

SALUTE

PSNS & IMF

PAINT BY NUMBERS

Portal cranes 80, 82 and 92
receive summertime facelifts

• PAGES 6-7





COMMANDER'S CORNER | From the desk of Capt. JD Crinklaw



Team PSNS & IMF,

Recently, we conducted a transportation preparedness exercise to test our ability to coordinate with and assist our civic partners during an actual emergency. While this was a simulated event, it served as a reminder that our readiness is not just about supporting global security—it is also about the trust we hold with our local community and the strength of our connection to it. The Navy and the Department of Defense recognize that the communities we call home are integral to our ability to carry out the mission.

The exercise reinforced that our success depends on more than individual skill—it requires us to operate as a team, apply our technical expertise, and be ready to respond when called upon. That's true not only in a simulated environment, but in everything we do here at PSNS & IMF. The community is counting on us to carry out our mission safely and to the best of our ability. These aren't just "random" members of the public—they are our neighbors, our family members, and our friends. Many of them work right alongside us or in roles that directly support the shipyard and the Navy's mission.

Whether we're here in Bremerton, serving alongside the fleet in San Diego or Japan, or on temporary duty at one of our sister shipyards, our obligation to the community extends beyond being good stewards of taxpayer dollars. It means demonstrating respect, building trust, and showing that our presence contributes positively to the lives of those around us—just as their support strengthens us.

On October 18, we'll have a special opportunity to reinforce that bond during Family Day, when we open our gates to share the remarkable work you do with family, friends, and neighbors. This event will pull back the curtain and give our community a glimpse into the skill, pride, and excellence that define PSNS & IMF.

Even in our day-to-day routines—whether it's obeying traffic lights and signs at the State Gate, being courteous when dropped off, or how we interact with local businesses—we are ambassadors for the shipyard. These small actions reflect our professionalism and our commitment to the values we uphold.

Our excellence, readiness, and connection to community are inseparable—and together, they ensure we can continue to deliver for the Navy, the nation, and the people who support us.

As always, thank you for everything you do for our command, our Navy and our nation. Humility, Honesty and Dedication, always.


Captain JD Crinklaw
Commander, PSNS & IMF

In this issue:



Local elected officials tour waterfront operations



A review of the 2024 climate survey results



Supply team receives recognition for its efforts

On the cover:

Romeo Aquino, painter, and Darius Aldan, work lead, Code 730, Crane Maintenance, work side-by-side on one of three newly painted portal cranes at PSNS & IMF, July 31.

(U.S. Navy photo by Wendy Hallmark)

AROUND THE YARD

STATE AND LOCAL ELECTED OFFICIALS VISIT PSNS & IMF • (U.S. Navy photos by Scott Hansen)



TOP: Dave Sweet, PSNS & IMF Shipyard Optimization director, leads a group of state and local elected officials on a waterfront familiarization tour of Mooring Alpha at PSNS & IMF, Aug. 4. The dignitaries also met with command senior leadership during their visit.

ABOVE LEFT: Cody Matheson, left, Production Facilities & Plant Equipment manager, Code 900F, Production Facilities & Plant Equipment, and Dave Sweet, PSNS & IMF Shipyard Optimization director, lead state and local officials on a tour of Dry Dock 6 at PSNS & IMF, Aug. 4.

ABOVE RIGHT: Capt. JD Crinklaw, commander, PSNS & IMF, briefs a group of visiting state and local elected officials on the command's proposed infrastructure upgrades Aug. 4, during an office call with senior leadership in the Horseshoe Conference Room in Building 850.

2024 DEOCS IN REVIEW

COMMAND ACTIONS

Department DEOCS Each department analyzed their individual survey findings and employee comments, and developed a plan of action and milestones. Status of the actions are submitted to the Command Resilience Team quarterly and include such things as increased communication via town hall meetings, improvement of meeting effectiveness, and transparency in how awards are issued.

Campaign Promoting a Culture of Respect & Accountability The command launched a workforce-wide campaign to reinforce the core principle of "Respect Every Individual" with senior leader sponsors for each topic. Products can be found on the PSNS Homeport page.

Reporting Feedback All departments were tasked with ensuring managers are trained to provide complainants and alleged offenders with status updates for investigations conducted by C100i or internally by the department. This includes conducting effective investigation debriefs when warranted.

Overtime (OT) The command has completed a review of overtime processes to increase predictability of schedules and alignment of process implementation. The results are a new, streamlined OT request system and a revised OT instruction to be issued this fall.

Connect To Mission Campaign A collaborative effort between command and project leadership is underway to produce a video of the Connect to Mission brief, which will be used by work teams and crews across the command.

COMMAND STRENGTHS

Confidence in Reporting

79% of employees believe reports about harassment or discrimination would be taken seriously.

Supportive Leadership

83% of employees report their supervisors treat them with respect and care about their well-being. Employees have trust and confidence in their supervisors.

Cohesion

78% of employees believe the work they do is critical to operational readiness.

Connectedness

77% of employees feel like they belong and have people to turn to in times of need.

Employee Engagement

74% of employees feel encouraged to offer ideas on how to improve operations in their work group and 86% are proud of their work.

OPPORTUNITIES FOR IMPROVEMENT

***Stress**
45% of respondents reported feeling moderate to high levels of stress.

**Comments indicate pay and cost of living to be significant contributing factors.*

Sexual Harassment & Discrimination
19% of respondents witnessed sexually harassing behaviors.

Racial Harassment & Discrimination
23% of respondents witnessed racial harassment and discrimination.

Workplace Hostility
15% of respondents experienced workplace hostility.

ALTHOUGH WE'VE SEEN IMPROVEMENT IN THESE AREAS, WE WILL CONTINUE TO WORK TOWARD ESTABLISHING A MORE PROFESSIONAL ENVIRONMENT.

WHAT TO KNOW ABOUT THE NEXT DEOCS SURVEY

WHY YOUR PARTICIPATION MATTERS

DEOCS gives the workforce the ability to share about their experience within the organization. Gaining insight into respondents' "shared perceptions" helps to identify and address command-wide trends. Support program improvement and enhanced command readiness is made possible with DEOCS findings.

HOW TO TAKE THE SURVEY

Those with computer access will receive an email with a link to the survey. Participants will then be prompted to enter their DOD ID number, which can be found on the back of their Common Access Card (CAC). Participants also have the option to take the survey from the comfort of their home, using the provided URL or QR code. Additionally, participants have the option to skip **ANY** questions they do not wish to answer.

NOTE: Per the PSNS & IMF PED instruction, the survey QR code may only be used **OUTSIDE** of the CIA.

WHAT IS THE DEOCS?

The Defense Organizational Climate Survey, commonly referred to as the DEOCS, is a tool that provides commanders and Department of Defense leaders with important feedback about the current climate within their organization.

The DEOCS focuses primarily on areas such as military equal opportunity, civilian Equal Employment Opportunity, leadership, organizational effectiveness, perceptions of discrimination and sexual harassment, and sexual assault prevention and response.

IS THE DEOCS ANONYMOUS?

YES! While command leadership and survey administrators will be able to review survey responses, they **DO NOT** have the ability to see who has completed the survey. All answers are protected and confidential.

NOTE: Under state and federal law, certain circumstances may require survey officials outside of the command to break confidentiality. For example, if a participant indicates a direct threat to harm themselves or others within their response, confidentiality will be breached.

2-HR TIME OFF AWARD!

Employees in the department/ trade with the highest participation win a 2-hour time off award!

2025 SURVEY WILL BE HELD SEPT. 8-26.





ABOVE: Darius Aldan, work lead, and Romeo Aquino, painter, Code 730, Crane Maintenance, are part of six-person team repainting Portal Cranes 80, 82 and 92. (U.S. Navy photo by Wendy Hallmark)

NOT JUST FOR SHOW

Repainting portal cranes helps to ward off oxidation, corrosion

By Max Maxfield
PSNS & IMF Public Affairs

A six-person team of painters is working hard throughout the short Pacific Northwest summer to repaint cranes 80, 82 and 92 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. The team of painters from Code 730, Crane Maintenance, is comprised of Darius Aldan, work lead, and crew members Dione Anderson, Romero Aquino, Rachele Brock, Ellie Colberg and Justin Machin. They must work around a variety of challenges to get the work done within about a three-month window of opportunity. According to Matt Engel, Portal Crane general foreman, Code 731, lots of planning and strategy goes into finding a window for a full crane paint out.



PORTAL CRANES: Romeo Aquino, painter, Code 730, Crane Maintenance, works high above the shipyard while repainting Portal Crane 92, July 31. A team of painters from Code 730 has spent the better part of the summer updating cranes 80, 82 and 92.

(U.S. Navy photo by Wendy Hallmark)

“Supporting the shipyard mission is our top priority, so we always do our best to work around production needs,” Engel said. “This often is a key factor in crane availability for complete paint out. We keep our service schedules to lowest duration possible and have plenty of work that does not go hand in hand with leaving the painters to paint. The painters are most successful when given the crane and not interrupted, so the tough part is making this happen while supporting the overall numbers production needs and also considering executing the crane services.” Stephen Fogelman, supervisor, Code 730, said the cranes’ overall appearance won’t change very much to the casual observer. Crane

See **‘CRANES’** on page 10



FAR LEFT: Portal cranes 80 and 82 are pictured after receiving a fresh coat of paint in July. (U.S. Navy photo by Jeb Fach)

AT LEFT: Crane 92 (pictured in 2024, before repainting) will soon sport a darker blue look. (U.S. Navy photo by Wendy Hallmark)



ABOVE: NAVSUP Fleet Logistics Center Puget Sound Strategic Systems Programs Supply Support Department team members received the 2024 Department of Defense Packaging Production Achievement Award for packaging excellence. (U.S. Navy photo)

Naval Supply team recognized for its packaging excellence

By Brian Davis
NAVSUP FLC Puget Sound

Members of the Naval Supply Systems Command Fleet Logistics Center Puget Sound's Strategic Systems Programs Supply Support Department Packing & Crating Division have received the 2024 Department of Defense Packaging Production Achievement Award.

The award is presented annually to an individual or team that exemplifies exceptional dedication and excellence in packaging. The recognition was the culmination of a money-saving initiative by the Packing & Crating team to convert used corrugated cardboard boxes into packing material for shipping submarine parts.

Rear Adm. Kenneth W. Epps, commander, Naval Supply Systems Command, pointed out how the Packing & Crating team—David Hietala, Clinton Shields, Robert Rembiszewski, and Trevor Flowers—saved the government over \$10,000 in Fiscal Year 2024 alone.

"The team's initiative to reutilize packaging materials that were reclaimed and returned for use from packing projects was a great idea and a resounding success," Epps said.

"This focused effort reflected a cost-effective and highly efficient approach to delivering critical supplies to 18 local submarines and multiple Strategic Systems Programs subordinate activities and contractors."

The cost-saving initiative began when an employee noticed a cardboard shredding machine while attending a training course and saw the possibilities for using recycled cardboard for packing up parts and tools for shipment to submarines.

The cardboard packing is cheaper than more expensive alternatives like foam or bubble wrap. As a bonus, the material is biodegradable and easier for sub crews to dispose of at sea.

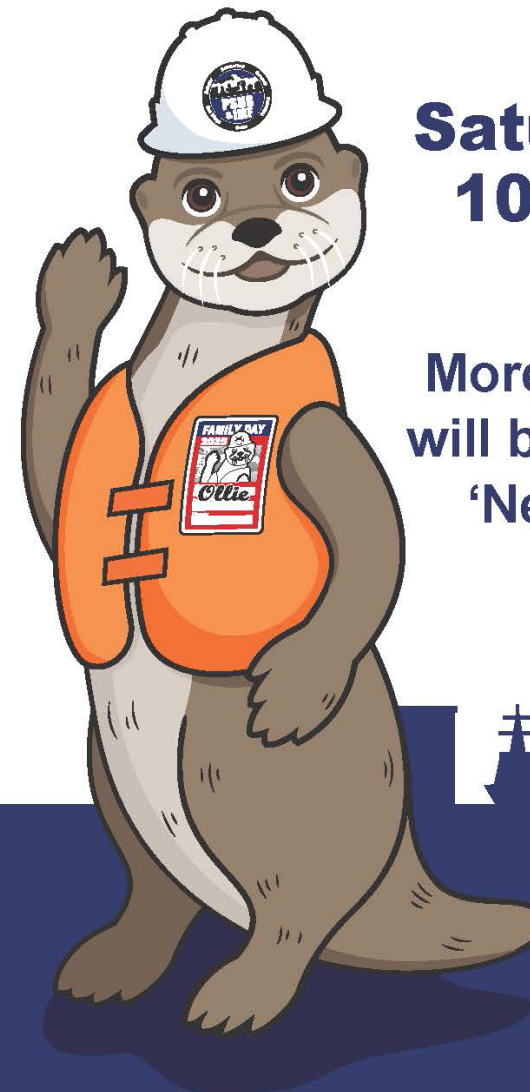
"By researching and integrating innovative technologies, our employees have not only streamlined operations but also reduced costs and increased the overall effectiveness of their operations. This commitment to improvement ensures that they can meet the dynamic demands of their mission, which is crucial to supporting the Navy's nuclear deterrence efforts," said Steve Chmielewski, Director of NAVSUP FLC Puget Sound SSP Supply Support Department.



Friends & Family Day

**Saturday, Oct. 18
10 a.m – 3 p.m.**

**More event information
will be available soon on
'News You Can Use'**



Questions? Please email psnsimf-pao@us.navy.mil



ABOVE: The six-person team of painters from Code 730, Crane Maintenance, is pictured June 16, high atop Portal Crane 82, after completing its repainting. (U.S. Navy photos by Jeb Fach)

'CRANES' from page 6

80 will have a bright blue paint for the body of the crane, with safety yellow for the boom, the travel trucks and drive motors. Crane 92 will be a deeper, darker blue for the body, also with safety yellow for the boom, travel trucks and motors.

While the cranes may look similar to how they have for decades, the specific paint composition chosen should be an improvement over their current paint.

"The colors are a variation of the their original colors, and were chosen from approved color charts that meet the Naval Sea Systems Command Military-Specification and Federal Standard color requirements," said Fogelman. "The paints used are silicone alkyd enamel, with a higher gloss sheen added for ease of cleaning purposes, and for better UV deflection. This should help slow the oxidation process down, which happens due to the environment that they are used in."

Engel said there is no set schedule for how often a crane must be painted. The primary factors that lead to full crane paint out are corrosion control, longevity and overall appearance.

"Cranes are inspected for corrosion each and every year, and problem areas are corrected as they are identified," he said. "Corrosion is most commonly found where water pools or heavy exposure to harsh environmental or operational conditions exist. These cranes are 25 to 35 years old and these small corrections over time, along with the oxidation of the paint, present a visual nuisance. The full paint

out provides a thicker paint layer and brings the cranes back to uniform color coverage. This also helps resist UV degradation better."

According to Fogelman, members of the painting team should not have a fear of heights, and must have current qualifications for paint removal, paint application, along with fall gear qualification, as they work at heights up to 135 feet off the ground to reach the A-frame and floating mast of the cranes. Despite the challenging work conditions, they must follow best practices to get a lasting result.

"Cleaning and prepping the surfaces of the crane is most critical to obtaining a good repaint," Fogelman said. "Your finished product is only as good as your preparation, which means poor preparation can allow the finished product to fail sooner rather than later."

According to Engel, this small paint crew maintains more than 300 pieces of equipment throughout the shipyard and IMF. The effort and planning required to paint these cranes is enormous, and doing so while having the bandwidth to support the PSNS & IMF mission is impressive.

"While I hold in high regard the accomplishments that they made on these two portal cranes this summer, I am also very proud of what they do all year round with all the rest of the equipment," he said. "This team is arguably the team that stays the busiest. The never complain about the work in front of them. I really appreciate the sacrifices that our counterparts out at Bangor made this summer by loaning us two great painters during the best painting months of the year."

UPCOMING EVENTS

Aug. 29

- **Marines Reserve birthday:** The U.S. Marines Corps Reserve birthday is Aug. 29.

Sept. 1



- **Labor Day:** The annual Labor Day federal holiday is Sept. 1.

Sept. 1-30

- **Suicide Awareness:** National Suicide Prevention Awareness Month begins Sept. 1.

Sept. 3

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

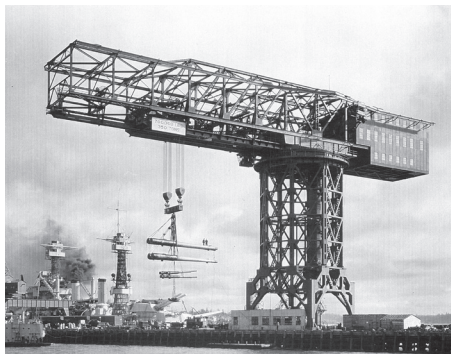
Sept. 11

- **Patriot Day:** The Sept. 11, 2001 anniversary is Sept. 11.

Sept. 19

- **Tradesmen Day:** National Tradesmen Day is Sept. 19.

Sept. 16



- **PSNS & IMF Anniversary:** PSNS & IMF will celebrate 134 years of service to the nation Sept. 16.

Corrective Actions

During the month of **July 2025**, the command had **28 actions**. The following are examples and associated behaviors.

4

SUSPENSIONS
(Supervisors & non-supervisors) for careless workmanship, failure to follow instruction, failure to follow supervisor responsibilities, inattention to duty, unacceptable conduct, unauthorized absence.

2

TERMINATIONS
(Non-supervisors) for excessive tardiness, unauthorized absence.

10

REPRIMANDS
(Supervisors & non-supervisors) for failure to follow instruction, failure to follow supervisor responsibilities, lack of candor, unacceptable conduct.

The remaining
12 ACTIONS
consisted of:

Abeyance Contract/Decision (1); Demotion (1); Letters of Caution (3); Medical Certification Letters (6); Removals (1).

ASBP
Armed Services Blood Program



**GIVE A GIFT OF LIFE —
DONATE BLOOD**

1st WEDNESDAY OF THE MONTH
September 3, 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**



Code 109

Shawn Fellows

Code 710

Natalie Denson

Shop 06

Shawn Duffy

Shop 38

Wilbur Hinman

Catherine Haskins

Gray

Sherman Geeslin

Meena Dalsky

Shop 51

Robert Wallace

Shop 56

Dakota McIntosh

Forest Payton-

Gaidosh

Shop 64

Scott Bush

Shop 99

Vincent Crisotomo

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.

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 the Narrows Park & Ride at 5 a.m., dropping off at FISC Building and Vanpool parking. Departs shipyard at 3 p.m. Call 360-627-3560.

Puyallup Vanpool: Picks up at Fred Meyer at 5:45 a.m. and arrives at shipyard (G-Lot) at 6:40 a.m. Departs shipyard (G-Lot) at 4:02 p.m. Text 253-732-1958.

Rideshare policy: To post a Rideshare ad, email psnsimf-pao@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.

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How to recognize, treat heat-related injuries:

Proper hydration is an important safety precaution for all members of the PSNS & IMF workforce. It's also important to know how to recognize and treat heat-related injuries:

Heat cramps: Painful involuntary muscle contractions, caused by salt loss from heavy perspiration due to physical exertion. Treatment: Light stretching and hydration can provide relief for heat cramps.

Heat exhaustion: Extreme dehydration due to prolonged strenuous activity. Symptoms include: heavy sweating, headache, dizziness, tingling, nausea or vomiting. Treatment: Shade, fluids with electrolytes.

Heat stroke: When the body's temperature rises to 104°F or higher. Heat stroke is an emergency, and treatment should be provided immediately. Heat stroke can lead to kidney or liver failure, blood clots, brain damage — even death. Symptoms include absence of sweat, red or flushed skin, rapid pulse, difficulty breathing, hallucinations, confusion, agitation, disorientation, seizure and coma. Treatment: Move victim to a cool location, apply cooling measures and call 911 immediately.

STAY SAFE STAY HYDRATED

Recommended daily water intake 0.5 - 1.0 oz per pound of body weight

