

SALUTE

PSNS & IMF



EMPLOYEES OF THE YEAR

PAGES 6-7



Team PSNS & IMF,

Let me share with you my Command Philosophy on teamwork. During the annual Employee of the Year awards ceremony, I was reminded of a phrase I catch myself saying quite often, "It takes each of us to get the job done." To be sure, our dedicated command workforce is rather diverse - from many different places and a multitude of different backgrounds - yet we always manage to pull together as a team to accomplish our vital mission in support of our Navy. That's a testament to all of you. As I mentioned during the ceremony, it is your hard work and dedication that keeps our Navy on mission and sustains our command and its reputation in support of our nation's defense. My hope is that you take with you a sense of pride in that your many accomplishments over the past year have helped make us stronger and more secure as a nation.

So, please join me in congratulating all the winners - and nominees! - for 2025 Employee of the Year. Your hard work and dedication over the past year have been a shining example 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 has set the standard for all of us here. Thank you for all you do each day. We couldn't complete our vital mission without teammates like you forging the way. You'll find more about the annual Employee of the Year ceremony on pages 6-7 in this issue of Salute.

A healthy force is a ready force, and with the month of May being National Mental Health Awareness Month, I'd like to encourage you to take a moment, take care of yourselves and one another. One way of accomplishing this is by prioritizing your physical and mental health. While the shipyard offers confidential counseling for civilians in a safe environment, you'll have an opportunity to learn more about those services this month during a series of CCP-sponsored "More Good Days Together" pop-up events at various locations around the shipyard. The events will focus on what "good days" look like for both individuals and the community. Event organizers will then take those insights and help workforce members connect with the appropriate resources.

Amid the proverbial marathon that is our continuous work toward accomplishing our mission here at PSNS, let's not lose sight of our people priority to take care of ourselves and our teammates.

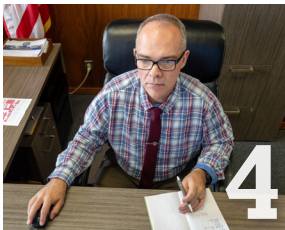
A Ready Team Defines Us. Quality Drives Us. Mission Unites Us.


Captain JD Crinklaw
Commander, PSNS & IMF

In this issue:



Can't find parking? Try alternative transportation



Meet new command chief of staff Chris Byron



Employees of the Year honored at Admiral Theatre

On the cover:

Pictured are the workforce members selected as the 2025 Employees of the Year, April 22, during the annual command ceremony at the Admiral Theatre in downtown Bremerton.

(U.S. Navy photos by Wendy Hallmark)

There's a simple solution to your shipyard parking woes: IT'S CALLED MASS TRANSIT

By Max Maxfield
PSNS & IMF Public Affairs

This will come as no surprise to longtime shipyard employees, but there's a common refrain running throughout the Puget Sound Naval Shipyard & Intermediate Maintenance Facility workforce: "Parking in Bremerton sucks!" "There's not enough

parking" and "it's too expensive" are also complaints that appear regularly in response to social media posts and in the shipyard commander's comment box. And it doesn't stop there. Questions about Navy parking options also come up on a regular basis during quarterly town hall meetings hosted by Capt. JD Crinklaw, commander, PSNS & IMF.

While building an additional parking garage on Navy Base Kitsap-Bremerton is part of the Area Development Plan under the Shipyard Infrastructure Optimization Program, additional Navy parking is likely years away. However, there is a way to avoid enduring a frustrating quest to find convenient parking that is available right NOW. It's called mass transit.

Nick Grim, Quality of Life program manager, Code 1101.1, Strategic Workforce Partnerships, works closely with local transit agencies to help ensure they know what the PSNS & IMF workforce needs and wants in alternative transportation options. He highly recommends commuters consider all options that allow them to avoid parking downtown.

"All employees without readily available or assigned parking spaces should consider avoiding the frustrations

of traffic, parking, and fuel consumption - especially in times like these - and see if utilizing a worker/driver bus or becoming part of a carpool/vanpool is right for them," said Grim, who's currently working with Kitsap Transit on an upcoming Commute Trip Reduction Survey for command employees. "For those hesitant of being lumped onto public transit with strangers, they can gather a few PSNS & IMF friends and form a vanpool."

Routed buses, foot ferries, Worker/Driver buses, vanpools, carpools and even walking or bicycling are all ways to avoid a daily potential parking problem. Most of these options are FREE for federal workers. They all help avoid the cost of paying for parking, or the hassle of trying to relocate a vehicle multiple times a day to avoid a parking violation.

How about a TIP?

Federal employees eligible for the Federal Transportation Incentive Program can take advantage of alternative

See 'TRANSPORTATION' on page 8



ABOVE: Alternative transportation options offered by local transit agencies are available to eligible federal employees through the Federal Transportation Incentive Program. (U.S. Navy photo by Wendy Hallmark)



ABOVE: New command chief of staff, Chris Byron, meets with Matt Lovejoy, left, process improvement manager, and John Barrett, right, branch head, Code 100TO.1, Strategic Transformation Division. (U.S. Navy photo by Wendy Hallmark)

'HONORED TO SERVE'

Newly-created chief of staff position all about service, partnership

By Ben Hutto
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility has selected Chris Byron as the command's first chief of staff, a new senior civilian leadership role created to enhance strategic alignment and operational effectiveness.

The chief of staff position was established to act as a strategic integrator for the shipyard commander, driving the command's "North Star" strategic plan and translating the commander's vision into actionable initiatives.

"I am honored to serve as the first chief of staff for PSNS & IMF," Byron said. "This role is about partnership—partnering with the shipyard commander to execute his vision and partnering with our entire team of department heads to align our efforts. My focus is on service, including clearing obstacles, fostering collaboration, while ensuring our

collective energy is focused on achieving our strategic goals for the shipyard and the Navy."

In this role, Byron will champion the command's strategic plan, oversee leadership development programs, and coordinate major cross-departmental initiatives. The position is designed to break down organizational silos and ensure seamless communication, allowing the shipyard commander to focus on the most critical waterfront and enterprise-level issues.

Byron will directly supervise the heads of six key departments: Code 100TO, Command Transformation Office; Code 1100, Executive Department; Code 106, Environment, Safety and Health Office; Code 109, Information Technology and Cyber Security Office; Code 400, Contracting; and Code 500, Supply & Logistics Department.

See **'CHIEF OF STAFF'** on page 10

AROUND THE YARD

PSNS & IMF COMMANDER VISITS DETACHMENT EVERETT • (U.S. Navy photos by Scott Hansen)



TOP: Capt. JD Crinklaw, commander, PSNS & IMF, tours Detachment Everett with Gas Turbine Systems Technician Chief Alvah Johnson, Cmdr. Rebecca Macus, officer in charge, and Lt. Greg Tate, assistant officer in charge, during a command visit, April 27.

ABOVE LEFT: Capt. JD Crinklaw, commander, PSNS & IMF, participates in a quarterly awards ceremony for six Sailors, April 27, during his visit to Detachment Everett. Crinklaw was also briefed on operations during a tour of the facility.

ABOVE RIGHT: Capt. JD Crinklaw, commander, PSNS & IMF, addresses Sailors, April 27, during a quarterly award ceremony at Detachment Everett. Crinklaw also met with Detachment leadership before touring the Naval facility.

EMPLOYEES OF THE YEAR

Members of the command workforce are recognized for their hard work and dedication in 2025, in support of the U.S. Navy

By Ben Hutto
PSNS & IMF Public Affairs

Puget Sound Naval Shipyard & Intermediate Maintenance Facility Employee of the Year nominees, their co-workers, friends and family gathered at the Admiral Theatre, April 22, to honor the command's top employees during the shipyard's annual recognition ceremony.

During the event, the command celebrated the accomplishments of 262 personnel, who were nominated for their job performance in 2025.

Capt. JD Crinklaw, commander, PSNS & IMF, presided over the event and emphasized how important it is to recognize employees who go above and beyond to exceed the standard.

"It is your dedication that keeps the Navy on mission, that sustains our shipyard and its reputation in support of our nation's defense. It's your creativity, your adaptability and your perseverance that allows this command to continue the important work that we do to maintain, modernize and retire our Navy's fleet. Without you, none of this is possible."

During the ceremony, 40 PSNS & IMF employees

See **'EMPLOYEES'** on page 9



AT LEFT: Capt. JD Crinklaw, commander, PSNS & IMF, presents Dane Bargerstock, Code 297, with an award in the Engineering or Technical (non-degreed) category, April 22, during the annual Employee of the Year ceremony at the Admiral Theatre. (U.S. Navy photo by Jeb Fach)

OPPOSITE: Capt. JD Crinklaw, commander, PSNS & IMF, poses for a group picture with the 2025 Employees of the Year. (U.S. Navy photo by Wendy Hallmark)

Congratulations to all the awardees



Administrative, Clerical and Support Services (GS-10 or equivalent & below)
Stephanie Branam, Code 105.9
Elizabeth Frank, Code 900A

Administrative and Support Services (GS-11 or equivalent and above waterfront)
Daryl Boulch, Code 610
Thomas McGuire, Code 109.45

Administrative and Support Services (GS-11 or equivalent and above non-waterfront)
Lane Berrevoets, Code 105.5
Karen Davey, Code 620

Administrative Managerial or Supervisory (non-engineering, non-trade, white collar)
Sara Lomker, Code 610

Trades and Crafts; Structural (non-supervisory WG-06 and above)
Jason Manahane, Shop 17

Trades and Crafts; Mechanical (non-supervisory WG-06 and above)
Justin Nicholson, Code 720

Trades and Crafts; Electrical (non-supervisory WG-06 and above)
Timothy Turner, Shop 52

Trades and Crafts; Service (non-supervisory WG-06 and above)
Carter Nabors, Code 760

Trades and Crafts; Structural (non-supervisory WG-05 and below)
Reagan Ashcraft, Shop 26

Trades and Crafts; Mechanical (non-supervisory WG-05 and below)
Noah McDaniel, Shop 56

Trades and Crafts; Electrical (non-supervisory WG-05 and below)
Phillip Hlas, Shop 06

Trades Supervisor (first line)
Chase Kelly, Shop 31
Michelle Skelly, Shop 11

Managerial Supervisor; Trades and Projects (second-level or above)
Mark Farrell, Code 300N.4
Tyler Ray, Code 740

Engineering or Professional; Waterfront Support (degreed engineer, engineer in training, or professional engineer)
Caleb Huxford, Code 2370
Rebecca Roskowski, Code 2340

Engineering or Professional; Planning or Indirect Support (degreed engineer, engineer in training, or professional engineer)
Ryan Borth, Code 2370
Benjamin Drinnon, Code 711

Engineering or Technical (non-degreed)
Dane Bargerstock, Code 297
Michael Reynolds, Code 109.16

Engineering Managerial or Supervisory (white collar)
Nathan Demick., Code 2310
Tyler Larsen, Code 105.3

Technical or Professional (non-engineering, non-supervisory)
Amanda Bale, Code 510
Jazmyn Smith, Code 1213
Ryan Wolfe, Code 2308

Vision or Innovation Award
Anthony Elliott, Code 2370
Gray Endicott, Code 105.2
Dylan Jacot, Shop 38

Excellence in Safety Employee
Brandie Jones, Shop 99

Excellence in Safety Manager
David Ulrich, Code 106.2

Modeling Excellence Through Respect
Tracy Harden, Code 900S

Outstanding Volunteer Service and Compassion
Jeremy Logsdon, Shop 71
Kathryn Mullins, Code 105.5
Jeremy SeEVERS, Shop 71

Valor
Timothy Moon, Shop 06
Justin Tanner, Code 139

'TRANSPORTATION' from page 3

transportation options offered by local transit agencies, including but not limited to Kitsap Transit, Mason Transit Authority and Pierce Transit. TIP users can load most transportation agency passes onto an ORCA card for use with Worker/Driver buses, foot ferries, (qualified) vanpools, light rail, as well as routed buses. However, Mason Transit does not accept them for the Worker/Driver bus.

As of Jan. 1, 2026, Department of the Navy transit benefit participants are eligible for transit benefits up to \$340 per month for specific pre-approved commuter mass transit transportation costs not to exceed actual expenses. Parking fees are not included.

The TIP only covers walk-on ferry riders. Ferries are not approved as a means of shuttling Personally Owned Vehicles from one point to another where the completion of the journey to an individual's duty station is completed in the POV.

Participants must accurately claim an amount that reflects their actual commuting cost. Failure to do so will result in a fraudulent certification on the application and is subject to criminal prosecution. This program is a benefit, not an entitlement; thus, there is no retroactive reimbursement.

Employees interested in the TIP should reach out to a Reviewing Official at the Payroll Office located in Bldg. 850A, 2nd floor, adjacent to the elevators. They can provide step-by-step visual guides on how to sign up for the TIP and provide additional information, depending on what transit agency an employee intends to use.

For more information about TIP, go to <https://tips.navy.mil/cas/TipsFaq.jsp>, or on the command's SharePoint site at https://flankspeed.sharepoint-mil.us/sites/NAVSEA_PSNSIMF_C610/TIPs.

Worker/Driver buses

Both Kitsap Transit and Mason Transit Authority offer Worker/Driver buses that drop riders off inside the Controlled Industrial Area in the morning and pick them up inside the CIA in the afternoons. Kitsap Transit buses serve both Naval Base Kitsap-Bremerton and Naval Base Kitsap-Bangor. The buses operate much like a large carpool. Worker/Drivers board their bus in the morning and travel to work, picking up co-workers along the way. Once at PSNS & IMF they drop passengers off at various locations throughout the shipyard. After work, they collect up their co-workers and drop them off along their route home.

Even if there are no Worker/Driver buses traveling past potential riders' homes, riders can meet a bus at a free Park & Ride



ABOVE: Worker/Driver buses line Farragut Avenue, April 23, picking up command employees along the way in preparation for the afternoon commute. (U.S. Navy photo by Wendy Hallmark)

lot in their area. Many of Kitsap Transit's Park & Ride lots are served by Worker/Driver buses. All potential riders should find a route that works for them and call the Kitsap Transit program supervisor at (360) 478-6222, who will connect them with a Worker/Driver who covers a route convenient for them.

Go to www.kitsaptransit.com/faqs for more information about Kitsap Transit vanpools, routed buses, foot ferries, fast ferries, carpools, VanLink, vanpools, and more. Go to <https://www.masontransit.org/workerdriver/> to learn about the Mason Transit Authority Worker/Driver program.

SCOOT along, when needed

Kitsap Transit's Smart Commuter Option Of Today car-sharing program is offered throughout multiple regions of Kitsap County. SCOOT is an alternative to using a

personal vehicle for medical appointments, grabbing lunch, getting a massage, getting a haircut, or any errands that need to be taken care of during the workday. Individuals who travel to or from work by foot, bike, bus, walk-on ferry, carpool or vanpool can qualify for this free service once they register as a Smart Commuter.

SCOOT drivers apply for the program and then receive a training guide. They use an app that is available for both Apple and Android phones to book a reservation to run their errands. They pick up a car at one of the dedicated SCOOT parking spaces. When finished with their trip, they return the vehicle to its parking spot and lock the doors using the app.

There are SCOOT locations near the Bremerton Ferry Terminal, by the Norm Dicks Government Building, and near Trident

See **'TRANSPORTATION'** on page 9

'TRANSPORTATION' from page 8

Refit Facility-Bangor. Learn more about the SCOOT program at www.kitsaptransit.com/scoot, by calling (360) 876-7433, or by sending an email to scoot@kitsaptransit.com.

If you need a Guaranteed Ride Home

The Kitsap Transit Guaranteed Ride Home program will reimburse a Smart Commuter's emergency ride home for anyone who qualifies. Smart Commuters who use alternative transportation options — carpooling, vanpooling, public transit, bicycling, walking or riding a ferry as a walk-on passenger — can be reimbursed for a Guaranteed Ride Home if an unexpected circumstance arises. Taxi, Uber and Lyft rides or equivalent options may qualify.

Riders can get a Guaranteed Ride Home if:

- They or an immediate family member experience an illness or crisis
- Their carpool or vanpool ride is unavailable due to unexpected changes in the driver's schedule or vehicle breakdown
- They experience bicycle problems, including flat tires, mechanical failures, vandalism, or theft
- They are required to work unexpected overtime that they were not expecting before the start of the workday
- Supervisor authorization is required
- A home emergency, such as a break-in, fire, flood or similar emergency, occurs at your residence

Commuter survey

What: Kitsap County Transit Commute Trip Reduction Survey

When: May 18-29

How to participate: The survey will be made available via links in 'NYCU', Microsoft Teams and QR codes posted outside the CIA.

Guaranteed Ride Home will not be available in the event of a major disaster and may NOT be used for:

- Personal errands
- Inclement weather
- Transit service failure
- Pre-scheduled overtime or appointments
- Pre-planned medical appointments
- Business-related travel
- Working late with at least one day's prior notice or without a supervisor's request
- Trips to the hospital in place of ambulance service (for injury or illness)
- Trips to a doctor's office or hospital resulting from an on-the-job injury

For more information about the Guaranteed Ride Home program, go to www.kitsaptransit.com/rider-resources/guaranteed-ride-home.

According to Grim, local transit agencies have proven to be valuable partners with PSNS & IMF leadership in trying to provide

affordable and convenient alternative transportation options.

"Our transportation partners are continually working to expand services and resources to our workforce via more busses, SCOOT cars, the Guaranteed Ride Home program, and the fast ferries for our distance commuters," Grim said. "SCOOT cars offer free fuel, while during the recent government shutdown, many services for PSNS & IMF workers were made free."

Given the cost and hassle of finding convenient and affordable parking downtown, and the easy and free commuting options, why don't more PSNS & IMF workers use alternative transportation options?

"I think the biggest barrier to using alternate transportation options is the lack of control some people feel, and a general aversion to interacting with too many strangers," Grimm said. "While I can relate to these concerns, comparing these inconveniences to the rising cost of gas and the lack of available parking, I would make the jump to public commuter options to avoid the parking headache."

Command employees will have an opportunity to voice their concerns about transportation issues in the coming weeks, Grim said.

"Kitsap Transit has a Commute Trip Reduction Survey happening later this month that all PSNS employees should take part in to let their voices be heard," he said. "The survey will help the transit organizations gather more informed data to develop and expand transit resources for our workforce, which can alleviate parking and traffic issues."

'EMPLOYEES' from page 6

were recognized as winners across 25 separate categories. Those recognized were nominated by co-workers, supervisors or managers and voted upon by the shipyard's Incentive Awards Committee.

The 262 nominees represented the full spectrum of jobs at PSNS & IMF, and represented the 23 codes and shops that comprise shipyard operations.

Crinklaw praised the winners and nominees for the dedication they display in the work they do every day at PSNS & IMF.

"We care about the work we do. We care about the Navy, and we care about each other," Crinklaw said. "During my career, I've come to realize that the Navy isn't just about ships and submarines. It's about people. And you are the heart and soul of that mission. And if today's nominees are any indication, the future of the Navy — and the nation — is in very capable hands. We can't meet our mission to maintain, modernize and retire our Navy's fleet without every single one of you."



ABOVE: Capt. JD Crinklaw, commander, PSNS & IMF, congratulates the 2025 Sailor of the Year, Yeoman Submarine 1st Class Grant Plummer. (U.S. Navy photo by Wendy Hallmark)

Marine guards on duty at PSNS & IMF

PSNS & IMF Public Affairs

Marines are periodically assigned to the shipyard to assist in providing security. They are a handpicked group of highly-skilled personnel and, under certain conditions, they are authorized by the commander to use deadly force in the carrying out of their duties.

Should you enter an area guarded by Marines, you are likely to be challenged. Challenging procedures are used to determine the identity, temperament and intent of any person in or near a Marine sentry's area of control. When a sentry is unable to determine the identity or authority for the presence of a person within their area, the person will be challenged and identified.



ABOVE: U.S. Marines will be periodically assigned to help with security at PSNS & IMF. (U.S. Navy photo)

If a Marine challenges you, do exactly as instructed, even if you do not agree. To ensure your safety, don't walk away or ignore a sentry after being challenged. Do as the sentry directs.

If you feel a sentry has mistreated you or has incorrectly performed their duties, notify Code 1120, Security, after the encounter has concluded, at 360-340-0061.

'CHIEF OF STAFF' from page 4

The creation of the chief of staff role is intended to amplify the commander's effectiveness, drive strategic discipline, integrate the leadership team, and strengthen accountability across the command.

"My first thought on being named chief of staff wasn't about the title, it was about the task ahead," Byron stated. "This role is a tool, and I intend to use it to clear

roadblocks and align leadership so that the skill and effort on the deck plates directly translates to ships returning to the fleet, faster and safer."

Byron has a history of leadership at PSNS & IMF, having previously served as the project superintendent for the USS Maine (SSBN 741) Engineered Refueling Overhaul and as manager of Code 200, Engineering and Planning Department.

His experience is expected to be a critical asset in this new strategic capacity.

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

2026 FRIENDS & FAMILY DAY

SAVE THE DATE

July 25, 2026

UPCOMING EVENTS

May 10

- **Mother's Day:** The annual Mother's Day observance is May 10.

May 16



- **Armed Forces Day:** The annual Armed Forces Day celebration is May 16.

May 25

- **Memorial Day:** The federal Memorial Day holiday is May 25.

June 6



- **D-Day:** The annual national D-Day observance is June 6.

June 6-7



- **The Battle of Midway:** The Battle of Midway took place June 6-7, 1942.

Corrective Actions

During the month of **April 2026**, the command had **41 actions**. The following are examples and associated behaviors.

11 SUSPENSIONS
(Supervisors & non-supervisors) for damage to govt/others property, excess unauthorized absence, failure to follow instruction, failure to fulfill supervisor responsibilities, inappropriate conduct, unauthorized absence.

9 REPRIMANDS
(Supervisors & non-supervisors) for failure to follow instruction, failure to fulfill supervisor responsibilities, inappropriate conduct, inattention to duty, unacceptable conduct, unauthorized absence.

5 REMOVALS
(Supervisors & non-supervisors) excess unauthorized absence, failure to follow instruction, other, unacceptable conduct, unauthorized absence, use of controlled substance.

The remaining **16 ACTIONS** consisted of:

Leave Abuse Letter (1); Letters of Caution (5); Medical Certification Letters (9); Termination (1).

ASBP
Armed Services Blood Program



1st WEDNESDAY OF THE MONTH
June 3, 2026

9AM - 3PM, BLDG. 850A, RM 160

**GIVE A GIFT OF LIFE —
DONATE BLOOD**

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

VOLUNTARY Leave Transfer PROGRAM

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.

Code 105.3

Tara Wilson
Code 105.6
Shelly Germaine
Code 109
Shawn Fellows
Mikayla Taxacher
Code 244.1
Shawna Pappas
Paul Rohrer
Code 246.1
Michael Larsen
Code 246.2
Christian Carlson

Code 270.1

Jason Rogers
Code 350
Markham Sage
Code 610.4
Sokthary
Montgomery
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
Jordan Swisher
Shop 57
Aunoa Iokia
Shop 64
Jesse Peirce



REMINDER:

Use of the camera feature on your personal cell phone in any capacity, including QR Code scanning, FaceTime, Google Chat or any video conferencing apps, is strictly prohibited in any PSNS & IMF space. See 'News You Can Use' for more information.

SALUTE

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MENTAL HEALTH AWARENESS MONTH

More Good Days, Together.



JOIN OUR POP-UPS!!

More good days don't just happen. We build them, together. The Command Counseling Program, Well-being Program and DON CEAP have joined forces to host four pop-up events throughout the month of May, to remind us all that mental health can be fun, engaging and approached with intention, too! Stop by for games, laughter, resources and to meet the various wellness teams at the command.



May 6, 2026
10:30a.m.-noon
Outside Bldg. 850A

May 12, 2026
10:30a.m.-noon
Outside Bldg. 290

May 20, 2026
10:30a.m.-noon
Outside Bldg. 1124

May 22, 2026
Swing Shift: 7-8 p.m.
Outside Bldg. 850A

★ Cornhole ★ Table Pong ★ Painted Rocks ★ Jokes & Laughter ★ Resources ★ And More! ★