

SALUTE

PSNS & IMF

MEETING THE MISSION

New decommissioning
process designed to return
Sailors to the fleet sooner

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Team PSNS & IMF,

Teamwork is the hallmark of every great organization. When teams pull together in common purpose, great things happen. Just ask the Super Bowl-winning Seattle Seahawks. And the same can be said for our work here at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. At the beginning of 2026, we started a critical up-tempo work period. Now, two months in, I'm pleased to report that we, as a command, have successfully pulled together in pursuit of our mission: to maintain, modernize and retire the Navy's fleet. Here are just a few of our accomplishments thus far in 2026:

Projects

- USS Ronald Reagan (CVN 76) successfully undocked Feb. 27, despite a two-month government shutdown.
- USS Carl Vinson (CVN 70) successfully executed both significant growth and planned work in San Diego.
- USS Nimitz (CVN 68) wrapped up its final upkeep at PSNS & IMF.
- USS Michigan (SSGN 727) has successfully completed multiple critical path work strings.
- USS San Juan (SSN 751) continues on-schedule for its upcoming defueling operations and crew release.

Innovation

- AI-Driven Shipyard Transformation continues with Palantir for improving development and certification of technical work documents with both Portsmouth and Norfolk Naval Shipyards.
- Model Line Workshops for process improvement will focus on mechanics and active senior leadership in collaboration with Portsmouth Naval Shipyard.

Crane update

- The Navy Crane Center has determined that rigging and crane operations have maintained a satisfactory performance since 2025, and that Code 740's reporting culture continues to improve.
- After experiencing weather delays, the arrival of our much-anticipated, new 175-ton heavy lift crane is expected in September of this year.
- Milestones like these don't just happen on their own. They are the culmination of many hours of hard work—from thousands of dedicated Sailors and members of the civilian workforce. Thanks to you all. Your teamwork is a great service to the Navy and the nation.

On a final note, I'm pleased to report that our teammates at Portsmouth Naval Shipyard have completed their end of our friendly, non-monetary Super Bowl wager—to fly the Seattle Seahawks' "12" Flag over Portsmouth—in good-sportsmanship fashion. Operational milestones, like those that we have successfully completed thus far in 2026, and fun moments like the friendly wager, are significant reminders that we are all one team, in support of one mission.

A Ready Team Defines Us. Quality Drives Us. Mission Unites Us.



ABOVE: The Seattle Seahawks "12" flag is raised high over Portsmouth Naval Shipyard to honor a friendly wager. (U.S. Navy photo by Neil Boorjian)


Captain JD Crinklaw
Commander, PSNS & IMF

In this issue:



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7 New decommissioning process reduces crew size



8 Apprentice Program conducts Knowledge Fair

On the cover:

USS Topeka (SSN 754) and USS Helena (SSN 725) are being prepared for decommissioning at PSNS & IMF through new a process called Alternate Inactivation Construct. The process is designed to get Sailors back to the fleet sooner.

(U.S. Navy photo by Wendy Hallmark)



ABOVE: Starting this summer, all four public shipyards will begin installing the new state-of-the-art Naval Autonomous Data Collection System designed to help track critical assets located throughout the shipyard. (U.S. Navy photo by Erin Small)

New tracking system to aid in location of critical assets

Naval Autonomous Data Collection Systems Communications Working Group

Every mechanic, shipfitter, and supervisor knows the frustration: you're ready to tackle a critical job, but the one part or tool you need is nowhere to be found. That daily "treasure hunt" for materials is one of the biggest time-wasters at the shipyard, causing delays and headaches for everyone on the deck plates.

But that's about to change.

Starting this summer, Puget Sound Naval Shipyard & Intermediate Maintenance Facility will begin installing a new, state-of-the-art tracking system called the Naval Autonomous Data Collection System. A major upgrade, it will save countless hours, reduce frustration, and directly support our core mission of getting ships back to the fleet on time. The system is designed to give you a real-time, digital

map to find the exact location of critical assets—think of it as a powerful GPS within the Shipyard for all your gear.

NADACS will be deployed across all four public shipyards, with physical installation at Puget Sound Naval Shipyard scheduled to begin in mid-2026.

Why it's needed

The time lost searching for materials is more than just a daily annoyance—it's a significant hit to our efficiency. Those lost minutes add up across thousands of tasks, impacting schedules and delaying our work on the Navy's nuclear-powered fleet. NADACS is being implemented to stop this drain on our most valuable resource: our time.

See 'INNOVATION' on page 10



DISTINGUISHED VISITOR:
Assistant Secretary of the Navy Brendan Rogers tours Dry Dock 6 with Capt. JD Crinklaw, commander, PSNS & IMF, Feb. 12. (U.S. Navy photo by Wendy Hallmark)



ABOVE: Assistant Secretary of the Navy Brendan Rogers tours the waterfront area with Capt. JD Crinklaw, commander, PSNS & IMF, and Dave Sweet, SIOP director, PSNS & IMF, Feb. 12, during his command visit. (U.S. Navy photos by Wendy Hallmark)

Navy leader briefed on shipyard operations

PSNS & IMF Public Affairs

Assistant Secretary of the Navy for Energy, Installations and Environment Brendan Rogers, visited Puget Sound Naval Shipyard & Intermediate Maintenance Facility, Feb. 12, for a command brief and tour of the waterfront area of operations. Capt. JD Crinklaw, commander, PSNS & IMF, welcomed the assistant Navy secretary upon his arrival.

The daylong visit began with a briefing on strategic initiatives, the Shipyard Infrastructure Optimization Program and command workforce development.

The visit included a tour of Dry Docks 3 and 4, where Rogers was briefed on seismic infrastructure upgrades and resourcing by Capt. Preston Taylor, commander, Naval Facilities Engineering Systems Command Northwest, and Cmdr. John Daly, resident officer in charge of construction, NAVFACNW.

The visit concluded with a tour of Dry Dock 6, where Rogers was briefed on Ford Class modifications by Cody Matheson, production facilities and plant equipment manager, Code 900F, Production Department Facilities and Plant Equipment;



ABOVE: Assistant Secretary of the Navy Brendan Rogers meets with Capt. JD Crinklaw, commander, PSNS & IMF, and senior command leadership during his visit to PSNS & IMF, Feb. 12.

Dave Sweet, SIOP director, PSNS & IMF and NAVFACNW; and Paula Chapman, project superintendent, Code 312, USS Ronald Reagan (CVN 76).

Other guests included: Kellie Johnson, special assistant to the ASN EI&E and Capt. John Brabazon, executive assistant.

DECOMMISSIONING: Two submarine crews have been merged into one as they work to prepare USS Topeka (SSN 754) and USS Helena (SSN 725) for decommissioning at PSNS & IMF. The process, called Alternate Inactivation Construct, is designed to get Sailors back to the fleet sooner. (U.S. Navy photo by Wendy Hallmark)



BACK TO THE FLEET

A process called the 'Alternate Inactivation Construct' is currently in use at PSNS & IMF to help get Sailors working to decommission submarines back to the fleet sooner.



ABOVE: USS Topeka (SSN 754) and USS Helena (SSN 725) crew members are debriefed after a fire certification drill along Pier 3 at PSNS & IMF. The drill is designed to prepare Sailors for upcoming hot work and hull cuts. (U.S. Navy photo by Wendy Hallmark)

By Max Maxfield
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility is using the Alternate Inactivation Construct decommissioning process on USS Helena (SSN 725) and USS Topeka (SSN 754) to help return Sailors back to the fleet as quickly as possible.

The Alternate Inactivation Construct, or AIC as it is commonly referred to around the shipyard, is a decommissioning process that differs from the traditional Submarine Recycling Program, which required most of the crew of a submarine to help support the inactivation process from start to end. The Alternate Inactivation Construct allows PSNS & IMF and ship's force to put up to four ships in a layup condition simultaneously, while reducing the crew size of the first submarine to approximately 60 percent. Added benefits in reductions are seen with the

second submarine reducing their crew to about 30 percent, and the third submarine and fourth submarine retaining only about 20 and 10 percent of their crews respectively.

According to Daniel Woodell, Code 350 AIC project superintendent, the primary reason for using this construct is to rapidly return highly-trained and qualified Sailors to fleet-facing roles.

The ongoing work on Helena and Topeka builds on previous AIC efforts, which helped establish the process being used today.

"The concept of the Alternate Inactivation Construct was first formally tested at PSNS & IMF with the Los Angeles-class submarines USS Jacksonville (SSN 699) and USS Bremerton (SSN 698), which pioneered the use of a reduced crew to oversee the dual inactivation of vessels," said Woodell. "The lessons

that improve current efforts have been gathered from a series of evolving process improvements that are continually

See 'AIC' on page 9



ABOVE: Senior Chief Torpedoman's Mate Ethan Becker, USS Helena (SSN 725), and Torpedoman's Mate 2nd Class Tyson Tomes, USS Topeka (SSN 754), work together during a drill.

Knowledge Fair open to all prospective apprentices

By Ben Hutto
PSNS & IMF Public Affairs

The Puget Sound Naval Shipyard & Intermediate Maintenance Facility Apprentice Program conducted its fourth annual Knowledge Share Fair March 4-5 in Building 460, to assist command employees interested in working trades.

Sara Savage, instructor, Shop 99, Temporary Services, was on hand to answer questions from apprentice candidates and help them understand the importance of trades in the shipyard.

"There is always an opportunity to expand your skillset in the program," she explained to candidates, March 5, during a session for swing shift employees. "We're never bored here."

Savage was just one of the many career advisors from 23 shops and codes on hand to explain the hiring process, pay bands, and to answer questions for interested employees.

As varied as the 23 shops and codes are, the reasons potential applicants came to the fair were just as varied. Many were there to advance their careers. Others attended because they are passionate about their potential job field.

"I'm interested in the apprentice school because I think it would help me expand my knowledge," said Madison Butler, pipefitter, Shop 99, Temporary Services. "I think it will provide me more one-on-one time to learn and get some deeper knowledge. On the job site things get busy and your supervisors just don't have time to explain everything during a shift. This would be one way to learn more."



ABOVE: Robert Nantz, instructor, Shop 11, Shipfitters, talks with a group of Work Studies Program employees.



ABOVE: Sara Savage, trade instructor, Shop 99, Temporary Services, outlines the advantages of the PSNS & IMF Apprentice Program for Madison Butler and Leahloni Anderson, pipefitters, Shop 99, Temporary Services. (U.S. Navy photos by Jeb Fach)

The showcase also featured assistance from Olympic College as they helped employees in signing up for the Accuplacer test; a test that measures the applicant's proficiency in reading, writing and math. The test is a requirement for the program and helps candidates find where their skills would fit best.

The four-year program works in conjunction with Olympic College to help students earn an Associate of Tech Arts degree at the same time as they become journey level mechanics. The college comes to PSNS & IMF to instruct, eliminating the need for students to travel to the OCC campus in Bremerton.

Since 1901, the PSNS & IMF Apprentice Program has been providing the shipyard with highly trained professionals ready to contribute to its mission. Back in those early days, the Shipyard Labor Board selected six men to train under skilled craftsmen at the facility. In the ensuing years, that small program has grown to become an award-winning advanced training course that has produced thousands of skilled tradesmen.

Two additional sessions will be offered for day shift employees, March 17, 9 - 11 a.m., and for swing shift employees, March 18, 2 - 3 p.m.

'AIC' from page 7

being worked on in Code 350."

Woodell explained that AIC is a tool developed to efficiently deploy available resources, including personnel and infrastructure, at any given time. It is employed based on specific shipyard and naval needs. Based on the success of the Helena and Topeka projects, the Alternate Inactivation Construct could become another effective tool PSNS & IMF has to help support the Navy's strategic objectives.

Once dry dock space becomes available, Helena and Topeka will be inactivated. They will be defueled and prepared for long-term storage at Mooring A. After that, the remainder of the crew release occurs.

"The application of the AIC as a strategic tool is being evaluated for use in the near future for other submarines," he said. "There are opportunities to include future vessels in the AIC program as they are taken out of service adding to the number of highly trained and experienced Sailors who can be rapidly returned to supporting the nuclear fleet."

Woodell said the success of the AIC construct will be measured by two primary indicators: project execution and strategic fleet enhancement.

"If the Navy can successfully place submarines into this minimal-manning status on time and within budget, it will represent a significant process improvement," he said. "The resulting cost savings are substantial, as the Navy can avoid having highly-trained Sailors monitoring a non-operational vessel in port. Secondly, and more importantly, the true benefit is realized when those same Sailors are reassigned to active submarines. This directly reduces personnel costs and ensures that our operational vessels are fully staffed with qualified, experienced crews ready to execute their missions at sea. Therefore, the ultimate validation of the AIC process is not just a successful layup, but a stronger, more capable, and more efficient fleet."

PSNS' efforts to better sequence work has contributed to the improved AIC. However, technological advancements and lessons learned from previous inactivation projects are also helping to reduce the cost and schedule of AICs.

"The implementation of innovative tools like the latest cold-cutting techniques and streamlined welding procedures have significantly accelerated the work," Woodell said. "Finally, a focus on team dynamics and effective mentoring has enhanced overall project efficiency. By integrating these lessons, PSNS & IMF has progressively reduced the cost and duration of decommissioning vessels, which is



ABOVE: Capt. Dillon Tolmie, commander, USS Topeka (SSN 754), briefs his crew before an upcoming procedure. Topeka and USS Helena (SSN 725) are undergoing preparations for decommissioning through a new process called Alternate Inactivation Construct. The process merges the two submarine crews into one in order to get Sailors back to the fleet sooner. The two submarines are slated for decommissioning.

AT RIGHT: Electronics Technician Submarine Navigation Seaman Samuel Hohimer, left, and Sonar Technician Submarine Seaman Apprentice Joseph Galvin take a supply wagon to collect provisions for Sailors aboard USS Topeka (SSN 754) and USS Helena (SSN 725).

(U.S. Navy photos by Wendy Hallmark)



critical to achieving the primary goal of the AIC: returning highly-qualified Sailors to the active fleet as quickly as possible."

A significant secondary strategic advantage behind the AIC is that it optimizes the use of shipyard infrastructure. The AIC concept was developed to manage the sequence of submarines entering the decommissioning process, making the best use of available dry dock and storage space.

"Instead of letting these vessels wait in a queue and tie up resources, the AIC allows the Navy to place them in a safe, stable, and

low-maintenance 'layup' status," Woodell said. "By drastically reducing the manning required for an inactivated submarine, the AIC frees up a percentage of the experienced Ship's Force members to be reassigned to operational vessels where their skills are urgently needed. In essence, the AIC is a deliberate strategic trade-off, prioritizing an immediate and vital boost in fleet readiness over the speed of final disposal. It transforms a logistical challenge into a direct solution for strengthening the active warfighting force."

Instead of relying on memory or word-of-mouth, mechanics and planners will be able to instantly pinpoint equipment, tools, and components on a computer or tablet.

"NADACS is a game changer," said Capt. Luke Greene, program manager for the Navy's Shipyard Infrastructure Optimization Program. "Knowing exactly where parts and materials are will save the shipyard workers hours of locating and transporting what they need for maintenance and modernization work on our carriers and submarines. This is time that can ultimately be returned to the fleets as operational time."

How it works

NADACS uses a simple but powerful combination of tags, sensors, and software. Small, durable Radio Frequency Identification tags will be attached to items. A network of wireless sensors installed throughout the shipyard will then read those tags and feed the location data into a secure, government-owned cloud system.

Authorized users can then log in with their Common Access Card to see the location of an asset on an easy-to-read map.

Initially, the system will be used to track three key categories prioritized by shipyard commanders:

- Rip-out material
- Portable or temporary equipment
- New material

A modern tool for a critical mission

Part of the Navy's broader Shipyard Infrastructure Optimization Program, this effort is a long-term plan to modernize the tools and facilities we use every day. After extensive site surveys and planning that began in 2024, the system is ready for



ABOVE: NADACS will use a combination of tags, sensors and software to track critical assets located throughout the shipyard. (U.S. Navy photo by Erin Small)

rollout. It has passed rigorous cybersecurity testing and is designed to be both secure and user-friendly.

The implementation will include full workforce training and a long-term sustainment plan, ensuring the technology will support our mission for years to come. By equipping our people with the modern systems they need, NADACS represents a major investment in our ability to work safely, efficiently, and on schedule.

Editor's note: Keith Dixon, lead industrial engineer, Code 100TO, Transportation Office, and Sonja Hanson, senior consultant strategic communications, LMI Solutions, contributed to this story.

UPCOMING EVENTS

March 17

- **St. Patrick's Day:** The annual St. Patrick's Day observance is March 17.

March 25

- **Medal of Honor Day:** The annual Medal of Honor Day observance is March 25.

March 29

- **Vietnam Observance:** National Vietnam War Veterans Day is March 29.

April 1

- **April Fools Day:** The annual April Fools Day celebration is April 1.

April 10



- **USS Thresher:** USS Thresher (SSN 593) was lost at sea April 10, 1963.

April 15

- **Tax Day:** Employee tax returns are due April 15.

April 22



- **Employees of the Year:** The annual PSNS & IMF Employee of the Year ceremony is April 22.

Corrective Actions

During the month of **February 2026**, the command had **38 actions**. The following are examples and associated behaviors.

9 SUSPENSIONS
(Supervisors & non-supervisors) for failure to follow instruction,

failure to fulfill supervisor responsibilities, inappropriate conduct, loss of govt/others property.

6 REPRIMANDS
(Non-supervisors) for failure to follow instruction, failure to fulfill supervisor responsibilities,

inattention to duty, unauthorized absence, unauthorized absence scheduled OT.

5 REMOVALS
(Supervisors & non-supervisors) for failure to follow instruction,

inappropriate conduct, unauthorized absence, other.

The remaining **18 ACTIONS** consisted of:

Indefinite Suspension (2); Leave Abuse (LWOP) Letter (1); Letters of Caution (3); Medical Certification Letters (12).

ASBP
Armed Services Blood Program



1st WEDNESDAY OF THE MONTH
April 1, 2026

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**



Code 105.3

Tara Wilson

Code 109

Shawn Fellows
Mikayla Taxacher

Code 244.1

Shawna Pappas

Code 246.1

Michael Larsen

Code 246.2

Christian Carlson

Code 270.1

Jason Rogers

Code 1102

Robyn Rogers

Code 1166

Carie Hagins

Code 2305.24

Jennifer Garrett

Shop 06

Shawn Duffy

Douglas Willis

Shop 11

Lee Warren

Shop 38

Wilbur Hinman
Hannah McGraw
MaryJane Gordon

Shop 51

Robert Wallace

Shop 56

Dakota McIntosh

Alexander Glaser

Shop 64

Jesse Peirce

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 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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Puget Sound Naval Shipyard & Intermediate Maintenance Facility

2026 FRIENDS & FAMILY DAY

SAVE THE DATE

July 25, 2026



Puget Sound Naval Shipyard & Intermediate Maintenance Facility



Join us as we honor our nominees for 2025 at the Admiral Theatre:

April 22, 2026

There will be a **live streaming** event for those who wish to support our nominees and watch the ceremony online. Details will be posted on our official Facebook page, facebook.com/PSNSandIMFontheWaterfront.

See 'News You Can Use' for more information.