

Vol XIV, No. 16

August 4, 2022

# SALUTE

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## COMMANDER'S CORNER | From the desk of Capt. Jip Mosman



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### On the cover:

*Firefighting gear is staged for use during a multi-organization training exercise involving Sailors and civilians assigned to USS Connecticut (SSN 22) July 20 in Bremerton, Washington. (U.S. Navy photo by Wendy Hallmark)*

Team PSNS & IMF,

A few days ago I sent an all-hands email celebrating your latest round of WINs from across the command. Your efforts have a real impact on our fleet and I couldn't be more proud to be a part of this dedicated, talented and unstoppable PSNS & IMF team. If you haven't had a chance to read the full email yet, please do. It's available on the PSNS & IMF Facebook page and NYCU, or ask your supervisor to print it for you.

One thing I didn't cover in my WINs email was the recent live-fire training exercise facilitated by the USS Connecticut (SSN 22) project team and our Navy Region Northwest Fire and Emergency Services partners. I spent a few hours on site observing the exercise, which was designed to provide realistic training that simulates fires aboard naval vessels. While I was there, I participated in the training to evaluate the realism and effectiveness first hand. Training like this is incredibly valuable for our project teams to better understand how to respond in the event of a shipboard fire, and how to effectively communicate and collaborate as a team. The Connecticut Project Team was the first to participate in the training, but with help from our Command Fire Safety Council, this training will be made more widely available for project teams and their Ship's Force partners in the future. This is a big WIN for our command and our ongoing fire prevention efforts. Read more about it on page 7 of Salute.

Last week I participated in the second in a series of meetings with members of the Public Shipyard Caucus, a bipartisan group founded to support the nation's four public shipyards. The Caucus is focused exclusively on the nation's public shipyards and serves as a venue to discuss public shipyard issues, increase stakeholder support for public shipyards and raise awareness to Congress. This time the discussions focused on the Shipyard Infrastructure Optimization Program, which is designed to improve the shipyards by modernizing outdated facilities and reconfiguring infrastructure.

SIOP is connected to our Naval Sustainment System – Shipyards efforts through the Infrastructure Pillar, and these two Navy programs are working in tandem to usher in a new era of innovation and efficiency at the shipyards. You can read more about how SIOP intersects with NSS-SY on page 3 of Salute.

In July we launched the third quarterly Naval Sustainment System – Shipyards "Ready, Willing, Able" survey, which directly informs our approach to launching and improving NSS-SY initiatives. As an example, thanks to the feedback we received from the second RWA survey, we were able to prioritize one of the biggest barriers identified by the workforce: IT issues. Leveraging NSS-SY, the Navy expedited the replacement of 2,000 NMCI workstations at our shipyard and another 3,500 have been ordered to replace low performing computers. In addition, NAVSEA has prioritized additional efforts to address network upgrades and software updates. Thank you to everyone who took advantage of this opportunity to share your thoughts. Your insights matter because YOU are the difference makers in our ability to deliver our warships on time, every time.

The Diversity Leadership Council established a Childcare Action Team to help PSNS & IMF better understand how the nation-wide childcare shortage is impacting command employees. To better understand the needs and challenges PSNS & IMF employees are facing, the DLC CAT, in collaboration with the Family Matters Employee Resource Group, created a voluntary, anonymous childcare survey, another opportunity for you to share your thoughts and influence command decisions. Responses to the survey will help the Family Matters ERG to better understand the population of working parents and guardians within the command, and how they can work with military and community service providers to advocate for the needs of employees. The survey can be accessed from work and personal devices at the following link: <https://psnsimf.research.net/r/6MFHMNX>.

Thank you for continuing to share your ideas, expertise and experiences. Thank you for all you do every day in support of our mission, and each other.

Press Forward Team.

Captain Jip Mosman  
Commander, PSNS & IMF



Aime Lykins  
PSNS & IMF Public Affairs

Established in 1891, Puget Sound Naval Shipyard & Intermediate Maintenance Facility has a rich tradition of maintaining, modernizing and retiring U.S. Navy vessels on the West Coast. A walk through the shipyard provides a glimpse into the past as historic buildings pepper the landscape and remnants of an era gone by are nestled between modernized structures. With the emergence of new Ford-class aircraft carriers, Columbia-class submarines, and cutting-edge technology, PSNS & IMF is looking ahead to support the contemporary fleet by upgrading and improving shipyard infrastructure to keep the U.S. Navy agile and combat-ready. The Naval Sustainment System-Shipyards Infrastructure Pillar and the Shipyard Infrastructure Optimization Program are two Navy efforts to upgrade outdated facilities and production equipment, and usher in a new era of innovation, efficiency and peak performance.

PSNS & IMF employees can expect to see SIOP in action through dry dock structural upgrades, new capital equipment on the waterfront and refreshed architecture to optimize maintenance capacity. To reach its objectives, SIOP is utilizing advanced infrastructure studies, industrial engineering, and modeling and simulation to develop and prioritize future waterfront infrastructure improvements. In parallel with SIOP's efforts, the NSS-SY Infrastructure Pillar has prioritized immediate improvements to the health and lifecycle of shipyard industrial plant equipment.

The production shops depend on IPE and facilities to execute their ever increasing workload. The Infrastructure Pillar has established and chartered IPE work centers for Shop 31 inside machinists, Shop 11 shipfitters, Shop 17 sheet metal mechanics and Shop 26 welders with the objective of gathering necessary information to schedule maintenance activities, forecast future resource requirements for IPE maintenance, prioritize deployment of maintenance resources based on asset criticality, and make data-driven IPE recapitalization and procurement decisions.

"The Infrastructure Pillar is laying the foundation to finally allow interconnectivity between the back shop and waterfront," said Joseph Houck, industrial engineer, Code 980S.1 Capital Investment Branch. "Data from the effort is allowing the shipyards to

proactively build equipment and maintenance budgets based on the work to come, rather than relying on what we've done in the past."

With input from the production shops, IPE work centers have also implemented a hierarchy system to track and manage assets that are most critical to availability performance.

"Critical 1 and 2 IPE are machines that are of the utmost importance to the shipyard because of the type of work they typically support," said Houck. "If one of these assets goes down, they are likely to cause a delay to an availability. These are often expensive, one-of-a-kind and complex."

To foster communication with production shops, an IPE work center representative now participates in all Inside Shop Pillar Production Control Center meetings to provide status and milestone dates for IPE-related maintenance, repair and procurement initiatives.

The Infrastructure Pillar also has a role in the digital transformation effort. The pen-and-paper system of tracking maintenance records is gradually being replaced by tablets and electronic communication devices. This allows for instantaneous input of information into the Electronic Facilities and Equipment Maintenance database for live feedback to the production shops for daily decision making.

The next step for the Infrastructure Pillar IPE work center initiative is continuing to expand to Shop 51 electricians, Shop 52 regional calibrators, and Shop 67 electronics technicians in August 2022. The goal is to further expand to other production shops by the end of fiscal year 2023. Other expansion plans include overhauling the preventive maintenance scheduling process to allow forecasting of labor based on equipment demand, and consolidating numerous crane department and nuclear refuelers maintenance databases into a singular eFEM database.

Coming soon to PSNS & IMF, via the Infrastructure Pillar partnership with SIOP, is the deployment of an \$84.5 million investment into use of radio frequency identification technology for tracking the location and movement of shipboard components, remote equipment monitoring, and advanced manufacturing cells with interconnected machines.

Thanks to the NSS-SY Infrastructure Pillar and SIOP efforts, PSNS & IMF is taking great strides to create a modern, efficient and tech-savvy work environment that will keep up with private industry organizations.



# NAVSEA Excellence Awards virtual ceremony held at PSNS & IMF

PSNS & IMF Public Affairs

In a ceremony livestreamed from NAVSEA headquarters July 20, 2022 a Puget Sound Naval Shipyard & Intermediate Maintenance Facility employee and team members from PSNS & IMF and Trident Refit Facility were recognized for their outstanding contributions to their disciplines and specialties. Hundreds of nominees were submitted for the awards, which recognized top-performing individuals and teams in 24 categories. Congratulations to our team members who were recognized for their efforts as the Force Behind the Fleet!



**LEFT:** Melissa Cornell receives her NAVSEA Excellence Expand the Advantage Achievement Award from Capt. Jip Mosman, commander, Puget Sound Naval Shipyard & Intermediate Maintenance Facility, following a virtual ceremony July 20. Cornell was recognized for her contributions to the Combat Systems Engineering division. **RIGHT:** Capt. Mosman presents members of the NAVSEA 04X Fiber Optics Program, including (from left) Charles Cook, Kyle Denton, Eduardo Santana and Michael Norgaard, with the NAVSEA Excellence Commander's Innovation Award. The team helped develop and launch the fiber optic training program. (U.S. Navy photos by Scott Hansen)

## Executive director presented with CNO's highest civilian service award

PSNS & IMF Public Affairs

During a surprise ceremony at Olympic Lodge July 13, Rick Tift, executive director, Puget Sound Naval Shipyard & Intermediate Maintenance Facility was presented with the Navy Superior Civilian Service Award. The ceremony was performed during an All-Hands meeting for Code 1100, Executive Department staff.

Tift received his award for the trust, collaboration and relationships he has forged through partnerships with industry, academia and other government organizations during the 14 year period covered by this award. He has served under five shipyard commanders in his role as executive director and has dedicated 44 years of his career to federal service.

The NSCSA is the highest honorary award the Chief of Naval Operations may bestow on a civilian employee in the Department of the Navy.

In presenting Tift with the award, Capt. Jip Mosman, commander, PSNS & IMF, surprised Tift with members of his family who came out to help honor the occasion.

While Tift has made many noteworthy accomplishments during his time as executive director, he has worked especially

hard to spearhead issues of diversity, equity and inclusion to help create a workplace culture where people have the space and support to contribute to the mission fully.

"You have dedicated so much of your energy and your time to this shipyard and it just wouldn't be the same without you," Mosman said.



Rick Tift, executive director, PSNS & IMF, poses with his family after receiving the Navy Superior Civilian Service award July 13, 2022. (U.S. Navy photo by Wendy Hallmark)

INNOVATION

## PSNS & IMF shops evaluating Ironhand device for use

PSNS & IMF Public Affairs

Multiple shops at Puget Sound Naval Shipyard & Intermediate Maintenance Facility are evaluating an exoskeleton glove that was featured at two previous NCMS Technology Showcases, which can help reduce injuries caused by repetitive motion or vibration.

Steve Privatt, assistant technology insertion manager, Code 1000i, Technology Insertion Office, said the booth featuring the device referred to as the "Ironhand" was popular with showcase attendees.

"The booth featuring the Ironhand was the fourth most popular booth, according to attendee feedback from the 2021 NCMS Technology Showcase," Privatt said. "We decided to begin a project to evaluate adoption here at PSNS & IMF."

The glove follows the user's actions in an intuitive way, augmenting the user's grasping force for sustained holds and repetitive gripping. When fingers press against sensors on the inside of the glove, a system of electric motors, pulleys and cables that mimic the actions of tendons and ligaments, helps close the grip of the hand onto whatever the user is grasping.

According to Ryan Marson, Code 1000i cell



manager, his office worked with Code 106, Environment, Safety, and Health Programs, as well as with Code 109, Information Technology and Cyber Security Office, to get authorization to bring some examples of this technology into the shipyard. Once approved for testing at the command, PSNS & IMF procured two control units and two sets of gloves in different sizes. The total weight of

each system, including the power/control backpack, is about 5.5 pounds.

"Shop 71, Painters, Blasters and Tilesetters, was the first Shop to test to see if the device reduced vibration on tooling such as the needle gun," Marson said. "Shop 75 Dismantlers, was the second shop to test the device, and they were looking for reduced fatigue while performing repetitive gripping actions such as cable cutting handheld ratcheting cutters. Shop 56, Pipefitters, was the third shop to test it, and were looking at all of those factors."

Privatt said the current focus is augmenting mechanics' hands while they use hand tools and other non-power tools that require repetitive grip strength. The evaluation of the device may be expanded to other shops to see where it is most beneficial to the mission and mechanics.

"We are currently searching for other opportunities to see if any other shops or codes are interested in working with us to find a use case," said Privatt.

Prior to production use, new tools must go through a tool review and/or Job Hazard Analysis through Code 106. Shops interested in evaluating the potential use of the Ironhand can call the Technology Insertion office at 360-476-0080.



**TOP:** Steve Privatt, left, assistant product line manager, Code 1000i, Technology Insertion Office, assists Josh Smith, CTD supervisor, Shop 57, Pipe Insulators, as he prepares to test the Ironhand exoskeleton glove in Building 107 July 12, 2022. **ABOVE:** Josh Smith tests the Ironhand exoskeleton glove, a popular device at the 2021 NCMS Technology Showcase, now being tested across multiple shops at the shipyard. The NCMS Technology Showcase provides opportunities for PSNS & IMF employees to view innovative technologies and products to assess whether they might help address specific shipyard challenges. (U.S. Navy photos by Scott Hansen)





# The Heat of the Fight

*Members of the USS Connecticut (SSN 22) Project Team at Puget Sound Naval Shipyard & Intermediate Maintenance Facility join with Sailors assigned to Connecticut and regional firefighters to simulate real-world scenarios aboard naval vessels.*

Max Maxfield  
PSNS & IMF Public Affairs

The USS Connecticut (SSN 22) Project Team and USS Connecticut Ship's Force members at Puget Sound Naval Shipyard & Intermediate Maintenance Facility partnered with Code 304, Ship Safety, and Navy Region Northwest Fire & Emergency Services to have members of Team Connecticut participate in realistic firefighting training July 20, at a commercial fire training facility near the Bremerton Airport.

According to Matt VanRavenhorst, Connecticut Project Team deputy project superintendent, Navy Region Northwest Fire and Emergency Services, Code 304, Ship's Force leadership and the Command Fire Safety Council collaborated extensively to plan and execute the training at the state-of-the-art Shipboard Training Center, which is designed to provide realistic and challenging firefighting training that simulates fires aboard naval vessels.

Commands and ship crews can choose among various scenarios at the civilian company WRG's owned-and-operated facility, which works often with surface fleet ships and commands in the region, according to VanRavenhorst. The Connecticut Project sent about 60 personnel for training, including Ship's Force, ship's leadership, and project leadership from zone managers to the project superintendent.

Capt. Jip Mosman, commander, PSNS & IMF, and Darrel DeHaven, senior Naval Rectors representative for PSNS & IMF, observed the training. Mosman participated in one training iteration to evaluate the realism and effectiveness of the training firsthand.

VanRavenhorst said conducting training at the purpose-built facility provides more training benefit than some of the regular training in close quarters can.

"The normal training we do inside the shipyard includes dry-runs into the boats with no actual heat or smoke," he said. "Facing a real fire allows the participants to feel the heat, experience reduced visibility, feel the effects on their bodies and learn what they can actually do. Each activity is important, but this brought much more realism to this team, and they should react to a fire more effectively now."

Cmdr. Jon Baugh, commanding officer, Connecticut, said the realism and the collaboration he witnessed among PSNS & IMF personnel and Connecticut Sailors resulted in valuable skills and confidence among the participants.

"This integrated training capstone was a unique and fantastic way to go beyond the typical fire response that crews normally execute for drills," Baugh said. "The ability to feel the heat of the flames and weight of the gear prepares my Sailors and my shipyard team members to face the real thing with confidence. Watching them all unite to combat one of our biggest threats in the



**ABOVE:** Information Services Technician First Class Mason Foreman, USS Connecticut (SSN 22), helps a shipmate don firefighting gear and performs essential safety checks on his mask, a self-contained breathing apparatus worn during fire fighting. **OPPOSITE:** Battalion Chief of Training Mike Applegate (left) observes firefighting inside a training structure designed to simulate a ships galley. (U.S. Navy photos by Wendy Hallmark)

maintenance environment was comforting, and the dedication I saw during the training assures me we can work together to meet any challenge."

Matt Kusche, PSNS & IMF command fire safety manager, said the training plan developed by the team and the training location contributed to an effective session.

"One of the awesome things about this training was that it allowed us to perform three full 8010 Chapter 12 fire drills in one day," said Kusche. "All with real heat and flames. The 'safe-to-fail' environment created a positive atmosphere and I heard conversations and learning that we could never deliver in classroom training."

The training was designed to not just test people's firefighting skills. Teams were also evaluated on how well they exercised command and control of the overall situation.

All five stations—staging, accountability/operations, incident command post, fire-fighting, and rehab—captured lessons learned and helped groups improve their performance throughout the day, according to VanRavenhorst.

"The three training session taught them a ton," he said. "The first run was a bit rough. The second run was better. By the last run, they would have passed any training drill we

have. I have faith they would be able to fight a fire effectively if the need arose. This one day of live training provided more vital learning than we could have gotten from a dozen drills. I believe this goes for both Ship's Force and shipyard personnel."

VanRavenhorst said basic firefighting skills are essential across the U.S. Navy. No matter how satisfied teams might feel after being able to effectively fight a fire, not having to fight a fire is also important.

"Knowing how to manage and fight a fire or emergency is a very important part of our responsibility," VanRavenhorst said. "A perhaps more vital part is that of prevention. We need to spend equal efforts ensuring we never find ourselves in a position to need to send firefighters into harm's way."

Kusche said PSNS & IMF is committed to working with local firefighting professionals to maintain the high quality of training available for project teams and their Ship's Force partners.

"The support from Fire and Emergency Services and the opportunity to teach the Sailors from their experience was invaluable," he said. "We are working on doing more of this training in the future, and also incorporating firefighting professionals from mutual aid departments in the area."



## MENTAL HEALTH AWARENESS

# Understanding Substance Use Disorders

Aime Lykins  
PSNS & IMF Public Affairs

No matter who you are, cultural, political, economic and social pressures can have a significant impact on daily life. The recent pandemic has also added an additional layer of mental and physical anxiety, and left many people wondering how to process and overcome life's challenges. It can feel overwhelming at times.

While some individuals are able to rely on strong internal resiliency, others turn to substances to cope with new obstacles or difficult situations. Even legal substances, such as alcohol, nicotine, and prescription medication can have dangerous effects when misused or overused. While young adults ages 18–25 have the highest rates of substance use across the board, substance use among adults ages 26–49 is on the rise.

An individual with a substance use disorder may engage in a behavior where the rewarding effects provide a compelling incentive to repeat the activity, despite detrimental consequences. Substance use disorders may involve the use of substances such as alcohol, inhalants, opioids, illegal drugs and nicotine.

Substance use disorders have an increased likelihood of being accompanied by mental health conditions such as depression and anxiety, or other pre-existing problems. There is evidence that suggests substance use disorders share key neurobiological features; they intensely involve brain pathways of reward and reinforcement, which involve the neurotransmitter dopamine.

Additionally, in keeping with other highly-motivated states, they lead to the pruning of synapses in the prefrontal cortex, home of the brain's highest functions. Synaptic

pruning is a natural process that occurs in the brain between early childhood and adulthood. During synaptic pruning, the brain eliminates extra synapses.

Synapses are brain structures that allows the neurons to transmit an electrical or chemical signal to another neuron. It is important to know that such brain changes may be reversible after the substance use or behavior is discontinued.

Research makes it clear — there is no way to predict who will develop compulsive substance use behavior. Substance use disorders are multi-faceted conditions, arising from many elements and factors.

Recognizing symptoms of a substance use disorder may be challenging and can be accompanied by feelings of shame and guilt. Puget Sound Naval Shipyard & Intermediate Maintenance Facility offers onsite counseling sessions to help cope with personal substance use disorders, or navigating disorders within family or friend groups. An onsite PSNS & IMF counselor can be reached at 360-340-2745.

Support and assistance are also available through the Department of the Navy Civilian Employee Assistance Program at 844-366-2327 or 360-476-5673 (local field consultant). DONCEAP offers self-help online programs that civilian employees can take on their own time, at their own pace. One of the six available programs is called SHADE, a ten-session program for substance use that includes education on alcohol, narcotics, cannabis, and depression, as well as activities for monitoring mood and triggers.

Seeking treatment or help for substance use disorders is often viewed favorably with security for maintaining clearances.

Remember: there is always hope. You are not alone.

## RISK FACTORS FOR SUBSTANCE USE DISORDERS

**GENES:** *Scientists estimate that genetic factors contribute about half of the risk for developing a substance use disorder. Substance use disorders may be linked to a gene variation which determines the makeup of dopamine brain receptors.*

**PHYSIOLOGICAL FACTORS:** *Variations in liver enzymes that metabolize substances are known to influence one's risk of alcohol use disorder.*

**TRAUMA AND ABUSE:** *Exposure to significant adverse experiences can overwhelm an individual's coping ability and contribute to substance use disorders.*

**MENTAL HEALTH FACTORS:** *Conditions such as depression, anxiety, attention deficit disorder, and post-traumatic stress disorder increase the risk of substance use disorders.*

**FAMILY FACTORS:** *Several aspects of family functioning or circumstances can contribute to the risk of developing a substance use disorder. Having a parent or sibling with a substance use disorder raises the risk, as does a lack of parental supervision or support.*

**ACCESSIBILITY FACTORS:** *Easy availability to substances in one's home, school, work or community increases the risk of repeated substance use.*

**PEER GROUP:** *People are strongly influenced by their peers and, in seeking social approval, may adopt many of their substance use behaviors, particularly during adolescence.*

**EMPLOYMENT STATUS:** *Having a job, and developing the skills for employment, exerts pressure for stability and provides financial and psychological rewards that mitigate risk for substance use disorders.*

**988** SUICIDE & CRISIS  
LIFELINE

**988 is the new national suicide prevention and crisis support hotline. It is confidential, free, and available 24/7/365**, connecting those experiencing a mental health, substance use, or suicidal crisis with trained crisis counselors.

People can **call or text 988** or chat with a counselor at **988lifeline.org** for themselves or if they are worried about a loved one who may need crisis support.

*Access is available through every land line, cell phone, and voice-over internet device in the United States and call services are available in Spanish, along with interpretation services in more than 150 languages.*

## AUGUST CYBER CAMPAIGN: Protect Your Personal Info



### Code 109.2 Cybersecurity

Personally Identifiable Information is defined by the Department of Labor as any piece of information that can directly or indirectly identify an individual. Using just a few pieces of information, hackers, cyber

criminals, and identity thieves can turn years of your life into a financial nightmare.

When in the wrong hands, some PII is more dangerous than others. Generally, information that is available to the public such as your name, address, license plate number, and phone number, is not considered a high-risk PII. However, if used

in conjunction with one another, they can still certainly be used against you.

To protect yourself, do not give your PII to anyone unless it is absolutely necessary, shred documents that contain your PII and check your credit score regularly.

For more resources, reach out to Cybersecurity, at PSNS.InfoSec.FCT@navy.mil

## IMPORTANT REMINDER ABOUT USB PORTS

### Code 109.2 Cybersecurity

In the past month, Code 109.2, Cybersecurity, has seen a significant increase in USB violations. These are serious security violations. Many have been due to users plugging their phones or devices into the new HP docking station hubs. These hubs are considered government-furnished equipment and connect to NMCI, NNPI and GFE systems. Only government-issued or NMCI-approved peripherals are authorized to be plugged into these hubs.

No phones — including government-issued phones — and no personal or non-approved USB devices are permitted to be plugged

into government-furnished equipment.

As an additional reminder, when an unauthorized UBS device is connected to a Navy network or IT system, user accounts are immediately disabled. Each security violation requires an investigation by the Cybersecurity Division. There are no exceptions. The process for having accounts re-enabled is a minimum of 3–4 weeks and comes with a list of corrective actions for those who violate this policy. Don't risk it!

If you are unsure if your USB device is authorized for use, reach out and ask. Every employee is responsible for good cybersecurity to help meet the mission.

For questions or concerns, please reach out to Code 109.2, Cybersecurity, at PSNS.InfoSec.FCT@navy.mil.





UPCOMING EVENTS

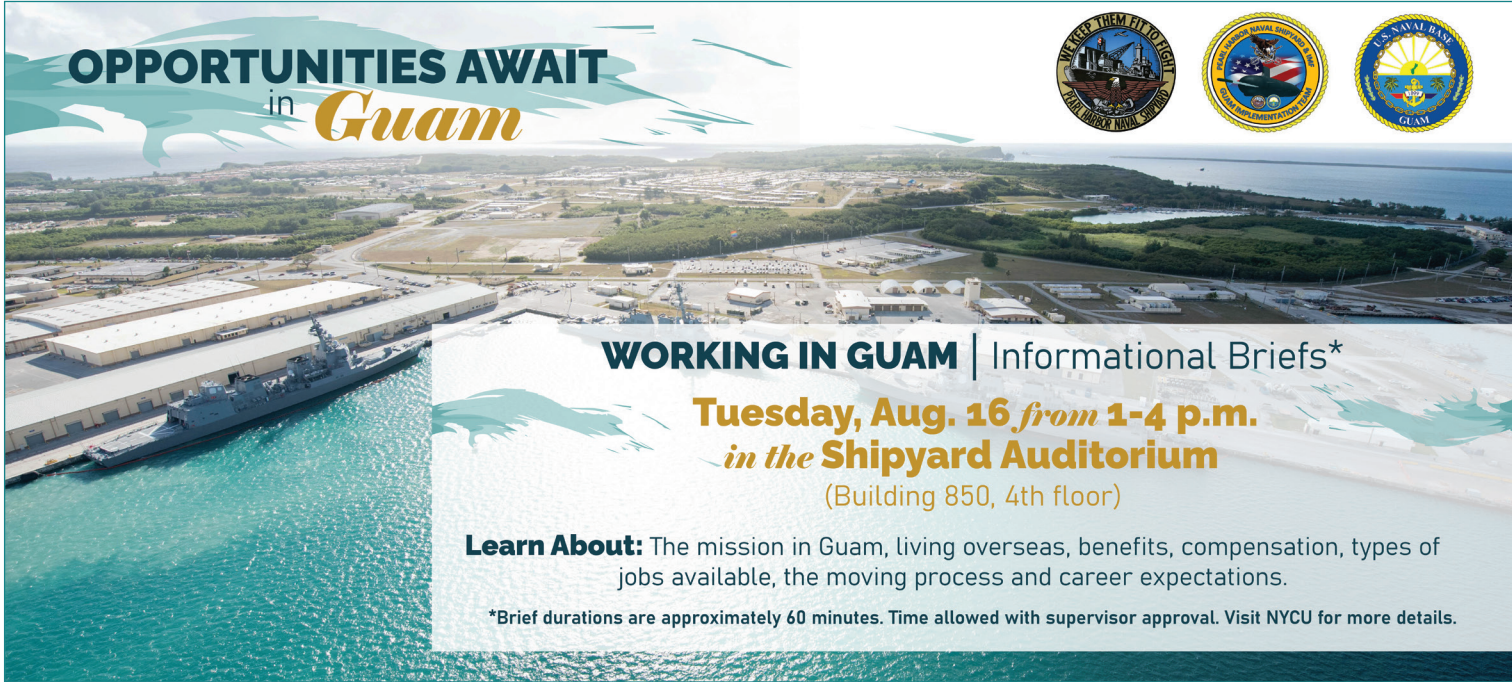
August 5 | Puget Sound Navy Museum celebration



Join the Puget Sound Navy Museum for refreshments, 3D printing activities and a special concert by Navy Band Northwest to celebrate **15 years in Building 50!**

August 5, 2022 | 5-7 p.m.

August 16 | Guam Detachment Informational Brief



**OPPORTUNITIES AWAIT**  
in *Guam*

**WORKING IN GUAM** | Informational Briefs\*  
**Tuesday, Aug. 16 from 1-4 p.m.**  
**in the Shipyard Auditorium**  
(Building 850, 4th floor)

**Learn About:** The mission in Guam, living overseas, benefits, compensation, types of jobs available, the moving process and career expectations.

\*Brief durations are approximately 60 minutes. Time allowed with supervisor approval. Visit NYCU for more details.

August 24 | Knowledge Share Fair



**Knowledge Share Fair**

**Wednesday, August 24**  
**10:30 a.m. - 1 p.m. & 4:30 - 5:30 p.m.**

Outside of Buildings 850 & 850A

**Employee Appreciation Lunch provided by CNRNW Morale, Welfare & Recreation**

For more information  
PSNS.KSF.FCT@navy.mil

Navy Museum celebrates 15 years in Building 50

**Megan Churchwell**  
**Puget Sound Navy Museum**

In August, the Puget Sound Navy Museum celebrates 15 years of operation in historic Building 50. Building 50 was one of the first buildings constructed at the Puget Sound Naval Shipyard & Intermediate Maintenance Facility. It was built in 1896 to serve as the shipyard's first administrative headquarters. It initially functioned as the center for administrative and social activities within the shipyard, but has served many other functions throughout its history, including offices for shipyard commandants, chemistry labs, a pharmacy and the Salute newspaper office. It served as the Apprentice School from 1920 to 1933. For most of its history, Building 50 sat inside the shipyard gates. Its original location offered sweeping views of Sinclair Inlet and a front row seat to the growing shipyard. Over the years, it has been relocated three times to make room for construction projects. When Dry Dock 2 was built in 1910, the building was moved west to make room. In 1939, it was moved to Farragut Avenue to make way for Dry Dock 5. In 2004, the shipyard relocated Building 50 for a final time to its present location on First Street, outside the shipyard gates. The building was renovated and reopened as the Puget Sound Navy Museum on August 25, 2007. The museum offers nearly 8,000 square feet of exhibits, allowing visitors to explore the naval history of the Pacific Northwest. The museum is open 10 a.m.-4 p.m. 6 days a week, excluding Tuesdays, and admission is always free.



The historic Building 50 is transported down Farragut Ave. in 2004, on the way to its present location on First Street in downtown Bremerton. Built in 1896, Building 50 first served as the administrative headquarters of the shipyard and was home to many other offices before being renovated and reopened in 2007 as the home of the Puget Sound Navy Museum. (U.S. Navy photo by Wendy Hallmark)

Rideshare

**Federal Way Vanpool:** Picks up at Twin Lakes Park & Ride at 5:30 a.m. Departs shipyard G lot at 3:40 p.m. Call 360-627-3567 for more details.

**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 Vanpool:** Picks up at 38th & Pacific (Tacoma) Ave. at 5:20 a.m. Departs shipyard at 3 p.m. Call or text 253-353-4035 for more details.

**56th & Alaska Vanpool:** Picks up at 56th & Alaska Park & Ride at 6 a.m. and Albertsons on Canyon Rd. in Puyallup, if needed. Departs shipyard G lot at 4:10 p.m. or sooner. Text 253-732-1958 or call after 4 p.m. for more details.

SALUTE

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**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 the Human Resources Office at 360-476-8289, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.

<b>Code 109</b> Shawn Fellows	<b>Code 730</b> Shawn Deem	<b>Shop 11</b> Robert Sorter	<b>Shop 51</b> Kelly Shirley
<b>Code 120</b> Spencer Gaskins	<b>Code 900T</b> Penny Blair	<b>Shop 17</b> Brittany Schmidt	<b>Shop 99</b> Cody Scott
<b>Code 200</b> Gennafer Litke	<b>Code 1100</b> Sheri Greenig	<b>Shop 31</b> Angela Weber	<b>Shop 99</b> Jordan Jacobsen
<b>Code 290</b> William Hall	<b>Code 2300</b> John Miller III	<b>Shop 38</b> Beau Coultas	
<b>Code 600</b> Wayne Menard	Allexondra Noble	William Johnson	
		Tonya Reinhard	
		Samantha Zick	



# 50<sup>TH</sup> ANNIVERSARY OF Z-GRAM 116

## EQUAL RIGHTS AND OPPORTUNITIES FOR WOMEN IN THE NAVY

### A message from Adm. Mike Gilday Chief of Naval Operations

August 7, 2022 marks the 50-year anniversary of the Z-gram 116, an all-Navy message from then-Chief of Naval Operations Adm. Elmo Zumwalt Jr., that declared the Navy would now be guided by truly equitable standards, marking a distinct step forward in breaking existing barriers to women in the Navy.

Z-gram 116 announced the establishment of a task force to review laws, policies, and regulations necessary to eliminate inequities and open opportunities for women in the Navy. It directed the Navy take nine concrete steps to increase equity and enjoined "all commanding officers and others in position of authority" to "ensure that women are accorded full trust and responsibility to function in their assigned position" and "be guided by standards of duty, performance and discipline, which are truly equitable."

Zumwalt embraced the idea of lifting restrictions placed on women in the Navy. "I believe we can do far more than we have in the past in according women equal opportunity to contribute their extensive talents and to achieve full professional status," he wrote in Z-gram 116. He understood that the end of conscription and resulting shift to an all-volunteer force required significant shifts in policy and Navy culture. "We must be in a position to utilize women's talents," he wrote, "to help us achieve the size Navy we need under an all-volunteer force environment."

Of the nine concrete steps, Zumwalt first directed the limited entry of women into all ratings. Next, he lifted restrictions of women in the Chaplain and Medical Staff Corps communities, opened Midshipman opportunities at all NJROTC campuses, Joint Colleges, and offered women various paths to flag rank. Finally, to align with pending legislation and Navy regulations, he directed that women be afforded the opportunity to command ashore and to serve aboard ships at sea.

The Navy counted approximately 9,000 women in its 1972 population, but the restrictions of 10 USC 6015, precluding women from serving in ships owing to what was commonly known as the "Combat Exclusion Rule." Originally part of the Women's Armed Services Integration Act of 1948, the statute stated "women may not be assigned to duty in vessels or aircraft engaged in combat missions." This rule limited the types of jobs available to women and thus restricted their opportunities to advance.

Z-Gram 116 worked around 10 USC 6015 by establishing a pilot program aboard hospital ship USS Sanctuary (AH 17), enabling women to fill a variety of shipboard roles from which they had

previously been excluded. The first women assigned to Sanctuary were Lt. j.g. Ann Kerr and PN3 (Personnelman) Peggy Sue Griffith. They were joined later by 53 other enlisted women and 14 more women officers.

After a Federal judge ruled the combat exclusion rule was unconstitutional in 1978, the success of the Sanctuary program influenced Congress' modification of 10 USC 6015, allowing women to serve in all Navy auxiliary ships. The later experience of women during the First Gulf War in 1991 led to the law's ultimate repeal in 1993, followed directly by the first cadre of women to report aboard aircraft carrier USS Dwight D. Eisenhower (CVN 69) in 1994.

Z-gram 116 was a significant step forward for women in the Navy. By declaring the Navy would now be guided by truly equitable standards, Zumwalt emphasized the principle of equality and inclusion that remains a core component of our Navy today. Over the past 50 years, generations of women have served in the Navy with honor, courage and commitment. Their skills, professionalism, and pride made the Navy a better force then and continue to do so today. As I look at the nearly 70,000 women in our Navy, I see an incredible force of professionals who will help guide us through the challenges that lie ahead.



**ABOVE:** Cmdr. Rosemary Mariner, the first woman to command an operational naval aviation squadron, led VAQ-34 during Operation Desert Storm. (U.S. Naval History and Heritage Command)