

Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility

SHIPYARD LOG

Issue #7 2021

~ Est. 1908 ~



Safety First!

How Code 106, Occupational Safety, Health, and Environment (OSHE) Department, Keeps PHNSY & IMF Safe



Capt. Richard Jones, USN
48th Commander
Pearl Harbor Naval Shipyard and
Intermediate Maintenance Facility

Supporting the Navy Our Nation Needs

Earlier in my career as a Sailor, and then as a civilian, I woke up each day striving to do two things - provide for my family and do my job well so that I could achieve the former. My thoughts weren't focused on the Navy's organizational priorities. I know many of you do the same, especially during the last 18 months of uncertainty as we sought to keep ourselves and our families safe. When we wake up, our thoughts are focused on our day-to-day needs of providing for and protecting our well-being, not on the overarching strategic goals of the U.S. Navy. Yet, the strategic goals of our Navy directly impact our ability to continue to provide for our family and way of life.

This January, Chief of Naval Operations (CNO) Adm. Mike Gilday's Navigation Plan stated that our nation and Navy are "engaged in a long-term competition that threatens our security and way of life." To meet this challenge head-on, "a larger, more lethal, more ready fleet manned by the world's greatest Sailors is required to maintain our advantage at sea and protect America for years to come. We will deliver, operate, and maintain that Navy with a focus on our core roles of sea control and power projection."

Did you catch his focus on maintenance and how it contributes to protecting America? Adm. Gilday provided clear direction that we need a "more ready fleet" and that

we will "maintain" our Navy to protect America and the international order that allows us to provide for our families and enjoy our way of life.

Following the CNO's Navigation Plan, Vice Adm. Bill Galinis, commander of Naval Sea Systems Command (NAVSEA), issued his guidance in the Campaign Plan to Expand the Advantage 3.0. This took the CNO's direction and provided practical application for NAVSEA commands like our shipyard. Specifically, we have been given three mission priorities from Vice Adm. Galinis that align with the CNO's goal of a more lethal and more ready fleet:

- Deliver Combat Power: On-Time Delivery of Combat-Ready Ships, Submarines and Systems
- Transform our Digital Capability
- Build a Team to Compete and Win

At the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility level, we have a responsibility to implement these mission priorities. As a part of the shipyard leadership team, we are striving to achieve these priorities by focusing on (1) people, (2) process, and (3) environment - all three that work together to help us maintain and deliver a more ready fleet.

You've probably heard me say it before, but I will always repeat it: our people - you! - are our greatest asset. It is ours mutual responsibility to develop you into an expert. We must actively provide opportunities for growth and development. When you increase your knowledge and experience, you can help us achieve our mission more effectively because of increased understanding and the ability to quickly resolve barriers you may encounter.

We also must focus on our processes because as a learning organization, our processes must provide opportunities to improve our work and constantly get better. We learn and improve by doing. This can be achieved through many different avenues such as using our Standard Workbooks by approaching each problem as a learning process. When we leverage our processes for learning we increase our people's knowledge and experience, developing you into experts.

Finally, we must develop and maintain an environment that inspires people with aloha. This means creating a culture of excellence that clearly communicates expectations, requires each person to stay engaged, and reinforces the right mindset and actions that value our people and allow for increased learning and performance. When you are in a healthy environment, you are challenged to succeed.

When we apply these three principles each day, we will contribute to a workforce that will maintain and deliver a more lethal and ready fleet and do it on time, every time, with each availability. We will then use initiatives like Naval Sustainment Systems - Shipyards (NSS-SY) to evaluate our efforts and ensure our pro-

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ON THE COVER:
 USS Topeka (SSN 754) undocking
 in DD# 2.

Photo by: Dave Amodo



PHNSY & IMF Successfully Undock USS Topeka (SSN 754)

PHNSY & IMF Public Affairs Office

Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) successfully undocked the Los Angeles-class fast-attack submarine USS Topeka (SSN 754) on time commencing a two-day evolution on July 27.

This undocking is a major milestone in the submarine's docking selected restricted availability (DSRA). Each undocking is a complex evolution that requires teamwork across the entire shipyard to ensure a safe and on time event.

"Successfully executing Topeka's undocking means we're closer to sending her back to the fleet fit to fight," said Shipyard Commander Captain Richard Jones. "I had no doubt our extremely capable shipyard team and ship's crew would successfully bring us to this milestone and execute it with professionalism and precision. This continued teamwork will allow us to finish strong and get To-

peka back underway and on mission."

A Los Angeles-class DSRA is a minor maintenance availability that is characterized as a short, labor-intensive port in which components throughout the submarine are replaced, repaired, overhauled, or modernized to ensure the submarine is operating at full technical capacity and mission capability.

Topeka has been undergoing maintenance at PHNSY & IMF since January 2021. The ship's DSRA will require approximately 109,295 man-days of work to complete all required maintenance, modernizations and certifications necessary to return the ship to the fleet.

The shipyard project team and ship's crew will complete Topeka's DSRA pier side ahead of certifying the ship for unrestricted operations. Once complete, Topeka will return to the fleet as one of the most advanced Los Angeles-class submarines in the world.

As with each depot-level availability, completing these complex maintenance projects in a safe and timely manner require experts across the shipyard such as project management personnel, contracting specialists, quality assurance technicians, engineers, shop and waterfront mechanics, docking officials and private industry working in sync and alongside the ship's crew to achieve each milestone safely and on time.

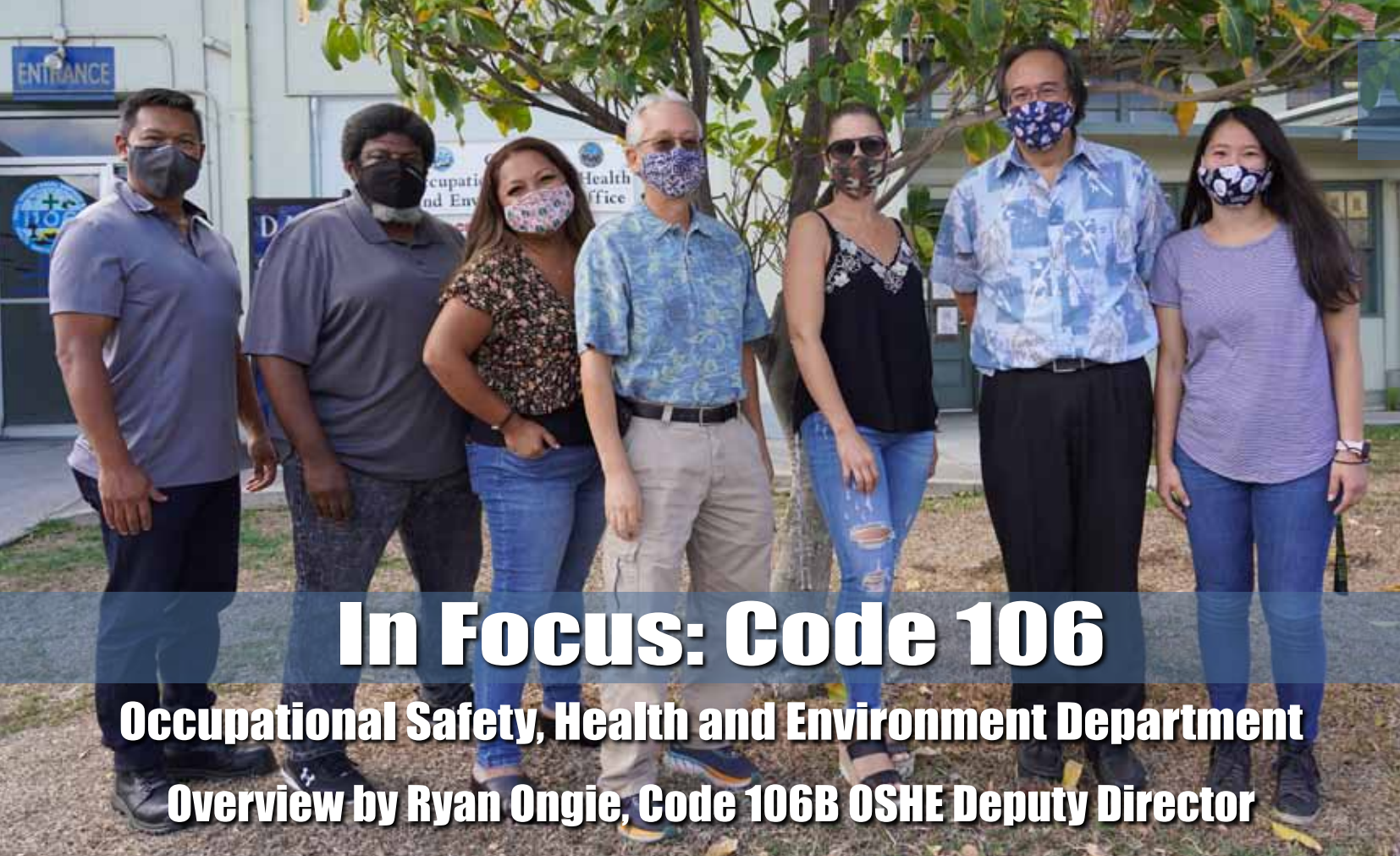
Commissioned Oct. 21, 1989, Topeka is the third United States ship to bear the name in honor of the city of Topeka, Kansas. Topeka is one of the most versatile weapons platforms ever placed in the world's oceans, capable of supporting a multitude of missions, including anti-submarine warfare, anti-surface ship warfare, strike, surveillance and reconnaissance.

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duction workforce has every tool it needs and elevate barriers that cannot be immediately fixed to increase our effectiveness and efficiency.

Each of these items - from NAVSEA's overarching mission priorities to our shipyard core principles of people, process and environment to specific initiatives such as NSS-SY - work together to help us support the Navy our nation needs right now.

It will allow us to preserve our way of life because our Sailors have the more lethal and more ready ship they need, when they need it to meet our adversaries and maintain our international order. So when you wake up thinking of providing for and protecting your family, know that the work you do is achieving that on two levels - one that provides us our means for day-to-day living and one that provides protection for our nation's freedom.



In Focus: Code 106

Occupational Safety, Health and Environment Department

Overview by Ryan Ongie, Code 106B OSHE Deputy Director

The Code 106, Occupational Safety, Health, and Environment (OSHE) Department, manages 18 safety programs, 15 health programs, and 19 environmental programs to ensure *no one gets hurt today, including the environment!* As Hawaii's largest industrial employer, there are risks which could cause serious injuries or significant damage to the environment. The employees of Code 106 work hard to keep those risks to a minimum.

In the past few years, our department has grown from 43 people to 73 people, including creating branches that provides direct waterfront support by:

- Revitalizing the Occupational Health branch
- Extending the Solid and Hazardous Waste branch
- Re-establishing the Gas Free Engineer Program.

Leading the way are our knowledgeable and dynamic division heads, Jade Katsuda, steering the environmental team, and Terri Watkins, who leads the safety and health team.

Rather than enforce compliance, our goal is to *enable* compliance. Code 106's primary functions include:

1. Implementing OSHE requirements – We issue numerous shipyard instructions that align with state and federal laws. In doing so, we strive to educate the workforce on the importance of physical and environmental safety.
2. Performing surveillance and monitoring – We routinely survey work areas since they frequently change. We use various meters and equipment to monitor operations of the environment and determine how well the shipyard is doing in keeping our people and environment safe.
3. Performing audits and inspections – Although the law requires that audits and inspections be performed regularly, our

audits and inspections are meant to find risks that should be eliminated. They help us to maintain the work standards necessary to ensure *no one gets hurt today, including the environment!*

4. Program management and issuing assessments – We collect metrics, then analyze their significance to improve our programs. We believe in learning and continuous improvement and strive to work with stakeholders to make the shipyard safer and more environmentally friendly.

5. Providing emergency response – Our industrial environment can create complex emergent incidents that if unaddressed can impact our workforce and the public. We respond to all injuries and hazardous spills that occur on shipyard property to provide assistance and independently investigate events. We also frequently train and prepare to respond to major emergencies quickly and confidently by assessing the impact to the public and to the environment.

Code 106 is the conscience of the shipyard. No one comes to work thinking, "I am going to injure myself today," or "I am going to pollute the harbor today," but accidents still happen. Sometimes people just need support or reminders so they can be their best every day. That's where Code 106 comes in. We are the extra eyes and ears in your work areas, watching for hazards you may have missed. We remind you of ways to protect yourself and the environment, including any consequences of non-compliance with our policies. We let you know when you're taking too much risk. Code 106 is here to back you up because, WE PROTECT PEOPLE AND THE ENVIRONMENT!



Gas Free Engineering Inspection

Story by Kurtis Mau

Code 106.1 Gas Free Engineer

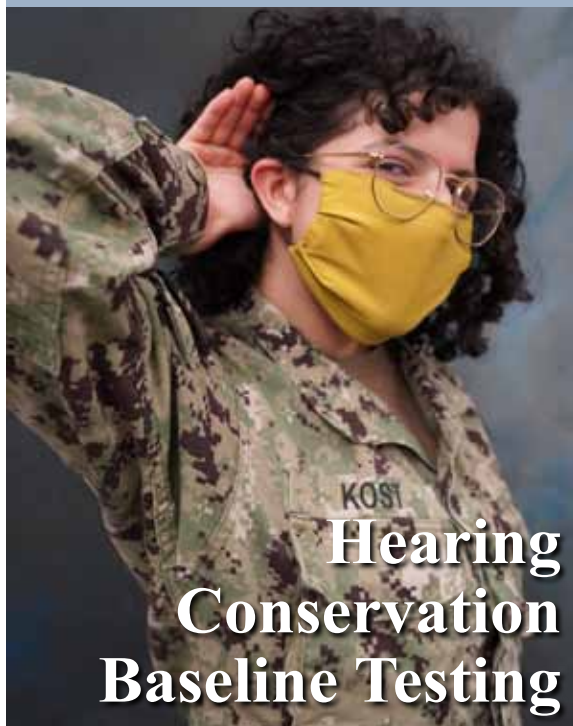
Currently there are only 17 certified gas-free engineers (GFEs) qualified to inspect confined spaces for prevention of fire and toxic gas mishaps across the entire United States Navy. Since fire and explosive incidents constitute a significant hazard for the Navy, GFEs have a tremendous duty.

Ships and shipyards contain many confined or enclosed, non-occupied areas which lack ventilation and openings, and many of these work spaces are limited or restricted. Dangerous incidents can occur when flammable, explosive or toxic materials are present or there is an oxygen-depleted or oxygen-enriched atmosphere present. Entering confined spaces with these materials present may cause fire and/or explosions, resulting in potential injury, illness, or death of personnel and/or severe damage to property. It is imperative that GFEs test for these conditions, as potential threats are often invisible or odorless.

Ultimately, the GFE's job comes down to two things: saving lives and protecting property. A fire or explosion not only puts the lives of those nearby at risk, it also puts the lives of those responding and extinguishing the fire at risk. A fire or explosion could potentially prevent a warship from accomplishing its mission due to severe, unreparable damage.

Before certification, a candidate must complete 300 hours of on-the-job training in specific categories, such as hot work, fuels and high-risk evolutions. The training allows them to understand what they would observe in a shipyard or repair facility.

Considering the large volume of hot work that takes place aboard ships and at the four public shipyards, this small population bears a huge responsibility to protect the Navy's workforce and its assets. Successfully accomplishing the mission every day underscores the expertise in this community and reflects highly on the individual professionalism of each certificate holder, as well as demonstrating the Navy's dedication to ensuring workplace safety.



Hearing Conservation Baseline Testing

By Aubrey Bogan
Code 106.13 Waterfront
Safety Branch Supervisor

Hearing Conservation Baseline Audiograms

Code 106.11 resolved shipyard concerns of Naval Health Clinic Hawaii interpretation of Department of Defense Instruction 6055.12 Hearing Conservation Program (HCP) and application of requirements of baseline audiograms.

The clinic was conducting an audiogram where new employees (candidates) receive their pre-placement physical and the clinic was directing those employees to schedule a second appointment to conduct a baseline audiogram for enrollment into the 503 Stressor HCP. Code 106.11 collaborated with the clinic command, NAVSEA, and BUMED HQs to clarify the requirements. As a result, the clinic will schedule only one audiogram, which will enroll a new employee in the hearing conservation program conducted during the on-boarding process. Resolving this issue reduced clinic audiograms appointments by half, thus providing additional appointments needed by the shipyard to meet other HCP appointment requirements. This significantly gave time back to support mission work in the shipyard.

Hearing Loss or Significant Threshold Shift (STS)

Employees may experience changes in hearing, hearing loss, or significant threshold shifts which result from prolonged noise exposure without protection, age, or illness. Audiograms are performed annually and will identify changes in hearing including STSs, which are considered an OSHA reportable injury. If an employee experiences an STS or hearing loss, they will not be "qualified" to perform work in noise hazardous areas. The supervisor and the safety office will perform an evaluation called the Job Capabilities Safety Analysis or JCSA. Supervisors will assist Code 106.1 to complete the JCSA with special interest to noise hazardous tasks employee performs.



Shipyards Infrastructure Optimization Program Update

Story by Lewis Hsu
Code 106.32 Engineer from NWIC Supporting

and workforce while working to minimize impacts to natural and cultural resources. Code 106 works with our Navy and external partners, communicating regularly with stakeholders to ensure that proposed projects are taking a comprehensive look at the environment, marine and terrestrial biology, and cultural/historical resources. By engaging early and often, Code 106 helps to ensure the shipyard's mission can be completed and still maintain compliance with all the relevant laws, regulations, and requirements. Studies for each project will culminate in an environmental report, such as an Environmental Impact Statement (EIS), that will be released to the public to ask for any additional input or concerns.

Do you ever wonder what our shipyard will look like in the future? The Shipyard Infrastructure Optimization Program (SIOP) improves the performance and efficiency at all four public shipyards through innovation and potential construction efforts. Code 106, Occupational Safety, Health, and Environment (OSHE) Department, directly interfaces with the Navy's program managers, designers and experts to ensure these efforts create a No Ka 'Oi shipyard that maintains a safe and healthy workplace while protecting the 'aina (land).

The first steps in such a large effort are to look at how any of the new improvements could meet the needs of the fleet

With Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility being located at the heart of Oahu, major industrial work can impact our island's ecosystem. Code 106's role is to protect the environment and the families that live in it while maintaining the historical and cultural heritage of the Pearl Harbor area. This balance of different interests and stakeholders will ensure the future of the shipyard operations, while preserving its significant history and malama the 'aina.

Code 106.32 Clean Air Act Compliance

Story by Erin Fukushima
Code 106.32 Environmental Program Specialist

Hydro blast units, air compressors and emergency backup generators are just a few examples of shipyard equipment that are regulated by the Clean Air Act (CAA). These examples have one other common aspect, they are all powered by internal diesel engines. At Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF), these types of equipment are a major focus area for the Code 106.3, Environmental Division, CAA Program.

Diesel engines emit hazardous air pollutants that can cause lung disease, aggravate asthma and damage the Earth's protective ozone layer. Due to these detriments, all diesel-

powered equipment are strictly regulated and have specific requirements based on the engine size, date of manufacturing and other factors. There is no blanket regulation so each unit must be individually assessed to determine environmental, health and safety compliance requirements.

Examples of compliance requirements include annual maintenance, validation of equipment location and tracking usage by monitoring run times. Code 106.3 CAA program managers, Mark Welsh and Erin Fukushima, lead an initiative to create a shipyard-wide tracking database for all diesel-powered equipment. Over the past few months, Code 106.3 has made great strides in improving the program by identifying deficiencies and collaborating with other shipyard codes, including Code 270 Electrical Engineering, Code 960 Piping, Insulation, Tool Room and Equipment Maintenance Shop and 980 Production Facilities and Plant Equipment Management, to put corrective actions in place.

Internal diesel engines are very commonplace at PHNSY & IMF and it takes cooperation from the entire workforce to ensure we maintain compliance.

"At the end of the day, air quality affects us all," said Welsh. "If we aren't properly managing our diesel engines, we are putting the shipyard, our health and the environment at risk."



VPP Re-certification

By Aaron Elefsrud

Code 106.12 OH Safety Specialist

Per the United States Department of Labor website, the Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs (VPP) recognize workers within federal agencies who have successfully implemented effective safety and health management systems and by doing so, have kept injury and illness rates below national Bureau of Labor Statistics averages for their respective industries.

At Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF), our VPP is a partnership between management, labor and employees that promotes safety and health programs tailored to environments within the shipyard. The goal of PHNSY & IMF's VPP team is to help elevate our safety and health environment to OSHA's elite STAR status, the highest VPP merit a business can achieve under the program. Currently, PHNSY & IMF has the lowest rates of injury and illness out of all four public shipyards and to maintain our STAR status, our goal is to spread the word, increase awareness and improve safety for all shipyard employees.

Program managers, Aaron Elefsrud and Mike Langley, are the Code 106 Occupational Safety, Health, and Environment (OSHE) facilitators petitioning for PHNSY & IMF's STAR recertification. There will be a courtesy inspection conducted by the Navy Center of Excellence from October 25-29, 2021.

A few months later, from January 10-14, 2022, OSHA will conduct the official recertification inspection.

The VPP program has provided a framework in which PHNSY & IMF builds and sustains a culture of safety within a broader Culture of Excellence. One of the factors driving the reduction in injuries is the shared vision that "no one gets hurt today." It takes a collaborative effort between management and employees to stay committed to making this happen.

Code 700, Lifting and Handling Department, has led the effort in making safety a priority of daily work life. "Code 700 ensures lifting and handling safety is briefed by The Weight Handling Program Brief, which is intended to be a concise and informative, data driven, one-page snapshot of a trend, concern, or requirement, related to recent real-time issues that have the potential to affect our performance and efficiency," said Francis Chanel, Code 730 Crane Maintenance Supervisor. "The Weight Handling Program Brief is not command specific and can be used by your activity to increase awareness of potential issues or weaknesses that could result in problems and prevent normalization of deviation in your weight-handling program."

The safety culture has changed within our workforce and it is reflected in our low injury rates. Management, labor, and employees have embraced the concept of ownership in safety and health and work together to maintain excellence in the safety and health standards that exceed the OSHA code of federal regulation minimum requirements.

During new employee onboarding at PHNSY & IMF, each employee is given a VPP Passport booklet to complete. The VPP Passport recognizes and rewards individuals who take it upon themselves to educate, communicate and participate in the VPP program. Any civilian who completes the VPP Passport and submits it to Code 106.12, Safety, is entitled to \$200. Military personnel that complete passports are eligible for a day off.

If any shops or codes would like assistance with their VPP Passport participation, please feel free to contact Aaron Elefsrud or Mike Langley. It is highly recommended that a VPP champion is designated for your shop or code to expedite the passport education of everyone. Remember, VPP is the way to keep everyone safe and ensure that you and your coworkers are part of an elite safety program.

Limiting the Exposure of Lead, Arsenic, Cadmium, Chromium, and Beryllium

By Dennis S. Palalay

Code 106.11, Supervisor, Occupational Health Branch

Protecting Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) employees from exposure to Lead, Arsenic, Cadmium, Chromium and Beryllium (LACCB) is paramount in ensuring their safety and health. Code 106.1 Occupational Health Branch is responsible for tracking LACCB levels in PHNSY & IMF personnel.

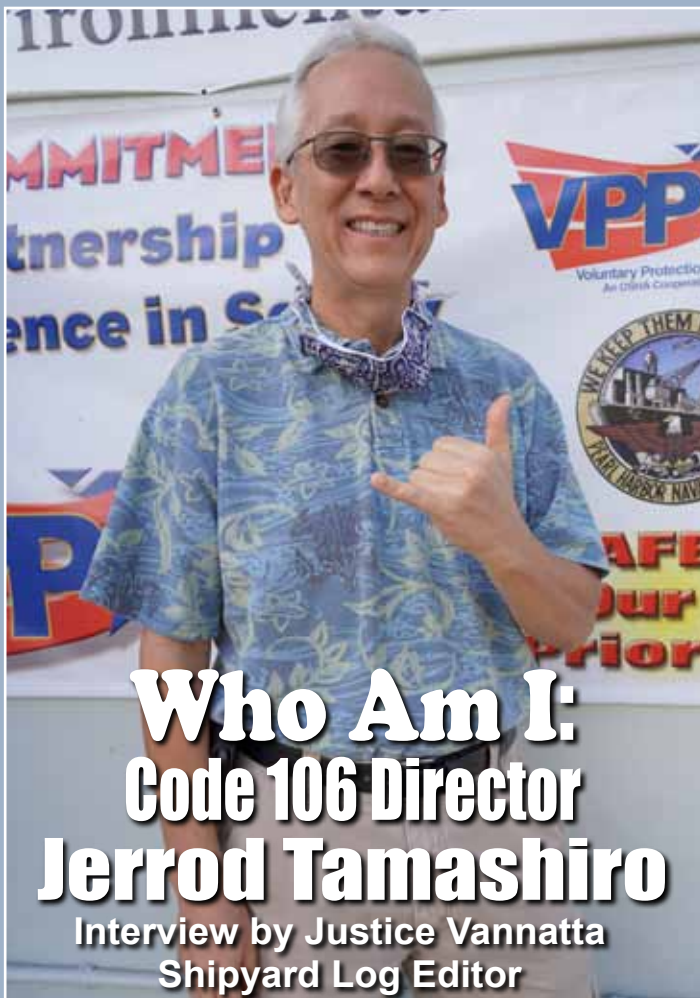
Employees can experience severe health problems or injuries if their respirators are not working as designed, if they're not wearing their respirators correctly or if the respirator is not fitted correctly. Code 106.1 provides training to ensure shipyard employees are maintaining their equipment and wearing their

respirators correctly. Code 106.1 also tests the equipment twice per calendar year to ensure its proper function.

Ensuring signage is properly posted and relays the correct information is also critical to keeping workers safe. In 2019, a warning sign was not properly posted on a work containment and this failure led to personnel walking through the containment without safety gear. Once discovered, the immediate concern was that these workers had been exposed to metals from residual grit in the containment.

Although the risk of exposure was low, the concern was genuine, and had to be addressed immediately. After conducting extensive exposure monitoring, the results confirmed that exposure was low. By following the monitoring plan, the shipyard was able to quantitatively demonstrate that the residual grit did not pose a LACCB exposure risk to employees.

Code 106.1's ultimate goal is to work with all shipyard codes and shops to ensure compliance and improve the occupational health and safety of the workforce environment.



Who Am I: Code 106 Director Jerrod Tamashiro

Interview by Justice Vannatta
Shipyard Log Editor

Where were you born and raised?

I was born and raised in Kaneohe, Hawaii. I currently live in sunny Ewa Beach.

What school did you graduate from?

I graduated high school from James B. Castle High School, class of 1983 – Go Knights! Then I graduated from the University of Hawaii at Manoa in 1988, majoring in mechanical engineering.

Tell us about your ohana. Are you married? Do you have kids?

I am so fortunate to have married my high school sweetheart and we have two grown children. Both are out on their own, living their dreams.

What year did you enter PHNSY & IMF, and what was your first job?

I first started at Pearl as a college student back in 1986, working as a student-engineer for Code 2320.

What year did you become a department head?

I became the Code 700, Lifting and Handling Director, in 2007.

What is the best work advice you have ever gotten?

“What’s the worst that can happen?” I got that advice when I was first contemplating stepping up as a temporary branch supervisor. No one in the branch wanted to do it, myself included, but my division head pulled me aside and asked me that question. I ended up taking the temporary promotion and the rest is history.

What is some advice you would give to someone who wants to be a department head one day?

Other than what I mentioned above, my advice would depend on where each person is in their career. If they are just starting out, my advice would be, “Focus on mastering your current job.” That meant learning the ins and outs, the nitty-gritty details, and volunteering for harder and more challenging assignments. My advice for someone who is already a supervisor is, “Be the supervisor you wished you had.” You now have the opportunity to be that supervisor. Have that mindset while you master your current job.

How did COVID-19 affect your department?

I feel like it affected me personally more than my department. The biggest change was being assigned to the COVID-19 Tiger Team. That assignment is essentially a full-time job so I depended entirely on my Deputy, Ryan Ongie, and Division Heads, Terri Watkins and Jade Katsuda, to lead the department. COVID changed how our department uses telework and alternate work schedules – we did not use either previously. Today we are much more flexible in applying these options and seeing what works best for the employee and the organization.

How concerned should we be with the COVID-19 delta variant?

I am very concerned not only about the delta variant. It is much more contagious than the original strain of the COVID-19 virus. The delta variant, in combination with the re-opening of the local economy, less restrictions on social gatherings and the start of the school year, increased opportunities for a surge in infections, in both the community and at the shipyard. The recent news on vaccination effectiveness reducing over time is a reminder that the vaccines are only one defensive layer in our fight against COVID-19. The good news is that we are already utilizing other defensive layers and by re-committing to doing the Take 5 actions (wear your mask, maximize physical distancing, wash/sanitize your hands, clean high-touch areas regularly, and daily self-screening) at work and at home, with the added protection of the vaccine, will help keep you and your family safe.

What do you enjoy doing in your free time?

COVID-19, unfortunately, doesn’t take a day off, but I do try to step away and spend my free time with my family, either in person or through video chats. I love being outside in my yard gardening – nature has a way of recharging the soul. I’ve also been watching recent blockbuster movies – movies that were hits a few years ago. I am woefully behind – I just watched the last Star Wars movie on DVD. Yes, I have DVD and VHS players; that’s how far behind I am!

If you retired tomorrow, what would be a personal message to the people of PHNSY & IMF?

It was a privilege working with so many wonderful people. Thank you for carrying the burden of defending our nation; for doing the hard things, and for taking on this challenge. Remember- what we do here matters. I have no doubt you will take the shipyard to greater achievements and greater successes. Be good to each other.



Hafa Adai! Guam Detachment In Full Effect

Story by Brandon Wright, Code 100GIT and Assistant Project Superintendent – Execution Planning

Photo courtesy of Navy.Mil

In October 2018, Commander, U.S. Pacific Fleet (COMPACFLT) formally asked Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) and Commander Submarine Forces Pacific (COMSUBPAC) to complete a study and provide requirements to close the existing maintenance gaps in executing submarine maintenance in Guam. The island's strategic location would be the focus of this initiative; however, leadership knew there would be hurdles to overcome due to its remote location. In September 2019, a comprehensive 221-page study, released by Beth Kuanoni and her team, identified the workforce, training, facilities, and equipment requirements needed to provide the capacity and capabilities for a PHNSY & IMF detachment in Guam.

PHNSY & IMF Detachment Guam was approved in December 2019, and the shipyard was authorized to implement Phase I of the Guam 2025 Plan. The shipyard put together the Guam Implementation Team (GIT), also known as C100GIT, to execute the establishment of the shore-based activity. Under the leadership of GIT director Alex Desroches, the team is identifying facility needs that include shop workspaces, administrative and management spaces, equipment, information technology (IT),

material spaces and storage. In parallel with the temporary facility build-up, military construction projects are in place for permanent detachment facilities with a target end date of 2028.

Personnel needs are also being fine-tuned, and when the detachment is fully established and operational in 2025, it will consist of more than 170 civilian employees and 400 military personnel permanently assigned to the shore-based Guam detachment. Civilian employees will provide management, guidance, training, mentoring, and development of Sailors, who will be the primary wrench-turning workforce. The training program is crucial in developing Sailors to execute necessary maintenance work. Because the detachment is an extension of PHNSY & IMF, the Guam activity will have reach-back capabilities for support as needed.

Meanwhile, leaders anticipate some challenges in implementing this new detachment. "The biggest challenge is the grand scope of requirements necessary to stand up a shipyard detachment in a remote location," said Alex Desroches, director of the Guam Implementation Team. "This includes everything from an organizational change request and approval through the Office of the Chief of Naval Operations (OPNAV), to identify-

ing and securing the resource requirements in the program objective memorandum (POM) and budget, to developing strategies to recruit and fill billets in Guam, and developing local processes for material, work execution and work certification."

"The Guam Detachment is unique and we can't use the current templates being used at Fleet Maintenance in Pearl Harbor, Portsmouth Naval Shipyard Detachment in Point Loma or the Puget Sound Naval Shipyard Detachment in Yokosuka," said Desroches. "The primary workforce will consist of active-duty Sailors who have transferred from the ship tenders to the shipyard detachment, as well as expeditionary maintenance support needs and additional issues associated with Guam's remote location. We are building a new organization from scratch that is at the tip of the spear, supporting five "forward-deployed" submarines with the highest OPTEMPO in the fleet."

For more information on the Guam detachment and future hiring initiatives, stay tuned for the PHNSY & IMF Detachment Guam road shows beginning this Fall. The first group of job announcements are targeted for the end of 2021, and the first phase of hiring will begin in early 2022 for key leadership positions in Guam.

FMR Completes Underwater Hub Replacement Job

Fleet Maintenance Repair (FMR) and Code 700 Dive and Crane & Rigging Teams completed an underwater hub replacement on USS John Paul Jones (DDG 53) at Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) bravo piers. The dedicated Crane and Rigging teams removed all five propeller blades, then installed a cofferdam, which allowed them to work underwater in a dry environment to remove the old hub and install the new one.

Hub replacements are depot-level repairs typically conducted in dry-dock. However, Naval Sea Systems Command (NAVSEA), with the assistance of Rolls Royce, completed the job waterborne in just 18 days, 12 days ahead of the 30 day schedule. This was based on the last time that the Navy accom-

plished a waterborne hub replacement in 2020. The PHNSY & IMF team also finished the job 19 days faster from the first time the job was completed in 2014.

Waterborne hub replacements are very complex operations and are not conducted often. This is the third time in naval history, and only the second time on an Arleigh Burke-class guided missile destroyer, that a waterborne hub replacement has been accomplished. The combined PHNSY & IMF team worked tirelessly for weeks to develop a plan to execute the work with safety and efficiency as their biggest concerns. The repair plan required the team to work around the clock to swiftly get the ship underway and back to being ready to fight.

“Trust and a dedicated Crane and Rigging team were key contributors to the team’s success,” said Scott Heineman, NAVSEA 00C5. “Teams that exhibit high levels of trust are more likely to utilize each other’s skills and strengths, admit mistakes and limitations embracing them

as opportunities for growth, and generally produce higher quality work towards the common goal.”

In the last 20 years, NAVSEA 00C5, has proven that Underwater Ship Husbandry saves money. It often eliminates the need for dry dock repairs, extends the interval between dry dockings and minimizes the amount of ship time spent in dry dock. USS John Paul Jones waterborne hub replacement was no exception to the rule. The resource budget allotted for this work was \$677,000 while the team only expended \$445,000 for a savings of \$231,825 all while returning the ship to mission in record time.

“It’s exciting for the entire maintenance community to do this type of high profile first time work here at Pearl Harbor because we are building a skill set that we haven’t had in the past,” said FMRs Assistant Project Superintendent Rich Ulmer. “It’s amazing what the team has accomplished.”

Front row: Code 740 Rigger Ellen Heu, Code 960 Marine Machinery Mechanic Darryl Dikilato, Code 310 Project Superintendent Eben Kinney, Code 260.2B Propulsion Lead Planner Michael Lee, Code 260.2B Propulsion Lead Planner Josh Casserino, Code 241 PEMP Adrian Deleon, Code 960 Marine Machinery Mechanic Jasleen Cruz and Code 960 Marine Machinery Mechanic Raven Ferrer.
Back row: NAVSEA 005C2 Marine Operations Specialist Scott Heineman, Code 740 Rigger Brandy Sonoda, Code 740 Supervisor George Cadd, Code 310 Zone Manager Charles Frazier, Code 260.2B Propulsion Planner Jarren Endrina, Code 960 Supervisor Mark Lau and Code 310 Assistant Project Supervisor Richard Ulmer.



Story by Eben Kinney
Code 310 FMR Project Superintendent

Photo by Justice Vannatta

PEOPLE'S PERISCOPE

Question of the day:

How much does the COVID delta variant concern you?



Sal St. Germain

Code 950 Supervisory Management Analyst

"It's definitely a little concerning. It is still difficult to understand the situation when there is a lot of misinformation out there. What I can discern is that the vaccine, along with masking and distancing, is supposed to help prevent the spread or severe complications from the delta variant. Having two kids that are unable to receive the vaccine and being back at school in close proximity to other kids that are not vaccinated is my cause for concern, especially when you see the national news reporting on a rise in children getting sick and dying from COVID-19."



Fatima Lau

Code 260.1C Mechanical Engineer

"The virus itself is intimidating. It'll be a concern of mine well into the future, but I also have to continue on with my life. We take risks every day, whether it's driving a vehicle or eating week-old pizza. I'm fortunate to have been vaccinated, and I know we still have to keep our guard up to get through this."



Traci Hanlon

Code 100PI Director of Performance Improvement

"I will always be concerned to some degree, but the vaccination and valuable lessons learned on how to keep ourselves safe at home and work have really helped ease the anxiousness. It's important to really think through the choices you make at home as they do affect your ohana at work."



Albert Lau

Code 990T Operations Manager

"I am very concerned about the delta variant and COVID overall. Although being immunized provides a certain level of protection, every person reacts differently, and I do not want to ever have to find out how my loved ones react if infected. I value my life and just as importantly, my quality of life, and therefore will not be taking any unnecessary risks and will be exercising all precautions our Shipyard has taught us to protect my family, those around me, and myself"



Ricky Elam

Code 1182 Workforce Development Branch Head

"Although the COVID delta variant is concerning, what's more concerning is the fact that many are needlessly putting their lives and others in jeopardy. Regardless of personal beliefs and choices, following science has yet to fail us. The fact still remains that over 600K have lost their lives and countless other are incapacitated due to this dreadful illness. Authorities must do whatever it takes to combat this spread and the public must heed the warnings and adjust behaviors for the good of all."



Alex Desroches

Guam Maintenance Activity Implementation Lead

"The increase in the number of cases, both in the general population and in the shipyard, is definitely an area of concern. Since the delta variant is about two times as contagious as previous variants, it spreads more easily and faster and we are seeing the result in the spike in the case rate. However, these concerns need to be considered in context. There are 1.4 million people in Hawaii and there have been 60,808 COVID-19 cases and 586 deaths over the last 18 months. Vaccinations reduce the chance of getting COVID-19 and significantly reduce the change of severe illness."

COVID Preventative Actions

C	G	I	O	V	F	I	Y	L	R	K	T	O	J	Q	O
D	G	B	T	Z	F	G	R	Y	F	I	C	T	P	B	Z
Q	L	D	J	J	O	G	Q	K	P	N	O	E	Z	L	C
H	A	N	D	S	A	N	I	T	I	Z	E	R	H	J	J
I	T	L	K	P	T	D	N	A	E	L	C	S	U	M	I
G	J	M	Z	G	U	N	Z	R	Y	Z	J	W	M	P	G
T	Y	G	M	O	N	I	T	O	R	H	E	A	L	T	H
C	K	J	G	I	L	W	Q	C	D	N	J	A	A	N	H
E	D	F	E	R	O	P	L	Z	P	H	T	Z	K	M	F
F	T	X	B	P	J	T	K	A	S	T	B	S	B	E	I
N	R	A	B	H	E	Z	L	Y	Z	I	A	V	Q	L	K
I	J	L	N	R	H	R	W	E	A	M	D	O	X	D	O
S	E	U	J	M	O	G	P	C	R	C	B	H	M	F	O
I	F	R	W	A	S	H	H	A	N	D	S	Z	F	Q	W
D	F	L	X	F	R	H	E	F	X	N	L	G	C	D	Z
Y	J	Q	H	H	X	W	X	T	Q	D	Q	U	A	O	Z

Answers for puzzle: 1. Wear Mask 2. Social Distancing 3. Wash Hands 4. Clean 5. Disinfect 6. Monitor Health 7. Hand Sanitizer

Congratulations!



Traci Paige Wins Recruiter Award

Traci Paige, currently assigned as Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility's (PHNSY & IMF) Diversity & Inclusion Officer, was selected by the Diversity Management Operations Center as a recipient of the **2020-2021 Department of Defense (DoD) Outstanding Workforce Recruitment Program (WRP) Recruiter Award**. This pres-

tigious award recognizes the significant contributions made to advance the employment of Individuals With Disabilities (IWD) within the Department of the Navy and DoD.

Ms. Paige closely coordinated with the Oahu Division Vocational Rehabilitation (DVR) and PHNSY & IMF hiring managers in various occupational fields of production, administration, information technology, training, engineering and business operations, to ensure IWD applicant's knowledge, skills, abilities, desires and potential were properly matched and aligned with available vacancies to ensure success. Ms. Paige assisted IWD job seekers to effectively prepare, secure and retain competitive employment in an integrated work setting. She diligently leveraged support from DVR to furnish IWD the finest resources and opportunities for training support and career placement.

This productive partnership forged by Ms. Paige paved the way for significantly more prepared WRP applicants during the interview process with the reality of finding meaningful employment and opportunities in a multitude of career fields at PHNSY & IMF, throughout the federal government and the private sector.

Going above and beyond to ensure WRP applicants were prepared at the readiest state possible, Ms. Paige set the standard of a true advocate for IWD while providing support with tangible and successful results. As a direct result of her contributions WRP applicants who were subsequently hired made measurable impacts on mission accomplishment and set a path of success for their future career aspirations. We could not be prouder of the recognition and contributions of Ms. Paige and how she represents PHNSY & IMF at the highest level. She embodies the true spirit of No Ka Oi.

August Service Awards

10 Years

Laura Alskog
Francisco Barba
Raylan Bowman
Jared Diego
Samuel Kemp
Asti Mccohn
Matthew Moore
Jasten Pascual
Jonathan Smoot
Ronnie Spake
Marni Tabata

20 Years

Richard Edie
Dayven Higa
Chad Kaanoi
Rayburn London
Michael Manera

25 Years

Gayle Ambrosechio

30 Years

Emil Paguirigan

35 Years

Neilson Chun
Sarah Pendleton
Paul Tsuchiya

40 Years

Neilson Chun
Sarah Pendleton Paul Tsuchiya
Marcelino Baniaga
Kevin Chun
Carolann Okimoto Rivera
Ron Peiler
David Sakamoto
Timothy Smith
Gary Yogi

45 Years

Clinton Baro
Ronald Nesmith
Peter Okano
Dennis Tom
Roy Watanabe
Dennis Young

Fair Winds & Following Seas to August Retirees

Cary Nishijima
Jenny Son
Christie Chun
Darryl Tahara
Gary Takami
Lawrence Debina

CORRECTION:

The Shipyard Log is committed to providing fair and accurate news coverage. The quote from Lance Cabanilla-Ku in the 'People's Periscope' July edition, was an erroneous print. We sincerely apologize to Mr. Cabanilla-Ku and any parties effected by this misprint. Below is Mr. Cabanilla-Ku's correct response to the question, *how do you live Aloha?*



Lance Cabanilla-Ku
Code 100PI.2 Management Analyst

"I'm mindful that my presence is filled with positive energy, enthusiasm and passion. I'm driven to leave a task, place, group or engagement in a better condition than it was when I arrived. I'm focused on connection, relationships and how I communicate with people from all walks of life."

AUG/SEPT 2021 Labor & Employee Relations Disciplinary Actions

Letter of Caution

One employee was cited for providing inaccurate information; unauthorized absence

Suspension

An employee was suspended for dishonest conduct

TO REPORT AN INCIDENT OF HARRASSMENT, CONTACT:

CODE 100CE DIRECTOR: 473-8000 x4355
CODE 100CE DEPUTY DIRECTOR: 473-8000 x6073

TO FILE AN EEO COMPLAINT, CONTACT:
EEO OFFICE: 808-471-0241



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