

Service to the Fleet

Norfolk Naval Shipyard

"Any Ship, Any Time, Any Where"

November 2013

A photograph of the USS West Virginia submarine (SSBN-721) in a harbor. The submarine is dark grey and has several masts and antennas on its deck. The water is blue with some ripples. In the background, there are some buildings and a bridge.

USS West Virginia

Completes ERO, Returns to Fleet

A photograph of the USS Albany submarine (SSBN-722) in a shipyard. The submarine is dark grey and is surrounded by scaffolding and other equipment. The shipyard floor is wet and reflective.

USS Albany

Begins EOH, Enters Shipyard

Sharpening the
"Tip of the *Spear*"



Service to the Fleet

Volume 75, Number 11

Shipyard Commander
Captain Mark Bridenstine

Deputy Commander
Captain Brian Lepine

Command Master Chief
Brian Collier

Public Affairs Officer
Jeff Cunningham

Editor
Brian McNeal

Public Affairs Staff
Debra Barlow
Michael Brayshaw
Kristi Britt
Valerie Fulwood
Floyd Logan
Curtis Steward



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<http://nnsyhistorymatters.blogspot.com/>

Public Affairs Contact Info
(757) 396-9550

Email
NNSY_PAO@navy.mil

Employee Informational Line
(757) 396-9551

Fraud, Waste and Abuse Hotline
(757) 396-7971

NNSY Radio Advisory
1630 AM

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USS Newport News (SSN 750) exits drydock Aug. 29. Also, October is Energy Awareness Month. Take a look on pages 12 and 13 to see what is being done fleet-wide to meet energy efficiency goals (Photo by Luke Beasley and illustration by Mark Carey, Code 1170)

Being Committed to a Work/Life Balance

The holiday season is upon us. Over the next two months many of us will re-connect with immediate and extended family and friends. We will travel to faraway places to escape the routine, reflect on a year gone by and its successes and challenges, all the while looking forward to a new year with new opportunities for personal and professional achievement. Do not overlook the loved ones you work so hard to support. It is not enough to provide them financial security. Social and emotional security at home requires energy and creates the necessary balance between work and life that many of us take for granted.

The theme of this edition of *Service to the Fleet* is work-life balance. In the summer of 2012, the Navy's Engineering Duty Officer community surveyed 120 junior officers, working within the maintenance field, on work-life balance. I saw few surprises in the results. In general, this group of men and women defined work-life balance as getting the job done at work while meeting personal and family needs at home. As I discussed the survey results with the wardroom, I explained that the balance is different for each of us, but what should be the same is the commitment we put into whatever we are doing at the time. If we are at work, we are committed to the work. If we are at home, we are committed to family and friends. The commitment is more than simply doing the bare minimum. It takes focused energy, meaningful conversation and an environment for learning about our strengths and weaknesses. This message applies to all of us working at NNSY. And our commitment of Service To The Fleet, Any Ship, Any Time, Any Where, was most evident this past month in the following examples: dry-docking USS *Albany* (SSN 753) on Oct. 16, 2013 for her Drydock Continuous Maintenance Availability and Engineered Overhaul, sending USS *West Virginia* (SSBN 736) to sea on Oct. 24 2013, immediately responding to emergent reactor compartment electrical cable work on USS *George H. W. Bush* (CVN 77), sending USS *Mesa Verde* (LPD-19) back to sea with three operating Main Propulsion Diesel Engines and a solid plan to fix the fourth on her return and starting production work on Sam Rayburn (MTS 635). Is your commitment at work and at home at the appropriate level or are your efforts at the bare minimum?

With the recent government shutdown and furlough, our Combined Federal Campaign was forced to pause. This campaign is back in full swing and will be extended to Jan 2014. Your contributions make a difference in our local communities. From Vice Adm. Hilarides (NAVSEA Commander), "I understand not everyone is able to give, or give as much as they have in the past. Yet even in the hard economic times of last year, you gave more than ever. For those of you who are able to give, I encourage you to do so. Your contributions ultimately help those in need or just need a helping hand."

In this time of Thanksgiving, I am thankful to be in service to the men and women of Norfolk Naval Shipyard, the United States Navy and the Nation. Thank you for all you do to advance the mission of NNSY with an attitude of service above self.



Captain Mark Bridenstine

Honoring Veterans

Any day is a day we can pause to honor those who have fallen and those who are currently serving in our Armed Forces, but Nov. 11 is the official holiday -- Veterans Day.

On Veterans Day take the time to participate in the activities and the events around the community to really see what being a veteran means to others, and reflect on what it means to you. I personally want to say thank you to our Sailors and the thousands of veterans in our shipyard workforce. This country owes a debt to all Veterans, and military families.

In these tough economic times, we're especially aware of our service members transitioning to civilian life. One of the great perks of being a command master chief at a facility with so many veterans is seeing the results of that successful transition every day.

Make sure you go out during Veterans Day weekend and enjoy some of the discounts that are being offered at area restaurants, stores and attractions. Yes its always nice to save a few bucks, but more importantly it gives our community a chance to personally say thanks and match a face

to our military and veterans.

As hard as it may be to believe, the holiday season is right around the corner. Unfortunately this is also a time of the year where the Navy traditionally sees a spike in accidents -- especially off-hour accidents. Be sure when celebrating whatever occasion that you do so responsibly and always have a plan.

-- CMC Out

Command Master Chief



Command Master Chief
Brian Collier

Code 900T Reduces No-shows

By Kristi Britt, Code 1160 Public Affairs Specialist

One of the three strategic goals of the shipyard, as a Learning Organization, is to improve the Knowledge, Skills and Abilities (KSAs) of the employees. In order to develop the employees into a powerful workforce, training of various types has been developed to build up their own arsenal of KSAs. With a goal in mind to have the workforce trained and prepared for the daily jobs they face, the amount of no-shows to training is being challenged to be reduced.

Code 900T, whose mission is to provide training excellence to develop journeymen into craftsmen, hold a process to track every employee and chronicle the training they are scheduled for and if they successfully attended that training.

Daryl Perkinson, 900T superintendent, is very keen on reducing the amount of no-shows. "Captain Bridenstine laid the challenge out; 'can we get to five percent?'" said Perkinson. "I was skeptical at first because ships come first. After having conversation with the folks I think we've seen we can get it fewer than 10 percent.

"One of the important things I like to use the analogy, when we establish a class it's like us having a plane on the tarmac. Let's say I have 100 seats on that plane. If I fill those 100 seats that means there's less flights I have to take to train that material to the shipyard. So if we sustain a 20 percent no-show rate, that's another class I have to create and another plane I have to put in the tarmac."

Several years ago, the average no-show rate was at 20 percent or more. The past year however numbers have dropped dramatically, leaving the shipyard-wide average at a 10 percent no-show rate. Perkinson credits these drops are for various reasons. Aggressive shops and codes have leader-

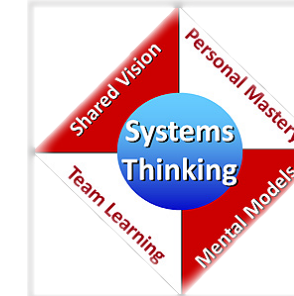
ship that remind their people of their upcoming training and also making sure the workload is covered so work isn't affected.

"One of the difficulties for the project team is questioning if it's best to let the workers do the training? Do I keep them at the job and get the work done today or do I let them go to training?" said Perkinson. "The leadership of the shipyard says we need to send them to training because down the road that training is going to be necessary for them to have and there's going to be a point in time where we have to send them anyway. No-shows cost us money and efficiency. That's the thrust we want to do with no-shows. We want to keep people on the waterfront the maximum amount of time we can."

In addition, until recent years, there was not a process in place to offload the military after they finished their assignments at the yard. Military would come in and be put into the training system to be automatically scheduled; however, they would never be removed upon their departure from the yard, thus qualifying as a no-show.

"One of the things that helps clean up information is that we now are very careful and conscious with those leaving the shipyard," said Perkinson. Now, all shops and codes are very conscious about when both civilian and military depart and make sure to address it as such to remove them from the system.

Classes are offered and scheduled with the worker's needs in mind. If the worker is unable to attend and needs to reschedule, they can provide that information to 900T and a new timeslot for training will be awarded to them. So when asked if the goal given by the shipyard commander can be met, Perkinson added, "the efforts of the shops and codes prove that it's achievable."



TRAINING EFFICIENCY

Benefit Fair

Nov. 12 2:00 – 5:00 p.m.

Nov. 13 7:30 – 3:30 p.m.

Building M32, 3rd Floor

The Norfolk Naval Shipyard Benefit Fair gives employees the opportunity to explore their healthcare and insurance options. This is especially important to employees who are thinking of changing their medical or dental coverage during the Open Enrollment period in November.

In addition to the regular agencies who normally attend the event, this year representatives from MWR and The Branch Medical Clinic will promote information on fitness as well routine medical care.



GROUND ZERO G

ZERO G ARM PUT TO THE TEST AT NNSY

By Michael Brayshaw, Code 1160 Public Affairs Specialist

Norfolk Naval Shipyard (NNSY) has established itself as ground zero for the zeroG arm, a mechanical arm enabling workers to maneuver tools with increased motion while providing a sense of weightlessness to heavy objects such as grinders and welding equipment. Four Shop 26 Welding Apprentices tested the arm Sept. 17, with experts from the National Institute Occupational Safety and Health (NIOSH) and the Naval Safety Center observing this revolutionary tool in use. The test was extensively documented with video and photographs to share with Naval Sea Systems Command and the other shipyards to demonstrate how the zeroG arm can benefit workplace productivity and employee health.

Along with increasing speed and efficiency, the zeroG arm is ergonomically friendly and allows workers to use heavier equipment for longer periods of time. "The zeroG arm takes the weight and the stress off of a vibrating tool," said NNSY Ergonomics Manager Suzanne Gregor, who observed the test. She added a customary grinder is "fighting you because it's vibrating, and the stress of trying to lift it, and the pressure against



Photos by Shayne Hensley, Shipyard Photographer

whatever you're grinding, takes a lot out of the upper body, and after a while it's going to hurt."

The consensus of the shipyard welders who tested the zeroG arm was it allows them to better focus on the work being performed, enabling increased concentration while reducing fatigue.

Second Year Welding Apprentice Kristopher Richardson said, "I thought it was great using the equipment. We noticed that not only do you not have to physically hold it up yourself—it takes a lot of pressure off of that—but that when you're done, you can kind of just let go. You don't have to find a spot to put it down somewhere."

Shawniqua Parham, also a second year welding apprentice, agreed. "It definitely saves time with not having to pick it up and put it back down. Holding it up, it does all the work for you. It eliminates one of the harder parts for me, especially as a woman. It's awesome!

I wish I could get one of those to carry in my toolbag."

During its use, NIOSH representatives analyzed if hand/arm vibrations were reduced using the zeroG arm compared to customary grinding equipment, and will return to NNSY later this year to further study the tool. There are even plans to test the zeroG arm with an exoskeleton in early 2014 to allow employees to use it for internal ship work. The zeroG arm was first tested at the shipyard in February 2013 on USS *Newport News* (SSN 750), with design and fit up support from NNSY's Rapid Prototype Lab. The zeroG arm is produced by Equipois Inc.

Gregor said from what she saw during the test, there are extensive benefits to be gained from implementing the zeroG Arm into NNSY's work. "Your production goes up, your morale goes up, your injuries go down," she said. "Win-win-win!"

Thinking that the zeroG would be particularly well-suited to extensive welding jobs, Richardson noted that with customary grinding equipment "eventually your arm starts hurting or your hand starts hurting with the clenching; your back starts hurting from having to keep it in place. But with this, it was like, 'nothing hurts. I can do this all day.'"

Employee Assistance Program



By Susan Wood, Code 1101
Division Head

Norfolk Naval Shipyard (NNSY) recently partnered with the Department of Health and Human Services (HHS) Federal Occupational Health (FOH) division for Employee Assistance Program (EAP) services. This program is an exciting, fresh approach to what we previously knew as the Civilian Employee Assistance Program (CEAP). FOH is a small organization primarily made up of Licensed Clinical Social Workers (LCSWs) that seek out other counselors and clinicians to provide support to our employees. We are now relying on experts in their field to pick out the experts for our use.

The FOH program works under a consortium model. This means they rely on services from more than one source. Employees will now have the ability to make choices with regards to their counselors. FOH can assist by finding services near home or work and anywhere

in the world.

You have a problem employee? Going through a divorce? Your spouse struggling at their job? Problems with your teenager? Your college student homesick? This program is not limited to the NNSY employee, immediate family members can also use these services anywhere in the world. Below is an overview of the EAP services offered to employees and their immediate family members:

- In-person assessments; short-term, problem-solving counseling; coaching; consulting
- Referrals to community resources
- Legal/Financial services
- Group services
- 24/7 telephone support
- Website resources

EAP specializes in helping employees and their immediate family members with the following situations:

- Troubled relationships

- Emotional reactions & regulation
- Stress
- Anxiety
- Depression
- Grief
- Workplace problems
- Alcohol and drug abuse, misuse, and co-dependency issues
- Parenting concerns
- “Sandwich generation” issues

In conjunction with our EAP services we are also offered Legal and Financial Consultations. It is not uncommon that at some point all employees may face these concerns. The consultations assist with the following situations:

- Telephonic connection for legal & financial advice
- Local in-person attorney services
- Will preparation
- Online legal services
- Identity theft solutions

See EAP, Page 16

Half Million Dollar Bright Idea

By Brian McNeal, Code 1160 Public Affairs Specialist

What began as a conversation amongst co-workers sparked by rising fuel costs, turned into a money-saving Bright Idea that will alleviate a \$275,000 expense to provide crosswalk lighting.

Military Management Specialist Tom Angle knew there had to be a better way when it came to providing lighting at intersections throughout the shipyard. “I figured they must be spending a lot of money in fuel to light these crosswalks,” explained Angle. “I did some figures based on gas prices. I had seen the Bright Ideas program in *Service to the Fleet* and decided to give them a call.”

That call was made in early 2013, and in less than a year a solution was found with the aid of Bright Ideas. “When I saw the figures from the savings I said ‘Wow!’ Certainly NAVFAC (Navy Facilities Command) had already looked at it and they were going through the process, but we made it apparent that with the savings over a period of time that it was worth it, said Bob Barfield, of Bright Ideas. “We raised the red flag and made it easy to clip the low-hanging fruit.”

The issue is that there are 25 generators throughout the shipyard that provide power to crosswalk lights. These generators consume a total of 750 gallons of fuel a week. At \$4.00 per gallon — that’s \$3,000 per week. Multiplied by 52 weeks, the total fuel costs for crosswalk lighting is \$156,000. Once delivery, maintenance and operation costs are factored in, supplemental crosswalk lighting costs the shipyard an estimated \$276,840 a year. “Keeping people safe in the crosswalk is very important, but this is a case where a ‘band-aid’ becomes a permanent fix and it costs us more in the long run,” said Angle.

Angle’s original solution was to affix LED spotlights, fed power through electrical lines, onto existing light poles and direct the light into the crosswalks. In addition to not requiring reflectors to focus lighting, LEDs emit more light per watt than traditional bulbs and the efficiency of LED lighting fixtures is not affected by shape and size, unlike fluorescent light bulbs or tubes. Once his proposal was sent to NAVFAC and Navy Region Mid-Atlantic, it was altered to include dedicated and permanent light poles. Work began in August to lay utility lines and foundations for the crosswalk light poles.

“To quote Captain Bridenstine, the shipyard needs more people to work towards commitment, committing their ideas to benefit everyone,” said Barfield. “I don’t think Tom started this idea so that he could get recognition or an award, it was to benefit the shipyard. Our philosophy is that each employee could submit 10 Bright Ideas a year. Nine of those ideas might be ‘so-so,’ but one of those will be a ‘Wow!’ If we could get everyone to come up with a ‘Wow,’ that would help with becoming a Learning Organization and to help with improving our shipyard. I can’t say it enough — we need more bright ideas from everyone.”

Shipyard Spotlight: Tim Pollard, Jr. Code 920 Visual Testing Welder



Tim Pollard

By Kristi Britt, Code 1160 Public Affairs Specialist

At the beginning of every production, the crack of the director's board signals the start; the call for ACTION loud and clear as the scene comes to view. The story begins and the audience is at the edge of their seats watching it unfold. The lights dim and at center stage, Tim Pollard, Jr. stands tall, his life an everlasting production for the entire world to see.

Pollard's story begins in Texas, his birth soon followed by his family moving to Norfolk. Ever since he could remember, Pollard had a flair for the dramatic. He had the ability to entertain those around him with comedy and his own creation of characters. Putting those skills to the test, he starred in eight productions during his time in high school. Greatly inspired by actors Will Smith and Jim Carrey, Pollard's sights continued to be on a future in entertainment after graduation. "If they could do it, so can I," said Pollard.

During his time at Tidewater Community College, Pollard sought out a job to pay the bills and help him eventually reach his dream. Seven years ago, he heard of the shipyard hiring on the radio and he answered the

casting call. After discussing the work here with a church friend from Shop 71, he applied and was accepted into the Apprentice Program as a welder. Now part of the Visual Testing Team in Code 920, a typical day at Norfolk Naval Shipyard (NNSY) for Pollard consists of inspecting welds to guarantee the work is satisfactory. As someone with a positive outlook even in times of frustration, he helps boost morale for his co-workers.

Christina Robinson, Code 920, has worked with Pollard for five years. "Tim is one of the most positive people you'd come in contact with at the shipyard. No matter what the job is, he always has a smile on his face. He's always happy, always speaking positive things; he's just a great person to have in your workspace. He's an all-around good person."

Pollard enjoys the work he does at NNSY as well as the people he works with; however, his dreams lay in the entertainment industry. "I'm an actor, rapper and producer outside of NNSY," said Pollard. "I'm constantly doing local plays, I've had a few film jobs as an extra and I've done reenactments. I put a lot of time into entertainment and my family."

One of his greatest achievements in life is his six-year-old daughter Makayla Marie Pollard. "I always wanted a child and she wants to be just like daddy," said Pollard. Another proud accomplishment is his participation in the 2013 Face of Fox43 competition, where Hampton Roads locals audition and compete for a chance to be a news reporter for a year and cover events as the 'Face of Fox43'. Pollard was a fan favorite and was able to take second place in the entire competition. "I put a lot of work into the competition and I met a lot of people and that's one of the reasons I did it was because I like meeting new people. I also learned a few things about entertainment and video editing. I also found out I have a lot of supporters I never knew I had."

So what does the future have in store for Tim Pollard Jr.? In five years, he hopes to have achieved what he's pursuing and live out his dreams. "I also hope to be in a position where I can help more people like with finances and to help counsel people if needed." In 10 years, he'll be throwing his daughter a sweet 16 party. "Help me Jesus!"



NNSY Completes Final Phases on USS West Virginia

By Kristi Britt, Code 1160 Public Affairs Specialist

Norfolk Naval Shipyard (NNSY) completed the final phase of an Engineering Refueling Overhaul (ERO) on USS *West Virginia* (SSBN 736), sending the ballistic missile submarine to sea trials Oct. 25.

In addition to the ERO, NNSY personnel tended to reverse osmosis modernization; steering and diving system maintenance; water storage tank alteration; and missile tube maintenance. NNSY personnel teamed with Puget Sound Naval Shipyard for the valve-regulated lead-acid battery installation. Along with many system upgrades and maintenance to other components on the ship.

“This ERO involed a lot of planned as well as emergent work,” said Jack Harris. “We spent more than 525,000 mandays on getting the boat back to the fleet in fighting condition. Our project team had to overcome a lot of challenges and we were able to do so due to our planning, teamwork and working with an extraordinary ships force crew compliment. Like with any availabil-

ity, ship’s company can make all the difference in the world.”

Docked at NNSY since March of 2011, West Virginia will return to her homeport in Kings Bay, Ga. to fulfill its mission as a Trident submarine.

Facts and Figures:

- Builders:** General Dynamics Electric Boat Division
- Length:** 560 feet (171 meters)
- Beam:** 42 feet (12.8 meters)
- Displacement:** Approx. 16,765 tons.; submerged, approx. 18,750
- Speed:** 20+ knots (23+ MPH; 36,8+ KPH) **Crew:** 17 officers, 137 enlisted
- Armament:** 24 tubes for Trident I and II, MK-48 torpedoes, four torpedo tubes

“Our project team had to *overcome* a lot of challenges and we were able to do so due to our planning, *teamwork* and working with and extraordinary *ship’s force* compliment.”

-- Jack Harris, USS West Virginia project superintendent

FSA Benefit Nets Me Untold Fortune

-- You could be next

By Brian McNeal, Public Affairs Specialist

Ever stay up late and flip on the TV only to find an infomercial with some guy who has discovered the key to wealth? All you need to do is attend his seminar, or buy his book or call his number and you too can live the dream. The catch is – it costs you a



McNeal

few (*hundred*) dollars. Well this article is just like an infomercial (not really) and if you read it, you will learn how a fax machine saved me thousands (*ok, only \$400*) -- AND YOU CAN DO IT TOO!

During the benefit fair of 2011, I received some information on the federal Flexible Spending Account (FSA). An FSA is an account where you contribute money from your salary before taxes are withheld then get reimbursed for out-of-pocket health care and dependent care expenses. For example, let’s say you make \$1,000 per pay date – that means you pay taxes on \$1,000 per pay date. If you put \$20 per pay date into your FSA– then you only pay taxes on \$980 per pay date. You save money by paying less taxes.

With a daughter in daycare and a wife working full-time, I figured I’d give the dependent care program a shot. Enrolling was easy. Just five minutes on the computer and I was signed-up for the maxi-

mum amount of \$5,000 for the year. For all of 2012, a portion of my paycheck was diverted into the FSA. In order to get reimbursed, I had to complete a form, get it verified by the childcare provider, and fax it. Within a week, the money appeared in my bank account. I even timed my submissions so I received my reimbursements on my non-payday week.

For the entire year, I saved \$416 on something I was already spending money on. I liked it so much, I enrolled in a healthcare FSA for 2013. The healthcare FSA allows me to pay frequent expenses like co-pays and prescriptions with tax free dollars. The maximum amount allowed per year is \$2,500. Unlike the dependent care FSA, I had to submit proof of payment for services like a receipt or Explanation of Benefits (EOB) along with the FSA form. This year I discovered that many over-the-counter drugs and medical items are reimbursable. Next year I plan on increasing my contribution to pay for my wife’s glasses (in lieu of opting into vision insurance).

So my friend, are you tired of putting your hand in your pocket and only feeling your leg? Are you ready to get on the road to riches and living the dream? Then YOU TOO CAN enroll in a flexible spending account today. For more information, visit www.fsafeds.com.





(Photo by MCSN Wesley J. Breedlove)

CELEBRATING COMMAND OMBUDSMEN

By MCSN Sarah Horne
5-Star Staff Writer

Ike leadership, ombudsmen and their spouses joined area commands to thank ombudsmen for their continued support during an appreciation dinner at the Virginia Beach Convention Center Oct. 3.

Ombudsmen dedicate their time to support service members and families from commands throughout the Navy, lending support and assisting when they have questions or concerns.

“The ombudsmen do a tremendous job for our families,” said Ike Command Master Chief Sheila Langejans. “They are the first line of assistance for Sailors. Their job is really, really hard because they have a wide range of conversations when families are upset or scared or don’t know what to do.”

Because emergencies can happen at any time, ombudsmen act as a 24-hour helpline, ready to respond to any situation.

“I became an ombudsman to help the people, to help families,” said Cynthia Anguiano, an Ike ombudsman. Anguiano said she became an ombudsman to help Ike Sailors find the answers they needed.

The Navy offers Sailors and family members support across multiple platforms, such as the ombudsman program and family readiness groups (FRGs). Anguiano said ombudsmen and FRGs help

each other by both assuming responsibility for the well-being of Sailors and their families.

The ombudsman program was started by then-Chief of Naval Operations Adm. Elmo Zumwalt in 1970 to create a reliable source of communication between commands and the families of Sailors. Ombudsmen are responsible for helping commanding officers maintain

the morale, health and welfare of Sailors throughout the fleet. Ombudsmen provide background and contact information to Sailors, informing them which resources are available to them, such as day care, mechanical assistance and funeral services.

Approximately 700 people attended the dinner, which was funded by supporters and by the Navy League.



Rear Adm. Michael Gilday, commander, Carrier Strike Group Eight, poses with Ike ombudsmen during a celebration dinner. (Photo by MCSN Wesley J. Breedlove)



Chief Aviation Ordnanceman Timothy Roupp, assigned to the aircraft carrier USS Dwight D. Eisenhower (CVN 69), receives his chiefs' anchors from his family during a pinning ceremony aboard Norfolk Naval Shipyard. (Photo by MCSN Sarah E. Horne)

IKE WELCOMES NEW CHIEFS

By MCSN Jermaine Ralliford
5-Star Staff Writer

Chief petty officers (CPOs) assigned to the aircraft carrier USS Dwight D. Eisenhower (CVN 69) (Ike) pinned 55 new chiefs at a ceremony aboard Norfolk Naval Shipyard, Sept. 13.

The ceremony followed a six-week training period known as CPO 365 Phase Two, which began Aug. 1, a day after CPO advancement results were announced throughout the Navy. During this phase, senior leaders introduced the ship's chief selectees to challenges designed to strengthen

their leadership and mentorship abilities.

Chief Legalman Tanika Bordley, leading chief petty officer of Ike's Legal department, said the new chiefs entering the mess will help all the ship's chiefs learn how best to lead their junior Sailors.

“They have bright ideas and they're energetic,” Bordley said. “They are ready to get on the deckplates and help other Sailors grow and get to where they are themselves. They'll accomplish this not from behind a desk or behind emails, but by improving their own Sailors and Sailors around the ship.”

When it came time to pin anchors onto the collars of their new khaki uniforms, the new chiefs had fellow CPO or officer mentors affix their new collar devices.

Many family members also pinned anchors on their loved ones. Newly pinned Chief Logistics Specialist Gulseren Canak, who was pinned by her husband, said she is eager to help strengthen the mess and to give back to her shipmates.

“I'm going to keep charging and keep leading Sailors,” Canak said.

Expressing his deep admiration for the new CPOs, Capt. Stephen T. Koehler, Ike's com-

manding officer, said Ike will reap the rewards of the new chiefs' achievements.

“We know this is a huge success in your lives,” Koehler said. “The chiefs' mess has spent six weeks investing in you all, welcoming you to the mess and teaching you what it's like to be chiefs. I appreciate all of the work you all have done to make us greater each day.”

Dwight D. Eisenhower is currently dry-docked at Norfolk Naval Shipyard undergoing a 14-month scheduled docking planned incremental availability.



USS *Albany* (SSN 753) arrived at Norfolk Naval Shipyard (NNSY) Oct. 16 for its scheduled Engineered Overhaul (EOH) availability.

This EOH is comprised of a large modernization package and extensive refurbishments to *Albany*, which will be one of the largest maintenance events the boat will see in its operational life-cycle. Some of the work includes removing the shaft and the sonar dome for maintenance along with alterations including a reverse osmosis unit, a new ship's battery, and Generic Instrumentation and Control (GEN I&C) upgrade for the reactor. In addition, *Albany* will receive the latest, cutting edge combat systems package currently being developed to increase its war fighting capabilities. With a work package similar to USS *Newport News* (SSN 750), the *Albany* team will be utilizing the lessons learned to benefit the work they are undertaking.

New innovations at NNSY will greatly enhance the completion of this availability. "USS *Albany* will be the first to fully incorporate Job-Readiness Cells (JRC) and 'true' Zone Management from the start of the project," said Tim Cox, Non-Nuclear assistant project superintendent (APS) with *Albany*. A "true" Zone Manager will be in control of every aspect of a compartment or "zone" on *Albany*. This responsibility will aid in their career advancement at NNSY.

Incorporating the shipyard's Mission, Vision and Values as well as the three Strategic Goals, the team has prepared diligently for the boat's arrival. "All Zone Managers and APSs are fully qualified," said Superintendent Dave Bittle. In addition, the team members have been well-involved in performance improvement events as well as just-in-time training to become a fully qualified workforce.

"We've got an excellent team," said Bittle. "I'm excited and proud of this team and crew and the relationships we've built with one-another. We're coming together extremely well." "We're more than ready," said Bittle. "We're excited; we're charged up and ready to go. My team is gold and they're ready to get started."

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- Family budgeting/financial planning
- Savings and investment strategies
- Selecting which credit card to pay off first
- Determining amount needed to retire comfortably
- Identifying a local financial planner

In FY14, we've also added an additional benefit to our EAP services. It is known as the Work/Life4You (WL4Y) services. These services were added because employers realized there was a growing demand to balance work and personal needs, and the fact that employee time was being diverted by care giving needs. This program takes some of the planning and effort away from the employee by assisting with the following:

- Childcare and Parenting
- Adult Care and Aging
- Education
- Health & Wellness
- Financial & Legal
- Daily Life
- Send materials within minutes of a request, including free kits: Prenatal, Child Safety, College, Adult Care, and Be Well Kits

Prescreen providers and generate detailed referrals with confirmed availability

Provide gerontology and child development consultations

NNSY realizes home life spills over into our work life and work spills over into our home life. We want all of our employees to be healthy, happy, and productive.

Process Improver

Petty Officer Lugenbeal Overhauls Training Program

By Michael Brayshaw, Code 1160 Public Affairs Specialist

Code 300 Nuclear Machinist's Mate First Class (SS/SW/AW) Kerry Blake Lugenbeal may technically be a "limited duty Sailor" while recovering from shoulder surgery, but he has a limitless hunger for knowledge and problem solving.

In an unusual honor for a First Class Petty Officer, this 15-year Navy veteran was recognized with the Navy and Marine Corps Commendation Medal Sept. 26. Working closely with Code 900 Training, Lugenbeal revamped NNSY's Nuclear Regional Maintenance Department (NRMD) Phase Qualification Program for leading petty officers, saving over 500 hours of training per Sailor and an estimated \$814,000.

"I want to thank you for the effort you put into reducing the amount of time it takes us to get our Sailors qualified over at NRMD to execute the work we need to execute," Shipyard Commander Captain Mark Bridenstine told Lugenbeal. "I think Sailors want to work—and not wait to work until they can get their training done—and that's what you've given them, and given us as a shipyard."

Code 900T Nuclear Training Manager Kathleen Borman, who worked closely with Lugenbeal in overhauling the program, said his "efforts and dedication provided a program that is still in use today. It provides the NRMD military personnel a training pipeline that aligns with their support of the ships' core capabilities."

Recalling the year-long overhauling initiative, Lugenbeal said, "The biggest challenge was using the military qualification process we use

aboard ship, and integrating that with the shipyard process to better suit the Sailors."

Lugenbeal's award also recognized his efforts cross-training USS Frank Cable (AS 39) Sailors to support USS Emory S. Land (AS 40). As the only tenders remaining in the Navy, Lugenbeal took advantage of the rare opportunity of both being expeditionarily deployed to Guam. Lugenbeal said, "That gave us about three times the manning of what we originally had [on Emory S. Land]. It provided a lot of leeway to get some big-ticket work items done on the tendered submarines and directly contributed to increased morale within the department."

Seeking knowledge wherever he can find it, Lugenbeal appreciates the training opportunities he's had while working for NNSY and NRMD. "I attended over 800 hours of training initially while at NRMD—what can take up to 20 years to get qualified at the shipyard, I was fortunate to have the opportunity to do in 8-10 months. I really enjoyed learning the different aspects of all that goes into completing shipyard maintenance."

Lugenbeal added, "The best thing about working at NRMD was being able

to interface with the shipyard and learning how it operates. Once you really see how both [military and civilian] sides operate, you can really appreciate what each side brings to the table. Now that I'm on limited duty, I have been extremely fortunate to work for 300N and see the 'big picture' of what truly goes into completing nuclear and non-nuclear maintenance."

While Lugenbeal will likely be leaving NNSY early next year, he will remember the valuable networking opportunities established during his time here. "It's good knowing what else is out there [after retirement], given my background," he said. "I'd love to continue in my field, and after working closely with shipyard civilians, I already feel welcomed to the family."



Shipyard Commander CAPT Mark Bridenstine presents MMI Kerry Lugenbeal with a Navy Commendation Medal Sept. 26 (Photo by Tony Anderson, Shipyard Photographer).