

Service to the Fleet

Norfolk Naval Shipyard

"Any Ship, Any Time, Any Where"

August 2011



CHART Transitions to..

USA JOBS



see pg 7



On July 12, RADM Joseph F. Campbell presents John Darlington with the Meritorious Civilian Service Award and Medal for outstanding distinguished service and exceptional performance as Project Superintendent on USS Norfolk (SSN 714), which completed five days early. (Photo by Tony Anderson, Code 1170 Photographer.)

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Service to the Fleet

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ON THE COVER: Federal employment will now utilize USAJOBS exclusively. Find out more on page 7.

Commander's Comments

by Acting Shipyard Commander, Rear Admiral Joseph F. Campbell

Are You *Satisfied*?

During my first tour as your shipyard commander from 2003-2006, I emphasized a message based on what I call the FOUR S's—**Service, Safety, Success** and **Satisfaction**. Now that I've returned to Norfolk Naval Shipyard, I feel the four S's are more relevant than ever. **Service** is what we perform every day for keeping the Fleet in fighting form; **Safety** is our greatest responsibility while on the job performing that service. Our **Success** as a shipyard is measured by our ability to consistently deliver work on schedule, for the promised cost, and with first-time quality. The fourth 'S' of **Satisfaction** is what I'll spend the bulk of this edition of Commander's Comments discussing.

While our Service, Safety and Success all require our very best collaborative efforts at the shipyard, Satisfaction is actually about YOU as an individual. I want each of you to be happy and content with the work you do at the shipyard, with the contribution you make every day, and with the shipyard as a whole. There are a lot of improvements NNSY has made in recent months to bolster shipyarders' Quality of Work Life—expanding the Cooperative Association's services, renovating our NNSY Safety Shoe Store, and opening the EARN Store as an "on-the-spot" method to reward

employees for their dedicated services. While awards are great and can temporarily influence our sense of satisfaction, I think the true bedrock for satisfaction is the sense we get at the end of each day that we put forth our best efforts in executing the Navy's mission. At the end of my day, my sense of accomplishment comes from knowing that we repair and modernize warships that go in harm's way and directly support preserving our freedoms as a nation.

I want each of you to be satisfied in your jobs. If it's not the current job you're in, it could be one in another role or department here, or for some people it could be at another facility entirely. As you'll see in this issue of *Service to the Fleet*, the Federal Government—including NNSY—is transitioning its federal hiring process from the Civilian Hiring and Recruitment Tool (CHART) and Resumix to using USAJOBS and USA Staffing. Our Human Resources department is currently holding training sessions to help shipyarders with this transition, particularly in setting up a USAJOBS account and how to build an effective resumé.

As vital as it is to have a sense of fulfillment in our chosen occupations, I'll also caution each of you not to get too satisfied, because that can quickly slide into complacency. Constructive



dissatisfaction and continually finding ways to improve is what will take the shipyard to its next levels of achievement in providing Service, working Safely and ensuring Success. The shipyard's initiative in becoming a Learning Organization (LO) is an important facet of this. One of the most powerful exercises in the LO 101 course involves writing two eulogies—one for if we died after living a long and fruitful life, and one for if we died today. The desired outcome of this exercise is showing ourselves how much we still have yet to accomplish in our lives both at home and at work.

So to close out this edition of Commander's Comments, I ask each of you: are you satisfied in your occupation? What would your eulogy say?

BE SAFE

CMC's Corner

by Edward Schutz, NNSY Acting Command Master Chief

Ahoy Shipmates! The 4th of July celebration in downtown Portsmouth was phenomenal, followed by one of the biggest fireworks displays in the area. More importantly, I am happy to report the 4th of July weekend came and went with zero mishaps. It has been a while since we were able to take a long weekend, and because of your planning and judgment it was a safe one. Let's make this an example of not only how to plan for a long weekend, but an every day process involving safety and good decision-making, keeping Norfolk Naval Shipyard (NNSY) out front and leading the way. Great job and thank you.

The NNSY Powder Coating Shop in Building CEP-200 at Naval Station Norfolk celebrated its grand opening with a ribbon cutting ceremony presided over by Rear

Adm. David Thomas, commander, Naval Surface Force U.S. Atlantic. The Powder Coating Shop will further enhance the Navy's ability to fight one of our biggest enemies, corrosion.

Congratulations to the second quarter Sailors of the Quarter. The Senior Sailor of the Quarter is MM1(SS) Antoine Bridges. The Junior Sailor of the Quarter is MA2(SW/EXW) Lydya Sollom, and the Bluejacket of the Quarter is ATAN Christopher Strohm. I would like to personally congratulate the Sailors selected as well as all of those nominated. Bravo Zulu Shipmates!

I would like for everyone to welcome home all of our returning Individual Augmentees from deployment in support of the Global War on Terrorism Overseas Contingency Operations. Thank



you for your service
MM2 Michael Clark, MM2 Shane Griffith, GSM2 Ryan Henderson, AT2 Scott Hoag, FC2 Walter Jameson, AT2 Jesse Kramer, MM2 Bryan Mazac, EM2 Simon Piedra, MM2 James Tait, MM2 Pierce Ruef, HT2 Charles Wilkinson and EM1 Charles Amos.

NNSY's Emergency Sheltering Alarm

The emergency sheltering alarm will announce to the workforce when it needs to take shelter during severe weather. Personnel will know the alarm has been sounded when they hear **3** short blasts, **30** seconds long at **10** second intervals. The alarm may also be utilized for other conditions that may result in danger to life and property. The alarm can be applied for destructive weather (tornadoes), force protection or other security events.

Should the alarm be sounded, personnel should seek shelter immediately. If weather conditions seem to worsen and the alarm has not been sounded, supervisors and employees should utilize good sense and prepare to seek shelter.

All personnel should take shelter in a secure building away from exterior walls and windows. Personnel working shipboard should take shelter below decks. Once the alarm has been sounded, all personnel will remain sheltered until an ALL CLEAR is provided which is **1** long continuous siren blast.

Shipyard Spotlight:

Quite the “Borer,” Code 931 Sam Dayton

By Dennis Casteen, Code 931 Machinist

Big. That’s what Sam Dayton thought when he first saw the high-bay area on the first floor of Building 171 back in 1973. “During my apprenticeship at a private machine shop, I operated a large engine lathe that was 36 feet long, but that machine was dwarfed by the equipment in Shop 31,” said Dayton.

Dayton entered Norfolk Naval Shipyard (NNSY) as a machinist in the Shop 06 (Toolmakers), located on the top mezzanine floor of Building 171 (now part of Shop 31). He manufactured parts required for the maintenance and repair of machinery and equipment used all over the shipyard. “The first job I did here was to make a set of wheels for a small cart in the foundry. Back then,

the shipyard did not buy much from the outside, we could make anything,” said Dayton.

He worked nearly 10 years on the shop floor as a machinist, toolmaker and diesinker (a specialized machinist). He spent a lot of this time on the second shift. “I was very fortunate in being able to work beside some of the brightest individuals I have ever known,” said Dayton. “During this time, I discovered that no one individual will always have the best approach to doing a job.”

In 1983, he was promoted to machinist foreman and was assigned to the high-bay area in the main machine shop that had left such an impression on him in 1973.

“Boy, did I feel out of place. I was assigned responsibility for all the huge machinery in the tall bay.” Six months later, his responsibilities changed to milling and gear cutting. In 1984 he went back to Shop 06 as a foreman toolmaker, where he has remained to this day.

“The work we do can be challenging,” explained Dayton.

“One of the more unusual jobs we have done was due to an explosion on the USS

Iowa (BB 61). In 1989 the number two turret on BB-61 exploded during a training exercise, leaving a 16-inch pro-

jectile jammed in one of the 75 foot-long barrels. The tool shop was given the task of removing it.” After several attempts to dislodge the 2,000 pound bullet had failed, Dayton’s group modified a portable drilling machine and mounted it in the breech, or loading end, of the barrel. This enabled them to drill and eventually bore the projectile, cutting it into small pieces.

“Most of the boring was done by Bob Gass, who is an instructor in Radiological Control, Code 105, today. Mr. Gass had to crawl up into the chamber of the barrel to operate our special drilling machine,” said Dayton.

Dayton’s interest in things mechanical doesn’t stop at NNSY’s gates. He is also an accomplished gunsmith. “Many years ago I decided I wanted to shoot rifle competition, and I bought an Army M1 Garand. The rifle did not shoot on target, and I ended up rebuilding it over and over until it was quite accurate. I started winning competitions and people asked me who built my rifles.” Dayton eventually maintained 40 M14s for the Virginia State Team. He still occasionally builds rifles for the Navy’s Rifle Team.

How does Dayton view his work at NNSY? “The best part of my job is that I like what we do. We teach. We help others do their work. We aim to make their job easier.”

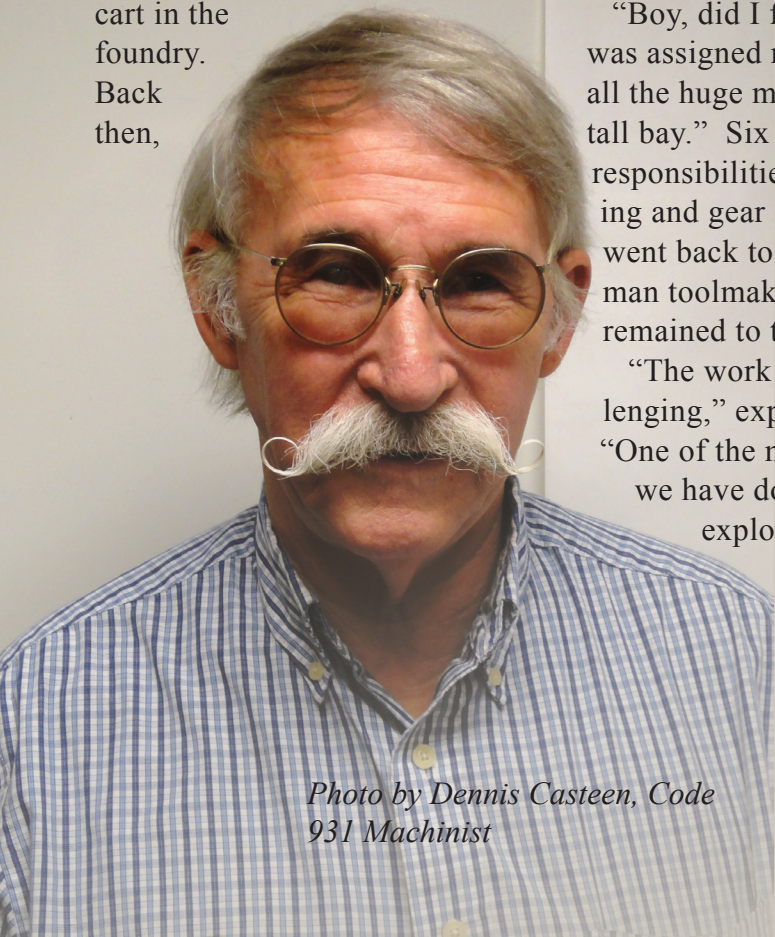


Photo by Dennis Casteen, Code 931 Machinist

Norfolk Naval Shipyard Gives Philly Crew an Early Release

By Jennifer Zingalie, Code 1160 Public Affairs

Open communication, teamwork and relationship building enabled Norfolk Naval Shipyard (NNSY) to relieve the crew of the Los Angeles-class attack submarine, USS *Philadelphia* (SSN 690), and begin preparing it for safe storage, transit and eventual recycling in a ceremony, June 27; two days earlier than originally planned.

“We had 65 Sailors who were committed to leave by the end of June to fill the operational needs throughout the Navy,” said Jimmy Masters, project superintendent. “Being late on this project could have greatly affected deployment schedules and mission capabilities, not only of the Navy, but at the commands where these Sailors were scheduled to arrive.”

Nearly 80,000 mandays of civilian effort and countless Ship’s Force mandays were utilized in order to complete the inactivation and enable the release of the crew. An estimated 20,000 additional mandays will be required to complete the availability.

During the inactivation ceremony, NNSY Acting Shipyard Commander Rear Adm. Joseph F. Campbell, said, “I’d like to thank the crew for the time spent working alongside NNSY project team during these past several months. The projects’ team’s work is not yet done--we still have several more weeks of work as we quickly head towards our docking date before August 11 and our completion date before August 18.”

Throughout its 33-year life cycle, *Philadelphia* supported numerous operations including Operation Desert Storm in 1991. It was the first submarine to receive the Tomahawk land attack missile and was also the first *Los Angeles*-class submarine to be refueled, as performed at Portsmouth Naval Shipyard. The ship also became the first *Los Angeles*-class submarine to complete more than 1,000 dives.

Key items that are to be completed during the inactivation is defueling of the ship, as well as draining, cleaning and preserving all systems and also emptying all tanks. Making preparations and adding equipment for towing must also be accomplished.

Several tests will be preformed to ensure the ship will be ready for undocking in August. The ship will be re-inspected in 2012 and will then be towed to Puget Sound Naval Shipyard in June for recycling.



Rear Adm. Joseph Campbell renders a salute as the boat's ensign is passed onto him by USS *Philadelphia* Commanding Officer CDR Dave Soldow (Photo by Bill Black, Code 1170 Photographer).

Verification Tool Gives Employees Full Control

‘Slow and steady’ might win the race for some, but it doesn’t hurt to have things quick and easy-to-access nowadays. My Biz has jumped on the bandwagon for rapid service with its employment verification tool, which is easy and accessible for any employee.

The employment verification tool on My Biz gives employees the ability to send their employment information to external organizations directly from Defense Civilian Personnel Data System (DCPDS) through a secure connection.

“My Biz provides employees with a quick and easy way to provide employment verification to companies who may need this information for things like buying a home, apartment leasing, purchasing a car or verifying past employment,” said Human Resources Specialist Michele Jordan.

“When this information is needed, the employee just goes to their My Biz account and clicks on Employment Verification. The next step allows the employee to decide what they want to share with the recipient, either their employment information only or the option to also add their salary information. The Employment Verification function of My Biz is a great tool for employees and allows them to get this information to lenders promptly.”

Also on the website is the recipient information which is where external email addresses can be

See [Verify](#), page 12



What: (keywords) Where: (U.S. city, state or zip code) [Browse Jobs >](#)
[Advanced Search >](#)
[International Search >](#)

Search Jobs ▶

Federal Hiring Receives Overhaul

How to Convert Your Resumé from CHART to USAJOBS

The Shipyard transitioned from CHART to USAJOBS and Application Manager on July 29. The information provided in this article may help in using USAJOBS and Application Manager. To get started, follow these steps:

1. Go to www.usajobs.gov
2. Click “Sign in or Create an Account”
3. Complete personal information
4. Click “I agree. Create my Account”

At this point there are two options to get your resumé into USAJOBS: you can build a resumé or upload an existing one. Unfortunately, there is no automated way to transfer a resumé from CHART to USAJOBS. Below are tips on how to copy and paste a CHART resumé into USAJOBS using two resumé options.

For both options, start with a previewed CHART resumé. To do this, open the CHART account, go to the “My Resumé” section and click “Preview Resumé.”

Upload a Resumé

First, save a CHART resumé as a document then upload it to USAJOBS. Uploaded resumés must be less than three megabytes and in one of the following document formats: .doc, .docx, .jpg, .pdf or .rtf.

Second, highlight and copy the body of your previewed CHART resumé (excluding the Additional Data Sheet info) and paste it into a new document. Take some time to review and update your information. When ready, follow the USAJOBS on-screen instructions for uploading a resumé. Note: Uploaded resumés are not “searchable.” Recruiters will not be able to find a resumé until submitted to a specific job vacancy announcement.

USAJOBS Resumé Builder

The information from a CHART resumé can be copied and pasted into corresponding fields of the USAJOBS resumé builder. Be sure to review and update information as necessary. Unlike the older system, USAJOBS does not limit six work experience examples; however, the character limits for some fields will be less so the resumés may need to be edited in order to meet the limit. (See chart below for comparison of the character limits in CHART and USAJOBS)

Note: Up to five resumés can be saved within a USAJOBS account (two uploaded resumés and three built into USAJOBS Resumé Builder). When applying to a job announcement simply pick the resumé to submit.

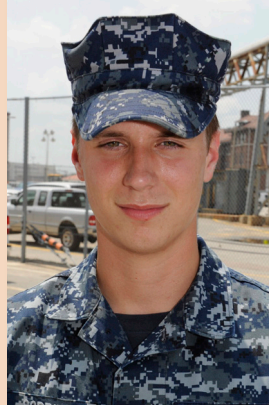
See *Jobs*, page 13

Field	CHART Character Limit	USAJOBS Character Limit
Work Experience	7,500 for each work experience (limited to 6)	3,000 for each work experience (you can enter as many work experience examples as necessary)
Education	N/A - CHART does not give the option to describe your education in detail.	2,000 for each education item
Job-Related Training	5,000 total	5,000 total
Professional Publication	N/A - CHART does not have a corresponding field.	5,000 total
Additional Information	7,000 total	20,000 total

The Yardbird Word

“What was
your
favorite
2011
summer
movie?”

Photos and interviews
by MC3 Darren Moore
USS Harry S Truman



MRFN Steven Cordier
USS Harry S Truman
“I enjoyed *Just Go With It* because of Brooklyn Decker.”



George Lee
Welder
“*Transformers 3* because it’s killer.”

Tony Sanseverino
Shop 98

“*Fast Five* because of the chase scenes.”



Veronica Watson & Felicia Solomon
Code 1102

“Tyler Perry’s new movie, *Happy Family* was the best one we’ve seen this summer.”



Michele Jordan
Personnel Operations Branch
“I enjoyed *Super 8* because I took my three grandchildren to see it.”



MA3 Pauletta General
NNSY Security
“*Transformers 3* was my favorite movie this summer.”



Clyde Barco
Shop 56

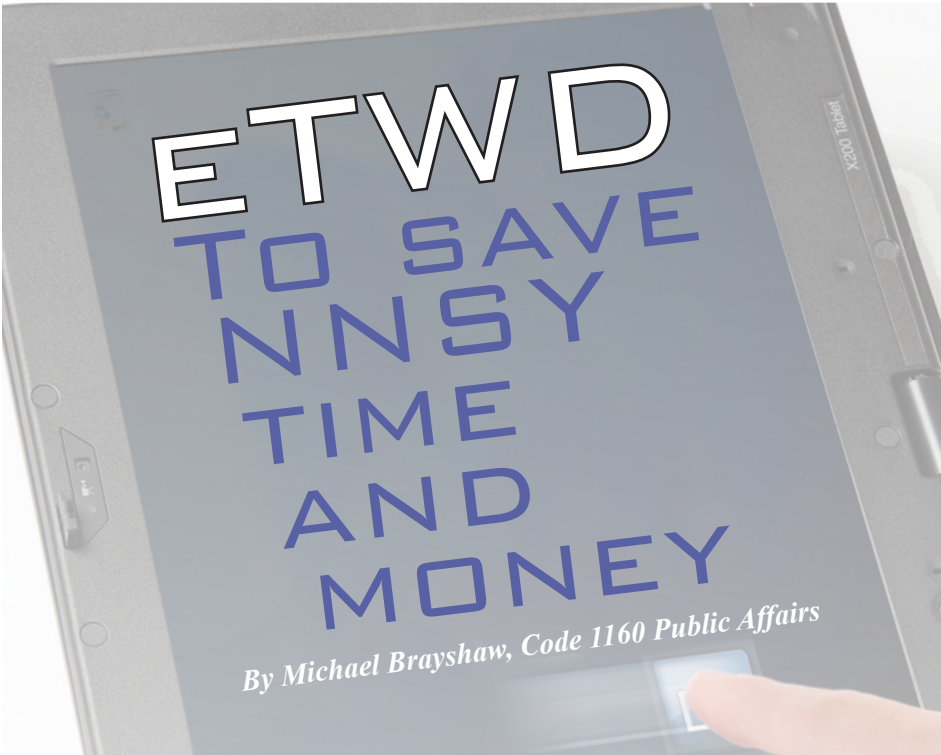
“I don’t go to the movies, but I had a James Bond marathon this weekend.”



Mark Harris
Shop 99

“*Transformers 3*. I’ve liked them all and my kids like them.”





ETWD TO SAVE NNSY TIME AND MONEY

By Michael Brayshaw, Code 1160 Public Affairs

Code 220 Mechanical Engineer Lisa Sowell recently had her new clothes washer malfunction. After the repairman arrived to troubleshoot the problem, she was surprised to see him pull out an electronic tablet that he quickly hooked into a port on the washer to diagnose the issue. “Welcome to the 21st century toolbox,” she said.

Pointing to this as an example for how much modern technology can assist work processes, Sowell knows she’s on the right track with her shipyard project. Inside Norfolk Naval Shipyard’s historic Building 705, Sowell and five other employees are working one of the shipyard’s most significant future initiatives—implementing the Electronic Technical Work Document (eTWD).

Set to implement across Naval Sea Systems Command (NAVSEA) and the four public shipyards in 2014, eTWD will save approximately \$168 million between Fiscal Years 2014 and 2017, and will save countless man hours with employees being able to immediately reference and verify ship maintenance information using electronic tablets that will be provided to all waterfront mechanics. The six employees currently working the project at NNSY are a cross-section of shipyarders from the departments of Production, Quality Assurance, and both the nuclear and non-nuclear Engineering and Planning Departments. Sowell said there are also more than 20 Subject Matter Experts (SMEs) from the Quality Assurance, Engineering and Planning, Operations, Production Resources and Nuclear Engineering and Planning Departments continually providing “deckplate level insight” in ways to improve business.

As NAVSEA Commander Vice Admiral Kevin McCoy explained, “The current work flow processes at Naval Shipyards are paper driven. Electronically created work instructions are printed and manually passed from person to person through all phases of work, including packaging, executing (including problem resolution) and certifying the work. The eTWD initiative will revolutionize the way we do business in the shipyards and provide shipyard workers with a hand-held tablet to

instantly accomplish actions, such as reference drawings, validation of data, timekeeping, and other maintenance tasks.”

Sowell, who is NNSY’s recently assigned eTWD Project Leader, said, “This is going to fundamentally change how we do business on the waterfront, from planning to closing out the project. People aren’t going to be carrying around paper, they’ll be carrying around [electronic] tablets. This will give them more time on the deckplate, and we’ll save our budget in paper alone.”

Mike Zydron, Code 200 Engineering and Planning Manager, said, “It’s all about continuously looking for innovative ways to increase our productive capacity; the ability to deliver more service to the Fleet for the same cost or less.”

The eTWD program is set to streamline functions in *all* business aspects of ship maintenance work from overhead, to work packaging, to certification. Once the program is implemented, mechanics will even be able to access training videos and ship drawings in “real time” while onboard a vessel performing work. In one example, Sowell said, “If apprentices are performing valve work and need to look up a training video on how to break down a valve, they will be able to do that.”

Upon completion of a particular task, certification will be an electronic function that authenticates proper accomplishment of all work and tests.

Sowell said that prior to the program’s implementation, everyone on the waterfront who

See eTWD, page 11



Getting to Know LO: Systems Thinking

Systems Thinking: Shifting Awareness, How One Affects the Whole

By Kristi Britt, Code 1160 Public Affairs

When one makes a decision in the workforce or takes something for action, the usual response would be of the immediate impact. For instance, if a department was in need of something done, they would create a position and bring in someone to fill that position. With that extra person, the workflow will lessen on everyone's shoulders and they will be able to get the job done in a timely manner. But what about what that could do in the long run; creating a position and hiring on someone new could have a ripple effect within the workforce.

According to Peter Senge author of *The Fifth Discipline*, "Systems Thinking is based on the belief that the parts of a system/process/team will act differently when isolated from their environment or other parts of the system. Because the whole is greater than the sum of its parts, the relationship between the parts is the focus."

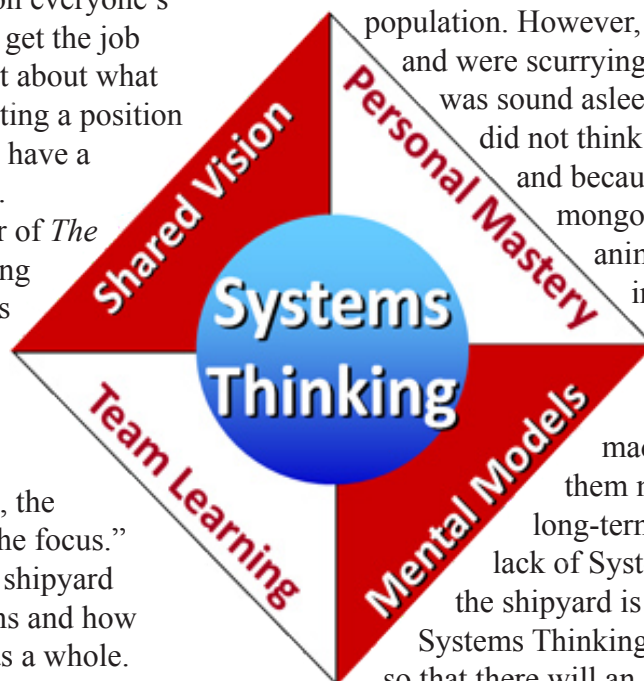
It is geared towards shifting the shipyard worker's awareness of their actions and how those actions affect the shipyard as a whole. There are immediate outcomes of our actions as well as outcomes that could span out over years if possible. Instead of the workers simply looking at their actions as something that affects the present, they also need to stop and think about the things that they are doing affecting them also in the future.

"Most people are focused and have 'blinders

on.' They're not thinking about how they are affecting this system or this process," says Rob McMillen, Code 100PI.22 LO facilitator. "They're only focused on their piece of the pie. They need to take the blinders off and look at the big picture."

An example given for LO is the mongoose being introduced in Hawaii. The mongoose was originally intended to be brought to Hawaii to control the rat population. However, rats are nocturnal creatures and were scurrying about while the mongoose was sound asleep. The people of Hawaii did not think about the big picture and because of their mistake, the mongoose caused other indigenous animals to become extinct instead of completing the job they were originally brought in to do.

The people of Hawaii had made a costly mistake due to them not truly thinking about the long-term affects of their actions -- a lack of Systems Thinking. The goal of the shipyard is to have all employees using Systems Thinking in everything that they do, so that there will an eye on the present and the future. *LO 101 is a basic introductory course and is a prerequisite for all classes on the Five Disciplines of a Learning Organization. It consist of three days of training in understanding and application of the Five Disciplines. Attendees will represent a cross section of the shipyard mixed together to promote shared vision and build trust. For more information on attending LO 101, contact Kathy Skinner at 396-8925.*



will be issued electronic tablets will be trained in how to use the equipment and read the documents.

Portsmouth Naval Shipyard conducted a pilot program in 2005 doing actual production work. Following the successful pilot program, an independently validated business case analysis was made and several large corporate value stream events were conducted with representatives from across all shipyards. Subsequently, eTWD was selected as a Total Ownership Cost initiative within NAVSEA.

For Norfolk Naval Shipyard, this initiative began its big push in March 2011 with all shipyard and NAVSEA representatives

meeting to outline program plans, and have been updating plans and collaborating ever since. Between now and 2014, eTWD teams from all four shipyards will continue to network and develop future-state value streams that will reengineer virtually all process supporting ship work operations. "Everybody is passionate about their business, and wants to grasp the new technology and move forward," said Sowell. Discussing the benefits of networking and having a shared vision for eTWD across the NAVSEA enterprise, she added, "You realize it's so much easier sharing and coming to a consensus from a corporate point-of-view."

NNSY's IT Department (Code

1230) is currently planning for the wireless technology upgrades to allow connectivity in the shipyard and onboard the ships, with the necessary infrastructure set to be installed next year.

McCoy said, "Once this program is in place, its rippling effects will be enormous, affecting the time we spend on tasks, allocating resources, and in utilizing manpower. These will all be rolled into a more innovative way of how we can better our business practices. eTWD will inspire us to think differently, and ultimately, alter our behavior to sustain our programs in support of the challenging demands that confront our warfighters and our Fleet."

Blind Man Bids Farewell to Gifford After 39 Years

By Kristi Britt, Code 1160 Public Affairs

Coming through Gate 10 at Norfolk Naval Shipyard, a small building sits to the right in wait for patrons to come and grab a bite to eat. Blind Man Snack Bar has had a long-standing history with NNSY for 45 years; and it temporarily closed its doors the afternoon of June 30 for a special occasion.

June 30 signaled the end of a 39-year career for Betty Gifford as she and her daughter, Diana Crodder, retired from their work at the snack bar. They are two of the longest standing employees of the snack bars. Gifford was the one who always greeted customers while Crodder handled the kitchen and the food preparation.

"I guess you could put it as like bittersweet," said Gifford in reference to her feelings towards retirement. "We know so many good people and have known so many good people over all these years. So today, it is happy that we are retiring. But it's going to be sad to give up a lot of our old people that we have known for so many years."

The Blind Man Snack Bar made its first appearance in July 1966 and has been run by the Commonwealth of Virginia's division of disabilities for its entire lifespan. The snack bar was originally run by a blind man and one employee, and it had changed management over the next several years. It finally came into the possession of Gifford and her business partner Billy Wine in June of

1977; and Crodder came along to the business May of 1978.

The business transferred to St. Juliens Creek Annex in 1984 and returned to the shipyard in 1996. The mother and daughter duo have been working there since.

"It is so hard to put into words and express all of the feelings I would like to say from the bottom of my heart. I thank all the people who have patronized the business after all these years and let us be established as a business. I know a lot of handicapped people have a hard time [in the workplace] but the people here have been



Betty Gifford stands with a gift she received from a 'Blind Man' patron who supported the business every morning.

See Farewell, page 12

Honoring the Flag

What to do when Colors sound

By Brian McNeal, Code 1160 Public Affairs Specialist

Norfolk Naval Shipyard (NNSY), like all U.S. Military installations, has specific protocol when it comes to honoring the U.S. Flag. While on base, all personnel—military and civilian — are expected to follow regulations.

The U.S. Flag is raised every morning at 8 a.m. and lowered in the evening at sunset. Colors takes place in front of the Norman Sisisky Engineering and Management Building (Bldg. 1500)

in a ceremony known as Colors.

During colors, all vehicles shall stop and passengers should sit at attention. Personnel on bicycles should completely dismount. Once the “Carry On” has sounded immediately following Colors, all regular activities can continue.

While outside, military personnel are required to stop, face the direction of the base flagpole and render a salute if in uniform. If not in uniform, military personnel are still required to stop, face the

flagpole and stand at attention.

Civilians and visitors are also expected to stop, face the flag and remain still until the music ends. If wearing a hat, it is customary to remove it.

Veterans of the Armed Forces can also render a salute as stated in the 2009 Defense Authorization Act. *For more information on honors, ceremonies and customs see OPNAVINST 1710.A*

This flag, which we honor and under which we serve, is the emblem of our unity, our power, our thought and purpose as a nation. It has no other character than that which we give it from generation to generation.

--President Woodrow Wilson, 1917

Verify, Cont'd from page 6

entered for delivery. Employees can simply type in the organization of interest's email to send out their employment verification information. Employees can also copy themselves to the email, which is important if one wants to keep their records.

Once complete, employees can click the “continue” button and then review their request. Once satisfied, they can click the “Acknowledge and Submit” button. A warning screen will pop up to ensure the information and emails are correct. Simply click “yes” and the confirmation will be complete.

My Biz is located on the DCPDS Portal at <https://compo.dcpds.cpms.osd.mil/>. For more information, contact Human Resources 396-3137. (By Kristi Britt, Public Affairs Specialist.)

Farewell, Cont'd from page 11

very pleasant,” said Gifford.

As for the future of the snack bar, it is being closed temporarily for planned refurbishments and training of four new employees. The snack bar is scheduled to open up again later this month. The new employees have been given recipes and all the information they would need to run the business from the mother-daughter duo.

As for the duo's future, Crodder is hoping to help her mother find a job with a daycare of some sort.

“My mother views our patrons as her children,” says Crodder. “So it's only fitting that she is able to continue to work with children and care for them as she has the patrons of the shipyard.” When asked if they will come back to the snack bar and check on its development, Gifford said, “If they'll let us come through the gate, I would love to, yes.”

"Search/Apply for Jobs"

After creating a USAJOBS account and resumé, it is time to apply for jobs. Click the "Search for Jobs" tab at the top left corner of the screen--there is more than one way to find job announcements.

Before submitting a resumé to an open announcement, be sure to read carefully to ensure all information is provided to successfully apply. When ready to submit a resumé, click on the "Apply for this Position Now!" button and USAJOBS will redirect you to Application Manager.

Application Manager

Application Manager is a separate system from USAJOBS. It is used to collect online applications for specific positions. The application package will consist of a resumé, assessment questionnaire, and any other documents required to apply for a position.

An account will have to be created in Application Manager the first time it is used. This account will require a user ID and password just like USAJOBS. It may be helpful to use the same for both systems. However, login to Application Manager will not be required each time you wish to submit an application but will be automatically redirected from USAJOBS.

Each position applied for in Application Manager will have an Assessment Questionnaire with questions specific to the position. After completing the questionnaire any additional documents requested in the Job Announcement (i.e. SF-50, DD-214, School Transcript, etc.) will need to be uploaded. Once uploaded they will be available to reuse for other positions. There is also an option to fax documents using a fax cover page that can be retrieved by clicking on the link provided. This fax cover page contains specific information about the job announcement being applied for and must be used in order to be associated with the application.

Once all required questions have been completed, click the "Submit My Answers" button to submit the application after which an online confirmation message will be sent. *For questions about using USAJOBS, please call the Human Resources Office at 396-3137/1796 In the next edition of Service to the Fleet, look for "Using USAJOBS to Search for Jobs"*

NNSY prepares to implement Navy Commercial Access Control System

By Michael Brayshaw, NNSY Public Affairs Specialist

Norfolk Naval Shipyard will soon be implementing the Navy Commercial Access Control System (NCACS). This system will standardize credentials and streamline access into the installation perimeter gates for vendors, contractors, sub-contractors, suppliers and service providers who are not eligible for a Common Access Card (CAC). For participants, an NCACS card will become their primary credential for installation access. Commander, Navy Installations Command (CNIC) Headquarters is leading this initiative and contracted with EID Passport to manage the system. The planned implementation date is Oct. 1.

Matt Faletti, Director of Defense Programs at EID Passport, said, "This brings the 67 installations [of CNIC, including all four shipyards] into alignment, and manages the population under a single system."

To begin the process, authorized government contractors and vendors enrolling in NCACS must be approved by the Installation Commanding Officer's designated individual in Security to conduct business at the shipyard. Once approved, the company may register in NCACS through EID Passport, Inc. At that point, approved contracting company employees will register at the self-service Registration Station located at the shipyard's Pass and ID Office.

NCACS enrollees will be required to provide full names, dates of birth, and Social Security Numbers (SSN) for identity proofing and background screening. The NCACS Registration Stations will take a photograph and digital fingerprints for credentialing. Once the employee is successfully vetted and approved by the installation, they can pick up their NCACS cards at the Pass & ID Office. Barring any significant problems, processing time is usually two to three weeks.

Those contractors and vendors who do not enroll in NCACS will be required to get a one-day pass for each visit to NNSY.

According to EID Passport, benefits of NCACS to the Navy will be ensuring a comprehensive background check; having electronic validation of credentials and verification of installation access privileges; and conducting quarterly background checks on all who are enrolled in NCACS.

Truman Reaches DPIA Milestone in NNSY Dry-dock



Photo by Bill Black

By Mass Communication Specialist Third Class David Cothran

USS *Harry S Truman* (CVN 75) reached the quarter mark for a scheduled Dry-docking Planned Incremental Availability (DPIA) July 6.

Rear Adm. Ted Branch, commander, Naval Forces Atlantic; Rear Adm. Joseph Campbell, commander, Norfolk Naval Shipyard; Rear Adm. Herman Shelanski, commander, Carrier Strike Group 10 and several civilian officials from Norfolk Naval Shipyard and NAVSEA (Naval Sea Systems Command) visited the ship to review the progress.

Lt.j.g. James Bond, Truman's Assistant Maintenance Manager, said having a review at 25 percent is a good way to not only make sure the project is on track, but also to make sure it stays that way.

"We want to make sure we got off to a good start," said Bond. "There were small things that slowed us down in the very early stages of the availability, but when we look at this first quarter, we can see steady progress."

According to Bond, there is always the possibility of unscheduled jobs.

USS Harry S Truman sits in the Norfolk Naval Shipyard dry-dock in this photo taken during the first quarter of the 2011 Truman DPIA.

Those occur when new needs are discovered while working on regularly-planned jobs. Bond also said even with the extra jobs occurring, the projects are still on track to finish on time.

"It is still too early in the game to celebrate completion," said Bond. "There are a lot of moving parts to this project and a lot of work still to be done. We are getting a good quality of work from the Ship's Force, the shipyard force, and the contractors and as long as we continue to improve on the team and keep planning each project as we go, we will still be having success when we reach the next benchmark at 50 percent."

According to Matt Durkin, *Truman* DPIA project superintendent, maintaining a team atmosphere with the Ship's Force, the shipyard and the contractors is the key to a successful DPIA.

"I have been associated with *Truman* since 2005," said Durkin. "What has always amazed me is the teamwork between *Truman* Sailors and the shipyard personnel. It is the one thing

that stands out to me as the reason we have always had success with *Truman* and why we are successful so far in this availability."

The work on *Truman* is scheduled to be completed in early 2012, followed by the ship beginning preparations for her sixth full deployment since being commissioned in 1998.



US Navy Photo by MCSN Donald White
CAPT Joseph Clarkson (Right), *Truman*'s commanding officer, and CDR Albon Head, *Truman*'s safety officer, observe the removal of the ship's mast June 18.

Truman DPIA Team Reflects on First Quarter, Pushes Forward

By Mass Communcation Specialist
Third Class Darren Moore

In sports, the end of the first quarter of play offers teams a chance to reflect on the challenges and successes of the early part of a contest. For the team working on USS *Harry S Truman* (CVN 75) during its current Dry-docking Planned Incremental Availability (DPIA), the end of the first quarter offers a similar opportunity.

A team composed of *Truman* Sailors, Norfolk Naval Shipyard (NNSY) workers and contractors has been working on the dry-docked ship since February. They completed the first 25 percent of the work July 6 and team members say they are pleased with the ship's progress and they enjoy the fact they are able to be a part of getting *Truman* into ship-shape.

Electronics Technician 2nd Class Christopher Diaz, from *Truman*'s reactor department, has been involved in installing equipment for the reactor plant during the first 25 percent.

"Being in the yards has been a lot of hard work so far, but it has been rewarding," said Diaz. He added he has enjoyed the opportunity to spend time at home during the yard period, before the ship heads back out to sea.

The first quarter has been spent making numerous repairs throughout *Truman*, including removing the mast, propellers and rudders, working on the hull and also various maintenance projects within each department.

"We've been painting and rehabbing all of the spaces," said Aviation Ordnanceman 3rd Class (AW) Sophia Peterson, from *Truman*'s weapons department.

Peterson's primary job for *Truman* is working with weapons, however, during the maintenance period, she has focused on the importance of her DPIA work.

"Watching the ship's progress has been rewarding," said Peterson. "It will be like brand new for future underway periods."

There is still plenty of work ahead before *Truman* completes DPIA, but because of the success of the first quarter, members of the DPIA team say they will be able to proceed effectively.

"The first 25 percent went really smooth," said Robert Ford, a weight technician from NNSY's Shop 72. "Everything we've been doing, such as removing valves and draining the plants went really well. Once all of the inspections are complete the valves will be reinstalled."

"Our goal is to get *Truman* out [of NNSY] on time, but we are striving for getting the ship out early," said Ford. "We want *Truman* back out to sea."

Truman is scheduled to complete its DPIA in early May of 2012.



US Navy Photo by MCSN Donald White
Machinist Mate Fireman James Knowlton uses a needle gun to remove the tile from the deck June 8 in preparation for new flooring to be installed.



US Navy Photo Illustration by MC3 David Cothran

DID YOU KNOW?

USS *Harry S Truman* was originally supposed to be called *USS United States*, as was the *USS Forrestal*. It was named *Truman* at the request of the Congressional delegation from *Truman*'s home state of Missouri.

Coincidentally, the anchors from the decommissioned *Forrestal* are now in service on *Truman*.

USS Tennessee (SSBN 734) departs
for sea trials July 18 after 400,00 man-days
of work at Norfolk Naval Shipyard during its Engi-
neered Refueling Overhaul which began January of 2009.

