



SALUTE

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Puget Sound Naval Shipyard & Intermediate Maintenance Facility



PSNS & IMF / NUWC, Keyport

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On the cover:

Capt. Jip Mosman, commander, PSNS & IMF watches as middle school students set up a remotely operated vehicle at the Port of Bremerton Marina Dec. 1, 2021.(U.S. Navy photo by Wendy Hallmark)

Team PSNS & IMF,

We're already closing out the first month of the year and during these last three weeks I've been able to gather my thoughts about the months ahead. We spent a lot of time in 2021 distracted by COVID-19 and reacting to circumstances beyond our control. For 2022 my goal is for us to re-focus on the reason why we're all here: our mission to maintain, modernize and retire our Navy's fleet.

That means prioritizing improvement and setting ourselves up for success so everyone can achieve their personal best. To remain the world's strongest Navy, we must have consistently strong performance. For us it's getting ships and submarines back to the fleet on time, every time.

Naval Sustainment System-Shipyards, the Navy's major initiative to improve work execution and eliminate maintenance delays, is designed to integrate industry and government best practices with the rigorous requirements tied to planning and executing submarine and aircraft carrier maintenance.

For too long systemic barriers have existed that inhibit our productivity. The fundamental benefit of NSS-SY is the realization that it's not solely the shipyards that need to change, it's the entire business of ship maintenance. Previously, instead of holding external entities accountable for the domino effect caused by inefficiency, we've viewed poor performance as one-off failures, made short-term adjustments, and focused on process over people by adding redundant regulations, guidance and oversight. We've acknowledged this and designed a new leadership accountability model, the NSS-SY Pillar construct (Jan. 6 Salute), to bring shipyards, outside activities, and NAVSEA senior leaders together to address systemic challenges in a more structured way. As we continue on this journey, we will share what we've learned—the good and the bad.

At its heart, NSS-SY is about taking pride in, and being rewarded for, fixing problems instead of avoiding them. If employees can't solve a problem on their own, they elevate it until they find the person who can. NSS-SY empowers employees to find solutions and innovate at their level, incorporates their feedback into ongoing initiatives, and reinforces the principle that asking for help when needed is a good thing. It calls for continuous self-assessment and self-correction, and challenges leaders to unleash the power of our people, not burden them with bureaucracy. The "fix or elevate" method raises issues until they reach the level where they can be solved—some of which have already been raised to the four-star level. We have their support.

NSS-SY means something different to everyone, because we all have different roles to play, and I think that's great. To me, I see it like a computer's operating system with various components in place so all the different parts can work together. What's important is that you make your vision of NSS-SY work for you. If you have an idea, speak up. If some process is broken, or if an extraneous requirement is getting in your way, tell us. Maybe we couldn't fix it before. We probably can't fix everything today. But if you don't share what you want to change about the way you do your work, then that change can never happen.

That's a lot of words just to say that the opportunity for transformation is in your hands. It's not a test. It's not a trick. It's empowerment for each and every one of you. All I need from you is the willingness to try new things and embrace change, the honesty to evaluate yourself and your team, and the courage to aim high, even if you fall short. Our deployed forces are the pointy end of the spear, and the work we do here is what keeps them sharp. The world is changing, and our forces need us to make this transformation to meet tomorrow's challenges.

I'll be sharing a lot in the coming months as we continue to discover all that NSS-SY has to offer, so if you have any questions, please ask. You can also check out the new NSS-SY info page on Homeport to learn more about past and ongoing efforts.

Finally, thank you for doing your best work every day, no matter what. Thank you for all you do in support of our mission and each other. I see you and I appreciate you. Press Forward Team.


Captain Jip Mosman
Commander, PSNS & IMF

CVN 76 | USS Reagan begins SRA following 5th, 7th Fleet deployments

PSNS & IMF Public Affairs

USS Ronald Reagan (CVN 76) began a four-month selected restricted availability at Yokosuka, Japan, Jan. 13, 2022 following its recent five-month deployment across the 5th and 7th Fleet areas of operation.

At the time of its return to Yokosuka, Japan, Oct. 16, 2021, Reagan was the U.S. Navy's only forward-deployed aircraft carrier. During its deployment, the ship transited nearly 43,000 nautical miles. After all those miles steamed, the carrier is ready for some much-needed maintenance and repairs.

Employees from Puget Sound Naval Shipyard & Intermediate Maintenance Facility and Norfolk Naval Shipyard,

along with ship's force and contractors, will work together to complete maintenance on the aircraft carrier.

Monte Levin, Reagan Project superintendent, said lessons learned from previous availabilities will help ensure this availability is completed in a quick and efficient manner. For example, the team has successfully implemented many lessons from previous installs of the Electronic Throttle Control ship alteration to speed up the installation timeline. The team also implemented improvements from Shop 26, Welders, and Shop 56, Pipefitters, on the repair of the reboiler, a new work item for the Japan availability. They are also gathering many new lessons to be applied to

future carrier availabilities.

The team has taken advantage of the early start period to get a jump on many critical and controlling path work strings—tank work, reboiler retubing, along with many other long-duration inspections and repairs commenced well ahead of the start of availability date.

This early start to work has allowed the team to reduce the availability's risk by discovering many new work and growth items early. The project team is also coordinating with the Yokosuka Detachment to get contractors started early on some work.

The team is in an excellent position to complete on time, despite COVID challenges, with availability scheduled for completion in spring of 2022.



LEFT: The Navy's only forward deployed aircraft carrier USS Ronald Reagan (CVN 76) comes alongside to prepare for a refueling-at-sea with the Ticonderoga-class guided-missile cruiser USS Shiloh (CG-67). While deployed in the U.S. 5th Fleet area of operations, Reagan assisted with Operation Freedom's Sentinel and Operation Allies Refuge in support of U.S. drawdown operations in Afghanistan. Reagan then returned to the U.S. 7th Fleet area of responsibility and took part in multi-carrier operations upholding collective maritime interests in the Indo-Pacific region (U.S. Navy Photo by Mass Communication Specialist 1st Class Rawad Madanat)



BELOW: U.S. Navy carrier strike groups, led by flagships USS Ronald Reagan (CVN 76) and USS Carl Vinson (CVN 70), joined with The United Kingdom's carrier strike group and the Japan Maritime Self-Defense Force to conduct multiple carrier strike group operations in the Philippine Sea. The integrated at-sea operations brought together more than 15,000 Sailors across six nations in support of a free and open Indo-Pacific. (U.S. Navy photo by Mass Communication Specialist 2nd Class Jason Tarleton)

END-OF-YEAR TOURS | Mosman tours Bangor, Dive Locker; leads command tour at PSNS & IMF

PSNS & IMF Public Affairs

Capt. Jip Mosman, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility completed 2021 – his first year of command – with a round of important tours. The end of November saw him leading a visit of installation commanders from across Washington state through PSNS & IMF to discuss the Shipyard Infrastructure Optimization Program, encroachment and plans for a new multi-mission dry dock. In December, the commander made his way to Bangor to visit the Trident Refit Facility. After an office call with leadership, Mosman was able to visit the Code 400 Logistics Technical Data Center, Code 300 Repair Department and Code 700 Weapons Repair Department to view the vital work being done in these areas. From there, the commander stopped by the Dive Locker to present the command's Sailor of the Year award. The Junior Sailor of the Year award was presented to a Sailor at Nuclear Regional Maintenance Department – and both groups were given time to visit with Mosman for a Q&A session.



ABOVE: Col. Cassius Bentley, commander, 92nd Air Refueling Wing, Fairchild Air Force Base (Chair), and Col. Michael Freeman, deputy, 92nd ARW, Fairchild Air Force Base, make their way to Pier 7 Nov. 29, 2021 during a tour with the Washington State Installation Commanders Forum at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. The commanders discussed SIOP, encroachment and plans for a new multi-mission dry dock during their visit. (U.S. Navy photo by Scott Hansen)

TOP LEFT and RIGHT: Capt. Jip Mosman, commander, PSNS & IMF, tours departments at the Trident Refit Facility in Bangor, Wash., Dec. 8, 2021. Mosman's visit was an important wrap-up of his first year of command at PSNS & IMF—and a great opportunity to get feedback from employees about the critical work they do to ensure we meet our mission.

RIGHT: Sailors assigned to the Dive Locker at Naval Undersea Warfare Center, Keyport engage in a question and answer session with Capt. Jip Mosman, commander, PSNS & IMF, during a visit Dec. 8, 2021. Mosman was able to present the command's Sailor of the Year and the Junior Sailor of the Year with their awards while he was visiting. (U.S. Navy photos by Wendy Hallmark)



The **Naval Sustainment System-Shipyards Recognition Program** recognizes our teammates for their efforts in support of the ongoing NSS-SY transformation. These individuals have shown they are personally committed to positive change and are leaning in to improve the NAVSEA enterprise through their participation and input. Thank you for your efforts and Keep Improving our Processes!

Congratulations!

KIRK ALDRIDGE, Shop 38
CHRISTOPHER HARTY, Shop 11
KENNETH HILL, Shop 56
JASON WALLACE, Shop 51
BRENT WILLEY, Shop 17

STEM *at the* MARINA

Adrienne Burns
PSNS & IMF Public Affairs

A typical day at the Port of Bremerton Marina sees boaters come and go from the docks, hauling fishing gear or boating supplies as waves lap against the dock's pillars and seagulls squawk overhead. But on the morning of Dec. 1, 2021, as a chilly wind whipped through the air, a group of middle schoolers from South Kitsap School District could be seen marching single file down the docks, carrying boxes filled with wires, motors and PVC pipes — the makings of their self-made, remotely operated vehicles.

These ROVs were the culmination of months of work for these students, and they were finally getting a chance to test the results of their effort. With mentorship and support from Puget Sound Naval Shipyard & Intermediate Maintenance Facility and Naval Undersea Warfare Center, Keyport STEM mentors, these students have gone through the build process doing everything from soldering components and waterproofing motors to studying concepts like buoyancy and propulsion.

For more than 10 years the PSNS & IMF/Keyport STEM team has been working with K-12 students and educators toward a common goal of student success in science, technology, engineering and math. The STEM partnership exists to cooperatively and collaboratively strengthen implementation of STEM innovations that help our youth to embark on careers in tomorrow's technical workforce.

In fact, when the students first arrived at the marina, they were greeted by Capt. Jip Mosman, commander, PSNS & IMF, who shared with them how their ROV projects mirrored a lot of the processes that go on at the shipyard.

"What you're learning and what you're seeing here, we in the Navy also do. We have to try things and persevere," Mosman said. "If things don't go right the first time, we go back and we fix it."

This mindset of perseverance could be seen throughout the morning as students launched their ROVs and began to troubleshoot the issues they found with their crafts. Mosman visited with teams up and down the marina, listening and offering advice as they searched for solutions.

Once the students worked through their problems and achieved neutral buoyancy, they used video monitors linked to their ROV cameras to steer their vessels underwater and begin a marine scavenger hunt of sorts. Using a guide



provided to them from the STEM team, students searched underwater for marine life to identify, measure and record.

The excitement could be heard up and down the marina with each new discovery. Whether following a crab along the sea floor or deftly maneuvering their vehicles through underwater terrain, the students showed exactly the kind of skill, hard work and resilience the STEM program aims to nurture.

"The ROV project provides a great opportunity to learn technical skills like measurement and soldering, but is also a 'safe to fail' project in that not everything will go perfectly the first time, every time," said Corinne Beach, PSNS & IMF STEM coordinator. "Students learn workmanship skills, troubleshooting and how to work with teammates. It's so rewarding to see the learning and perseverance in action during these culminating events."

In addition to this middle school ROV program, the STEM Outreach team also offers ROV build programs, a robotics program and many other STEM mentoring opportunities for local elementary, middle and high school students.

PSNS & IMF/Keyport STEM volunteers also have the opportunity to support local schools as judges for science fairs each year and provide exhibits for STEM festivals and fairs.

To see the calendar of local STEM events and to find volunteer information, visit the STEM Outreach page via the Diversity Leadership Council's Sharepoint site or call 360-340-5114 or 360-517-0463.

THIS PAGE: A South Kitsap middle school student watches as his self-made ROV drops into the Port of Bremerton Marina Dec. 1, 2021. Students were at the marina to test the viability of their ROV designs after months of work.

OPPOSITE PAGE, TOP: A team of students throws their ROV into the water with a splash at the Port of Bremerton Marina. Three classes of students participated in the ROV build and launch at the marina.

OPPOSITE PAGE, BOTTOM: A volunteer stands by to assist a team of students as they troubleshoot a malfunction with their ROV control box during their initial launch. Once launched, students were able to begin an underwater search for marine life that they could measure and record as part of the event. (U.S. Navy photos by Wendy Hallmark)





January Safety Topic

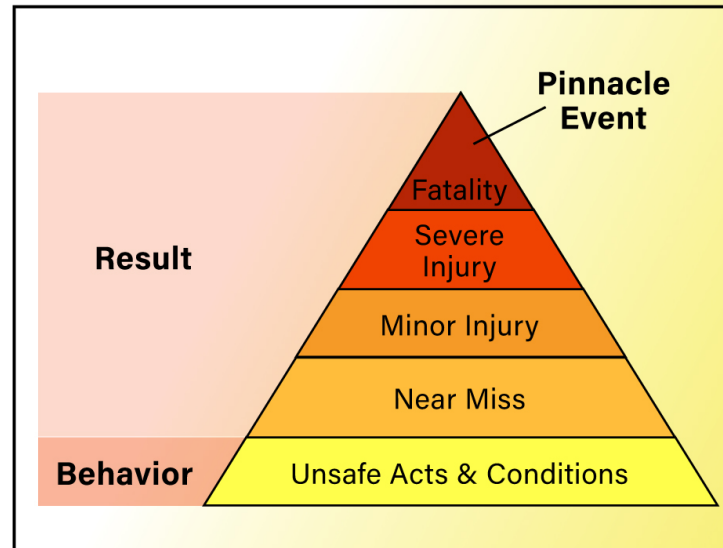
Situational Awareness

Situational Awareness Saves Lives!

Operational Risk Management can reduce the likelihood of a pinnacle event.

Be alert. Be aware. Be safe.

Brought to you by
Timothy Moon, Safety Advocate, Shop 06,
Production Tooling, Logistics, Maintenance & Planning.



NAVIGATING UNCOMFORTABLE CONVERSATIONS

Featuring guest speaker

ERIN JONES

Independent Education and Systems Consultant



**THURSDAY,
10 FEBRUARY 2022
@ 11:00 AM**

For full details or to register for tickets, visit the PSNS & IMF News You Can Use Sharepoint site or the PSNS & IMF Facebook page at facebook.com/PSNSandIMFontheWaterfront.

Sponsored by AAERG

Six Pillars of Success

Pillar 4: Operation

Do

Employees and supervisors work together to regularly assess and validate the controls and identify any new hazards that might be introduced to the workspace.



**Pillar 4
Operation**

Working together, Safety Management System principles can make PSNS & IMF an even safer, healthier workplace.

SMS

SAFETY SHOE REIMBURSEMENT | Increase authorized

PSNS & IMF Public Affairs

After a review of market research by Code 900, Production Resources, the Safety Shoe Chit for Civilians has been updated to authorize up to \$150 in reimbursement for the purchase of safety shoes—an increase of \$50. The reimbursement is authorized for footwear purchased from the shoe trailer or any commercial vendor that is verified to meet ANSI Z41 or ASTM F2314 requirements.

Employees still have the option to obtain free standard-issue protective footwear from the PSNS & IMF Shoe Store or Shoe Mobile. Accommodations are also still available for employees in need of medically-required safety shoes or "Cannot Fit" safety shoes.

To see the full policy or to download the updated Form PSNS&IMF 5100/67, visit the PSNS Forms Library at <https://homeportnw.psns.navy.mil/Projects/efl/Forms/PSNS5100-67.pdf>

EMPLOYEE ANTI-HARRASSMENT & DISCRIMINATION TEAM | SEEKING NEW MEMBERS; APPLICATIONS OPEN

Are you interested in helping the command ensure a **workplace free of harassment and discrimination?**

Are you a **non-management PSNS & IMF employee?**



APPLY TO JOIN THE EMPLOYEE ANTI-HARRASSMENT & DISCRIMINATION TEAM!

Applications can be found at:

- Shop resource offices
- News You Can Use

Applications are **due by Jan. 31, 2022**, and may be submitted to PSNS-IMF_DLC@navy.mil. For paper applications, please submit them to your resource office, the LEAN office (Bldg. 850, 4th floor), or the main Code 105 office (Bldg. 850A, 3rd floor).

For more info check out NYCU on SharePoint!

2022 BLOOD DRIVE

ASBP

Armed Services Blood Program

GIVE A GIFT OF LIFE —
DONATE BLOOD



Those wishing to donate must establish a profile and make an appointment at www.militarydonor.com. Search by Sponsor Code and enter "NBKB" and the date, then click Search. Results will show Naval Base Kitsap. Walk-ins are accepted, but will be placed in a vacant time slot. For further assistance, please call 360-476-4267

1ST WEDNESDAY OF THE MONTH

Feb. 2, 2022

9AM - 3PM, BLDG. 1106, RM 214

- Personnel can donate if they received the **Pfizer or Moderna COVID vaccine** and have **no flu-like symptoms**. Those who received the **Johnson & Johnson vaccine** must wait **14 days** before donating.
- Those who have had COVID can donate if they have been symptom-free for 14 days.
- All federal civilian and military personnel may attend. Contact your supervisor prior to attending. Day shift employees are encouraged to donate prior to 2:30 p.m. to help accommodate swing shift employees who wish to donate.

COMMUNITY CONNECTIONS | Food & Coat Drive a success

PSNS & IMF Public Affairs

Donations made to the Food & Coat Drive sponsored by our Puget Sound Naval Shipyard & Intermediate Maintenance Facility Employee Resource Groups were of great help to members of our local community as 2021 came to an end.

More than 600 pounds of food were donated to the Bremerton Food Line and nearly 250 coats were donated to the Bremerton School District and the Kitsap Rescue Mission.

Our employees donated new and gently used coats in sizes ranging from 3T to 3X, ensuring that a range of community members were going to benefit from a little extra

warmth this season.

Nearly 200 of the donated coats went to Bremerton School District students, according to Joyce Cowdery, a district volunteer liaison for BSD. Additionally, any youth coats that were not claimed by schools in the initial distribution were given to schools who shared that they had more need. Extra adult-sized coats were added to the Bremerton High School Coat Closet, where any student in the district may get a coat from.

The 2021 Food & Coat Drive ran from Oct. 25 through Nov. 15, with drop-off locations throughout the shipyard. For more information or to assist with future drives, please call 360-340-5043.



Rideshare

Puyallup Tacoma Swing Shift

Vanpool: Picks up at Tacoma 19th St. Fred Meyer at 2:15 p.m. Departs shipyard at midnight. Call or text 253-677-1508 or 253-224-6725 for more details.

Pierce Transit Tacoma Vanpool:

Picks up at TCC P&R at approximately 5:05 a.m. Departs shipyard at approximately 3:35 p.m. Call 360-340-5122 for more details.

Federal Way Vanpool: Picks up at Twin Lakes P&R at 5:50 a.m. Departs G lot at approximately 3:45 p.m. Call 360-627-3567 for more details.

Key Peninsula Vanpool: Starts at 5:45 a.m., leaves shipyard at 4:15 p.m. Five days per week, regular shifts. Could pick up at Purdy P&R, Mullenix P&R, or Sedgwick Albertsons. Call or text 253-442-4089 for more details.

SALUTE

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Commander
Captain Jip Mosman
Executive Director
Richard Tift
Public Affairs Officer
Cesar Yabor
Editor
Adrienne Burns
Facebook: [Facebook.com/PSNSandIMFontheWaterfront](https://www.facebook.com/PSNSandIMFontheWaterfront)
Flickr: [Flickr.com/PSNSandIMF/](https://www.flickr.com/photos/PSNSandIMF/)
Twitter: [Twitter.com/PSNSandIMF](https://twitter.com/PSNSandIMF)
YouTube: [YouTube.com/PSNSandIMF](https://www.youtube.com/channel/UCqShipyardsWorker)
Website: navsea.navy.mil/Home/Shipyards/PSNS-IMF
Salute online: dvidshub.net/publication/1101/salute
Phone: 360-476-2544
Email: psns.pao.fct@navy.mil
Mailing address:
1400 Farragut Ave. Stop 2072
Bremerton, WA 98314-2072

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EMERGENCY & WEATHER NOTIFICATIONS:

KNOW YOUR OPTIONS

GROUPCAST

Groupcast allows employees to sign up to receive emergency notifications by phone, text or email.

Go to asp.schoolmessenger.com/navy/subscriber

FACEBOOK & TWITTER

PSNS & IMF puts out notifications via social media. Like or follow the official social media pages to see updates. A personal account is not needed to view posts from PSNS & IMF. Visit us at [Facebook.com/PSNSandIMFontheWaterfront](https://www.facebook.com/PSNSandIMFontheWaterfront) or [Twitter.com/PSNSandIMF](https://twitter.com/PSNSandIMF).

STAY CONNECTED. **BE INFORMED.**



INFORMATION LINES

Employees can get the information they need for various locations by calling these numbers:

PSNS & IMF Bremerton: 866-291-1160

Trident Refit Facility: 360-315-4321

Naval Station Everett: 425-304-5665

Code 105

Joseph Happold
Tamara Hovland
Rachael Larson

Code 109

Scott Degnan
Shawn Fellows
Kyle Shigenaga

Code 130

Skeeter Judd

Code 200

Stacy Kenefic (Vetter)
Janine Ramirez-Lacey

Code 300/300N

Darryl Hemphill
Mark Morgan

Code 700

William Wilber
Code 1100

Deboray Aguon
Sheri Greenig

John Miller III

Code 2300

Quinn Happold
Alexandra Noble
Donna Taylor

Shop 06

Valerie Hopper

Shop 26

Joshua Wagner

Shop 31

Angela Weber

Shop 38

Beau Coultas

Rebecca Knauss

Tonya Reinhard

Shop 51

Kelly Shirley

Shop 52

Dwayne Tucker

Shop 56

Alexander Glaser

Jeffrey Marrow

William Odegaard

Shop 64

Kelli Rank

Zoey Wallace

Shop 75

Quincy Robinson

Shop 84

Adam Finkenstadt

Dispensary

Barbara Wycoff

NAVFAC NW

Wendy Rivera

COVID-19

BOOSTER



CLINICS

TUESDAYS, WEDNESDAYS & THURSDAYS

1-3 p.m.

By appointment only
PSNS & IMF
Branch Health Clinic

***Booster doses of the Moderna vaccine
are now available for shipyard
employees.***

Schedule your appointment online at
<https://informatics-stage.health.mil/PSNSCOVIDApp/>

Please note: The clinic is providing booster doses only. First and second dose vaccinations are not available at PSNS & IMF. Employees who wish to receive a first or second dose of the COVID-19 vaccine can find available appointments online at vaccinelocator.doh.wa.gov