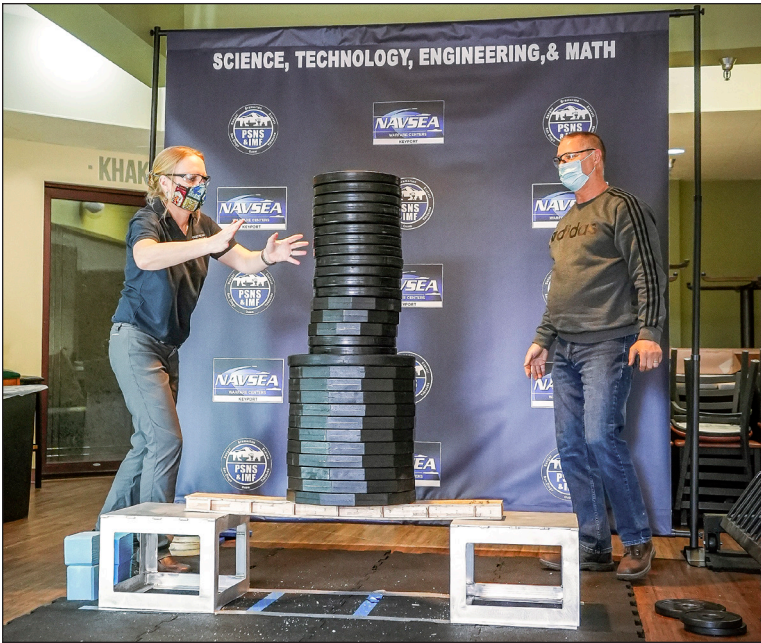
“The pandemic also nudged us to think about students in the rural areas of the Olympic Peninsula who, in the past, we would have only been able to provide tech support from afar,” Beach said. For example, the team is now working with the Quileute Tribal School in La Push.

Mentors also had to come up with new ways to guide students.

“In person, we’d ask some probing questions of a student then, if it still wasn’t working, offer to troubleshoot with or for them,” Beach said. “Now, those probing questions are even more crucial as is the patience to wait for the student to figure it out or work through the issue themselves.”

Feedback from teachers indicate that these changes were not only appreciated but crucial for their students.

“It has been a breath of fresh air to offer students this project experience,” said David Guertin, an Introduction to Engineering teacher at Ridgetop Middle School. “This connection is so important for our students because, for



AT LEFT: Corinne Beach, PSNS & IMF STEM coordinator, and Tony Towne, a retired Shop 31 machinist, load test a bridge built with popsicle sticks and Elmer’s glue by students at North Kitsap High School March 20 during the virtual West Sound STEM Showcase at the Bangor MWR center.

(PSNS & IMF photo by Brian Kilpatrick)

Next curbside STEM event

When: 3:30 p.m., Thursday, May 13

Where: Morale, Welfare & Recreation building, NBK-Bangor; The Landings Community Center, NBK-Jackson Park

To learn more: For more information or to get involved, call 360-340-5114

many, this is their only connection to engineers and technicians.”

The flexibility in approaching long-standing STEM activities differently brought new ways of engaging students throughout the learning experience, including challenges like the Bridge Load Challenge. This highly popular project in which students normally would have built bridges in teams and load tested them at the West Sound STEM Showcase was able to move forward with a twist: students built bridges individually then a small team performed the load testing as the event was livestreamed for students and families to watch.

Another way online learning was supplemented with hands-on activities was via individually packaged STEM kits with projects parents could do with their children. Military and Department of Defense civilian parents were able to pick up age-appropriate kits at monthly

curbside STEM events at four Naval Base Kitsap installations. The effort received rave reviews from parents.

“My kids loved these little kits,” said one parent. “It was an awesome way to introduce them to the way the world works around them.”

The pandemic challenges produced an opportunity to rethink how to engage volunteers in more convenient ways. The STEM program now has five non-NMCI laptops with cameras and MiFi set up at Command University so volunteers can connect remotely with a class.

“I can see this continuing for some time,” said Beach. This technology allows teachers to project volunteers onto the classroom’s large screens to mentor the students, thus eliminating the need to travel to individual classrooms. Using the tech means that volunteers can engage with multiple classrooms at once. Also, more teachers can now attend development sessions since the seminars won’t have limitations due to room size and capacity.

The STEM team continues to build on these and other outreach innovations to spark imaginations via these tactile, brain-stretching activities.

“It’s definitely different,” said Beach. “But it has given us new perspective and more of an open mind to consider what’s possible.”

Maintaining security clearance your responsibility

PSNS & IMF Security Department

The Puget Sound Naval Shipyard & Intermediate Maintenance Facility Security Department continually evaluates employee security risks. There are a number of factors that could impact one’s ability to hold a clearance, including financial issues, alcohol-related charges and domestic disputes.

Make sure you take responsibility and report any potential security risk to Security as soon as possible. If it is proven that an employee failed to report facts about a co-worker, an adverse national security eligibility action may be initiated against the employee that failed to report it. Security will help emphasize the individual’s responsibility to meet the standards and criteria for national security eligibility.

The following is a list of some of the more common security concerns that could impact an employee's ability to maintain a security clearance:

Foreign influence

- Close/and or continuing contact with a person who is a citizen or resident of a foreign country (including dual citizenships). This includes spouse, family members, in-laws, exchange students, friendships or business relationships. Contact does not have to be in person, it could be electronic correspondence, such as on Facebook, Skype, text or e-mail.
- Foreign travel whether for personal or official business reasons or buying foreign property.

Financial considerations

- Inability or unwillingness to satisfy debts regardless of the ability to do so.
- Failing to file/fraudulent filing of annual taxes, or if you’re being audited by the IRS.
- Financial issues linked to gambling or compulsive/addictive gambling.
- Check fraud (“bad” checks), multiple Overdraft/Non-Sufficient Funds.
- Repossessions (voluntary or involuntary).
- Bills sent to collections or currently 90 days past due or more (including, but not limited to, parking tickets, traffic tickets, utilities, credit cards, medical bills, child support, mis-use of government travel credit cards).
- Filing bankruptcy.

- House going into foreclosure/Short Sale/deed in-lieu or behind in payments.
- Liens, judgments, evictions, garnishments.
- Excessive spending, spending beyond one’s means.
- Identity theft.
- Co-signing a loan for someone and they become behind on payments.
- Inheritance, winnings or gifts over \$10,000.00.

Criminal conduct

- Arrests or allegation of criminal conduct (regardless of whether formally charged, prosecuted or convicted).
- On parole/probation or participating in court-mandated program (anger management, driving school, parenting classes, etc.).
- Any involvement in the legal system (being sued, circumstances where there may be a requirement to discuss job or duties under oath, currently on trial or currently awaiting trial).
- Traffic violations (infractions over \$300 unless they involved drugs or alcohol, reckless or negligent driving, or multiple minor offenses such as parking or speeding tickets).
- Suspended driver’s license.

To learn more

For more information, call Personnel Security at 360-476-4856.

- Discharge or dismissal from military for reasons less than “Honorable.”
- Interviewed/contacted by authorities/police (CPS, NCIS, FBI, etc.).

Drug/alcohol involvement

- Any use of federally illegal drugs, to include marijuana, use of products containing cannabidiol (CBD), controlled substances or mis-use of a prescription drug and non-prescription drugs.
- Illegal drug possession, cultivation, processing, manufacture, purchase, sell or distribution; or possession of drug paraphernalia.
- Diagnosis by qualified professional of drug/alcohol abuse/dependence.
- Participation in any drug/alcohol treatment program (in or out patient).
- DUI (regardless if formally charged, prosecuted or convicted, including deferments).

Psychological conditions

Note: Seeking mental health care is a positive course of action and sign of sound judgement.

- Behaviors which may result in a threat to one’s self or others.
- Not seeking treatment when needed.
- Noncompliance with the recommended mental health treatment.
- Involuntary psychiatric hospitalization.
- Recurrent or chronic mental health concerns, which have not responded sufficiently to treatment.

When to self-report

- Change in marital status (including legal separation).
- Cohabitation (i.e. living in spouse-like relationship), with whom you share bonds of affection, obligation, or other commitment.
- Adoption when there is contact with officials from a foreign country.
- Name changes.

Developing leadership skills key to career advancement

PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility’s Command University is now accepting applications for the Journey Level Leadership Program.

JLL is a one-year program for high-performing, GS 11- to 13 and equivalent civilian employees, to include the Federal Wage System, with three or more years of NAVSEA experience and demonstrated progressive leadership experience.

The program includes classroom instruction, networking, team building, an experiential 90-day rotation and a capstone project pursuing a topic that aligns with the NAVSEA Campaign Plan. Participation in the program includes mentoring, professional assessments and personalized feedback.

One of the premises of the program is to connect participants with the

NAVSEA-enterprise, to include NAVSEA Headquarters, the four public shipyards, NAVSEA warfare centers and NAVSEA regional maintenance centers.

Participants in the program aim to develop personal leadership abilities in project management, problem and conflict resolution, team building, time management, and virtual communication skills.

These enhanced leadership traits position JLL graduates to pursue new career challenges within NAVSEA.

To apply for the Journey Level Leadership Program or other leadership programs, visit the Command University SharePoint Site: homeportnvw.psns.navy.mil/dept/1100/1180/SharePointContent/OutsideDevPrgs.aspx.

For more information or questions, please email PSNS & IMF Leadership Development at psnsimf_leadersh.fct@navy.mil.

Employees recognized for their contributions to mission



ABOVE: Capt. Jip Mosman, commander, PSNS & IMF, acknowledges the teamwork of a cross-functional group of employees in a Proof of Concept for the reboiler tubes on USS Ronald Reagan (CVN 76) during a recent BZ100 ceremony.

AT RIGHT: Mosman recognizes Tony Pearson, supervisor, Shop 38, Marine Machinists, with a BZ100 sticker and command coin in recognition of his performance as a mentor and leader.

(PSNS & IMF photos by Kenneth G. Takada)



Employee ethics

Government property should be used for official purposes only

Code 107, Office of Counsel

As government employees, we have access to a variety of tools, equipment, materials, etc. Keep in mind that such property is for official purposes only and not for personal use, even if the cost to the government is minimal:

- **Rule of Thumb:** Federal employees have a duty to protect and conserve Government property and may not use Government property, or allow its use, for any purpose other than the one authorized.
- **YES:** Using the copy machine to make copies of agenda items for an office meeting.
- **NO:** Using the copy machine to make copies of your bowling league’s tournament schedule. If you are ever uncertain about whether a particular use of property would be appropriate, ask your supervisor.

March Retirees

During March 2021, the following employees with a combined 396 years of corporate knowledge retired. We thank them for their dedicated service.

- | | |
|---------------------------------|--------------------------------|
| Michael P. Rasmussen, Code 280 | Felipe J. Aledia, Shop 38 |
| Roy D. Russell, Code 290E | Daniel P. Bogar, Code 260 |
| Jack L. Brooks, Code 300 | Karen A. Parker, Code 220 |
| Lynda K. Owens, Shop 17 | Gerald J. Hoffman, Code 2340 |
| Calvin L. Gatzke, Code 2320 | John C. Gerry, Code 105 |
| Stanley P. Calverley, Code 246 | Patrick N. Blair, Shop 31 |
| Richard J. Ware, Code 300 | Lorenzo B. Lucena, Code 400 |
| Craig H. Livingstone, Code 2380 | Bradley D. Thompson, Code 300 |
| Robert W. Martin, Shop 64 | Lorraine M. Svac, Code 134 |
| Jack E. Fisher, Shop 11 | Brenda E. Schroeder, Code 2305 |
| Tero K. Pitkanen, Code 2380 | Richard W. Seamons, Code 2380 |
| Mark E. Young, Code 2370 | |

SAVE THE DATE – C.A.R.E Pledge Event May 18 at the Shipyard



C.A.R.E. is a voluntary initiative that allows employees to show they care about creating and maintaining a harassment and discrimination free workplace.

C.A.R.E. stands for Character, Action, Respect and Engagement—the four tenets of the command’s Anti-Harassment and Discrimination Team that upholds the Command Guiding Principles.

During the event, stations will be set up throughout the shipyard where employees can sign the C.A.R.E. banner and receive hardhat stickers. The pledge and the sticker are a voluntary way to show your support of this initiative.

More information on the event will be available in the May 13 issue of Salute, on News You Can Use and digital signs.

If you see something, say something and do something. Respect every individual. Stay involved and be part of the solution. C.A.R.E. is just one way to ensure the workforce has a voice.

Voluntary Leave Transfer Program: This program authorizes federal employees to donate annual leave to other civilian federal employees. If you wish to donate annual leave or have any questions, please contact Human Resources Office at 360-476-2553, or visit Building 435, third floor, room 338, or fax your donation form to 360-476-8723.

- | | | | |
|---|---|---|--|
| Code 105
Tamara Hovland
Debra George
Code 106
Roxanne Gross
Code 109
Katie Marcucci
Kyle Shigenaga
Allen Spencer
Code 300
Matthew Anderson
Code 400
Lorenzo Lucena
Matthew Stubblefield | Code 700
Robert Manglona
William Wilber
Jonathon Yette
Code 980
Chad Evans
Code 2300
Allexondra Noble
Zachary Shafer
Donna Taylor
Shop 06
Felicia Aldridge | Shop 11
Jonathan Critch
Shop 26
Bridget Donelson
Joshua Wagner
Shop 31
Angela Weber
Shaun Yeadon
Shop 38
Robert Zick
Samantha Zick
Shop 51
Chase Butterfield
Kelly Shirley
Shop 52
Dwayne Tucker | Shop 57
Jesse Bilbao
Zachary Solaita
Shop 64
Zachary Kniest
Trenton Murray
Jonathan Pregillana
Frances Pryor-Swanson
Shop 71
Tara Richardson
Willie Sutton
Michael Swain II
Shop 75
Sean Graff
Shop 99
Jacob Erdmann
Kayla Reamer |
|---|---|---|--|

Rideshare

Tacoma Vanpool: Picks up at the Tacoma Community CollegePark & Ride at 5:10 a.m., and departs PSNS G Lot at 2:35 p.m. Call or text Teresa @ 360-710-6844.

Tacoma Vanpool: Pierce Transit Vanpool from Tacoma looking for riders. Arrives at 6:30 a.m. and departs at 3:45 p.m. Call or text 360-286-3812.

Tacoma Vanpool: Picks up at the Tacoma Narrows Park & Ride at 5:35 a.m., and departs the shipyard at 4:02 p.m. Call or text 360-621-9826.

SALUTE

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May is Mental Health Month

When we erase the stigma around mental health struggles, we address the needs of those living with mental illness, and promote the overall mental health of everyone.

Learn more about mental health wellness topics, including tips and tricks everyone can use to improve their mental health during a series of events brought to you by the Command Counseling Program and the Department of Navy Civilian Employee Assistance Program.

Upcoming Events:

May 3 | Pop-Up Event

11 a.m. - 12 p.m.

Under the overhang of Building 850A

May 6 | Mental Health Education

"Acupressure and Stress Reduction"

11:15 a.m. - 12 p.m.

Horseshoe Conference Room and on MTeams

May 10 | Pop-Up Event

11 a.m. - 12 p.m.

In front of Building 290 near Bremerton Gate

May 13 | Mental Health Education

"Getting Out of Thinking Traps"

11:15 a.m. - 12 p.m.

Horseshoe Conference Room and on MTeams

May 17 | Pop-Up Event

11 a.m. - 12 p.m.

In front of Building 1124 near Wycoff Gate

May 20 | Mental Health Education

"Dealing with Anger and Frustration"

11 - 11:45 a.m.

Horseshoe Conference Room and on MTeams

Join us at the Pop-Up Events to meet our three licensed, onsite counselors and learn about mental health and wellness tools everyone can use. Participate in a hands-on activity designed to lift others up through acts of kindness.

For more information, including MTeams instructions, please see News You Can Use or call 360-340-2745



**Command
Counseling Program**
360-340-2745

DONCEAP
1-844-366-2327
360-476-5673 (local)