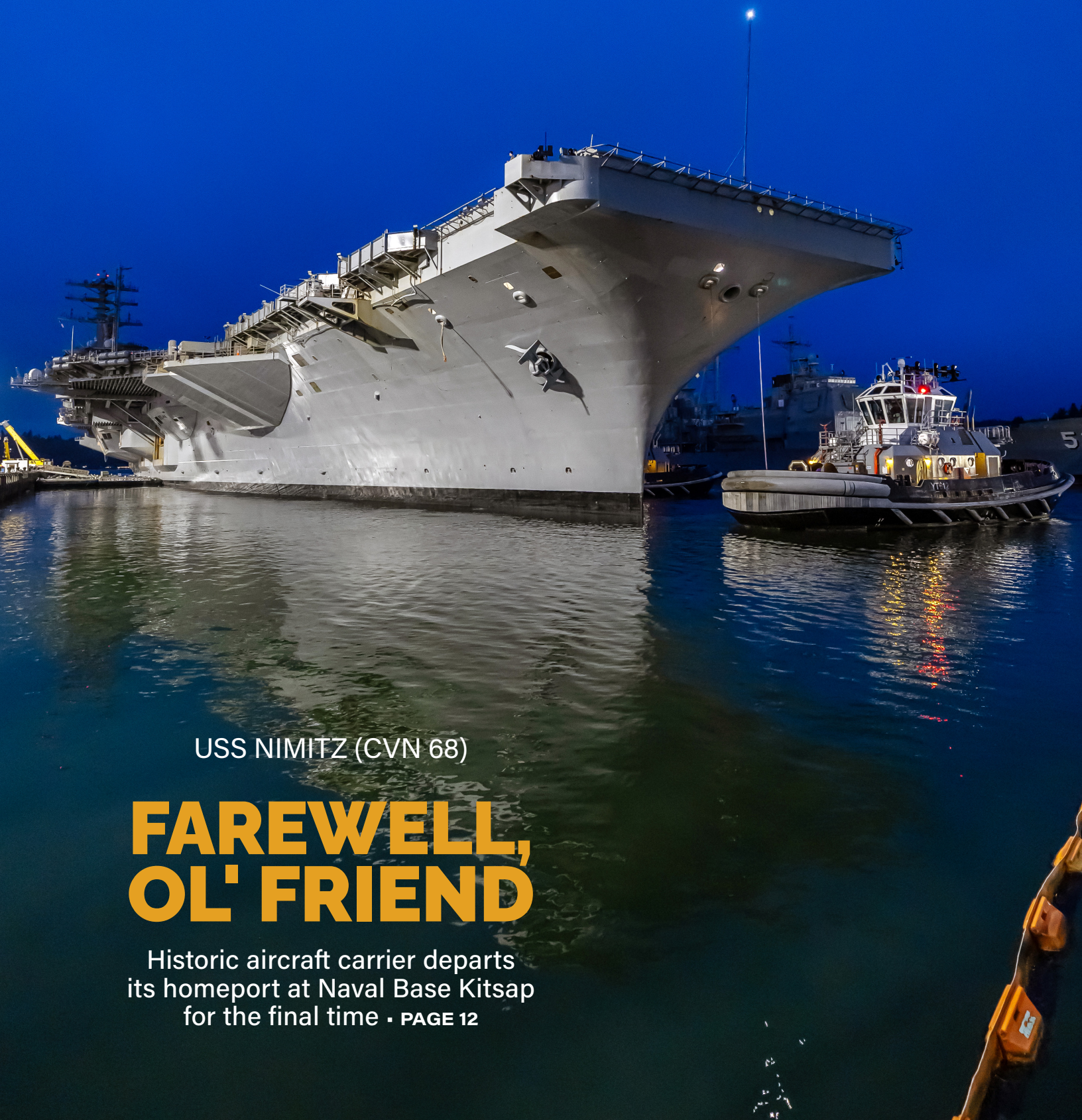
Vol XVIII, No. 7

SALUTE

March 26, 2026



USS NIMITZ (CVN 68)

FAREWELL, OL' FRIEND

Historic aircraft carrier departs its homeport at Naval Base Kitsap for the final time • PAGE 12

COMMANDER'S CORNER | From the desk of Capt. JD Crinklaw

In this issue:

Meet the nominees for 2025 Employee of the Year

VLTP can often serve as a lifeline for employees

Virtual engineering is helping save time, money

On the cover:

USS Nimitz (CVN 68) prepares to depart its homeport at Naval Base Kitsap for the last time, March 6.

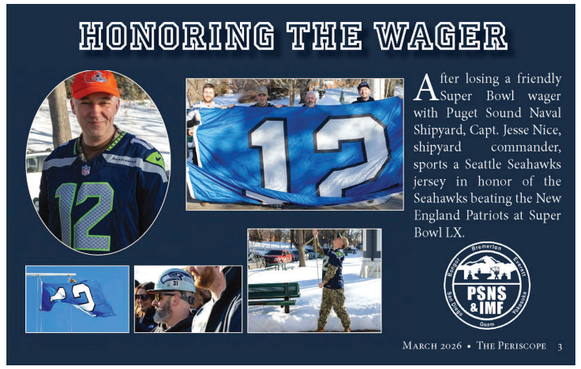
(U.S. Navy photo by Jeb Fach)

Team PSNS & IMF,

With the final departure of the USS Nimitz Aircraft Carrier (CVN 68) March 6, many of us were fortunate to witness a historic moment for the Navy, the Shipyard and Naval Base Kitsap; the carrier's homeport for the past 11 years. Nimitz has served U.S. Pacific Fleet well for the past 37 years. Thanks to the hard work of thousands of dedicated PSNS & IMF employees, Sailors and contractors over the years, the Navy was able to extend Nimitz' service life for yet another year beyond its original 50-year span. This was only possible through your hard work and dedication as a team.

Teamwork is important in all aspects of our life, but perhaps none more than with the U.S. Navy. Everyone who worked on Team Nimitz over the past 50 years contributed directly to our nation's security. To be sure, Nimitz would not have been able to carry out its successful mission without the tireless efforts of the dedicated trades people, engineers, Sailors and support staff who worked to keep the warship combat ready these past five decades. So, Fair Winds and Following Seas, old friend. You'll always be remembered fondly here in the Pacific Northwest.

I'd like to offer my hardy congratulations to all the nominees for 2025 Employee of the Year (see page 3). Your work has been exemplary, and you are shining examples of the values and commitment to excellence that have guided this command for the past 134 years. Your consistent and unwavering commitment to our mission and the shipyard team sets the standard for all of us here. Each one of you has helped guarantee that our team remains agile, efficient and prepared to maintain, modernize and retire our Navy's fleet. Thank you for all that you do today and every day. We couldn't complete our crucial Navy mission without teammates like you leading the way.



ABOVE: *Capt. Jesse Nice, commander, Portsmouth Naval Shipyard, honors his friendly Super Bowl wager with Capt. JD Crinklaw, commander, PSNS & IMF, by appearing in a Seattle Seahawks jersey in the Portsmouth publication, "The Periscope."*

On a final note, our teammates at Portsmouth Naval Shipyard came through once again, making good on our recent friendly Super Bowl wager, by including a special compilation of photos of my counterpart, Capt. Jesse Nice, commander, Portsmouth Naval Shipyard, wearing a Seattle Seahawks jersey while raising the team's "12" flag, on page 3 of the PNS employee magazine, "The Periscope." Many thanks to Capt. Nice and his team for their camaraderie and team spirit. And Go Hawks!

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

Captain JD Crinklaw
Commander, PSNS & IMF

Congratulations

PSNS & IMF EOY Ceremony
When: Wednesday, April 22, 12:30 p.m.
Where: Admiral Theatre

to the 2025 nominees for

EMPLOYEE OF THE YEAR

Administrative, Clerical and Support Services (GS-10 or Equivalent and Below)
Stephanie Branam, Code 105.9
Abigail Breeding, Shop 31
Gabriel Capindo, Shop 06
Nichelle Chambers, Shop 38
Tyler Deckys, Code 120S
Jacqueline Evans-Hubbard, Shop 51
Leslie Farnham, Shop 56
Elizabeth Frank, Code 900A
Cailin Goldey, Shop 99
Tanzieali Alicia Gooch, Shop 71
Diane Hebert, Code 710
Simon McDade, Code 2305
Maura Schmidgall, Shop 11
Haruka Walker, Code 1102

Administrative and Support Services (GS-11 or Equivalent and Above) Waterfront
Thomas McGuire, Code 109.45
Lester Andres, Code 122.2
Rebecca Farduchi, Code 132
Patrickray Quinday, Code 280
Vanessa Fadeff-Henderson, Code 350
Lindsey Harkleroad, Code 510
Eric Forness, Code 530
Daryl Boulch, Code 610
Kenneth Nieman, Code 701
Jessica Gardner, Code 702
Benjamin Akers, Code 1200N
Carmen Sorensen, Shop 38
Brenda Heinz, Shop 56
James Barnes, Code 900T

Administrative and Support Services (GS-11 or Equivalent and Above) Non-Waterfront
Andrea Abrams, Code 900T
Ernie Adams Jr., Code 132
Lane Berrevoets, Code 105.5
Jordan Brokens, Code 280
Marshall Burton, Code 2350
Karen Davey, Code 620
Marilou Delossantos, Code 220
Jesse Ellis, Code 105.7
Eric Gendreau, Code 530
Randi Goodman, Code 501
Erika Hathaway, Code 109B
Tricia Hlebechuk, Shop 17
Ericka Hobson, Code 1200N
Amy Lindquist, Code 120C
Gilbert Marks, Shop 31
David Miller, Code 105.3
Stacey Mouser, Code 1101.2
Chris Shaffner, Shop 99
John Taylor, Code 1223
Joshua Throne, Shop 71

Administrative Managerial or Supervisory (Non-Engineering, Non-Trade) (White Collar)
Emily Blakely, Shop 57
Katina Hamilton, Shop 06
Steven Hinds, Code 139
Jeffrey Larson, Code 105.4
Sara Lomker, Code 610
Jeff McGloin, Code 900T
Jacquelynne Rase, Shop 31
Thomas Reese, Code 109.44
Mark Sands, Code 701
Jan Simpson, Shop 56

Trades and Crafts; Structural (Non-Supervisory) (Wage Grade (WG)-06 and Above
Terry Brown, Shop 26
Jason Manahane, Shop 17
Connor McNeal, Shop 11

Trades and Crafts; Mechanical (Non-Supervisory) WG-06 and Above
Kelly Arnold, Shop 57
Grant Edensword, Shop 6M
Austin Keough, Shop 38
Tracy Leischner, Shop 99
Justin Nicholson, Code 720
Steven Prier, Code 730
Samantha Truini, Shop 56

Trades and Crafts; Electrical (Non-Supervisory) WG-06 and Above
Nicholas Muhleman, Shop 06
Timothy Turner, Shop 52

Trades and Crafts; Service (Non-Supervisory) WG-06 and Above
Roddy Marcos Jr., Code 530
Jayson Stevens, Code 740
Carter Nabors, Code 760
Cassandra Lee, Code 2305
Derek Hase, Shop 64
Cezar Herrera, Shop 64
Daniel Cox, Shop 71
Hayley Marley, Shop 75
Victor Cox, Shop 99
Nathan Henderson, Code 900F

Trades and Crafts; Structural (Non-Supervisory) WG-05 and Below
Samantha McFarlane, Shop 11
Reagan Ashcraft, Shop 26

Trades and Crafts; Mechanical (Non-Supervisory) WG-05 and Below
Renz Ceazar Lucas, Shop 38
Noah McDaniel, Shop 56
Levi Davis, Shop 57
Ryan Pearson, Shop 99

Trades and Crafts; Electrical (Non-Supervisory) WG-05 and Below
Phillip Hlas, Shop 06

Trades Supervisor (Foreman)
Michelle Skelly, Shop 11
James Porter II, Shop 17
Taylor Miller, Shop 26
Chase Kelly, Shop 31
Mathew Eberle-Juarez, Shop 38
Keith Sargent, Shop 51
Guillermo Trevino, Shop 52
Jason Bricks, Code 139
Timothy Anderson, Code 730
Brian Reed, Code 740
Kenneth Hipps, Code 760
Timothy Rhodes, Shop 56
Daniel Keller, Shop 57
James Gromling, Shop 71
Rudolph Buchta, Shop 99
Brian Remillard, Shop 6M

Managerial Supervisor; Trades and Projects (Second-Level or Above)
Leslie Alsteen, Code 105.3
Katherine Andrews, Code 300N.1
James Clevenger, Code 361
Ryan Cockrel, Shop 06
Robert Cramer, Code 312
Jesse Faber, Shop 51
Mark Farrell, Code 300N.4
Shannon Hall, Shop 56
Austin Heilman, Shop 11
Justin Hlebechuk, Code 300N.5
Raymond Howard, Code 350
Todd Howlett, Shop 99
John Paul Kunewa, Code 760
Tyler Ray, Code 740
Billy Riley, Code 101
Jason Thompson, Shop 71
Theresa Williams, Code 392

Engineering or Professional; Waterfront Support (Degreed Engineer, Engineer in Training, or Professional Engineer)
Maxwell Buckel, Code 270
Sarah Best, Code 106.3
Conor Trull, Code 120X.2
Ronald Deininger, Code 120T.5
Christopher Dansalan, Code 250
Joseph Duong, Code 280
Dustin Harper, Code 290
Brent Linton, Code 244
Chase Sutton, Code 242
Nathaniel Pervinich, Code 710
Paul Peterson, Code 2301
Riley Knottnerus, Code 2310
Rebecca Roskowski, Code 2340
Caleb Huxford, Code 2370

Engineering or Professional; Planning or Indirect Support (Degreed Engineer, Engineer in Training, or Professional Engineer)
Zachary McMillan, Code 280
Miki Nguyen, Code 105.4
Matthew Cerro, Code 105.6
Michael Croghan, Code 121.3
Eric Gogley, Code 120M.1
Darrell Hall, Code 120R.3
Matthew Wojnoski, Code 120X.1
Rory Schuller, Code 134.6
Richard Brawley, Code 138
Jessica Wallace-Harala, Code 270
Benjamin Drinnon, Code 711
Nicholas Buckner, Code 2301
James Malin, Code 2305
Austin Allen, Code 2310
Bradley Hofmann, Code 2340
Lesley Busch, Code 2350
Ryan Borth, Code 2370
Michael Wright, Code 900F

Engineering or Technical (Non-Degreed)
Dane Bargerstock, Code 297
Adam John Berger, Code 127.2
Sean Brown, Code 105.2
Samantha Ewalt, Code 244
Allan Fritz Flores, Code 105.5
Shayne Hicks, Code 270
Jeffrey Lane, Code 124.2
Jason Luker, Code 210
Jeffrey Martinez, Code 2305
Patrick McKelvy, Code 121.4
Craig Morton, Code 242
George Neira, Code 138
Shawn Pierson, Code 900F
Michael Reynolds, Code 109.16
Gregory Stines, Code 260
Alvin Vinarao, Code 242
Michael Zimmerman, Code 710

Engineering Managerial or Supervisory (White Collar)
Michael Amundson, Code 2350
Linda Cline, Code 127.2
Bryan Cox, Code 120X.2
Nathan Demick, Code 2310
Nicholas Hoel, Code 105.2
David Klein, Code 250
Tyler Larsen, Code 105.3
Donald Legare, Code 715
Jason Martin, Code 244
Danielle Moore, Code 2340
Floyd Andre' Routh, Code 2305
Thomas Rupert, Code 293
Brian Scholl, Code 280
Michael Shoemaker, Code 105.4

Technical or Professional (Non-Engineering, Non-Supervisory)
Taylor Ackerman, Shop 57
Mitchell Addis, Code 138
Amanda Bale, Code 510
David Boissoneault, Code 300.2
Monica Cherry, Code 2380
Jennifer Eddy, Code 105.4
Ashley Hargrove, Code 105.3
Chad Holtquist, Code 132
Michael Judge, Code 109.1
Andrew King, Shop 99
Benjamin Lungberg, Code 106.3
John Nowak, Code 304
Jessica Osterloh, Code 105.11
Heidi Pape, Code 300.2
Leslie Peterson, Code 109.33
Ricardo Roque, Code 106.2
Al Ruiz-Thomas, Shop 56
Patrick Santos, Code 135
Shailesh Shrestha, Code 105.8
Jazmyn Smith, Code 1213
Shara Stoner, Code 350
Benjamin Tapscott, Code 377
Crystal Truemper, Code 2350
Ryan Wolfe, Code 2308

Vision or Innovation Award
Bryana Bahler, Code 294
Kristin Brown, Shop 06M
Laura Brown, Code 123
Kelley Caldwell, Code 105.7
Chris Davis, Code 900DX
Celeste Dibert, Code 900T
Anthony Elliott, Code 2370
Gray Endicott, Code 105.2
William Tadich Fors, Code 710
John Inman Jr., Code 2350
Dylan Jacot, Shop 38
Robert Jones, Shop 56
Emily Lukkasson, Code 136
Thiep Nguyen II, Code 1101
Benjamin Paddock III, Shop 31
John Robert Quinene, Code 900F
Tammie Seyfried, Code 2305
Karagan Shiu, Code 138
Noah Smith, Code 2340
Kenneth Varner, Shop 99
Connor Wacker, Code 100TO.4
Drew Wheeler, Code 2310

Excellence in Safety Employee
Brandie Jones, Shop 99
Charles Mills, Shop 17
Laura Montgomery, Shop 26
Gabriel Ruiz, Code 711
Andrew Secor, Shop 11
Frank Zechlin, Code 106.2

Excellence in Safety Manager
Brian Davis, Shop 99
Cathlene Forney, Shop 11
Gregory Robins, Shop 17
David Ulrich, Code 106.2
Christopher Wilson, Shop 56

Modeling Excellence through Respect
Michael Ayres, Shop 84
Andrea Buckel, Code 2350
Tony Desormier, Code 900T
Martin Furnish, Code 290
Tracy Harden, Code 900S
Vernon Hoffler, Shop 56
Jason Kehm, Code 712
Joseph Morrow, Code 105.3
Nicole Savage, Shop 31
Rebecca Schultz, Code 132
Steven Watland, Code 1180

Outstanding Volunteer Service and Compassion
Jack Awa, Shop 31
Tyler Danielson, Code 2340
Kasey Kennedy, Shop 56
Kathryn Mullins, Code 105.5
Jeremy Logsdon, Shop 71
Jeremy Seevers, Shop 71
Ruth Reim, Code 105.4

Valor
Timothy Moon, Shop 06
Richard Tally, Shop 26
Dagoberto Sabino Chavez, Code 900S
Justin Tanner, Code 139

LIVE STREAM
The event will be live-streamed for those who are unable to attend. See 'News You Can Use' for details.

'IN TIMES OF NEED'

Command's Voluntary Leave Transfer Program is often a lifeline for employees

ABOVE: *The Voluntary Leave Transfer Program has served as a lifeline for Carie Hagins, visual information specialist, Code 101.3, Media Lab, since her daughter was diagnosed with Multiple Sclerorsis. (U.S. Navy photo by Wendy Hallmark)*

By Ben Hutto
PSNS & IMF Public Affairs

A mother's intuition told Carie Hagins, a visual information specialist with Code 101.3, Media Lab, that her daughter was seriously ill long before doctors confirmed it. After a frustrating journey filled with missed workdays and mounting uncertainty, Hagins' 19-year-old daughter was diagnosed with Multiple Sclerosis.

The diagnosis brought both relief and a harsh new reality. The numerous doctor's appointments necessary for managing the chronic disease quickly depleted Hagins' annual leave and sick leave balances. Hagins had to face what she calls a "tough choice."

"I have to work to take care of my family, but what happens when I have to miss work to do that?" Hagins asked.

For Hagins, attending appointments requires more than just providing emotional support. Due to the memory issues caused by MS, her daughter relies on her to be a "note taker" and advocate during discussions with physicians.

"I'm there to help make sure nothing gets lost," Hagins said. "It is more than being just a ride or someone for her to lean on."

The PSNS & IMF Voluntary Leave Transfer Program, which allows federal employees to donate their accrued annual leave to fellow civilian employees facing medical emergencies, became a lifeline for Hagins and her family.

According to Brittnay Glover, Labor & Employee Relations assistant, United States Pacific Northwest Fleet Human Resources Office, the Voluntary Leave Transfer Program provides a safety net for civilian employees who have exhausted all their paid leave. Through this program, employees can donate their unused annual leave to a specific teammate. This donated leave provides income to the recipient during a time of need.

Employees who need to use the program need to complete an OPM 630 Form, an official application to become a leave recipient under the Voluntary Leave Transfer Program. They also need to provide supporting medical documentation. Finally, they must clarify if they need the leave to receive treatment for their own medical condition, or whether they need to be a caretaker for a loved one.

There are three criteria for being eligible and remaining eligible to receive donated leave.

They must provide documentation that verifies they suffer from a medical condition. The documents must specify their diagnosis, prognosis, and estimated treatment or recovery time. The documentation must also include any periods of incapacitation they have suffered, the estimated frequency of expected periods of incapacitation, and/or expected follow-up care.

NOTE: Documentation can be filed under the Family and Medical Leave Act, which does not mean the employee is invoking FMLA.

They must provide proof that they have already been forced to miss work, which has threatened them with a financial crisis due to the medical condition.

Finally, they must have exhausted their annual leave, sick leave, and comp time balances. Donations cannot be applied unless the recipient is at a zero balance across the board.

Glover said a common misconception about the program is there is a pool of leave that anyone can pull from in times of emergency. Leave is donated anonymously to specific individuals to fill a specific need. Co-workers wishing to donate leave can do by completing an OPM 630-A Form. All donated leave goes into a pool for a specific person. If that leave is NOT used, donators will get the hours they donated back.

"It is important that people who want to use the program advocate for themselves," said Brynne McGraw, Labor & Employee Relations assistant, United States Pacific Northwest Fleet Human Resources Office. "It seems awkward to ask for help, but we've seen large groups of people come together in times of need."

Glover and McGraw agreed that processing these types of personnel actions are some of the most meaningful parts of their jobs.

"It's a breath of fresh air to see a community come together to help each other," Glover said. "A big part of this helping navigates someone else's concerns. When they come to us, it's always very stressful and we see people at their lowest point. It feels good to be able to help take the weight off someone going through a hard time. Sometimes the best thing I can say is, 'Don't worry. We will figure this out.'"

It's that type of kindness and empathy that people like Hagins are grateful for.

"I wish I could thank everyone who donated to me personally," she said. "It has lessened the burden of what my daughter is going through and allowed me to focus on her recovery. Some days are harder to manage than others, but I am so grateful to have the days off to help."

How to get involved

The PSNS & IMF Voluntary Leave Transfer Program authorizes federal employees to donate annual leave to other civilian federal employees. If you wish to donate annual leave or have any questions, please contact the Human Resources Office at 360-476-8289/7015, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.

ABOVE: *T'Lea McLeod and Brittany Glover, Labor & Employee Relations assistants, U.S. Pacific Northwest Fleet Human Resources Office, assist employees who need to utilize the Voluntary Leave Transfer Program. (U.S. Navy photo by Wendy Hallmark)*

INNOVATION: *Adm. James Kilby, Vice Chief of Naval Operations, tests a virtual reality simulator, Jan. 23, with the help of Doug Halversen, senior mechanical engineer, Code 280.6, Machinery and Auxiliary Piping Systems. (U.S. Navy photo by Jeb Fach)*

PSNS & IMF

LET'S GET VIRTUAL

Navy saves valuable time, money thanks to virtual engineering

ABOVE: *Doug Halversen, senior mechanical engineer, Code 280.6, Machinery and Auxiliary Piping Systems, says the integration of 3D scanning into his team's workflow has saved the Navy valuable time and money. (U.S. Navy photo by Wendy Hallmark)*

By Max Maxfield
PSNS & IMF Public Affairs

Engineers throughout Puget Sound Naval Shipyard & Intermediate Maintenance Facility continue to find more ways to use 3D scans of U.S. Naval vessels to obtain missing dimensions, validate design modifications, and support current projects around the world.

Code 280, the Planning Yard, has been working for years with Code 1101.3, the PSNS & IMF Media Lab, to have various areas of U.S. Navy vessels 3D scanned in great detail. The Planning Yard can then use those files to solve engineering problems for projects at PSNS & IMF, as well as projects around the world.

According to Doug Halversen, a senior mechanical engineer with Code 280.6, Machinery and Auxiliary Piping Systems, Code 280 set up the Planning Yard Innovations Team to enhance research, test, and implement emerging technologies to augment and optimize their design and analysis efforts specific to Code 280.

"The team is structured into five distinct focus groups, each with a designated lead," Halversen said. "One of the five focus groups is our Virtual Reality and Virtual Engineering group spearheaded by Rick Spindler of Code 280.6. Complementing this effort, another focus group has successfully integrated 3D scanning into our standard workflow, which is a foundational technology that also supports our virtual engineering objectives."

ABOVE: *Adm. James Kilby, Vice Chief of Naval Operations, tests a virtual reality simulator, Jan. 23, during a tour of the Code 1160, Media Lab, in Building 850A. (U.S. Navy photo by Jeb Fach)*

According to Halversen, virtual engineering saves the

*See **'INNOVATION'** on page 9*

PED POLICY REMINDER

Photography, video teleconferencing unauthorized on PEDs

By Max Maxfield
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility updated its portable electronic device policy May 20, 2024, which allowed employees to bring camera-enabled devices PSNS & IMF spaces.

At the same time, PSNS & IMF added Security Islands to information controlled spaces — similar to previous Controlled Nuclear Information Areas and Nuclear Work Areas — throughout the command to enhance the protection of sensitive information.

While updates to both policies were very big changes, how information security and operational security are protected did NOT change.

"Remember, this policy update did not change the policy regarding unauthorized photography and video or audio recording inside PSNS & IMF spaces," said Kristen Marion, PSNS & IMF security. "As before the change, workers still cannot take photographs or record video or audio using their personal electronic device. This means they cannot use FaceTime, Skype video, Google Meet, Signal video chat, or any other type of video teleconferencing program or app, while they are inside PSNS & IMF spaces."

Also, the only personally owned "smart" devices authorized in any PSNS & IMF space are camera-enable personal cell phones, or smart watches such as Apple Watches, Google Pixel watches, Fitbits, Garmin Venus, etc.

Any other smart technology is prohibited, unless expressly approved by Code 1120 and Code 109. Examples of unapproved smart technology include tablets, META Glasses, XREAL smart glasses, the Amazon Echo, the Google Nest, etc. This listing is not all-exhaustive and if an employee desires to bring in anything other than a cellular phone or watch, do NOT.

If an employee observes someone in possession of an unapproved device, or potentially taking unauthorized photos or video teleconferencing, they should:

- Stop the act.
- Verify the device is a PSNS-issued camera/device.
- Verify the person has a valid Camera Operator Permit.
- If the person does not have a valid Camera Operator Permit, inform Security and remain with the person until security arrives.

PSNS & IMF workers who need official photography should follow the same procedures that have been in place for years.

"Just like before, workers must have a security-issued camera pass and a government issued camera or image-capturing device in order to take photos or video in PSNS & IMF spaces," Marion said. "Authorized shipyard photography and video are still required to undergo an approval process to be used in-yard or for public release.

According to PSNS & IMF Instruction 5530.1E, Physical Security Plan, and PSNS & IMF Instruction 5239.6D, Portable Electronic Device Policy, personnel bringing privately-owned portable electronic devices into PSNS & IMF spaces consent to administrative searches by Information Security Office (Code 1121) to ensure the PED was not used to capture (e.g. picture, video) or transmit PSNS & IMF sensitive information.

If an employee fails to comply with the requirements of this instruction, supervisors, Naval Security Forces, or Information Security Office (Code 1121) may confiscate the PED. Code 1121 may review the contents of the confiscated PED for sensitive or classified material and (if required) destroy the item.

The decision whether or not the device is destroyed, forwarded to law enforcement, or returned to the employee following the inspection will be determined following the inspection of the device, and what discovery, if any, was made.

Supervisors are responsible for initiating appropriate administrative and corrective action. The penalty for failing to follow the PED policy can range from counseling to suspension, all the way up to removal from government service. Supervisors need to consider the Douglas factors, including but not limited to past discipline, potential impact of the violation, what level the supervisor believes is necessary to change behavior, and whether the unacceptable behavior was willful or accidental.

However, if criminal activity is discovered on a confiscated item during Code 1121's review and investigation, the administrative search will halt, and Naval Criminal Investigative Service will be immediately notified of the discovery to determine whether to accept or decline the case.

Information regarding the PED policy, security islands, and links to PSNS & IMF Instruction 5530.1E, Physical Security Plan, and PSNS & IMF Instruction 5239.6D, Portable Electronic Device Policy, are available at flankspeed.sharepoint-mil.us/sites/PSNSIMFPublicAffairsOffice/SitePages/PED-Policy-Update.aspx.

'INNOVATION' *from page 7*

U.S. Navy very measurable cost and time savings through two primary areas: direct efficiency gains and proactive cost avoidance.

"We realize immediate savings when tasks are completed in a fraction of the time required by traditional methods," he said. "For example, an engineer conducting a shipcheck on USS George Washington (CVN 73) in Norfolk Naval Shipyard (Virginia) required critical dimensions for a foundation in the hangar bay that was physically out of reach. Our team was able to provide the necessary measurements remotely by accessing existing 3D scans. This prevented a work stoppage and saved valuable on-site time."

"Another win occurred during a USS Theodore Roosevelt (CVN 71) alteration," he continued. "Instead of drafting existing equipment removals in computer-aided design, we embedded high-resolution screenshots from the 3D scan directly into the drawings. This streamlined process and saved an estimated 12-16 man-hours per drawing. On that same project, we did a VR shipcheck on the incinerator exhaust spring hangers. We did the normal six-hour shipcheck in 1.5 hours, which is a 75 percent reduction in time."

Cost avoidance and risk reduction have the potential for significant financial savings, Halversen said. By using virtual engineering to identify and resolve issues during the design phase, engineers can avoid costly rework and prevent a work stoppage or a formal Liaison Action Request, or LAR, during an availability.

"The cost to resolve a single LAR can be $1,000 in Code 280 engineering effort alone, a figure that increases substantially when factoring in project delays and production trade costs," Halversen said. "By using VR and 3D scans to verify designs against as-built conditions, we catch interferences and design errors early, directly avoiding these expenses."

He said another example of virtual engineering reducing costs was when it helped reduce on-site manning during work on USS Blue Ridge (LCC 19).

"Our team conducted virtual shipchecks for piping removals and a full fit-check for the Anchor Windlass by inserting a CAD model into the VR environment," he said. "This comprehensive virtual review allowed us to reduce the on-site shipcheck team by one person, which resulted in direct savings on airline travel, hotel accommodations, and per diem costs."

Another not-as-measurable potential advantage of virtual engineering is how other shops and codes could use the 3D scans to accomplish their missions.

The Planning Yard and/or Media Lab's digital library currently includes comprehensive scans for all West Coast aircraft carriers. It also covers a diverse range of other vessels including — but not limited to — USS Blue Ridge (LCC 19), various dock landing ships, berthing barges, and even the historic USS Constitution.

ABOVE: *Doug Halversen, senior mechanical engineer, Code 280.6, Machinery and Auxiliary Piping Systems, uses a virtual reality simulator. (U.S. Navy photo by Wendy Hallmark)*

"By sharing our extensive library of scans and VR projects, we can provide significant value to the broader project team," Halversen said. "This could potentially allow them to visualize the ship's current configuration before arrival, which aids in writing more accurate Technical Work Documents, planning complex rigging paths, identifying potential issues during planning, and training new personnel on ship layouts. In addition to our team, these scan files can also be requested directly from the Media Lab."

The exploration of 3D scanning and advance virtual engineering at PSNS & IMF could also benefit other Naval Sea Systems partners, and commands throughout the U.S. Navy.

"We are committed to advancing Virtual Engineering practices across the naval enterprise," Halversen said. "Our primary method of support for other commands is through active knowledge transfer, where we share our established Virtual Engineering methodologies and best practices. To this end, we have presented our successful applications and lessons learned to various key organizations, including multiple navy working groups and Carrier Team One."

"We believe that collaboration is a powerful force multiplier and are always open to forming new partnerships," he continued. "Such collaborations are mutually beneficial, accelerating the adoption of innovative technologies and enhancing the collective technical capabilities of all commands involved."

The accuracy of the 3D scans and the ease of use of the software used to interact with them often makes them a much quicker and safer alternative to in-person shipchecks.

"Both the VR and 3D scan environments allow users to take digital measurements, which significantly aids in planning and can reduce the need for multiple on-site visits," he explained. "The accuracy of our digital designs is a function of the specific scanning equipment used and the resolution settings requested for a particular task. For the majority of our applications, the scans consistently yield a measurement accuracy that meets or exceeds that of traditional field measurement techniques. It offers a distinct advantage in capturing reliable data from inaccessible locations, such as the high overhead structures within a hangar bay. Our standard scan accuracy is well-suited for our design, verification, and analysis requirements."

Halversen said the adoption of VR and 3D scanning is steadily increasing and transforming engineering workflows.

"3D scanning, in particular, has become an integral part of our standard procedures, with engineers continuously discovering innovative applications for the detailed point cloud data generated," he said. "While VR is a more recent addition to our technological capabilities and not yet as widely adopted as 3D scanning, it is generating significant interest. It also streamlines data collection, enabling engineers to take complex measurements through dense arrangements of equipment with precision and ease."

"When utilizing VR, engineers are fully immersed in a life-sized digital replica of the ship created from scans," Halversen continued. "This virtual environment offers capabilities that are impossible in the physical world. For instance, users can navigate without restriction, allowing them to inspect areas like high mast structures or hangar bay overheads up close without fall protection. They can also pass through solid structures such as bulkheads, decks, and overheads to instantly visualize component and system adjacencies."

Halversen said technologies like VR and 3D scanning are not intended to eliminate traditional, "boots-on-the-ground" shipchecking. Rather, they are tools to augment shipchecking. They enhance shipchecking capacity, improve overall efficiency, and help identify issues or details that may be missed during conventional shipchecks.

BIKE SHELTER | New enclosure offers command employees who commute to work by bicycle shelter from the rain

ABOVE: *Command employees (from left) Carol Epps III, Tyler Varner, Ken Schaffer and Nick Earls, all woodcrafters, Code 900F, Production Department Facilities and Plant Equipment, pose in front of the new bicycle shelter they recently completed on the roof of Building 850 at Puget Sound Naval Shipyard & Intermediate Maintenance Facility.*

AT LEFT: *The newly-completed bike shelter is designed to accomodate approximately 40-50 bicycles.*

(U.S. Navy photos by Wendy Hallmark)

UPCOMING EVENTS

March 29

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

April 1

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

April. 10

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

April 11

- **Submarine Day:** National Submarine Day is April 11.

April 15

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

April 22

- **Earth Day:** The annual Earth Day celebration is April 22.

April 22

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

Corrective Actions

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

9 SUSPENSIONS (Supervisors & non-supervisors) for failure to follow instruction, failure to fufill supervisor responsibilities, inappropriate conduct, loss of govt/others property.

6 REPRIMANDS (Non-supervisors) for failure to follow instruction, failure to fufill supervisor responsibilities, inattention to duty, unauthorized absence, unauthorized absence scheduled OT.

5 REMOVALS (Supervisors & non-supervisors) for failure to follow instruction, inappropriate conduct, unauthorized absence, other.

The remaining **18 ACTIONS** consisted of: Indefinite Suspension (2); Leave Abuse (LWOP) Letter (1); Letters of Caution (3); Medical Certification Letters (12).

ASBP
Armed Services Blood Program

GIVE A GIFT OF LIFE — DONATE BLOOD

1st WEDNESDAY OF THE MONTH
April 1, 2026
9AM - 3PM, BLDG. 850A, RM 160

For full details, visit News You Can Use on the PSNS & IMF SharePoint home page.

VOLUNTARY Leave Transfer PROGRAM

Code 105.3
Tara Wilson
Code 109
Shawn Fellows
Mikayla Taxacher
Code 244.1
Shawna Pappas
Code 246.1
Michael Larsen
Code 246.2
Christian Carlson
Code 270.1
Jason Rogers
Code 1102
Robyn Rogers
Code 1166
Carie Hagins
Code 2305.24
Jennifer Garrett
Shop 06
Shawn Duffy
Douglas Willis
Shop 11
Lee Warren
Shop 26
Thomas Finn
Shop 38
Wilbur Hinman
Hannah McGraw
MaryJane Gordon
Shop 51
Catherine Derry
Robert Wallace
Shop 56
Alexander Glaser
Shop 64
Jesse Peirce

This program authorizes federal employees to donate annual leave to other civilian federal employees. If you wish to donate annual leave or have any questions, please contact the Human Resources Office at 360-476-8289/7015, or visit Building 435, 3rd floor, Room 338, or fax your donation form to 360-476-8723.

Rideshare

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

Pierce Transit Vanpool: Picks up at Tacoma Community College at 6:10 a.m. Departs shipyard (G-Lot) at 4:10 p.m. Call 253-226-5586.

Tacoma Vanpool: Picks up at the Narrows Park & Ride at 5 a.m., dropping off at FISC Building and Vanpool parking. Departs shipyard at 3 p.m. Call 360-627-3560.

Rideshare policy: To post a Rideshare ad, email psnsimf-pao@us.navy.mil or come to Building 850, fifth floor, Congressional and Public Affairs Office to fill out an ad form. All information is subject to use in Salute — print and online.

SALUTE

Salute, Vol. XVIII, No. 7
March 26, 2026
Next issue: April 9, 2026
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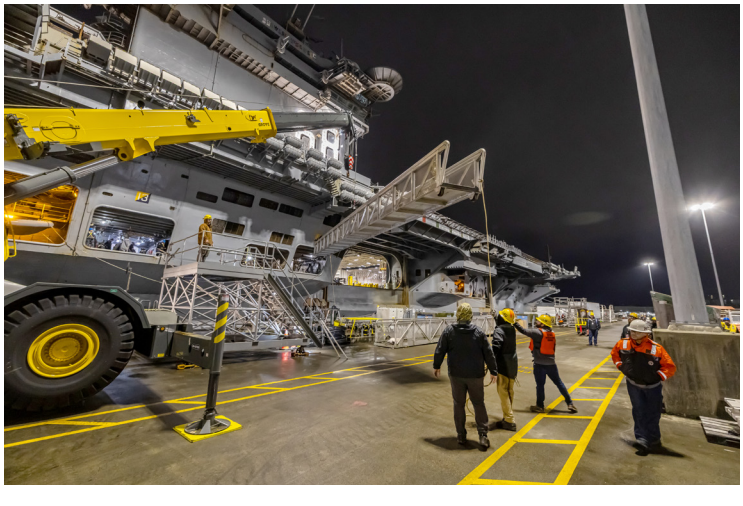
AROUND THE YARD

USS NIMITZ (CVN 68) DEPARTS NAVAL BASE KITSAP ONE LAST TIME • *(U.S. Navy photos by Jeb Fach)*



TOP: *Sailors line the deckplate of USS Nimitz (CVN 68) as the aircraft carrier passes the historic Hammerhead Crane at PSNS & IMF, March 7, while departing Naval Base Kitsap-Bremerton, for the final time.*

ABOVE LEFT: *A team of Code 740, Riggers, works to remove the gangway from USS Nimitz (CVN 68) in preparation for the aircraft carrier's final departure from its homeport at Naval Base Kitsap-Bremerton, March 7.*

ABOVE RIGHT: *A tug boat escorts USS Nimitz (CVN 68) as it passes PSNS & IMF towards Rich Passage, March 7. The historic aircraft carrier departed its homeport at Naval Base Kitsap-Bremerton, for the final time.*