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SHIPYARD LOG

ISSUE #1 2024



UNSUNG HEROES

How PHNSY & IMF's Workforce Are Making an Impact



VOL. 78, ISSUE #1



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

Dedication to Excellence

Shipyards 'Ohana,

As we navigate the uncharted waters of a new year, it is with great pride and admiration that I dedicate this Commander's Corner to the unsung heroes who silently steer our shipyard toward success. These individuals, often working behind the scenes, play pivotal roles that are sometimes overlooked but leave an indelible mark on our organization.

From divers removing invasive coral, to award winners, to volunteerism, to guarding our operational security – we have it all here at the shipyard – and then some!

Every day I learn more and more about our great team here and the wealth of talent the U.S. Navy is lucky to have at this shipyard. Joining the unsung heroes featured in this issue are all of the dedicated shipyard personnel who form the backbone of our operations. Your tireless efforts ensure the maintenance, repair, and modernization of our Navy vessels, and provide the fleet with the necessary capabilities to safeguard our nation's interests.

In honoring these unsung heroes, we acknowledge that their impact ripples through the fabric of our shipyard, shaping it into the resilient and accomplished organization it is today.

In honoring these unsung heroes, we recognize that their impact extends far beyond the shipyard gates. I know this to be true for all of you. Your dedication, expertise, and passion for our Culture of Excellence shape our organization into the resilient and accomplished force it is today.

However, we would be nothing without each other. Each one of you is a vital part of the shipyard 'Ohana, and by prioritizing safety, we contribute to the overall success and resilience of the shipyard. Continue to uphold our Culture of Excellence not only in our professional endeavors but also in safeguarding the health and safety of every member of our team.

Mahalo for all that you do.

<p>Commander Capt. Richard Jones</p> <p>Public Affairs Officer Ana Maring</p> <p>Shipyards Log Editor Justice Vannatta</p> <p>Commander's Comment Line (808) 474-4729</p>	<p>Shipyards Fraud, Waste & Abuse Hotlines (808) 471-0555</p> <p>NAVSEA Hotline (800) 356-8464</p> <p>Navy Hotline (800) 522-3451</p> <p>DoD Hotline (800) 424-9098</p> <p>Safety Hotline (808) 471-8349 Report-to-Work Status Hotline (808) 473-9000</p>	<p>MAILING ADDRESS: Shipyards Log Editor PHNSY & IMF (Code 1160) 667 Safeguard St Ste 100 JBPHH, HI. 96860-5033</p> <hr/> <p>SHIPYARDS LOG: This DoD publication is authorized for members of the PHNSY & IMF. Contents of the Shipyards Log are not necessarily the official views of, or endorsed by, the U.S. government, DoD, or PHNSY & IMF. ISSN 1073-8258.</p>	<p>CONTACT INFO Telephone: (808) 473-8000 ext. 4157 Email: Justice.m.vannatta.civ@us.navy.mil</p> <p>ON THE COVER: Code 760 ND2 Chase Hamel Second Class Diver</p> <p>Photo by: Code 760 ND2 Jared Gritters Second Class Diver</p>
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OUTSTANDING INDIVIDUAL ACHIEVEMENTS



Shana Hinokuma
Shop 31 Machinist

2023 National Association of Superintendents
Superior Craftsman Award

The Superior Craftsman Award is presented by the National Association of Superintendents, to an Outstanding Craftsman Awardee who best exemplifies overall excellence, going above and beyond what is required of them, with insistence on quality and productivity. This individual demonstrates integrity and leads by example.



Ian Kukahiko
Shop 64 Shipwright

2023 Federal Managers Association
Outstanding Scholar Award

The Federal Managers Association presents this award to recognize academic achievement. Graduates are ranked based on their overall academic grade point average and trade theory understanding. Mr. Kukahiko received an overall score of 99.24%.



Sailor of the Year
HM1 Robert Reynolds Code 760 Dive Locker

First Class Petty Officers that meet all eligibility requirements for Chief Petty Officers as outlined in BUPERSINST 1430.16 (series) and are selection board eligible based on the most recent Navy-wide E-7 advancement exam. All the nominees' hard work and dedication are accrued in a package consisting of six categories, Scope Impact of Leadership, institutional and technical expertise, Special Qualifications, Collateral Duties, History of Assignments, and Education and Professional Development.

The nominees then enter a scrupulous review process to include a packet review and board process consisting of Chief board members and Chaired by the Command Master Chief to determine the Commands Sailor of the Year. The winner awarded Sailor of the Year at PHNSY & IMF then moves on to compete at the NAVSEA level.



George Walters Award Winner
Kyle Kurahashi Takenaka Shop 64 Fabric Worker

The George S.B. Walters Shipyard Service Award was established in 2006 in conjunction with the Honolulu Council, Navy League of the United States.

Mr. George S.B. Walters was a Navy Yard Pearl Harbor crane operator and engine man on December 7th, 1941. As Japanese planes attacked United States ships in dock that fateful morning, Walters purposely drove the crane he was operating and swung his boom to defend the ships and sailors in adjacent docks from incoming strafing and bombing.

Senior Pearl Harbor Naval Shipyard & IMF leaders select the recipient of this award based on their overall outstanding performance, individual achievement, excellence in leadership, and participation in community activities.

Photos by Justice Vannatta



Divers Combat Invasive Coral

Story by CWO2 Michael Tuft, Command Diving Officer

to monitor the progress of the coral wrappings and explore new methods for wrapping the pylons. Divers will continue to return until all the pier pylons are wrapped and free of the octocoral. There are quite a few pylons that still need to be wrapped, but the divers maintain progress in combating this invasive coral species. The next phase of removing the octocoral is concentrated on the ocean floor. The divers have several methods to accomplish this goal and will be using those efforts soon.

Many of the divers at the Code 760 Dive Locker have called PHNSY & IMF home for decades. The dive locker has a tremendous sense of pride and ownership to the waters of Pearl Harbor. This is their home and place where they work day in and day out. The divers continue to complete their shipyard tasks of returning submarines and warships to the fleet and find the time to help with the preservation of the waters they love. The divers have gone above and beyond when the call for help from the government and environmental agencies came in. The divers will do their part to keep their 'ohana and Pearl Harbor safe and clean for future generations.

Code 760 Second Class Diver Chase Hamel is cleaning the invasive Octocoral that is infesting the docks of Pearl Harbor.



A foreign coral species known as Octocoral, scientific name *Unomia Stolonifera*, is invading the waters around Pearl Harbor.

A foreign coral species known as Octocoral, scientific name *Unomia stolonifera*, is invading the waters around Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF). This invasive coral is a rapidly growing concern for environmental experts and government agencies in Hawaii.

Experts suspect the coral was introduced into the waters of PHNSY & IMF from the dumping of unwanted home aquariums off the fishing piers near Bishop Point. When pieces of the coral break off the small parts attach to anything hard they come into contact with. Common things this coral attaches to are pier pylons and hard rocks on the bottom of the harbor. Currently, the coral is be-

ing contained to the entrance of PHNSY & IMF, near Bishop Point and has not reached any areas of the shipyard.

The Code 760 Dive Locker has joined the fight to stop this coral from gaining any further traction in the waters of Pearl Harbor. Diver teams have been working to combat the octocoral on pier pylons since late September 2023. Divers have been using large rolls of Saran wrap and underwater tape to wrap the pier pylons from the sea floor to one foot above the high tide water line. Wrapping the coral deprives it of oxygen causing it to die off and it also prohibits it from floating away to attach to other pylons or locations.

Using surface-supplied air systems and full-face masks the divers have continually returned to the pier pylon locations

Photos by ND2 Jared Gritters

In July 2023, Pearl Harbor Naval Shipyard Occupational Safety and Health (OSH) Specialist Ty Uratani became one of only 12 total certified gas-free engineers (GFEs) in the U.S. Navy. Uratani also became the second GFE at Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF), Kurtis Mau being the other.

GFEs inspect spaces to determine if hot work is safe to be performed in or on confined and enclosed space areas and to prevent fire and toxic gas mishaps. GFEs have a tremendously important safety duty because fire and explosion incidents constitute a significant hazard for the Navy.

Uratani began his career as a radiological controls technician in 2012 and converted to an OSH Specialist in 2022.

“I saw the gas-free engineers doing work around shipyard and it interested me because I felt what they do is really important in keeping our people safe,” Uratani said. “I was motivated to earn my GFE qualification by talking to Kurtis in 2017.”

In 2018, Uratani applied to become a gas free engineer in training (GFEIT) and was accepted into the program.

“Working with GFEs across NAVSEA quickly convinced me the intense responsibility of keeping employees safe for space entry and hot work was my career of choice.”

Mau trained Uratani for his GFE certification, which took five years of immersive training, accumulating progressively responsible experience working in the Navy’s Maritime Confined Space Program, and passing a GFE oral certification board. This training process prepares a GFE to understand what they would observe in a shipyard or repair facility.

“It was a long, steady process and many, many hours were invested in Ty’s certification,” said Mau. “Based on feedback from the oral certification board members, Ty represented himself and Pearl Harbor Naval Shipyard extremely well.”

Uratani’s daily GFE routine includes reviewing task group instructions (TGIs) to confirm and inspect any confined, poorly ventilated or hot workspaces. Uratani oversees Navy civilian and military workers who are certified to work in these areas and troubleshoots any problems to enable work to continue safely.

“Ships and shipyards contain many confined or enclosed areas lacking ventilation and openings to these spaces are limited or restricted,” said Uratani. “Hazards can result from flammable, explosive, toxic, oxygen-depleted or oxygen-enriched atmospheres. Entering spaces with these conditions may result in illness, injury, or death. It’s super important for the GFE to test for these conditions to keep our people safe while they work.”

Grateful for his opportunity to keep people safe and help the shipyard, Uratani remarked, “I want to thank my Division Head Terri Watkins, my Deputy Dept. Head Ryan Ongie, and my Dept. Head Jerrod Tamashiro for securing training opportunities for the GFEITs here in the shipyard and the ability to go to other commands to learn our GFE craft. I specifically want to thank all the GFEs from other commands who mentored and supported me on my journey and our shipyard for this opportunity.”



Uratani Earns Gas Free Engineering Certification

Story by Terrill Watkins
Code 106.1 Occupational Health and
Safety Division Head

Photo by Justice Yannatta

O CAPTAIN, MY CAPTAIN!

The Amazing Voyage of Ben Dumaran

Interview by Justice Vannatta, Shipyard Log Editor

Bill Belichick, six-time Superbowl champion head coach of the New England Patriots said, “Talent sets the floor, character sets the ceiling.” Being a person of character means you possess essential values like responsibility, respectfulness, trustworthiness, fairness, caring for others, and a belief in community.

Character is an apt word that describes Code 930 Continuous Training Development Instructor Ben Dumaran. Dumaran is a dedicated trainer in the Outside Machinists shop and is devoted to sharing his mana’o, his thoughts, ideas, and knowledge as a subject matter expert.

On his off-time, Dumaran volunteers his time to support the *Friends of Hokule’a and Hawai’iloa*, Hawaii’s famous voyaging canoes. The canoes are built in the double-hulled style and used by Polynesian navigators to teach Hawaiian traditions to other cultures around the world. Dumaran lives an inspired life and this is his story.

How long have you worked at Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility, and what is your job?

I have worked at Pearl Harbor Naval Shipyard & IMF since March 2013, and I am currently a trainer for Shop 38 Outside Machinists in the Continuous Training and Development Program.

How and why did you get involved with the Hawai’iloa?

My family has been involved with ca-

noes since before the rebirth of Hawai’i’s voyaging in the 1970s. Our family has many talented water people and artists, but it all started with my grandparents. They played a role in many aspects of voyaging from construction to logistics. During my late teens I would assist my grandfather with building canoe parts in his workshop. In the beginning, I didn’t understand the significance of what my grandfather was doing or the impact the canoes would have on Hawai’ian culture. I got involved with the restoration of Hawai’iloa around 2010, sporadically assisting whenever and however I could. At the time, my focus was on helping to rebuild Hokule’a in preparation of the Malamahonua Worldwide Voyage. However, I felt drawn to Hawai’iloa. I was in awe of the determination, intensity and craftsmanship of the small, dedicated group heading the effort to get Hawai’iloa seaworthy. That group, known as Friends of Hokule’a and Hawai’iloa, reminded me of my grandparent’s love of canoes, and especially of my younger days spent in that little workshop. Since the end of Hokule’a’s restoration I continue to assist with the restoration of Hawai’iloa and today I am Director of Restoration for the project.

You were captain of the Hawai’iloa when the

canoe went on sea trials off the coast of Oahu and Maui, what was that experience like?

I was able to crew on Hawai’iloa when the canoe was in the water from 2016 to 2019 going thru sea trials, coastal training sails and an interisland trip to Maui, eventually moving up from crewmember and becoming a captain in training today. Being aboard a canoe out on the ocean is an amazing experience. The serenity of being on the water with no land in sight makes you feel tiny. Nature’s show of unbelievable beauty like the brightest meteor shower you’ve ever seen streaking for so long you lose track of time. The crew comradery built by sailing through storms and heavy weather leads to life-long friendships. As I gained leadership responsibilities, my experiences changed, both diminishing and intensifying at the same time. For example, as a crewmember, I enjoyed doing the simple tasks needed to sail and operate the canoe. As a watch captain, I took leadership over a small group and was responsible for directing operations, sailing, and holding course. Now, as Captain, I am no longer responsible for those operational tasks or even holding the course, my role is to set the course, make sure the crew are safe and healthy and able to fulfill their duties. On one training sail I realized the full weight of being a captain and thought to myself, ‘Wow, I’m responsible for the entire crew and canoe now, their wellbeing is in my hands, take care of these people because they take care of you and the canoe. Act in a way to make your grandparents proud.’ Those experiences gained while reaching the rank of captain has changed my perception of leadership. Sailing, whether on a canoe

Capt. Ben Dumaran is sailing south on Hokule’a along the northeast coast of Hawai’i island on the way to Hilo.



or naval vessel, can be very dangerous, especially when a relatively small 60-foot canoe travels into the deep sea. The ultimate responsibility for the lives of the crew and the safety of the ship falls upon the captain, and that, is a heavy burden. As a new captain, I work hard to handle this responsibility and realize the immensity of the task. I give my utmost respect to all captains past and present who have also shouldered that responsibility.

How big is the Hawai'iloa crew, and what are some of the roles they play?

Crew size on Hawai'iloa can be as small as four to as large as 14, depending on crew experience and the reason for the trip; like a day sail out in the bay versus an inter-island sail versus a deep-sea voyage. The crew take on roles and responsibilities, some being electrician, quartermaster, safety officer, doctor, protocol, and cultural expert when traveling to foreign ports or special events, carpenter, navigator and cook.

Are there similarities between the maintenance on U.S. Navy submarines/surface craft and the Hawai'iloa canoe? If so, what are they?

There are definite similarities between the maintenance on U.S. Navy submarines and surface craft and the Hawai'iloa canoe. The hull of a vessel is important no matter if it's metal, wood, or fiberglass. I give extra attention to procedures and craftsmanship on canoe hull repairs, just as we would in the shipyard. Seaworthiness of the vessel is top priority for the craftsmen and women who repair the canoe. Also, a submarine or canoe is the moving home for its sailors. The vessel must be able to function and still provide the necessities of life like sleeping spaces, cooking areas and restrooms.

You are the Director of Restoration on the Hawai'iloa, what are some of the challenges you face?

The challenges of being the Director of Restoration of Hawai'iloa is not unlike some of the managerial challenges in the shipyard. I started off with analyzing the scope of the restoration work, categorizing and putting the work in proper sequence. Then assigning jobs to workers and tracking progress. There is also mak-

ing sure the work does not stop due to lack of supplies and materials or inoperable tooling.

You are also a trainer in Shop 38's Continuous Training Development Program, are there similarities between the two?

Following our organization's mission, I instruct and advise its volunteers on the skills, knowledge and techniques of woodworking, lashing and knots, fiberglass fabrication and lamination, and dimensioning rough cut lumber. During my day job I train personnel on the skills, knowledge and techniques needed to work Task Group Instructions properly, efficiently, safely and with first time quality.

You are also part of the Hokule'a team, what was it like working/sailing on the legendary canoe?

In one word, indescribable. When I would help with the repairs, I felt gratitude for being given the opportunity to work on the canoe; humble yet excited for being able to learn exceptional techniques and knowledge from incredible mentors and craftsman; and pride for being able to perpetuate the Hawaiian culture and skills that were almost lost forever. There are carvings on many parts of the canoe and a plaque with the names of important people who were involved throughout the history of Hokule'a, including my grandparents. I was able to sail with my kupuna while following the ancient pathways of my ancestors. Out on the ocean a person's senses heighten, their whole being becomes in tune with everything around them. It is truly an experience unlike any other.



Ben Dumanan, Shop 38 Continuous Training Program Instructor, is guiding Marine Machinery Mechanic Apprentices Jeremiah Wrightand and Raven Ferrer.



Ben Dumanan, Director of Restoration for Hawai'iloa, a double-hulled voyaging canoe, is inside one of the hulls inspecting the hull covers support structure.



Hawaii's famous double-hulled voyaging canoe, Hokule'a, sails past Pearl Harbor.



Program Manager, McDuffie, Develops Successful OPSEC Plan

Story by Sean Danyus
Code 1122 Command Security Manager

After an early 2020 Naval Inspector General report identified areas in the Navy that needed improved operational security review of contracts, Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility (PHNSY & IMF) set to work and created a new plan to enhance the review process.

Code 1120 Security constructed and implemented a plan to carry out reviews which involves reviewing all contracts to ensure classified and unclassified contract properly reflect Operational Security (OPSEC) responsibilities.

To carry out this task, Code 1122 OPSEC Program Manager Angelo McDuffie developed and implemented plans and procedures outlining the scope of the review for unclassified and classified contracts used at PHNSY & IMF. McDuffie created standard operating procedure specifics as to how OPSEC contract evaluations should be carried out during the acquisition process and who is responsible for different parts of the review process. The guidance is a step-by-step process for integrating OPSEC into contracts that ensures contractors supporting the command use OPSEC to protect Critical Information (CI). McDuffie also developed acquisition forms that must be used to document the review of contract packages, including the Statement of Work (SOW), Request for Proposal (RFP), and Performance Work Statement (PWS), as well as any applicable source selection evaluation criteria for OPSEC.

McDuffie provided a plan that gives Code 400 Contracting Department and other government contracting organizations - like Naval Facilities Engineering Systems Command, Hawaii Regional Maintenance Facility, Defense Logistics Agency, etc. - a better understanding of how to incorporate OPSEC into contracts and the variety of threats that PHNSY & IMF could face if CI is not protected. McDuffie created training - Integrating OPSEC into Contracts and Awareness - for all involved in the contracting and acquisition process so that everyone would be knowledgeable of OPSEC-related contract requirements and establish compliant procedures.

McDuffie has engaged continuously throughout the acquisition process to adhere to OPSEC requirements. Naval Sea

Systems Command (NAVSEA) has asked the PHNSY & IMF OPSEC program manager to share this process throughout the NAVSEA enterprise through teleconferences for discussion of best practices, common concerns, and compliance challenges. McDuffie has embraced and shared the process with other shipyards and commands. Commands from Japan and Washington state have also visited McDuffie to learn best practices about this process.

“Collaborating with other OPSEC program managers from different commands and sharing my work has been an enjoyable experience,” said McDuffie. “I hope this serves as a foundation for future growth for all of us.”

McDuffie created a method for completing a task more effectively, improving productivity, reducing costs, and saving time without sacrificing effectiveness or quality. The concept identifies a particular area that needs improvement and provides a feasible means of establishing a procedure that guarantees contractors supporting the command employ OPSEC measures to safeguard CI for specified contracts and subcontracts.

BRAVO ZULU Angelo!



Security Specialist, Ryan Park, from Ship Repair Facility and Japan Regional Maintenance Center, sits with PHNSY & IMF Code 1122 OPSEC Security Manager, Angelo McDuffie, to discuss the new operations process.



Dedicated Civilian Becomes Honorary Submariner

Story and photo by Justice Vannatta
Shipyard Log Editor

There are few things more admirable than a worker who is truly dedicated to their craft. These individuals possess a unique combination of passion, perseverance, and unwavering commitment that sets them apart from the rest. They are the ones who arrive early and stay late, always willing to go the extra mile to ensure that their work is of the highest quality. They are not motivated by external rewards or recognition, but rather by an internal drive to excel and make a meaningful impact to the shipyard. Introducing, Chris Doeringer.

Friday, Oct. 20, 2023, was the last working day for Chris Doeringer on the USS Hawaii (SSN 776) Depot Maintenance Project. Doeringer, Hawaii's Work Control Manager, had built a great rapport with its ship's force over the course of two years. In appreciation for his high level of communication and coordination, Cmdr. Preston Gilmore, commanding officer of Hawaii, presented Doeringer with a commanding officer's coin as a token of gratitude - Doeringer's second earned coin of the availability.

At Hawaii's all hands gathering, Gilmore addressed Hawaii's work crew and ships force and expressed his sincere gratitude for the quality of work Doeringer had dedicated to the project. Gilmore continued to state that the ships force appreciated the amount of time and energy Doeringer put into the project and the availability would not be this far along without him. For all of his hard work and dedication, Gilmore presented Doeringer with an Honorary Submariner Certificate and pinned a silver dolphin on him. The awarding of silver dolphins is to acknowledge superior shipboard knowledge and excellence in performance of duties, and is one's sign of acceptance by shipmates as a worthy addition to the crew, usually reserved for enlisted sailors.

Chief of the Boat, Master Chief Mark Shelly, said of Doeringer, "Chris was one of the most knowledgeable and personable civilian work controls manager that I have ever worked with on a project. His ability to process information and deliver achievable goals directly contributed to the successful execution of the Depot Modernization Project, the first ever for a Virginia-class submarine at Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility."

In his acceptance speech, Doeringer expressed his gratitude and pride in being recognized by the submarine community.

"This is the most amazing thing that has ever happened in my shipyard career. I am so honored by this," he said. Doeringer also took the opportunity to thank his workmates and superiors for their support and mentorship throughout the years. This recognition only further fueled his passion for his work, and he continues to be a dedicated and valuable member of the Pearl Harbor team.

Doeringer's journey from a civilian worker to an Honorary Submariner is a testament to his hard work, dedication, and commitment. He has not only become an integral part of the submarine community at Pearl Harbor Naval Shipyard & Intermediate Maintenance Facility but has also made a significant impact on the safety and success of their operations. Doeringer serves as an inspiration to all those who work alongside him and is truly deserving of this prestigious title.



Honorary Silver Dolphin pin

New Mechanical Engineering Pathway Benefits Shipyards on O‘ahu, Guam



**Story by Dr. Marvin Young
Professor of Mechanical Engineering at UH Manoa**

Several University of Hawai‘i at Mānoa (UH) mechanical engineering students, who are originally from Guam, are thriving in a new collaborative program that will set them on a career pathway in the shipyard industry in Hawai‘i and Guam.

Introduced a year ago, the partnership between UH, University of Guam and the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF) was created to address a mechanical engineering shortfall at maintenance facilities in Guam and Hawai‘i. It provides a pathway for University of Guam students who successfully complete their first two years in engineering in Guam to transfer to UH Mānoa and enroll in the mechanical engineering program. Upon graduation, these students can be hired by PHNSY & IMF, and after 2–3 years of gaining shipyard knowledge/experience, either remain at PHNSY & IMF or transfer back home to the Guam maintenance facility.

Darryl Dela Cruz, a UH Mānoa junior from Guam, was the program’s first participant. Dela Cruz said he was excited to study mechanical engineering as the

University of Guam does not offer a mechanical engineering program.

“The program has introduced me to a few of the representatives at the shipyard, and I’ve taken great pleasure in meeting with them. I hope to be a part of their co-op and/or internship next year,” Dela Cruz said. “After graduation, I ultimately intend to go back home and be with my family. But before I can work in Guam, I would spend a few more years here working at Pearl Harbor Naval Shipyard and learning enough to be serviceable when I go back. In the end, I’d like to see myself in a stable position encouraging others who have an intrinsic curiosity for math and science to seek similar opportunities.”

The mechanical engineering program is led by UH Mānoa College of Engineering Professor Marvin Young. Young and Cliff Imamura, PHNSY & IMF engineering manager, recently conducted several informational meetings with University of Guam engineering students to highlight the collaboration opportunity. They also met with Guam Lt. Gov. Josh Tenorio, University of Guam President Anita Borja Enriquez and Guam Community College President Mary A.Y.

Okada to further strengthen the program.

“UH Guam students on the shipyard pathway are on track to graduate this coming spring and next fall with a bachelor of science in mechanical engineering from UH Mānoa,” Young said. “We expect several UH and University of Guam transfer students to enter the shipyard pathway in the very near future.”



Darryl Dela Cruz, a UH Mānoa junior from Guam, was the mechanical engineering program’s first participant.

PEOPLE'S PERISCOPE

Question of the day:

What are your New Year's resolutions?



Cory Wagner
Code 101.12
HRMC Business Office Branch Head

"I'm going to try a digital detox. Between work, leisure, and social media, I find myself getting too much screen time than I would like so I'm trying to give my brain and my eyes a rest by taking some analog time. So far, I've tried taking the whole day off-line, but I've found that taking short breaks throughout the day works better for me and hopefully will lead to some health benefits."



CWO2 Michael Tuft
Code 760 Dive Locker Command Diving Officer

"My New Year's resolution is to be a better servant leader. My goal is to break down one barrier for others to help streamline processes, build trust, and help people reach their goals. Breaking down barriers will help to build a network that will help bring people from different departments and work tasks together to collaborate and find efficient and effective ways to solve problems using unconventional means. I want to continue my educational journey by completing a post-graduate executive certificate. Finally, I want to challenge myself physically and finish a marathon with my wife."



Aubrie Wong
Code 105.5 Radiation Health
Physical Science Technician

"My New Year's resolutions this year is to overcome obstacles, literally. A few years ago my friend Kristen asked if I'd like to do the Spartan Race with her. At the time, I needed to be tossed over the walls, it was very sad to look at. So if you happen to see some person on second-shift doing some pseudo-parkour things, that's me! Oh, and to drink water."



Dennis Fong
Code 200L Lead Program Analyst

"2024 promises a new quest. To value less will bring more happiness. This will be my year to slow down and enjoy being present. To listen and be revitalized with the joy and wonder others bring."

Photos by Justice Vannatta

Resolution Synonyms

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

INTENTION
 RESOLVE
 DECISION
 INTENT
 AIM
 ASPIRATION
 DESIGN
 PURPOSE
 OBJECT
 PLAN
 COMMITMENT
 PLEDGE
 PROMISE
 UNDERTAKING
 DETERMINATION



Photo by Justice Vannatta

Service Awards

25 Years

- Pernell Aipoalani
- Lloyd Aragon
- George Bailey
- Johnthomas Bigornia
- Jesse Bodnar
- Michael Cavaco
- Thomas Chow
- Rodel Faylogna
- Edgar Guillermo
- Jason Hernandez
- Kemric Horio
- Warren Kam
- Allen Kapuaala Jr
- Thomas Lee
- Chad Renticruz

30 Years

- Christopher Salacup

35 Years

- Hermenegildo Carson Jr
- Brian Daluson

40 Years

- Clarence Kuroiwa
- Dwayne Hue

45 Years

- John McCarthy
- Patrick Morrissey
- Robert Yatchmenoff

Fair Winds & Following

Seas Retirees

- Dean Srock
- Valerie Barnes
- Lisa Wilson
- Leonard Costa
- Ryan Hanakahi
- Wayne Emery Jr
- William Powell
- Bradford Costales
- Lester Matsumoto
- Michael Olandy
- Anthony Doan
- Steve Haywood
- James Itagaki
- Edward Koch
- Robert Mae
- Sheri Mock
- Alan Oshiro
- Beverly Quevedo
- Richard Ulmer

Labor & Employee Relations Disciplinary Actions

Letter of Caution

- An employee was cited for conduct unbecoming of a federal employee
- An employee was cited for failure to follow leave request procedures

Letter of Expectations

- An employee was cited for conduct unbecoming of a supervisor

Letter of Reprimand

- Two employees were cited for unauthorized absences and tardiness
- An employee was cited for failure to carry out duties expected of position
- An employee was cited for misuse of government vehicle
- An employee was cited for failure to follow instructions

Suspension (10-Day)

- An employee was cited for failure to follow instructions and tardiness

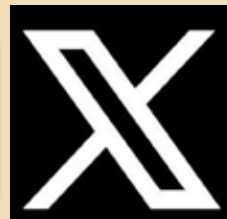
Termination

- Two employees were terminated for failing failure to follow call-in requirements and unauthorized absence
- An employee was cited for Failure to meet standards during the probationary period

TO REPORT AN INCIDENT OF HARRASSMENT, CONTACT:

CODE 100CE DIRECTOR: 473-8000 x5347
 CODE 100CE DEPUTY DIRECTOR: 473-8000 x6073

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



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