

Pearl Harbor Naval Shipyard & IMF News Since 1946

SHIPYARD LOG

March 2019



Taking care of
BUSINESS\$

How PHNSY manages a Culture of Affordability



Capt. Greg Burton, USN
 47th Commander
 Pearl Harbor Naval Shipyard and
 Intermediate Maintenance Facility

Culture of Affordability

VADM Moore shifted “Culture of Affordability” from a mission priority in the NAVSEA Campaign Plan 1.0, to a foundational line of effort titled “Enable a Culture of Affordability” in the recently released Campaign Plan 2.0. He did this largely to promote thinking and acting differently across our mission sets in ways that help improve productivity *significantly* and not just incrementally.

Are we doing things today that add no value to our mission priorities? Are we putting in eight hours of work for eight hours of pay? Are we working in a way to maintain the highest standards of integrity and accountability? Do we understand workplace ethics especially when we are spending government funds?

Our growth mindset needs to be focused on continuous improvement and how to significantly increase our capacity. Part of this mindset is understanding that our work is never done – we will always look for improvements. This applies to our newest as well as our most-seasoned employees. We should all be grateful for our national asset here in the heart of the Pacific and commit ourselves to be Nō Ka ‘Oī in all we do to build a strong Culture of Excellence.

I need each one of you focused on:

Improving productivity by eliminating barriers and low-value activity

Leveraging data analytics to support data-driven decisions

Maximizing digital automation and toolsets for business processes

Streamlining processes and reducing timelines

How will we incorporate this? First, each project early on will propose improvement initiatives during the strategic planning session. The shipyard will rally around these initiatives and work to make the improvements. We’ll document these improvements in Standard Work and Best Practices. Next, our Strategic Focus Areas (People, Talent Management, Infrastructure, and Innovation) have operational goals and tactical actions that will also facilitate improvement. Finally, each of us need to look around and not settle for current conditions. This needs to become part of the way we operate.

I think at one time or another, each of us has asked, “Can I afford that?” Of course different households come to an answer differently. Some might say, “Well, I can just put it on the credit card.” Others might think, “I haven’t saved enough money, and it doesn’t really fit into our priorities right now.” Others may put it on their wish list for a future purchase.

Are any of us purchasing things because we feel pressure to keep up with the neighbors? Do we feel that we can’t make ends meet without incurring debt?

An ancient proverb goes something like, “Happy is the person who has four cents and spends three; sad is the person who has six cents and spends seven.” I think the actor Will Smith said it best, “Too many people spend money they don’t have, to buy things they don’t need, to impress people they don’t like.”

How does any of this fit into our Culture of Excellence? I believe that a Culture of Excellence should in our homes as well as the shipyard. A Culture of Affordability is just one aspect of our Culture of Excellence. Hawaii is expensive and most of us have to be fairly creative and perhaps sacrifice to make ends meet. Just as each of us should make every penny of our personal finances count, we need to be good stewards of shipyard funds. We have a public trust to ensure the best use of these funds while accomplishing our mission.



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<https://www.flickr.com/photos/phnsy/>

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 Photo by: Justice Vannatta



Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility scored a win on the surface side with the successful undocking of USS Port Royal (CG 73) on January 17, 2019. The undocking was a major step in completing the Docking Selected Restricted Availability. In order to achieve this Na Lanakila Nui milestone, the entire team came together to finish all required work, testing and documentation to ensure a safe, on-time, undocking.

The maintenance team had a broad spectrum of skills that spanned across the shipyard. Team members included project management, contracting specialists, quality assurance, engineering, shop and waterfront mechanics, docking officials and private industry and everyone worked with a shared vision to achieve the undocking.

“Without this type of collaborative team work, major key events like this would never be achievable,” LCDR Tyler McDonald, the acting waterfront operations officer said. “It goes to show what the shipyard can accomplished when we are focused as a team.”

This undocking was critical in order to make way for the docking of the USS Hopper (DDG 70) at the end of February. “It was good to get Port Royal back waterborne, where a ship should be,” said CDR John Mentzer of the Hawaii Regional Maintenance Center. “It has continued to be a challenging availability, but the team needs to get the work and testing complete in order to get this critical asset back out to the fleet where she is needed.”

USS Port Royal (CG 73) Successfully Undocks

Story by Lance Coverdill
C310 FMR Project Superintendent

PHNSY Accomplishes DDS Installation in Record Time

Story by Ana Maring, Deputy PAO

During a recent undocking, a Virginia Class (VACL) submarine under maintenance at Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) was fitted with a Dry Deck Shelter (DDS) and other Special Operation Forces (SOF) unique equipment.

It is one of several VACL submarines slated to support a DDS. During the recent dry docking availability, Navy and Naval Special Warfare determined the DDS would need to be installed while in the drydock in order to keep the schedule.

“The operational necessity of installing the DDS while the unit was in the drydock posed many logistical, technical, and operational challenges, and I’m extremely proud of how the entire shipyard team responded to the Navy’s needs,” said Project Superintendent, Kevin Alford. “The project team performed in a phenomenal and innovative fashion, and rapidly overcame every obstacle to an on-time completion of the install and certification.”

The initial installation of a DDS onto a host submarine is typically conducted over a 70-day period and normally while the submarine is waterborne. PHNSY & IMF and Naval Sea Systems Command (NAVSEA) determined it would be acceptable to accomplish the installation of the DDS while the ship was in drydock. This enabled the DDS installation to progress in parallel with other required work to return the VACL



submarine to the fleet. To meet the fleet’s operational schedule, planners developed a work execution and sequencing plan to enable the installation. Being mindful of NAVSEA’s Expand the Advantage and the Culture of Affordability approaches, PHNSY & IMF was able to implement lean principles and finish the job in half the scheduled time. Nō Ka ‘Oī.

Setting the Shipyard & IMF Up for Success: Today and Into the Future



In Focus: Code 1200 Business and Planning Office

Story by C1200 Department Head Doug Nishida & C1200N Nuclear Business Manager Leeann Shizuma

Top: C1213 Supervisor Management Analyst Robert Sonoda, C1200N Nuclear Business Manager Leeann Shizuma, C1214 Business Operations Manager (SRA-FMA-OPW) Jaclyn Matsuda, C1210 Business Operations Manager Jon Chamberlain, C1200 BSPO Department Head Doug Nishida, C1220 Program Planning Division Kevin Matsuura, C1223 Strategic Planning Manager Kristiann Boucher, C1222 Marketing and Support Liane Arakaki and C1221 Forecasting and Metrics Alison Okumura.

Balancing workload, workforce, and funding is key to ensuring Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) is set up successfully to execute our mission in “keeping them fit to fight!” C1200 and C1200N Business and Strategic Planning Offices (BSPO) strives to formulate and maintain a balanced command plan during the year of execution and future years, all while enabling a Culture of Affordability.

Who We Are and What We Do

The BSPO has two major offices: Nuclear (C1200N) and Non-Nuclear (C1200). Within C1200, there are two major divisions each with three branches.

C1210, Waterfront Business Operations Division, focuses primarily on supporting near-term project execution through our business agents for workload and financial management and communication with external stakeholders.

Branches within C1210 include:

C1213 focuses on departmental administrative support and training and houses the Regional Maintenance and Modernization Coordination Office, and Other Productive Work (OPW).

C1214 concentrates on Fleet Maintenance Projects and Fleet Maintenance Activity-Surface (FMB and FMR) and minor Chief Naval Operations (CNO) availabilities.

C1215 consists of CNO availabilities and submarine OPW.

C1220 is the Program Planning Division and focuses on strategically planning work execution in the future.

The branches include:

C1221 Workload and Resource Report.
C1222 Program, Budgeting and Execution.

C1223 Strategic Planning and Position Management.

The National Defense Strategy provides the overarching guidance and high-level requirements for establishing the Navy's plan for building and sustaining a lethal and resilient force through a balanced investments across readiness, capability and capacity. In today's resource-constrained environment, these investments are in direct competition with one another making affordability imperative.

A Culture of Affordability is not only about saving money, although that is part of it. It's really about maximizing the effectiveness of all resources available to us. It means:

- Making every dollar and hour count.
- Leveraging digital tools, technologies, and data analytics to improve performance, reduce cycle times, and support informed and rapid decision-making.
- Improving productivity by eliminating barriers and low-value activity.
- Utilizing mature technologies as we incorporate emerging technologies that will deliver even greater returns on investment.

The Business and Strategic Office (BSPO) strives to ensure projects are set up for success by establishing schedules and budgets that are adequately programmed and executable. It takes a collaborative effort from everyone. Any project that completes early will always result in savings or a cost avoidance and that's what it means to cultivate a Culture of Affordability. We must strive for a Culture of Excellence and get all our work done better, faster, cheaper and safely.



Story by Doug Nishida, C1200 Dept. Head

NAVSEA's Campaign Plan to Expand the Advantage: Culture of Affordability

Influence a Desired Outcome for the Command

The Business and Strategic Planning Offices primary commodity is data and information: We will find, create, analyze, validate and ultimately use it. Through coordination and collaboration with various nuclear and non-nuclear departments and projects, we will integrate the inputs to develop a strategy that ensures a shared vision with systems thinking. That integrated data and information is packaged into our final product, plans and proposals to influence a desired outcome for the command. The BSPO is the center point for information and is the communicator and gatekeeper for the command. We will communicate with both internal and external stakeholders to advocate the best plan, ultimately fortifying our ability to be the Nō Ka `O'i shipyard and keeping them fit to fight!

Top: C1200 Business Agents Candace Ching and Maria Saguiob overlook USS Mississippi undocking. The Navy investment for a typical Virginia Class submarine is approximately \$200-\$300K per day of her service life. That's the amount of money the Navy loses for every day a submarine is not available to operate at sea. The emergent docking of the USS Mississippi prevented a loss of operational days and allowed the Navy to send her back to sea.

Left: PHNSY & IMF hosts the Annual C1201 Peer Review Conference to improve business processes that help all four shipyards.



C1213 Production Controller Davelynn Cambra and C1213 Business Operations Officer John Chamberlain review the Direct Material Budget, funding that supports project material, touch labor, travel and other direct non-labor requirements to ensure there is enough funding for the remainder of the Fiscal Year 2019.



Financial Management

In fiscal year 2019, the division is managing a direct material budget of approximately \$150 million dollars for the command which funds project material purchases, contracts (including direct work and touch labor) and direct travel costs.

The People

So how does C1210 manage to execute all the work in the division? It is through our number one commodity; people you know as “Business Agents” (BA) are the backbone of C1210 and their duties are in alignment with the overarching mission of the business office: balancing workload, workforce and funding. BAs act as the funds administrator for all work assigned, administer funds for assigned work on both cost reimbursable and mission funded work. They assist in developing project internal control price and prepare and communicate the final review estimate to the type commander (TYCOM) for its acceptance on the cost of an availability.

The BAs are the primary contact and liaison between the project team and the business office and negotiator between the shipyard and each customer or government agency for all matters relating to the development, authorization and execution of work packages. They prepare new work assessments for TYCOM’s authorization to bring new work into an availability. The BAs continuously collaborate, coordinate and integrate to ensure command alignment while keeping the Culture of Affordability at the forefront, ensuring the Navy is getting the most bang for its buck.

C1213 Regional Maintenance and Modernization Coordination Office (RMMCO) Gatekeeper Robert “Chris” Groom and C1213 RMMCO Administrator Nathan Saffery manage the NAVSEA 04RP program that controls modernization efforts on U.S. Naval ships by ensuring alterations are approved and certified. They are also the shipyard’s single point of contact for all work being checked in and out by contractors.



Photos by Justice Vannatta

Supporting Execution of Work on the Waterfront

Story by John Chamberlain
C1210 Business Operations Manager

Turning wrenches to repair ships is critical to ship maintenance, however, the Business and Strategic Office provides a vital supporting role to help ensure that those wrenches can continue to turn. The Business Operations Division (C1210) is responsible for the coordination and direction of all shipyard business matters related to current execution of non-nuclear work, including coordination with the Nuclear Business Manager (C1200N) for work on submarines, surface ships, other production work and various miscellaneous shipyard programs.

Workload Management: Aligning Workload, Budget and People

C1210 is the “front door” for all tasking that comes into the shipyard. Once tasks are received, we collaborate with other departments in the shipyard to ensure a balanced command plan is maintained by assessing the tasks for cost, schedule, impacts on pre-existing workloads, quantity and composition of work and priority of resource-constrained workload. Once the assessment is completed, results and recommendations are communicated with internal and external stakeholders to reach agreement for a plan that the shipyard can realistically execute.

Looking Way Out into the Future



Story by Kevin Matsuura C1220 Program Planning Manager

For most of us here at Pearl Harbor Naval Shipyard & Intermediate Facility (PHNSY & IMF), we understand that our mission is to keep the fleet “fit to fight.” Whether we are on a project or in an office, we know how critical each of our positions are to helping our shipyard do just that. But did you ever wonder how that project you are supporting even came to be in the first place? In Code 1220 (Program Planning and Review Division), developing that future is our core mission. Everything we do in Code 1220 is with the intent of putting the shipyard in the best possible position to provide support to the fleet. It starts with the development of our workload, but it doesn’t end there. We also ensure that we have enough resources and funding to execute all of the workload. We must maximize the effectiveness of all resources and funding available.

How do we do this? With everyone’s help of course. Every year we start a new cycle called the Planning, Programming, Budgeting, and Execution process. During this process, we work with key departments in the shipyard, and our various external stakeholders, to coordinate

and collaborate on a capabilities plan that the Navy can use to determine how our shipyard can help support the operational needs of our fleet. It factors in workload, overtime, resources, contractors, materials, structure and finances: essentially all of the requirements needed to operate the shipyard. The entire process takes a full two years to complete, and it ends when the president signs out the budget to Congress, and then we begin to execute the plan.

This effort is by no means a small undertaking and the folks in Code 1221 (Workload and Resource Forecasting Branch), Code 1222 (Programming, Budgeting and Execution Support Branch) and Code 1223 (Strategic Planning Branch) in close coordination with C1210 and C1200N do an outstanding job of making sure we put together a plan for the shipyard that sets us up for success.

Once the plan is approved, we have to figure out the most efficient way to execute the plan. Do we need a mechanic or an engineer? Accountant or production controller? If you had to pick just one more employee to hire, what type of

Pictured: C2300 Nuclear Engineering and Planning Manager Kaipo Crowell discusses NAVSEA and command initiatives with C1200 Business and Planning Office. These conversations help ensure strategic alignment so the business office can help set PHNSY & IMF up for success in the future.

position would you choose? Someone will make sure there is work to do in the first place, someone will plan the work, someone will make sure there is enough money to do the work and finally, someone will actually do the work. Now which one would you choose? Welcome to position management. In our environment, where we are limited in the amount of people we can hire, who we hire really matters. This is the position management officer’s and Position Management Board’s responsibility: to build the right organizational size and structure in order to execute all of the work PHNSY & IMF has, not just now, but through the Future Years Defense Program and beyond.

Photos by Justice Vannatta

Editor's Note: This Navy archive article showcases projects supported by shipyard workers.



Photo by Justice Yannatta

New Tech, New Navy

Story by Warren Duffie Jr., Office of Naval Research

Editor's note: Archived article from March 2017. Story and photos courtesy of Navy.mil

Advanced software that can transform existing medium-sized vessels into unmanned ships able to autonomously complete naval missions. A four-legged, bio-inspired robot that can perform reconnaissance or dispose of explosives safely. A drone that merges the flying capabilities of a helicopter and airplane.

These are just a few of the technologies the Office of Naval Research (ONR) and the Naval Research Laboratory (NRL) showcased at the 2018 Sea-Air-Space Exposition, held on April 3-5 at the Gaylord Convention Center in National Harbor, Maryland.

“The Navy League’s Sea-Air-Space Exposition provides a great opportunity to share information between representatives of the services, industry and academia, while showcasing ONR’s cutting-edge research and technology programs,” said Chief of Naval Research Rear Adm. David J. Hahn. “These partnerships will be crucial to maintaining our nation’s lead in technology development, particularly in the areas of distributed lethality, unmanned systems and cyber defense.”

Program officers from ONR and NRL were on hand in the booth to discuss their pioneering work and potential research opportunities. Some of the breakthrough technologies highlighted include:

Medium-Displacement Unmanned Surface Vessel (MDUSV): Sea Hunter

MeRLIn (Meso-scale Robotic Locomotion Initiative): MeRLIn is a bio-inspired, 10-pound robot designed to jump and climb.

Tern (Tactically Exploited Reconnaissance Node): Attendees saw a model of Tern, a versatile flying scout drone.

Sea-Air-Space is hosted by the Navy League of the United States with the goal of bringing together leaders from defense organizations -- both government and private industry -- to learn about and view the most up-to-date information and technology related to maritime policy.

In addition to Sea-Air-Space, the Gaylord will host the Naval Science, Technology, Engineering and Math (STEM) Exposition, April 2, from 1 p.m. to 5 p.m. Hahn discussed the importance of education and the need for a STEM-educated workforce.

The Naval STEM Exposition, co-sponsored by ONR and the Navy League STEM Institute provides middle and high school students with an introduction to naval STEM careers and applications through guest speakers and hands-on activities.

The Navy Forum for Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) Transition (FST), connects technologies funded by the Navy’s Small Business Innovation Research and Small Business Technology Transfer programs with government acquisition and technical personnel, as well as other potential partners.

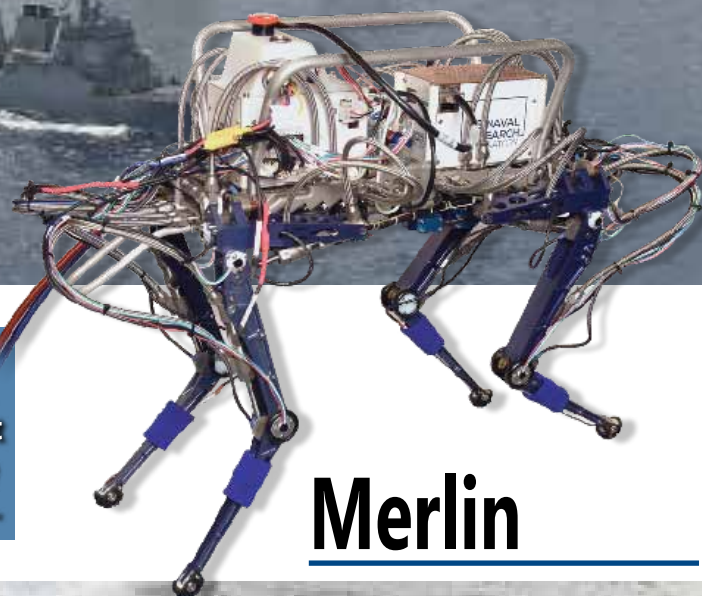
C1214 Production Controllers Scott Bunag, Mark Horimoto and Marcus Maglangit overlook an emergent job on the Navy's Sea Hunter. The full dive hull inspection included the replacement of zincs, inspection of shafts and blades, the cleaning of diesel engine cooling grates and providing temporary service requirements.

Tern (Tactically Exploited Reconnaissance Node): a versatile flying scout drone developed by Office of Naval Research (ONR) and Defense Advanced Research Projects Agency (DARPA.) Tern can perch on ships, even those without runways and take off vertically like a helicopter before transitioning to plane-like horizontal flight in midair.



Tern

MeRLIn (Meso-scale Robotic Locomotion Initiative) is a bio-inspired, 10-pound robot designed to jump and climb. Hydraulic-powered, the robot may one day conduct scouting, reconnaissance or explosive ordnance missions for the Marines.



Merlin

Sea Hunter

Medium-Displacement Unmanned Surface Vessel (MDUSV): Sea Hunter, the test platform for the MDUSV autonomy software, which was developed in partnership between ONR and the DARPA. The MDUSV software will enable future unmanned, autonomous ships to better counter mines and track submarines, travel for longer periods of time without refueling, and use anti-collision technology which complies with maritime law and regulations for preventing collisions at sea.





Surging To The Top

Story by YNC Linda Meyer
SurgeMain Gulf Region Admin

SurgeMain, short for *Surge Maintenance*, was established by the United States Navy in March of 2005 and is part of the Naval Sea Systems Command Reserve Program. The program has 75 reserve units with over 1,700 enlisted sailors and over 200 reserve officers, mostly from the engineering duty officer community.

They work, filling critical demands, at four naval shipyards in the trades associated with their full-time civilian jobs or their Navy ratings and require minimal training. They seamlessly integrate into the various shops and codes and represent a diverse range of job fields including electricians, electronic technicians, pipe fitters, sheet metal workers, plumbers, hydraulic technicians, mechanics, machinists, riggers, carpenters, welders, heating ventilation air-condition technicians and structural repair workers.

Electronics Technician First Class (ET1) Robert Schmitz, a SurgeMain sailor, reported to Pearl Harbor Naval Shipyard Shop 67M to complete his annual training. ET1 Schmitz learned that the Amplifier Test System (ATS) was inoperable, and had been down for several days. With a typical system output of two units a day, there was a backlog of 15 units and 35-40 more scheduled within the coming month. With a Naval Service Warfare Center Crane Technician at least a month out from being able to come to Hawaii to do repairs, ET1 Schmitz immediately recognized the negative impact and requested to troubleshoot the system himself.

Utilizing expertise from his Navy and civilian career, ET1 Schmitz identified a faulty relay in the ATS unit. He repaired, calibrated and tested the unit, placing it back in service within a day. Once repaired, he started reducing the shop's backlog. Due to actions taken by ET1 Schmitz, Shop 67M was able to clear its backlog and repair incoming units leading to a cost savings of \$1.8M (\$37K per unit). In addition to the repair of the ATS units, he provided expert-level training to Shop 67M, teaching them troubleshooting techniques. The work SurgeMain sailors like ET1 Schmitz reinforces the motto of keeping the fleet "fit to fight." His presence in the shop will therefore have a lasting impact.

Congressman Ed Case Visit

Story by Cameron Salony
Public Affairs Officer

On Feb. 19, Rep. Ed Case, who represents Hawaii's 1st Congressional District, or the district where the shipyard is located, visited this shipyard to learn more about its capabilities, workforce development, innovation and training. Currently, Rep. Case is assigned to the Appropriations Committee and serves on the Military Construction Subcommittee, so his engagement with and positive view of the shipyard is very important.

The Congressman last visited the shipyard more than 13 years ago and he was interested to see how the shipyard had or had not changed since then. Rep. Case noted how workload has grown since that time despite being told during the last Base Realignment and Closure process that shipyard workload would diminish. He was pleased with this.

Rep. Case took time to greet workers in Machine Shop 67 where employees demonstrated innovations in training and work. The Congressman tested the virtual reality headsets used for painting and welding training. Special thanks to Traci Hanlon and John Morgan for organizing the event and for everyone who participated in the demonstrations as Rep. Case's staff said that this was definitely a highlight for the Congressman.

"We are working to find innovative ways to increase the productive capacity in our shops," said Nolan Oshita, C930 Continuous Training Development Leader. "I think it was important for us to be able to show Congressman Ed Case what we were actively doing to expedite the proficiency building in our workforce."

Rep. Case then toured Dry Dock 3 to get a better understanding of the modifications required to support maintenance on a Block V Virginia Class submarine and also received windshield tours of Dry Docks 1 and 4.

Discussion points with shipyard leadership included the makeup of the engineering workforce, where and how often the shipyard provides fly-away support, when the shipyard will conduct its last 688 availability, and the shipyard's first early completion of a VACL availability, two days early.



Safe Shop of the Month

Shop 52 Calibration



CONGRATULATIONS!!

Photo by Justice Vannatta

November Civilian Newcomers

- Sean Baquiro C10931
- Tricia Bonilla C610
- Charles Chow C410
- Kimberly Chu C1055
- Raina Duenas C260
- Domonkos Feher C1343
- Felipe Jhadyne-Georlyn D C981
- Reina Hiers C990
- Bleshdel Hijirida C1141
- Mason Holden C132
- Gwoon Jung C1056
- Myrna Lacuesta-Onizuka C139
- Daniel Langford C23502
- Michael Lee C260
- Corrie Murashige C980A
- Kari Noble Jones C980
- Michael Oshita C1091
- Richard Pasco Jr C970
- Molina Rossi C101
- Cameron Salony C1160
- Codee Samala-Passos C1063
- Jarrett Sano C138
- Glenn Tao C242
- Timothy Thorpe C23015
- Eric Ucol C260
- Derwin Villegas C930
- Christine Wilson C1122
- Kahuakapumaikalani Ya-sumura C920

October Service Awards

10 Years

- Solomon Vee, C24421
- Roehl Tano, C1062
- Brealand Tam, C1351
- Morris Simms, C430
- Jimmy Cheng, C1053
- Russell Chu, C2320
- Scott Shiraishi, C246
- Lindsey Dirden, C1054
- Joseph East, C400
- Alana Quevido, C2305
- Katherine Gilbreth, C1053
- Daven Honda, C2443
- Michael Howard, C990
- James Ibanez, C980
- Eric Moffitt, C134
- Dietrich Kealoha, C970
- Adan Madrid, C10541
- Robert Kuakini, C2102

20 Years

- Jeremy Keone, C724
- Lawrence Castillo, C960
- Cory Arthur, C138

25 Years

- Larry Jumila, C990

30 Years

- Scot Ahyuen, C732
- Harvey Yatogo, C1052
- David Wong, C130
- Stephen Sasaki, C980
- Kathleen Nakata, C610
- Sheri Mock, C2301
- Ronnie Collado, C981

40 Years

- Geordieann Akuna, C1062

45 Years

- Barry Ferreira, C1210

November Military Newcomers

- EM1 Erik Bendickson C930
- ND1 Edward Haller C760
- GSM2 Michael Jones C930
- FA Charles Male X-Div
- LSC Gener Paraon X-Div
- STS2 Dale Santos C246
- MMA2 William Sexton C246

Fair winds & following seas to November Retirees

- Randal Au
- Jarrett Bataya
- Marciano Bucasas
- Earl Canio
- Rolly Casison
- Craig Chhing
- Jerry Chun
- Terrence Dang
- Robin Echavaria
- Vbarray Ferreira
- Paul Fowler
- Calvin Fukunaga
- Roy Gesteuyala
- Dexter Hara
- Mielvin Iha
- Rodney Imai
- Ross Kishinami
- Dale Kurofa
- Andrew Llanos
- David Lui
- Elaine Ma
- Pamela Masuda
- Neal Matsumoto
- Jerome Perry
- Derek Ragragola
- Stuart Sadabe
- Sanford Sato
- Janelle Shiraishi
- Warren Sunada
- Mark Tobar
- Ray Tomasu
- Miles Yamabe
- Vince Yokoyama



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**CODE 100CE DEPUTY DIRECTOR:
473-8000 x6073**

TO FILE AN EEO COMPLAINT, CONTACT:

EEO OFFICE: 808-471-0241



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