

SALUTE

PSNS & IMF

COLLABORATION LEADS TO INNOVATION

Bore welder improvements aid process • PAGES 4-5





Team PSNS & IMF,

This month, as I look around the command and see the stories unfolding in this issue of Salute, I'm reminded, once again, of the incredible people who keep this place moving. The work we do isn't easy. It's complex, technical and often behind the scenes—but it's always mission critical. And it's powered by you.

Across every corner of PSNS & IMF, our workforce continues to innovate, grow and deliver. Whether you're testing new processes to improve efficiency, mentoring the next generation of shipyard professionals, or finding creative ways to train and develop your teams, you are making a difference. The stories you'll read this month reflect the ideas, collaboration and energy that fuel this command.

It's also the time of year when we celebrate our Employee of the Year nominees, and I want to congratulate everyone who was recognized. These nominations are more than just an acknowledgement, they're a true testament to the pride, professionalism and dedication you bring to your work each and every day. To everyone who was nominated, thank you. And to the rest of the team, which continues to support our mission and your departments tirelessly and consistently, thank you as well. Recognition takes many forms, and every role here matters.

We are fortunate to be part of an organization with a proud history of collective excellence, founded by people who care deeply about the work they do and the people they work alongside. Our legacy as a shipyard has been defined by those who go the extra mile to help someone solve a problem or step up when the team needs support. That kind of commitment isn't always highly visible, but I can assure you it's felt, it's valued, and it's enduring.

With May being Mental Health Awareness Month, I also want to remind you that taking care of your well-being and those around you is also part of our mission. This month, I encourage you to participate in some of the events our team has planned. Whether it's attending a wellness workshop, going for a walk with your team, or simply starting a conversation about how you're really doing, these small steps can have a big impact. Mental health is tied to your physical safety. It helps you stay balanced, present and able to meet your goals, both personally and professionally. If there's one thing I can say with absolute certainty about our command, it's that there is a lot of heart behind all of the hard work. The people of this command continually show what excellence looks like—not just in what we produce, but in how we show up for one other and for the Navy.

As we move through another busy month, I hope you take a moment to reflect on the impact you have. Not just at work, but with the people around you. Whether you're in the spotlight or working behind the scenes, know that what you do matters, and that it's appreciated.

Thank you for everything you bring to this team. I'm proud to serve alongside you. Humility, honesty and dedication, always.


Captain JD Crinklaw
Commander, PSNS & IMF

In this issue:



The demand for skilled tradespeople trending up



May is Mental Health Month: Schedule of events



Connect to Mission: USS Nimitz (CVN 68)

On the cover:

An automated bore welding process in use at PSNS & IMF has taken an innovative step forward, thanks to a recent collaboration between Code 100TO.3, Moonshine Lab, and Shop 26, Welders.

(U.S. Navy photo by Jeb Fach)

Unique pop-up events help connect workforce with command resources

Ben Hutto
PSNS & IMF Public Affairs

Command University and the Command Career Center conducted two joint “pop-up” outreach events at Puget Sound Naval Shipyard & Intermediate Maintenance Facility, April 9.

Representatives from each organization staffed a table with information about the services they provide, in two locations at the shipyard, for interested employees.

“This is a great way to connect with our customers by meeting them where they are,” said David Tift, academic program manager, Command University.

The first pop-up event took place during lunch in Building 435. The second was conducted near Dry Dock 6, during the swing shift change, to give employees a chance to learn about other career resources available to them.

Tift acknowledged that it can sometimes be hard for employees interested in expanding their careers to leave the CIA and come to Command University, or to the Command Career Center at Olympic Lodge.

Both organizations hoped to increase awareness of their services and to spark interest in workers' minds, by delivering the information inside the CIA.

During the event, employees took time to inquire about the After Hours and Tuition Assistance programs, the shipyard's mentorship program and career coaching.

“I recently changed careers here and wanted to see what was available,” said Alyssa Noblezada, financial management analyst, Code 850, Accounting. “It's always good to see what resources there are to help.”

The pop-up event was a way for others to plan for their future.

“I've been wanting to go back and get a degree,” said Cody Vandersluis, maintenance mechanic, Shop 06, Tooling and Maintenance. “This was good. I'm normally busy and don't think to get out to check on things like this.”

Statements like these are one of the reasons events like the pop-ups take place.

“We are planning more events so swing and night shifts get the information,” said Heidi Anderson, lead career counselor, Command Career Center. “We make appointments to see anyone on any shift. We want to ensure employees recognize there are many command resources to support their careers and professional development.

Employees interested in scheduling an appointment with the Command Career Center should call 360-627-



TOP: Heidi Anderson, and Patricia Leiataua, both career counselors, Command Career Center, speak with Cody Vandersluis, maintenance mechanic, Shop 06, Tooling and Maintenance, about career advancement, April 9, during a “pop-up” knowledge share event at PSNS & IMF.

ABOVE: Patricia Leiataua, career counselor, Command Career Center, talks with Alanna Lopez, welder, Shop 26, Welders, about her career, April 9, during a “pop-up” knowledge share event at PSNS & IMF. (U.S. Navy photos by Jeb Fach)

6262 or visit the center's SharePoint page. Employees interested in setting up an appointment with the Command University can call 360-689-8838 or email the program at PSNSAcademicprograms@us.navy.mil.



PICTURED: An automated BOA-550 Welding Machine welds inside a rudder bore mock-up at PSNS & IMF, April 9. (U.S. Navy photo by Jeb Fach)

& Teamwork & innovation

An automated rudder bore welding process takes an innovative step forward, thanks to a collaboration between the Moonshine Lab and Shop 26, Welders

Max Maxfield
PSNS & IMF Public Affairs

Several years ago innovative thinkers in Shop 26, Welders, and Code 138 Welding Engineers, developed an innovation to improve how rudder bores are serviced at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. Transitioning from hand welding inside the rudder bores to automated welding cut the time to repair or restore aircraft carrier rudder bores in half, but there was still room for improvement.

While using two different automated welders is faster and more precise than having human welders crawl into these tight and inevitably hot spaces, setting the machines up quickly to do the precise work still posed challenges.

During a Lower Rudder Thordon Bearing Repair, which is informally referred to as a rudder bore repair, worn down rudder bores are built back up with both ferrous and non-ferrous materials, so the rudder stock holding the rudder fits within a .002-inch tolerance at three specific spots along the shaft. This tight tolerance helps reduce the amount of wear and tear on the bore from sediment and salt water getting into the spaces between the bore and rudder.

Mechanized pulsed gas metal arc welding, known as



AT LEFT: Bryan Hara, welding instructor, Shop 26, Welders, and Josh Maya, waterfront support and welding work lead, Code 100TO.3, Moonshine Lab, install a clamp on the BOA-550 Welding Machine, April 9, in Building 460 at PSNS & IMF.

TOP RIGHT: A pin is installed in the bore welding adapter for use on a bore welder mock up, April 9.

ABOVE: Josh Maya and Bryan Hara lower the Encompass Welding Machine into the Rudder Bore Mock up in Building 460, April 9.

(U.S. Navy photos by Jeb Fach)

GMAW-P, is used to build the steel back up to specification with a Bore Repair Systems BOA-550HD, or BOA for short. After steel build-up is complete, mechanized pulsed gas tungsten arc welding, or GTAW-P, equipment is installed to clad Monel bands over the steel in three high-friction spots. Monel cladding is a nickel alloy layer that is more resistant to corrosion than steel is. It is placed over the steel on the parts of the rudder bore that actually touch the rudder shaft.

According to Josh Maya, Waterfront Support and welding work lead, Code 100TO.3, Moonshine Lab, the new GTAW machine could not reach the lowest portion of the rudder bore, where the third Monel cladding band needed to be welded. The machine needed to be relocated to the bottom of the bore to do the lowest weld.

This greatly increased the set up time and the complexity of the work. The only other choice was to manually weld

the third band of non-ferrous material by hand.

To avoid hand welding or a second set up, the Moonshine Lab was asked to provide a couple of solutions to improve the set ups for the machines.

"We designed and built an adapter that the bore welder can be mounted onto that allows it to be lowered two feet into the bore hole, so that the lower band can be welded," said Maya. "This adapter also serves as the main platform for [the GTAW machine] to weld the upper bands. It being the sole platform needed to do the welding reduces setup time."

Precision and convenience were also necessary for the equipment used to build up the rudder bore. Due to the double swing arm design of the BOA welder, the weld head could be difficult to properly center within the bore.

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ABOVE: Welders with the PSNS & IMF Apprentice Program work on a project at PSNS & IMF in Bremerton, Wash., Sept. 24, 2024. (U.S. Navy photo by Air Force Staff Sgt. Eugene Oliver)

PSNS & IMF

Civilian apprenticeship program essential to the shipyard of the future

Katie Lange
DoD News

Over the past several years, the demand for skilled tradespeople has been trending upward in the U.S., especially in manufacturing and industrial trades. For civilians living near bustling military installations, it's no surprise that they might find work in various trades on those bases, helping to keep warfighters at the top of their game.

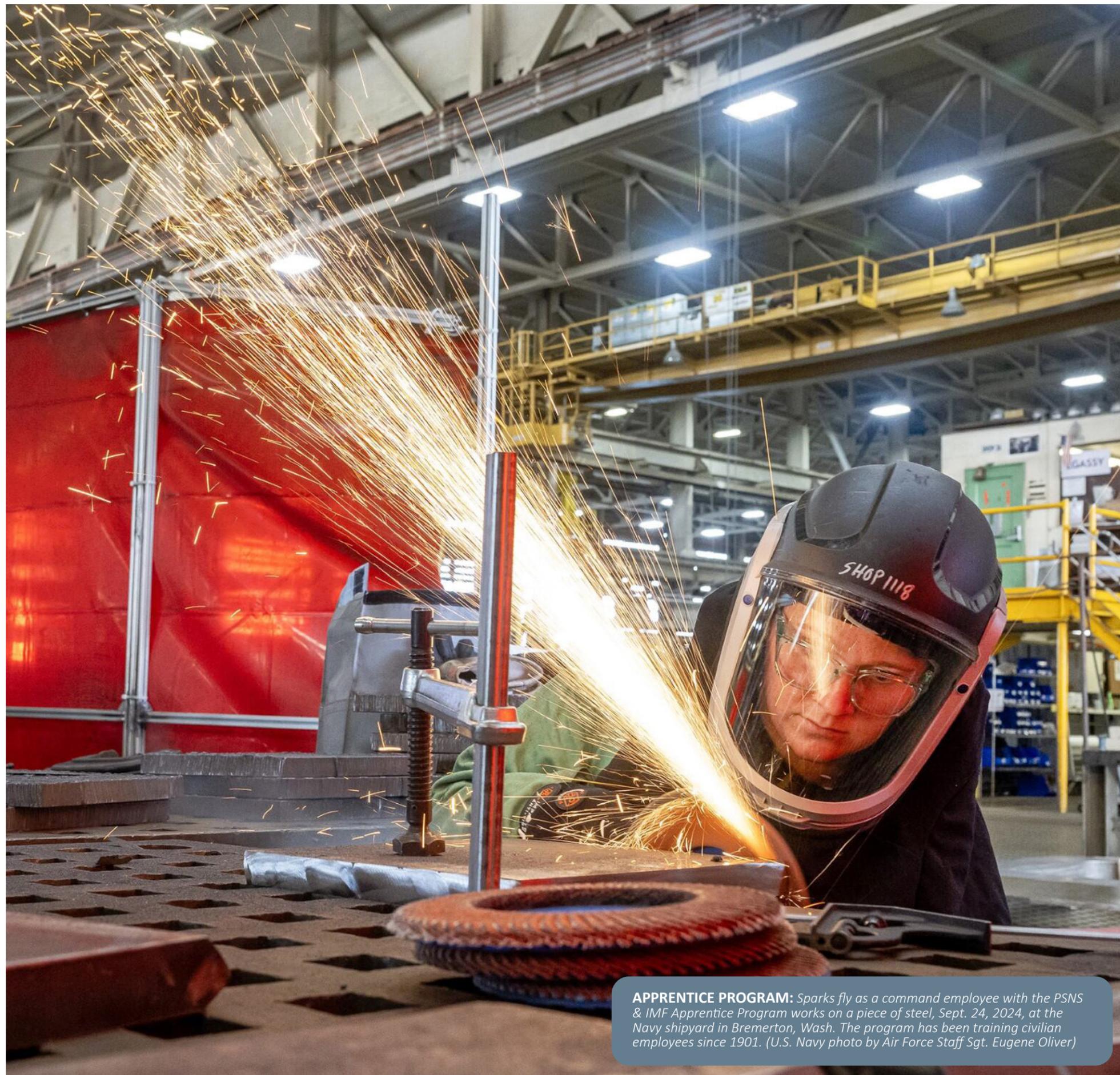
Naval shipyards, for example, require very specific skills to maintain, modernize and repair massive ships. So, the service offers a few opportunities to train those civilians — initiatives that support the defense secretary's emphasis on making robust investments toward the defense industrial base.

Since 1901, the civilian apprenticeship program at Puget Sound Naval Shipyard & Intermediate Maintenance Facility in Bremerton, Washington, has trained civilians in more than two dozen shipyard trades, including welding, machine operations, electrical work, rigging, painting and shipfitting. Each of these trades is key to readiness within the U.S. military.

"We have produced over 10,000 graduates through the program," said Reuben Farley, the shipyard production training superintendent for the production workforce, which oversees the apprentice program.

Farley said people who previously graduate from the paid four-year program currently work throughout the shipyard in Labor Department-certified trades, from beginner to division head positions. "It's a great way for upward mobility and to learn a trade without coming in with

See 'APPRENTICE' on page 8



APPRENTICE PROGRAM: Sparks fly as a command employee with the PSNS & IMF Apprentice Program works on a piece of steel, Sept. 24, 2024, at the Navy shipyard in Bremerton, Wash. The program has been training civilian employees since 1901. (U.S. Navy photo by Air Force Staff Sgt. Eugene Oliver)

knowledge," he said.

Applicants must hold at least an entry-level position at the shipyard, and the program is pretty competitive. Farley said about 400-500 people apply yearly, and about 200 are selected.

Apprentice program graduates have been an asset to the shipyard for more than 120 years, not only because they leave the program with the skills and expertise needed to lead work projects, but because they also showcase the dedication to learning and leadership that are essential to guiding the shipyard of the future.

The apprenticeship includes two components: classroom academics and physical training. Students take two compressed college-level classes daily during the first year, such as English, physics and math. Then, they go through about three years of robust trade theory classes accredited by the state's curriculum board.

"Painting and blasting, for instance — they will spend time talking through all the equipment they use ... then they get into more of the technical aspects of [military specifications] and requirements," Farley said.

For welders — dozens of whom were busy at work behind Farley during his interview — classes are focused on improving the various procedures.

"Each metal they're welding has a different process to it," Farley said. "They're also doing it upside-down in a 12-inch space, standing on their head and having to do it, like [for] foundations in a submarine and pipes that are already in place. They've really got to be able to manipulate themselves. ... It's very artistic."

The apprentices often work alongside regular work crews, which allows them to have mentors. Those who complete the program earn an associates degree in technical arts, as well as certificates from the Department of the Navy and the Labor Department.

Andrea Abrams, who graduated from the apprenticeship program in 2015, comes from a family of shipyard workers. Her grandfather was a welder, and her brother, father and great-grandfather were all riggers. She thought it was a cool career, so she took an entry-level job in that position, too.

"We're the ones that are hooking up all of these large items to the cranes to help lift things," she said. "We also work inside the ships."

Abrams said the apprenticeship program has taught her a lot aside from rigging.

"It's a cohort system, so it actually helps you lead others and mentor others who may be having a hard time in class," she said. "You also get to learn other trade aspects. You're taking drawing classes to learn how to do blueprints. You do [computer-aided design] classes, which are attached to that. It's pretty in-depth learning."



ABOVE: A welder with the PSNS & IMF Apprentice Program works on a piece of steel, Sept. 24, 2024, at the Navy shipyard in Bremerton, Wash. The paid four-year program, which has prepared more than 10,000 apprentice graduates for two dozen shipyard trades since it first began in 1901, includes two components: classroom academics and physical training.

AT LEFT: Sparks fly as a welder with the PSNS & IMF Apprentice Program works on a piece of steel at the shipyard in Bremerton, Wash., Sept. 24, 2024.

(U.S. Navy photos by Air Force Staff Sgt. Eugene Oliver)

"Our completion rate for the program is at about 93% right now," Farley said, noting most students who go through it succeed.

He said one of the most important things the apprenticeship program teaches is pride in your work.

"There are Sailors that will get off a ship or a boat when you're done with it, and you don't want your work to be the problem that they have," Abrams said. "Everything you do needs to be with purpose and pride."

While an entry-level employee considering the apprenticeship may work in one particular trade, they can apply for different trades through the program.

"We might have a painter that comes in and really wants to be an electrician. [They] will apply for the electrician apprenticeship

and have the opportunity to get interviewed and selected," Farley said.

After Abrams finished her apprenticeship, she took a leadership role as an operational instructor for the program. She's now an apprentice coordinator.

"The apprenticeship, it does give you a little leg up into leadership," she said. "Out of the 700 riggers [in the shipyard] every year, there's only about 10 to 18 apprentices that year. So, there is more of a spotlight on you, and that's the same way for every class."

Abrams said the program bonded her to others in her class — something that can be useful down the road in their careers.

"You have that networking aspect," she said. "That is probably a key to the apprenticeship itself."

May is Mental Health Month

Your Well-Being Matters!

TURN
AWARENESS >>
INTO ACTION



Scheduled Events

May 7, 11:30 a.m. - noon
Wellness Walk

Meet at State Street Gate

May 8, 11:30 a.m. - noon
Lightening Your Life with Laughter

Horseshoe Conference Room
Building 850, 4th Floor

May 15, 11:30 a.m. - noon
Stretch & Flex for the Mind

Horseshoe Conference Room
Building 850, 4th Floor

May 20, 11:30 a.m. - noon
Improve Your Well-Being with Gratitude

Horseshoe Conference Room
Building 850, 4th Floor

May 29, 11:30 a.m. - noon
Mindful Moments

Horseshoe Conference Room
Building 850, 4th Floor



Command Counseling Program
Support for PSNS & IMF Civilians
360-340-2745

**MILITARY
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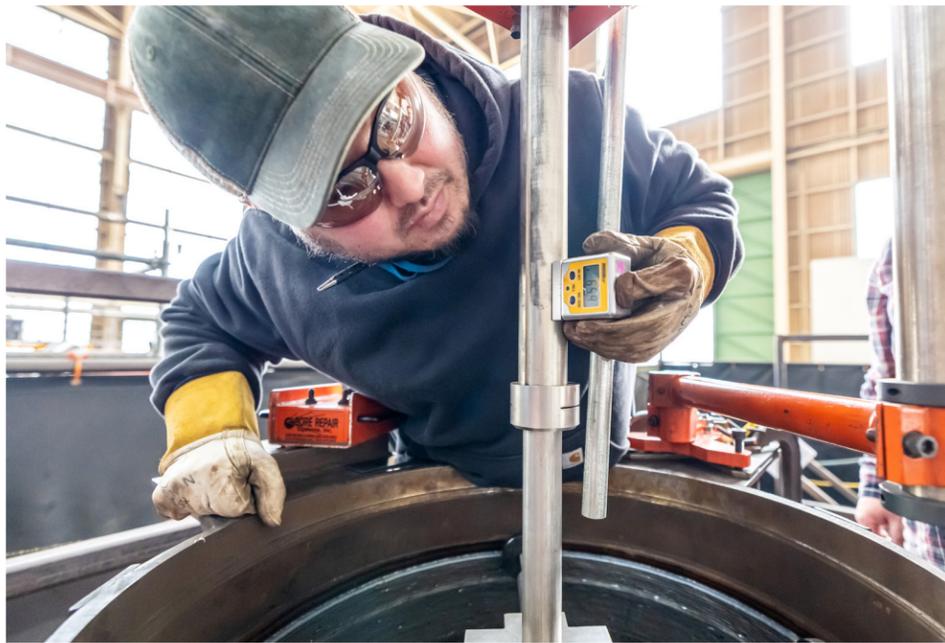
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24/7 Call or Text 988; online chat at 988lifeline.org
Press 1, Veterans

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ABOVE: Bryan Hara, welding instructor, Shop 26, Welders, makes sure the rudder bore is level with the welder, April 9, in Building 460 at PSNS & IMF. (U.S. Navy photo by Jeb Fach)

'COLLABORATION' from page 5

When workforce members from Shop 26 started talking with the Moonshine Lab, it became clear two devices needed to be designed to improve multiple parts of a bore rudder repair job.

Nate Wims, general foreman, Shop 26, Welders, and Josh Hughes, training leader, Shop 26, Welders, asked the Moonshine Lab if they could also design a targeting fixture for the BOA that would allow welders to precisely center the welding assembly inside the rudder bore. At around the same time, Kevin Boyle, production technology branch head, Code 100TO.3, was having conversations with Shop 26 about the welding machine mounting problems.

"All we had were conversations about the problem, and we came up with the idea of a platform that could be lowered into the bore," said Maya. "We came up with the overall design in-house." The targeting fixture was designed in-house as well, he said.

According to Maya, the improvement project was a team effort within the Moonshine Lab. He and Darryl Barr, now retired, designed and built the Bore Welding Adapter together. The initial drawings were hand drawn by Maya before Randy Callahan, a Moonshine Lab draftsman, used Solid Edge 3D Computer-Aided Design software to capture the work. Maya worked with Danny Ortiz, another Moonshine Lab draftsman, to design the BOA targeting fixture, before Maya built the first prototype.

"We built them a clamp-on fixture, which allows them to quickly and precisely set

up the BOA welder," said Maya. "It has cut their setup time from potentially half a shift, down to as little as half an hour."

The Moonshine Lab worked with Shop 26 and Code 138 to refine the design, after testing it on a rudder bore mock-up.

According to Josh Hughes, welder training leader, Shop 26, the communication skills and problem-solving ability of his Moonshine Lab collaborators helped the project come together quickly and effectively.

"It was easy to work with the moonshine lab," Hughes said. "(Maya) is really passionate on creating solutions for our problems. The targeting device saves the shop time and money on the set up of the BOA welder, both in training and on the boat, while also making a more complicated task much simpler.

According to Maya, both products continue to improve the way Shop 26 refurbishes and repairs rudder bores on aircraft carriers.

"Welding from the top not only saves a huge amount of time, it puts less strain on the welders," he said. "It can also be more precise, as the base plate has integrated leveling bolts. The BOA targeting fixture saves time and ensures weld quality due to a more precise centering setup, which then equates to a more consistent weld contour."

To learn more about the initial transition from hand welding rudder bores to automated welding, read "Collaboration leads to CVN rudder bore repair savings," from the June 23, 2022, issue of Salute, at www.navsea.navy.mil/Media/News/Article-View/Article/3070111/.

UPCOMING EVENTS

May 7

- **Blood Drive:** The monthly Armed Services Blood Drive will take place May 7 in Building 850A, room 160, 9 a.m.-3 p.m.

May 17



- **Armed Forces Day:** The annual Armed Forces Day observance is May 17.

May 26

- **Memorial Day:** The annual Memorial Day holiday observance is May 26.

June 4

- **Blood Drive:** The monthly Armed Services Blood Drive will take place June 4 in Building 850A, room 160, 9 a.m.-3 p.m.

June 4-7

- **Battle of Midway:** The historic Battle of Midway took place June 4-7, 1942.

June 6



- **D-Day:** D-Day took place on the beaches of France, June 6, 1944.



During April 2025, the following employees with a combined 162 years of corporate knowledge retired. We thank them for their dedicated service.



Steven J. Castellano, Code 1141
Robert W. Choate, Code 720
Thomas W. Langdon, Code 1200N.1
Columbus B. Partin, Code 290MP
Suzanne M. Ramirez, Code 2350

ASBP
1st WEDNESDAY OF THE MONTH
May 7, 2025
9AM - 3PM, BLDG. 850A, RM 160
For full details, visit News You Can Use on the PSNS & IMF SharePoint home page.

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 360-476-8289/7015, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.

Code 109
Shawn Fellows

Code 200
Gennafer Litke
Code 200Q
Elizabeth Hannifin
Code 246.1
Paul Householder
Code 260M
Paul Greil

Code 300N.5
Allexondra Noble
Code 420
Gabrielle Guerrero

Code 432
Rolf Jacobson
Code 500
Eric Toves
Code 710
Natalie Denson
Code 900A
Robyn Rogers
Code 1160
Wendy Hallmark
Code 1200N.42
Jodi Fitchett

Code 2305
Marissa Wrataric-Gregory
Code 2320
Donna Taylor
Shop 38
Wilbur Hinman
Tim Thompson
Shop 51
Michael Norgaard
Robert Wallace

Shop 56
Dakota McIntosh
Shop 57
Dustin Bigelow-York
Shop 64
Shane Anderson
Scott Bush
Shop 71
Sherlyn Lowe
Shop 99
Vincent Crisotomo

Rideshare

Pierce Transit Vanpool: Picks up at Tacoma Community College at 6:10 a.m. Departs shipyard (G-Lot) at 4:10 p.m. Call 253-226-5586.

Tacoma Vanpool: Picks up at 6th Avenue Park & Ride at 5:25 a.m. and arrives at PSNS & IMF at 6 a.m. Departs shipyard (G-lot) at 4:10 p.m. Call 360-476-2905.

Thurston/Pierce Vanpool: Picks up at Tumwater/Olympia at 4:10 a.m. and Tacoma Community College at 4:50 a.m. Departs shipyard (State Street Gate) at 2 p.m. Call 407-459-0260.

Rideshare policy: To post a Rideshare ad, email psns.pao.fct@us.navy.mil or come to Building 850, fifth floor, Congressional and Public Affairs Office to fill out an ad form. All information is subject to use in Salute – print and online.

SALUTE

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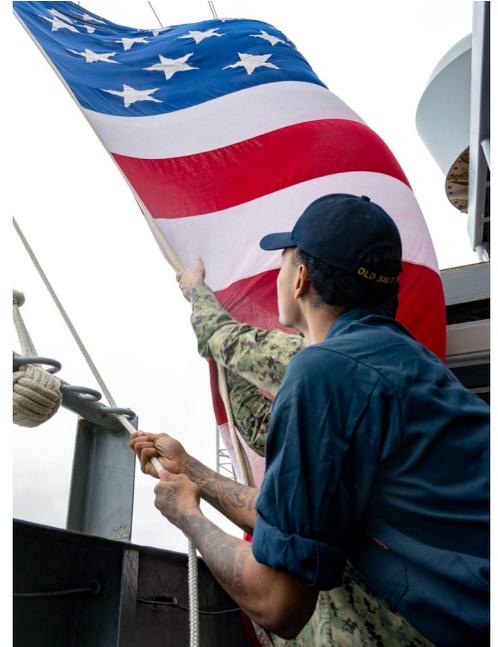
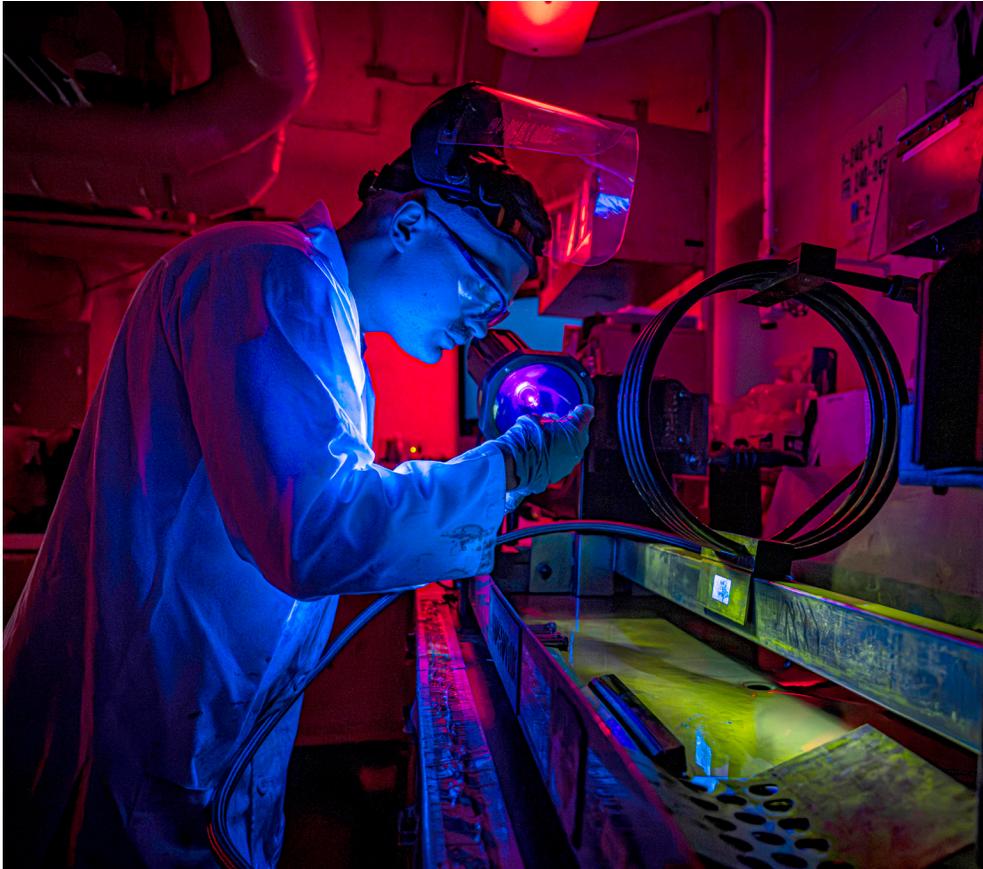
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CONNECT TO MISSION

USS NIMITZ (CVN 68) GETS BACK UNDERWAY IN THE U.S. 3RD FLEET AREA OF OPERATIONS



ABOVE LEFT: Aviation Structural Mechanic 2nd Class Brian Nease inspects a magnetic particle bench aboard USS Nimitz (CVN 68), March 29, 2025. (U.S. Navy photo by Mass Communication Specialist 2nd Class Hannah Kantner)

AT LEFT: Sailors aboard USS Nimitz (CVN 68) perform maintenance on an E-2D Hawkeye, April 2, 2025. (U.S. Navy photo by Mass Communication Specialist 2nd Class Tomas R. Valdes)

ABOVE RIGHT: Sailors lower the flag aboard USS Nimitz (CVN 68), March 26, 2025. (U.S. Navy photo by Mass Communication Specialist 2nd Class Caylen McCutcheon)

ABOVE: Sailors aboard USS Nimitz (CVN 68) conduct maintenance on an F/A-18E Super Hornet, April 2, 2025. (U.S. Navy photo by Mass Communication Specialist 2nd Class Hannah Kantner)