

SALUTE



PSNS & IMF

NEXT GENERATION

Bangor Diver Locker's new hyperbaric chamber aligns with fleet modernization

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On the cover:

Navy Diver 1st Class Josh Amberson, right, and Navy Diver 2nd Class Hale Gage conduct a simulated emergency inside the Bangor Dive Locker's new hyperbaric chamber, July 29.

(U.S. Navy photo by Wendy Hallmark)

Team PSNS & IMF,

Everywhere I go across this command, I see the skill and dedication you bring to your work. From the dry docks to the offices, every one of you contributes to a mission that is vital to our Navy and our nation. What you do is not easy, but it matters, and I am proud of the professionalism and perseverance you bring each day.

But skill and knowledge alone are not enough. To truly succeed, we must also know one another.

Getting to know your people is just as important as mastering the technical aspects of your role. It is about more than titles, schedules or job codes. It means knowing who has the experience, who has solved a problem before, and who can step in when something unexpected happens. In an organization as large and complex as ours, the difference between success and delay often comes down to whether we know who to turn to in the moment that matters.

We have tools and systems to track progress, but those cannot replace human connection. Databases do not tell you who has the best idea to cut hours from a task or who sees a safety concern before it becomes a hazard. That knowledge lives with our people. Leaders who know their teams can go directly to the source and move faster with confidence. Coworkers who know each other can share solutions and avoid wasted effort. When we invest the time to build those relationships, we invest in readiness.

I recognize it takes effort to leave your desk, walk the shop floor or strike up a conversation outside your normal circle. It is easier to stay within your lane. But taking the time to know your team pays dividends. You will discover talents you did not know existed. You will learn who has a creative approach to a recurring challenge. And just as important, you will build the trust that allows people to bring forward their ideas without hesitation.

That trust makes us stronger. It is what allows a mechanic to speak up about a better way of doing a job. It is what gives a new teammate the confidence to share a concern. It is what keeps information flowing so that problems can be solved before they grow. Knowing your people is not only about efficiency, it is about building the culture that keeps us safe, resilient and mission ready.

Our Navy counts on us to deliver. We cannot meet that responsibility if we work in silos. We succeed by combining expertise, by respecting one another's contributions, and by taking the time to know the people behind the skills. That is how we move faster, improve together and ensure the fleet gets what it needs.

Thank you for your professionalism, your dedication and your willingness to support one another. Continue to learn about your teams, invest in those connections, and know that the work you do, and the relationships you build, make this command stronger every day.

Humility, honesty and dedication, always.


Captain JD Crinklaw
Commander, PSNS & IMF



Friends & Family Day 2025

Let's celebrate!

Command to honor U.S. Navy's 250th birthday

By Ben Hutto
PSNS & IMF Public Affairs

P uget Sound Naval Shipyard & Intermediate Maintenance Facility will honor the U.S. Navy's 250th birthday Oct. 18, during a daylong Friends & Family Day 2025 celebration at the shipyard.

The "Friends & Family Day: 250th Navy Birthday Celebration" registration link is now live and ready to receive submissions on the shipyard's SharePoint site. Additional details can be found on 'News You Can Use.'

This special event, from 10 a.m. to 3 p.m., will provide a unique opportunity to celebrate the many contributions of the U.S. Navy and the men and women who contribute to its success. There are a variety of activities planned, including a ceremony to honor the U.S. Navy's birthday, opportunities to view an industrial crane up close, tours of various shipyard facilities, STEM learning activities for children and a diving demonstration from Sailors assigned to the Bangor Dive Locker.

Since its founding in 1891, PSNS & IMF has played an important role in Navy history; from building and repairing ships for two World Wars, to supporting current missions in the Pacific and beyond. Generations of Kitsap County residents have played a part in keeping our Nation's fleet strong and ready. Because of its significance to the Navy, the shipyard was designated a National Historic Landmark in 1992.

TO LEARN MORE

For more information, including a full list of Frequently Asked Questions, visit our PSNS & IMF public website at, navsea.navy.mil/Home/Shipyards/PSNS-IMF/Family-Day

For additional Family Day questions: email psnsimf-pao@us.navy.mil

"We are excited to open the shipyard to our friends and families to showcase the incredible work our team accomplishes, day in and day out," said Cmdr. Anthony W. Oxendine Jr., deputy commander, PSNS & IMF. "Every civilian employee and Sailor—on our tended units and in our PSNS & IMF shops—plan and execute the Navy's most complex and mission-critical work with exceptional pride and determination to maximize our Fleet's combat lethality. A job we have been doing proudly since 1891. We are all Navy, and we're proud to celebrate our 250th birthday with our friends and families."

The Online Registration Form is available via Homeport. All sponsors must register their guests (a maximum of five per sponsor) via the online registration form. This registration form feeds a database that will be used as the official guest roster. That roster will be used to verify guest registration the day of the event.

As we celebrate this important milestone, please remember that safety and security are still paramount.

Things to remember

- Anything brought onto Naval Base Kitsap or into the shipyard is subject to search. That includes vehicles at the NBK gates, and any items carried into the industrial area.
- If a prohibited item is detected by security scanners or in your possession, you will be denied entry.

What to bring

- Escort must have their CAC, NAVSEA badge and copy of the signed registration form.
- Photo ID (passport, REAL ID, Dependant DOD ID card) for those 16 and older (no ID is required for children under 16). Washington state driver's license is acceptable.

What to wear

- Long pants, jeans, shorts or capris.
- Tennis shoes or other rubber soled, closed toed, closed heel shoes.

What's prohibited

- Cameras, camera phones or any photo or video recording device.
- Weapons or ammunition (e.g., guns, Taser, mace or pepper spray).
- Alcohol or illegal substances including cannabis products.
- Backpacks or large bags (purses, diaper bags, small lunch bags, medical supply pouches are okay—subject to search).
- Clothing that contains profanity (verbal or visible), obscenities, hate speech, or sexually suggestive language.

See 'News You Can Use' for more information.

IN THEIR OWN WORDS

Command employees reflect on the work they do in support of the Navy fleet



**Christina Nedbalek, Environmental Engineer,
Code 106.32, Water Environmental Planning**

"Trying to keep pollutants out of the bay is a broad goal, and the avenues for accomplishing that task challenge my creative thinking and problem solving, my social skills — and sometimes even my physical limits."

Since its founding in 1891, Puget Sound Naval shipyard & Intermediate Maintenance Facility has been integral to the region, the state of Washington and the national defense. PSNS & IMF employees come to work every day ready to maintain, modernize and retire the Navy's fleet.

This Labor Day, as we pause to celebrate hardworking Americans all across this country, command leadership would like to take time to honor the more than 14,000 employees here in Bremerton — along with its workforce members across three detachments in San Diego, Everett, Washington and Yokosuka, Japan — who support our nation's Navy as it defends our freedom and our way of life.



**Elias Cardenes, Mechanic,
Shop 31, Inside Machinist**

"We make the parts that a lot of stuff depends on. None of it works without the small, precise parts we make. It's one of those jobs where people might not always see it, but it plays a huge role in the bigger picture."

Rest assured, shipyard employees will continue to work side-by-side with Sailors, contractors and community partners now and into the future.

While the work at PSNS & IMF has remained a constant over the past 133 years, its methodology has evolved in order to meet the ever-emerging needs of our Navy. Meanwhile, the commitment and tenacity of the command workforce has remained steadfast. So, as we pause to honor our workforce, command leadership would like to acknowledge all who contribute to our mission at the shipyard and beyond. Your hard work and commitment help keep our fleet strong.

In honor of Labor Day, Salute asked command employees to reflect on the work they do in support of the Navy fleet:

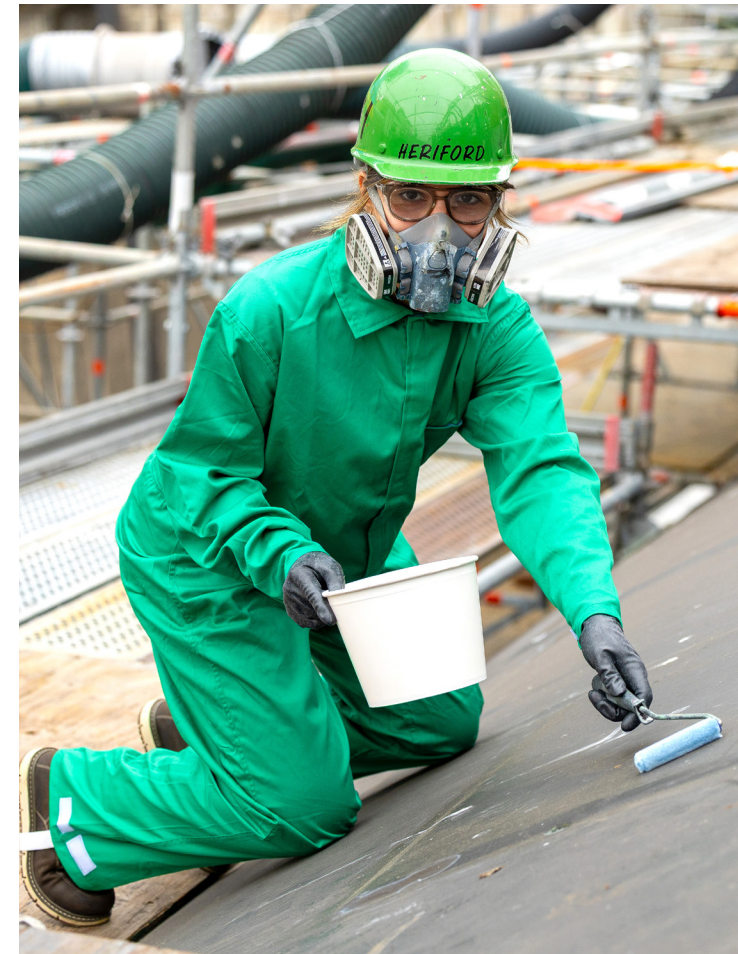
**Romeo Aquino, Painter,
Code 730, Crane Maintenance**

"My job is important because without cranes, a shipyard does not operate. Knowing that I help preserve the life of our cranes, it brings pride in the work I perform. It helps me recognize the importance in each task. Ensuring the outcome was done correctly."



**Houston Darnell, Marine Machinery Mechanic,
Shop 38, Marine Machinist**

"Our work may not always be in the spotlight, but it's foundational. Our Country's defense, our economy, and even humanitarian missions rely on well-maintained vessels. What we do at the shipyard has an impact far beyond the docks."



**Alycia Heriford, Painter Apprentice,
Shop 72, Painters, Blasters and Tilesetters**

"I think my job is very important because the work we do plays a critical role in preserving the naval vessels. Our coatings and surface preparation efforts directly contribute to the longevity, safety, and performance of these ships."



**Margaret Kerr, Machinist,
Shop 31, Inside Machinist**

"The job itself has no identity; the people who perform it do. Without the people, the yard would be silent. Ships floating with nobody aboard. I do not consider my job to be limited to what was written on the application. I consider my job to support those around me."

**DIVE LOCKER:**

Navy Diver 1st Class Josh Amberson prepares the Bangor Dive Locker's new transportable Hyperbaric Chamber on Naval Base Kitsap, July 29..

BELOW: The Dive Locker's old hyperbaric chamber had been in use since 1995.

(U.S. Navy photos by Wendy Hallmark)



ABOVE: Navy Diver 1st Class Josh Amberson, right, and Navy Diver 2nd Class Hale Gage conduct a simulated emergency inside the new hyperbaric chamber, July 29. (U.S. Navy photo by Wendy Hallmark)

By Max Maxfield
PSNS & IMF Public Affairs

The Puget Sound Naval Shipyard & Intermediate Maintenance Facility divers with the Bangor Dive Locker recently received a new hyperbaric chamber in case they have to respond to a diving related emergency.

According to NDCM Jonathan J. Gregg, master diver, Code 760, Bangor Dive Locker, their new hyperbaric chamber creates a pressurized environment that provides high concentrations of oxygen to the body.

It is used to treat diving related casualties such as arterial gas embolisms, and decompression sickness — commonly referred to as “the bends.” It can also be used to treat non-diving related injuries such as wounds and carbon monoxide poisoning.

“Its primary use is in the event of a diving related emergency,” Gregg said. “Its day-to-day use at the Bangor Dive Locker will be to train Navy Divers in chamber operations and emergency response, to stay up to date on fleet modernization.”

“We train weekly to stay current on qualifications and emergency response,” he continued. “We are pleased to align with Fleet Modernization and be able to train the next generation of Navy Divers in emergency response and treatment. It allows us to have the size and greater capabilities to treat our own.”

The new hyperbaric chamber, which replaced one that had been in use since 1995, will primarily reside at the Bangor Dive Locker on Naval Base Kitsap-Bangor’s lower base. However, it can be transported, should a Temporary Additional Duty location require the use of a Recompression Chamber. Having it located with PSNS & IMF divers benefits their mission in multiple ways.

“Before this chamber arrived, our primary course of action was to use the Keyport Dive Locker chamber, which could delay treatment time, and limit training opportunities for our Sailors,” Gregg said. “This chamber allows us to treat our own divers with

See **'DIVE LOCKER'** on page 10

OUT WITH THE OLD

New hyperbaric chamber allows Navy divers with the Bangor Dive Locker to align with fleet modernization while training the next generation in emergency response



Tuition assistance available for employee professional development

By Ben Hutto
PSNS & IMF Public Affairs

For more than two decades, Puget Sound Naval Shipyard & Intermediate Maintenance Facility has supported its employees through academic programs designed to retain, engage and develop employees to be successful where they are, and to help them advance their careers.

Last fiscal year, the shipyard provided \$400,000 dollars in tuition assistance that allowed shipyard workers to attend mission-related courses online as far away as Johns Hopkins University, as well as in-person classes down the street at Olympic College. In addition, academic programs provided employees attending Olympic College with \$155,000 dollars in paid tuition and fees through the After-Hours Program.

“Academic Programs continue to build momentum as employees learn about this developmental opportunity,” said David Tift, academic programs manager, Code 1183. “The purpose of the program is to engage and retain employees supporting their professional development. It is rewarding to assist employees in achieving their academic goals and to help them learn new technical and leadership skills.”

While the Tuition Assistance Program for

Fiscal year 2025 has come to an end, PSNS & IMF employees may still sign up through Command University for Olympic College after-hours courses.

Taslin Crisostomo, waterfront administrative assistant, Code 900A, is one of the hundreds of shipyard workers who have taken advantage of the shipyard’s academic programs to advance her career. In January 2024, she decided to take the plunge and applied for the Project Management Program at the University of Washington. By early 2025, she completed the program and obtained her certification in project management. It was one of the first steps she took in her career advancement plan.

“The TAPS program is one of the best decisions I’ve made for both my professional and personal development,” said Taslin. “When I started in the shipyard, I didn’t know exactly which direction I wanted to take, as there are many different positions to get into whether it be in a shop or code. Completing the program helped me tailor my career goals and identify the type of roles and work I would be interested in doing at the shipyard.”

Like many workers, Taslin had some initial hesitation before signing up. While simultaneously moving homes, working two jobs, and caring for family, it was easy to

keep putting off signing up for the program. Looking back now, it was something she wished she had taken advantage of sooner.

“Since completing the TAP program, I’ve enhanced my qualifications and skills in my current role by using the knowledge and tools I learned from the project management program,” she said. “As a result, I’ve received multiple opportunities that serve as vertical steps up the career ladder.”

Tanzieali Gooch, digital technology coordinator, Shop 71, Painters, Blasters & Tilesetters, is another worker who is using TAP to improve her career and help the people she works with.

“Through the TAP program, I was able to attend an accredited university to complete my Master’s in Educational Technology, and am currently in my second year of pursuing my doctorate with a focus on safety, specifically the employee mindset of choosing production or safety as a priority,” explained Gooch. “The courses I took helped my personal and professional development. I learned key skills that I applied to both my previous and current position. I learned grant writing, leadership skills, research skills, infographic creation, building

See *‘TUITION’* on page 10

2025 DEOCS

WHAT TO KNOW ABOUT THE SURVEY

HOW CAN I TAKE THE SURVEY?

- a. Respond to the email and log in using your DOD ID number.
- b. Use any device to go to the provided URL and log in using your DOD ID number.
- c. Use the provided QR code to log in on your personal device outside of the CIA only.

IS THE SURVEY REALLY ANONYMOUS?

Your responses are combined with the responses of everyone else in your unit. Survey administrators, commanders, and leaders cannot view who has or has not completed the DEOCS, nor can they access an individual participant’s survey responses.

DO I ANSWER THE QUESTIONS ABOUT THE NCO/SEL?

Unless you work directly with the NCO/SEL, there is no need to answer ‘yes’ to the question about the them. If you do answer ‘yes’ you will be prompted to answer questions about their work performance.

YOU CAN SKIP QUESTIONS?


If you don’t like a question, Skip it! Not all of the questions need to be answered in order for your opinion to count.

WHO IS MY UNIT LEADER?

Your Unit Leader is Captain Crinklaw.

IS THERE A TIME-OFF AWARD THIS YEAR?

The Competition! Employees in the survey group with the highest participation rate within each tier will win a two-hour time-off award.



TAKE THE SURVEY

SEPT. 8-26.

Connect to Protect: Support is Within Reach

National Suicide Prevention Awareness Month September 2025

No Judgment. Just Help.



988lifeline.org

988 | SUICIDE & CRISIS LIFELINE

Call

Text

Chat

Deaf/HoH

988

- Mental Health & Substance Use Support
- Suicide Prevention & Crisis De-escalation
- Connection to Local Care & Treatment Resources

911

- Medical Emergency
- Fire
- Crime in Progress
- Life-Threatening Situations

WHOLE-PERSON CARE

Suicide Loss Remembrance Walk

Sept. 9, Noon - 1 p.m.
State Street Gate

Suicide Loss Support Group

Sept. 23, 1 - 2 p.m.
Building 850, Floor 4
Horseshoe Conf. Rm.

For more information:
Visit the PSNS & IMF Mental Health & Well-Being SharePoint page.

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the highest level of confidence that they can make a full recovery and return to Qualified Diving Status.”

In the event of a medical emergency, the new hyperbaric chamber would be staffed by seven people. The chamber team includes a Diving Officer; a chamber supervisor; an undersea medical officer who can prescribe medications and alter standard treatment protocols as required; an inside tender/diving medical technician who is qualified to aid the patient inside the chamber during treatment and who monitors patient condition and vitals as well as communicating with outside personnel; a log keeper; and an outside tender.

The likelihood of ever having to use the hyperbaric chamber is kept as low as possible due to the skills and professionalism of the divers, as well as the safety procedures integrated throughout dive operations planning and the dives. However, diving is intrinsically a dangerous activity, and the Bangor Dive Locker personnel must be trained and ready to handle a dive related emergency. The new



ABOVE: Navy Diver 1st Class Josh Amberson communicates with divers inside the new hyperbaric chamber July 29, during a simulated emergency. (U.S. Navy photo by Wendy Hallmark)

hyperbaric chamber will help ensure they are ready if called upon to treat one of their own. “Every diver who works under PSNS & IMF performs diving evolutions that could put

them at risk of becoming a diving casualty requiring treatment,” Gregg said. “We hope to never have to use [the new hyperbaric chamber], but we will be ready if we need to.”

proposals, defending public initiatives, curriculum design, and digital literacy skills. Those courses are leading me to build my research and dissertation. I am proud to be a part of this program. I'm always excited to help others become a part of this program.”

The Olympic College After-Hours Program allows PSNS & IMF employees to take up to 30 credits per fiscal year for classes that support the shipyard’s mission, or a position within the command. Employees interested in joining must register through Command University, Employees participating in

the program must pay for their books, materials and individual course fees. In addition, employee must achieve a 2.0 or better GPA in the course taken to meet the requirements of the program.

For the Tuition Assistance Program, employees who are interested in using TAP can be reimbursed up to \$5,000 dollars for tuition per fiscal year. TAP covers tuition but, books and supply costs must be covered by the employee. In addition, students using TAP are required to maintain a 3.0 GPA in the approved mission-related course

To learn more, call 360-689-8838 or email PSNSAcademicprograms@us.navy.mil.

2025

HOLIDAY CURTAILMENT

Operations will pause at the end of day shift, to the start of day shift for:

December 24 - 29, 2025 and December 31, 2025 - January 5, 2026

For more information, see NYCU.

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.

REMINDER:

PED Policy and QR Codes

- QR codes are prohibited for use on all shipyard graphics.
- Activating camera phones inside the CIA is a violation of PED Policy.

1st WEDNESDAY OF THE MONTH
September 3, 2025
9AM - 3PM, BLDG. 850A, RM 160

GIVE A GIFT OF LIFE —
DONATE BLOOD

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 101.21 Karina Morrison	Shop 06 Shawn Duffy	Shop 51 Robert Wallace
Code 109 Shawn Fellows	Shop 38 Wilbur Hinman	Shop 56 Dakota McIntosh
Code 710 Natalie Denson	Catherine Haskins	Forest Payton-
Code 1166 Carie Hagins	Gray	Gaidosh
	Sherman Geeslin	
	Meena Dalsky	Shop 64 Scott Bush
		Shop 99 Vincent Crisotomo

Rideshare

Pierce Transit Vanpool: Picks up at Parkland Park & Ride at 4:50 a.m. and 6th Avenue Park & Ride at 5:05 a.m. Departs shipyard at 2:45 p.m. Call 253-777-7538.

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.

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.

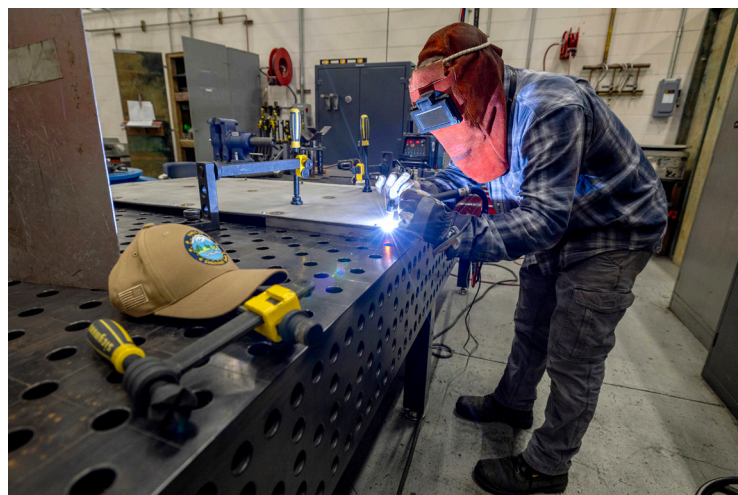
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AROUND THE YARD

COMMANDER VISITS PSNS & IMF EVERETT DETACHMENT • (U.S. Navy photos by Scott Hansen)



TOP: Capt. JD Crinklaw, commander, PSNS & IMF, conducts and All-Hands meeting for Sailors and civilian workforce members Aug. 18, during his quarterly visit to PSNS & IMF Everett Detachment, at Naval Station Everett.

ABOVE LEFT: Hull Technician 1st Class Niaja Colleton and Hull Technician 2nd Class Kenneth Wood, Shop 26, Welders, use a metal press to bend pieces of plate metal Aug. 18 at PSNS & IMF Everett Detachment, at Naval Station Everett.

ABOVE RIGHT: Ralph Ciampaglia, welder, Shop 26, Welders, works on components for a new weld booth, Aug. 18, during Capt. JD Crinklaw's quarterly visit to PSNS & IMF Everett Detachment, at Naval Station Everett.