

# SERVICE TO THE FLEET

Norfolk Naval Shipyard

We Are America's Shipyard

June 2026



**USS Dwight D. Eisenhower  
Completes Planned  
Incremental Availability Early  
at Norfolk Naval Shipyard**



# COMMANDER'S CORNER

*From the desk of Rear Adm. Kavon Hakimzadeh*



## *Three Foundational Efforts for Success at America's Shipyard*

As we continue to move into these warmer months and prepare for the operational tempo ahead, I wanted to take this opportunity to highlight these three foundational efforts that cater to our continued success here at America's Shipyard: 1) pride and ownership in our mission, 2) having a FOCUS and FINISH mindset so we can complete the tasks at hand and deliver these naval vessels back to the front lines, and 3) our uncompromised commitment to workplace safety.

What we do here across our shipyard directly impacts the readiness of the United States Navy and the security of our nation. Without your efforts, these ships would not be able to be maintained and modernized to fit the needs of the mission at hand. Returning ships to the fleet on time and with first-time quality requires every single one of us to be engaged, focused, and safe.

The work we execute on the deckplates, in the shops, in the engineering spaces, and throughout our support codes is complex and demanding. We are entrusted with a very important task: maintaining, modernizing,

and repairing the most advanced warships in the world. Every wrench turned, every weld completed, and every plan drafted plays a direct role in our national defense. I ask that you take ownership of your workspace and your tasks. Pride in our work means we do not cut corners, we hold each other to the highest standard of craftsmanship, and we remember that the Sailors who deploy on these vessels rely on the quality of our labor to execute their mission and return home safely.

Pride in our mission must be coupled with a relentless drive to FOCUS and FINISH. The fleet cannot operate on good intentions; we must have ships fully mission-capable and back at sea. In our complex industrial environment, it is easy to become distracted by shifting priorities or competing demands. I need every team member to eliminate unnecessary distractions and maintain a laser focus on the task directly in front of them. Furthermore, a job is not complete when the physical labor is done. "Finish" means seeing the task through its absolute conclusion—clearing the workspace, completing all required documentation, verifying quality control, and ensuring the system operates exactly as intended. Do not leave a task at 99 percent. Focus on the objective, and finish the job to standard.

Lastly, we work in a fast-paced environment and if we aren't careful on the job and looking out for one another, our safety can be compromised – and that cannot happen. Safety is the baseline from which

all our operational successes are built. No schedule, deadline, or production goal is worth compromising your physical well-being or that of our teammates. I expect every member of this shipyard to exercise a questioning attitude. If a situation looks unsafe, you have the absolute authority and responsibility to call a "stop work." Look out for the person working next to you, ensure all personal protective equipment (PPE) is utilized correctly, and strictly adhere to all tagged-out boundaries and safety protocols. We succeed together, and we ensure everyone goes home in the exact same condition they arrived. Summer brings increased safety concerns and we must maintain strong situational awareness at all times, looking out for ourselves and each other.

Our workforce is our most critical asset. Your dedication, technical expertise, and resilience are what make NNSY the backbone of the fleet. Please take care of yourselves, take care of your families, and continue to look out for one another both on and off duty.

Thank you for your continued hard work and your unwavering dedication to our mission.

Rear Adm. Kavon "Hak" Hakimzadeh  
Commander, Norfolk Naval Shipyard



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REGARDING AMERICA'S SHIPYARD!**

**CHECK OUT THE NNSY LINKTREE TODAY!**

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**EXECUTIVE DIRECTOR (CODE 1100)**

George Fitzgerald

**PUBLIC AFFAIRS OFFICER**

Chessie Bray

**SERVICE TO THE FLEET EDITOR/PRODUCER**

Kristi Britt

**PUBLIC AFFAIRS STAFF**

GSM1 Christian Bautista, Marisa Berkey, Michael Brayshaw, Danny DeAngelis, Justin Debraux, Susanne Greene, Troy Miller, Lorenzo Raines, Shelby West

**EMAIL THE PUBLIC AFFAIRS OFFICE**

nnsy\_pao@us.navy.mil

**EMPLOYEE INFORMATION HOTLINE**

(757) 396-9551

**FRAUD, WASTE & ABUSE HOTLINE**

(757) 396-7971

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# NNSY DISCIPLINARY CORNER

During the month of April 2026, the command issued **35** actions. The following are examples of associated behaviors:

**2** PROBATIONARY TERMINATIONS

(Non-supervisors): Failed to demonstrate fitness for continued employment.

**12** SUSPENSIONS

(Four Supervisors, Eight Non-supervisors): Failure to Follow Proper Leave Requesting Procedures; Conduct Unbecoming of a Federal Employee; Failure to Follow Proper Supervisory Duties as Assigned; Failure to Follow Proper Work Procedures; Failure to Attend Scheduled Training; Leaving Jobsite Without Authorization; Misuse of Government Vehicle

**11** REMOVALS

(Two Supervisors, Nine Non-supervisors): Medical Inability to Perform the Essential Functions of Position; Failure to Meet a Condition of Employment; Loss of eligibility for access to classified information and/or ability for assignment to sensitive position or to duties designated national security sensitive; Unauthorized Absences; Conduct Unbecoming of a Federal Employee

**6** INDEFINITE SUSPENSIONS

(Non-supervisors): Failure to meet a condition of employment; Suspension of access to classified information and assignment to sensitive duties

**4** REPRIMANDS

(Two Supervisors, Two Non-supervisors): Failure to Follow Proper Leave Requesting Procedures; Inappropriate Conduct; Conduct Unbecoming of a Supervisor and Conduct Unbecoming of a Federal Employee



## NNSY IG Hotline to Report Fraud, Waste, Abuse, or Mismanagement

The Norfolk Naval Shipyard is committed to upholding the highest standards of ethical conduct. We encourage all personnel to report any suspected cases of fraud, waste, abuse, or mismanagement to the NNSY IG Hotline.

Your reports are vital for ensuring our resources are used responsibly and our workplace remains fair. The identities of all writers and callers are fully protected.

You can submit a confidential report through the following channels:

- **Phone:** 757-396-7971
- **Email:** [NNSY\\_IG\\_HOTLINE@US.NAVY.MIL](mailto:NNSY_IG_HOTLINE@US.NAVY.MIL)
- **Mail:**  
NNSY HOTLINE  
COMMAND INSPECTOR GENERAL  
BLDG. 706  
PORTSMOUTH, VA 23709

Together, we can protect the integrity of our command.



In addition to maintaining facilities and equipment, Shop 06 is also maintaining safety every day. Congratulations to NNSY's Facilities and Equipment Maintenance Shop (Shop 06), winner of the February 2026 Safety Flag! Captain Brandon Johnson, Deputy Shipyard Commander, presented the flag and congratulated shop members April 27. The shop had no injuries or lost workday cases for the month. Safety is such a team effort for Shop 06 that seven individual safety awards were also presented recognizing efforts in mishap prevention, ensuring use of Personal Protective Equipment (PPE), and providing improved equipment. BZ to Shop 06 and Curtis Fennell, Lydia Hardin, Morgan Gajewski, Van Edwards, Anna Raiford, Jerrell Whitley and David Simms! (Photos by GSM1 Christian Bautista, NNSY Photographer)



## Who Will Be The Next Shipyard Spotlight?

Do you want to highlight a teammate who goes above and beyond the call of duty? Submit your request to [NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@us.navy.mil) today for a chance to be a future monthly spotlight in our Service to The Fleet magazine!





Congratulations to Norfolk Naval Shipyard's Kevin Carey (Code 246), Carter Peterson (Code 271), Frankie Rivas (Code 276), and Sylvester West (Code 276) who were recently recognized for their contributions in the troubleshooting and ultimate correction of throttle control issues supporting USS Dwight D. Eisenhower (CVN 69) to get underway for sea trials and be completed three days early.

"It is rare to have the opportunity to have such an impact on not only our shipyard but the Navy at large," said Rear Adm. Kavon Hakimzadeh, NNSY Commander. "Your actions helped turn the tide and ensure we were able to meet the mark in delivering the IKE. Thank you for your dedication, and for stepping up to the plate ready to help. I'm grateful to each of you – as well as to the entire IKE team for a job well-done." (Photos by Kristi Britt, NNSY Public Affairs Specialist)



Congratulations to the Sailors recognized for the 2025 Naval Sea Systems Command (NAVSEA) Sailors of the Year - including Electronics Technician First Class Carl R. Frost II, representing Navy Reserve SurgeMain Norfolk Naval Shipyard (NNSY) – Raleigh, who was recently named the 2025 NAVSEA Reserve Sailor of the Year. Check out the full story here: <https://navsea.dod.afpims.mil/Media/News/Article-View/Article/4466931/navsea-announces-2025-active-and-reserve-sailors-of-the-year/> (U.S. Navy photos by Laura Lakeway)





Norfolk Naval Shipyard (NNSY) Command Transformation Office (Code 100TO) recently held an Departmental Off-site Event to discuss mental models and share understanding of their department's support of initiatives at America's Shipyard. (Photos by GSM1 Christian Bautista, NNSY Photographer)



The Norfolk Naval Shipyard (NNSY) First Class Petty Officer Association (FCPOA) recently participated in the Adopt-A-Spot Cleanup in Portsmouth on May 11. The team came together to clean up the perimeter of the base at Gate 10. A big thank you to the participants for helping to keep our shipyard and our community clean.

# NNSY FLTHRO PRESENTS: UPCOMING TRAINING OPPORTUNITIES



VADM Wayne Baze, Naval Inspector General (NAVIG), visited Norfolk Naval Shipyard (NNSY) to discuss ongoing Quality of Service (QoS) initiatives. The engagement focused on actionable improvements to shipyard infrastructure, facilities, amenities, and compensation. These QoS enhancements are designed to support the civilian and military workforce executing NNSY's vital mission to repair, modernize, and return combat-ready ships and submarines to the fleet.



Mr. Richard Cunningham, Director Naval Enterprise Networks, PEO Digital, visited NNSY April 14 to understand IT-related customer issues and discuss improvement opportunities. (Photos by GSM1 Christian Bautista, NNSY Photographer)



All trainings will be held via Teams.

NNSY employees should self-register in Waypoints by searching for the Course # and requesting registration under "View Details".

If you experience a problem with self-registering, email the NNSY Career Counselors at [NNSY\\_WFD@us.navy.mil](mailto:NNSY_WFD@us.navy.mil) and specify the course and date, along with the last 4 digits of your DOD ID /CAC #.

A calendar event containing the Teams link will be emailed within 24 hours of the event. Ensure you gain supervisory approval prior to attending. This office is not responsible for any pay concerns.

**Resume Writing:** Learn tools and tips to writing an effective Federal Government Resume

Open to all NNSY Employees:

Aug. 14: 11:20 a.m. to 12 p.m. via Teams  
Nov. 13: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-RW) FLTHRO Resume Writing

**Workers' Compensation:** Provides an overview of the Workers' Compensation program, discuss how to file a claim for work-related injuries or occupational diseases and benefits associated with on the job injuries.

Open to all NNSY Employees:

Aug. 14: 11:20 a.m. to 12 p.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-WC) FLTHRO Workers' Compensation

**Write a Position Description:** Learn how to write an effective Position Description for Wage Grade (WG) and General Schedule (GS) employees.

Open to NNSY Supervisors/ Managers/Trusted Agents:

Aug. 11: 9 to 11 a.m. via Teams

Register via Waypoints, Search Course 24-NNSY (FLTHRO-PD) FLTHRO Writing a Position Description

For questions regarding trusted agents, please email [charlotte.l.lawson.civ@us.navy.mil](mailto:charlotte.l.lawson.civ@us.navy.mil) or [james.f.deal.civ@us.navy.mil](mailto:james.f.deal.civ@us.navy.mil)





Have you heard the latest buzz? Recently, a bee box was placed by Beekeeper Todd Jackson to safely collect a beehive at Norfolk Naval Shipyard's Building 1475. After the bees moved into the bee box, approximately 30,000 to 40,000 were safely relocated to a bee apiary in Chesapeake, Virginia. An apiary is a location where honeybee hives are placed for pollination and honey production. If you notice any bee populations on the shipyard or installation, please notify Naval Support Activity Portsmouth (NSAP) Natural Resources Manager and Integrated Pest Management Coordinator Lindsay Dierks at 757.620.1881 or via email [lindsay.s.dierks.civ@us.navy.mil](mailto:lindsay.s.dierks.civ@us.navy.mil). (Photos by Shelby West, NNSY Photographer)

# 101 CRITICAL DAYS OF SUMMER 2026

The 101 Critical Days of Summer safety campaign is an annual Navy and Marine Corps initiative that spans from Memorial Day to Labor Day to increase awareness of potential risks related to off-duty recreational activities, as well as other summertime endeavors. We encourage the naval enterprise to continue getting out in front and not let our guard down in our collective efforts to educate about risk and understand behaviors that contribute to summer-related mishaps. To learn more about the campaign and to download additional safety information, please visit <https://navalsafetycommand.navy.mil/Off-Duty/101-CDOS>. Let's all work together to ensure a safe and wonderful summer!



Norfolk Naval Shipyard's (NNSY) Innovation and Technology Insertion Division New Technologies Branch (Code 100TO.31) recently answered the call for assistance from Naval Inactive Ship Maintenance Facility (NISMF) in Philadelphia, traveling onsite and sharing one of our submersible remotely operated vehicles (ROV) to perform hull inspections on their stationed vessels. (Photos courtesy of Code 100TO.31 New Technologies Branch Management and Program Analyst Rick "Fern" Fericola)



Norfolk Naval Shipyard's (NNSY) People Experience Team hosted the Find Your Path! Apprentice Information Sessions events Apr. 25 at Major Hillard Library in Chesapeake and May 16 at Old Dominion University's Tri-Cities Center in Portsmouth, inviting interested participants to meet with subject matter experts from America's Shipyard and explore what opportunities are available through the NNSY Apprentice Program. (Photos by Kristi Britt, NNSY Public Affairs Specialist, and Shelby West, NNSY Photographer)



# Norfolk Naval Shipyard Welcomes Newport News Public Schools For Apprenticeship Career Days



In honor of National Apprenticeship Week, Norfolk Naval Shipyard, in partnership with the Hampton Roads Workforce Council, recently welcomed students from Newport News Public Schools to showcase the different opportunities available at America's Shipyard as well as give them hands-on experience in the trades.

A special thank you to Passage, Booker T. Washington, and Ella Fitzgerald Middle Schools for participating, NNSY's People Experience (Code 1102 PE) Management Analyst Ebony Perry for leading the event, and for all the shipyard participants for taking the time to share what we do with the community. (Photos by Kristi Britt, NNSY Public Affairs Specialist, and Danny DeAngelis, NNSY Photographer)



## Important Information

### »DONCEAP IS AVAILABLE TO DON EMPLOYEES 24/7

Department of the Navy employees are busy juggling work and family and it is not unusual to encounter difficulties with stress, family, relationships, alcohol, work, or other issues which impact quality of life. The Department of the Navy values its employees and has partnered with Magellan Health to provide a new centralized employee assistance and work/life program for employees and their families. The Department of the Navy Civilian Employee Assistance Program (DONCEAP) provides a wide range of services to employees and their families.

Employees can access services 24/7 through the DONCEAP website at <https://magellanascentd.com/> or by phone at 1-844-DONCEAP (1-844-366-2327). Representatives can provide answers to questions, research information, link employees to a wide variety of qualified local services and provide licensed confidential support to help with difficult issues.

### »UPCOMING NNSY IDP WITH WAYPOINTS BRIEFS

The next upcoming NNSY Individual Development Program (IDP) with Waypoints Brief will be held May 13 from 12:15 to 1:15 p.m. in Bldg. 1763, 2nd Floor, Rm. 224.

NNSY's workforce development (WFD) Career Counselors will provide understanding of the purpose and process, sharing examples of IDP conversations, and introducing Waypoints' IDP feature. Upon sign-up for the brief, individuals will be sent a team meeting including links and a guidebook.

Open enrollment to all employees, please note that seating is limited to 24 participants. Walk-ins are welcome as first come, first serve per available seating. To register: Log into <https://don.csodfed.com/>. On the Learner Home page, type in 24-NNSY (C900CU-IDPBRF) C900CU IDP Briefing. The sessions will appear for you to request OR Email name, last 4 of DOD ID #, & session date to [NNSY\\_WFD@us.navy.mil](mailto:NNSY_WFD@us.navy.mil). For more information visit <https://webcentral.nnsy.navy.mil/Departments/C900/C900CU/WD/Individual%20Development%20Plans%20IDP/Home.aspx>.

### »UPCOMING NNSY BLOOD DRIVES

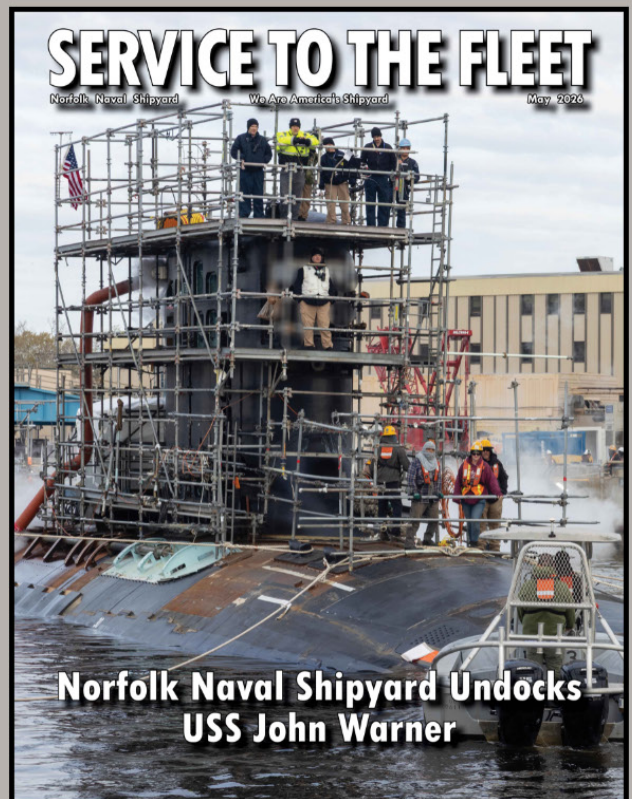
There is currently an urgent need for blood across the country, including Type O. NNSY is launching its support with various blood drives scheduled throughout the year. Those with access to the base are welcome to join us on the scheduled dates. All blood drives are held in the Bldg. 1500 Lobby from 8:30 a.m. to 1 p.m. The dates are: May 20-21, July 22-23, Sept. 23-24, and Dec. 2-3. Visit [militaryblood.dod.mil](http://militaryblood.dod.mil) to learn more and register for the drive of your choice. Walk-in are also accepted at all NNSY Blood Drive events.



NNSY

# SERVICE TO THE FLEET

We Need You!



Do you have any story ideas? Upcoming events? Shipyard spotlight nominations, etc.? We want to hear from you!

Contact NNSY PAO:  
[NNSY\\_PAO@us.navy.mil](mailto:NNSY_PAO@us.navy.mil)

# USS Dwight D. Eisenhower Completes Planned Incremental Availability at Norfolk Naval Shipyard

STORY BY MICHAEL BRAYSHAW • NNSY DEPUTY PUBLIC AFFAIRS OFFICER  
PHOTO BY SHELBY WEST • NNSY PHOTOGRAPHER

USS Dwight D. Eisenhower (CVN 69) has completed sea trials, marking the successful early completion of its Planned Incremental Availability (PIA) at Norfolk Naval Shipyard (NNSY).



USS Dwight D. Eisenhower (CVN 69) has completed sea trials, marking the successful early completion of its Planned Incremental Availability (PIA) at Norfolk Naval Shipyard (NNSY).

A PIA is a scheduled period for an aircraft carrier to undergo extensive maintenance, repairs and modernization to meet future operational demands, spanning a wide array of overhauls and inspections. Regularly scheduled maintenance maximizes the lifespan of Navy warships and ensures mission readiness.

“Mighty IKE” becomes NNSY’s second timely carrier delivery back to the fleet following USS George H.W. Bush (CVN 77) completing its PIA in November 2024.

“The primary drivers behind IKE’s successful availability are the NNSY, Ship’s Force, and contractor teams who ensure the ship is materially ready to fight,” said Project Superintendent, Cmdr. Jason Downs. “The entirety of the project team mustered

more than 4,000 people daily, all with one common vision--deliver IKE, fully mission capable, back to the fleet before our commitment date. The highly skilled tradespeople and sharp engineering acumen are the heroes in the IKE FY25 PIA story.”

The project team proved resourceful in accomplishing work pier side while NNSY’s carrier dry dock continued its multiyear renovation as part of the Shipyard Infrastructure Optimization Program. NNSY firsts during this availability included installing a main seawater valve for a waterborne carrier, as well as performing nozzle block inspections of main engine high pressure turbines to scope repair to similar components in the fleet. For the first time at any of the nation’s four public shipyards, underwater carrier shafting inspections were performed to help gauge future dry dock work on IKE. “Lastly, we executed first-time catapult trough non-destructive test inspections and structural repairs, efforts that were pivotal to extending the life of this significant aircraft launch



system,” added Downs.

During the PIA, the project team worked to prioritize new work and effectively manage workload with available workforce capacity, efforts that contributed to a timely delivery. By aligning resources with readiness priorities, more ships and submarines are available as needed for fleet tasking. “This team thoughtfully budgeted workload and workforce to execute more than 25,000 resource days of new work,” said Downs. “This team also meticulously managed to execute the required new work under budget, saving 2,000 resource days.”

“IKE represents the SECOND consecutive early finish of an aircraft carrier availability at Norfolk Naval Shipyard. Our NNSY project teams are now setting the corporate standard for aircraft carrier maintenance,” said Shipyard Commander Rear Admiral Kavon Hakimzadeh. “Thank you to everyone who drove to focus and finish this significant availability, meeting our commitment and enabling IKE to continue supporting our

national defense.”

“Based on the current global security landscape, IKE’s early delivery is a critical national security imperative,” said Downs. “An aircraft carrier is one of the most powerful instruments of national will, and having one delayed in the shipyard creates a significant strategic gap at a time when US military presence is in high demand across multiple theaters.”

A Nimitz-class nuclear-powered aircraft carrier, Dwight D. Eisenhower serves as flagship for Carrier Strike Group 2. As one of the largest, most historic and multifaceted shipyards in the nation, Norfolk Naval Shipyard’s mission is to repair, modernize and inactivate Navy warships and training platforms to maximize readiness and availability for fleet tasking.

# Carrier Team One (CT1) Brings Community Together for Annual Carrier Maintenance Planning Session

STORY BY KRISTI BRITT • PUBLIC AFFAIRS SPECIALIST

PHOTOS BY NNSY PHOTOGRAPHER DANNY DEANGELIS AND CODE 1571 CORPORATE INSTRUCTIONAL DESIGN CENTER



Teammates from across the naval enterprise came together for the annual Carrier Team One (CT1) Carrier Maintenance Planning Session in Founders Inn in Virginia Beach Mar. 31 through Apr. 2.

Members of the carrier maintenance community from around the globe flocked to the Founders Inn in Virginia Beach Mar. 31 through Apr. 2 ready to align strategies with Naval Sea Systems Command (NAVSEA) priorities, strengthen their partnerships with their fellow teammates, and address key issues in carrier maintenance. This annual event, led by Carrier Team One (CT1), brings teammates together from across the naval enterprise with set goals in mind – share updates with the program, discuss ongoing initiatives, and facilitate collaboration. Together, the team worked to align for fiscal year 2026 operational readiness and beyond.

This three-day event was broken down into three main themes to explore each day: maintaining fleet readiness and operation capacity, modernizing carrier maintenance for future readiness, and sustaining long-term carrier fleet readiness. Each morning brought speakers from the enterprise to share their insight on the current status of carrier maintenance and the drive for the future for the platforms, then the attendees launched into breakout sessions each afternoon to explore various topics to include the maintenance continuum in practice, ship's force knowledge management, improving risk management across the carrier maintenance lifecycle,

emerging technologies and innovative efforts in the space, and more. In addition, the attendees could explore the knowledge sharing networks (KSN) established through CT1, providing focal areas in improving and shaping the future of carrier maintenance. Lastly, the event gave a chance to recognize the outstanding performers for their contributions to excellence in carrier maintenance, presenting them awards for their tremendous efforts.

“The carrier community is my community – and members of this community are at the forefront of liberty in service to our nation. We partner with one another, share with one another, learn from one another, and work hard to do the very best in servicing our fleet,” said Norfolk Naval Shipyard (NNSY) Commander, Rear Adm. Kavon Hakimzadeh, who provided a deck plate to fleet perspective on carrier maintenance. “CT1 has some very clear milestones and the reasons this community succeeds is because 30 years ago a group of people built this foundation and set the standards for carrier availabilities. We need to keep adhering to those standards. As our models shift and timelines become more important than ever to uphold, we have to go after meeting those goals for our projects. How do we get there? At NNSY, we’re making changes

to the way we do business. I have a Navy Captain in charge of our submarine program as well as our carrier program to keep focus on our waterfront and the projects. We also are driving towards finding what best drives our mechanics and removing barriers for them so they can get the work done.”

He continued, “We need to have a questioning attitude about everything. We’ve got to learn what works and what we learn needs to be implemented to drive production. We can’t be afraid to shake up the way we do business. Something I found at NNSY is that we’re really good at off-yard work – or short-cycle work – that requires our team to co-locate and fix a set problem with a short time to get it done. But when it comes to our long-cycle work, we struggle. It’s hard to do long-cycle work without being able to shake up the way you do business, innovating how you approach the job. Let’s not be complacent in the daily grind – let’s drive the pace of our people and break down the barriers that stand in their way. Let them hit the ground running and become the problem-solvers I know they can be. As an enterprise, we need to be cautious to not be enamored with activity and continually focused on outcomes – we’ve had a lot of activity going on at our shipyard but for a long time, there wasn’t actually a lot getting done with that activity. We’re getting better but we aren’t there yet. We have to instill in our people the importance of what they do, ensure they learn the job and strive to be better at it every day, and become problem-solvers. We develop working streams – turning long-cycle work into more short-cycle work - so we can focus in on what needs to get done, what’s the highest priorities are in the workload, and get it done. This is our opportunity to realign and grow. Let’s make our organization look like what we envision it should look like.”

This event also signaled the official passing of the torch for CT1 Directors as former Director Kelly Souders turned over her duties to incoming Director Neil Hopkins, Souders joining NNSY as the Acting Chief Transformation Officer (Code 100TO).

“In CT1, I’ve learned how we are able to connect and what knowledge sharing truly is. I learned that it’s not just about

**Continued on next page**



**During the CT1 Carrier Maintenance Planning Session, former CT1 Program Director Kelly Souders officially passed the torch to incoming Director Neil Hopkins, discussing the future of CT1 and carrier maintenance in the Navy.**





process – it’s about people, execution, and impact. People are the solution and actively drive readiness,” said Souders. “When I stepped into this role, I had big shoes to fill. CT1 was built on the incredibly strong shoulders of our community and early on, I learned that this role was not about starting over; it was about building on the foundation and the culture. After the last six years, what I see is this – that this community continues to grow. We strengthened our processes, expanded the tools, and improved how we share knowledge across the enterprise. But most importantly we become more connected, more aligned, and more intentional. I ask that you stay grounded in the mission, protect and strengthen the culture of our community, and ensure that knowledge isn’t just captured but used.”

Hopkins took a moment to share his vision for the future of CT1 and honoring its legacy of 30 years. “I started my career in hot steel as a pipefitter and grew to who I am today. And as I joined our CT1 community – I thought on what it is we do and how we can improve together as one. We all come from different areas in the enterprise, bringing our learned experiences to the forefront so we can grow as a team. As Director, I

understand the challenges we face and I’m deeply committed to ensure your expertise, knowledge, and lessons learned are shared so we can perform best practices as we forge together to be the best in carrier maintenance,” he said. “We need to honor where we came from so we don’t lose sight of where we were and where we’re going. We build on our already strong foundation, enforcing our standards of excellence as a team. As I enter this role, I want you to know I’m focused on learning as much and as fast as I can to meet the expectations of this great community. My hope is that together we will be to celebrate our achievements, embody that pride and work to make things better, honoring the strength we have and inspiring each other in what we do. We must innovate and optimize, lean into our community to build our processes and community on trust. Let our teams feel empowered and protected – and give them what they need as quickly as possible. This community is full of amazing people – and I’m excited and honored to work with each of you as we continue to strive in process improvement together.”



**From left to right, top to bottom: NNSY Commander, Rear Adm. Kavon Hakimzadeh provided a deck plate to fleet perspective on carrier maintenance during the the CT1 Carrier Maintenance Planning Session; Rear Adm. Kavon Hakimzadeh presented outgoing CT1 Director Kelly Sounders with a Meritorious Civilian Service Award during the CT1 Carrier Maintenance Planning Session; Rear Adm. Scott Brown, NAVSEA04 Commander, is interviewed by Nalo Washington, NAVSEA04XB2 Naval Shipyard Training and Workforce, regarding the future of shipyard readiness; More than 300 people attended in person for the CT1 Carrier Maintenance Planning Session.**

# Tony Stark's J.A.R.V.I.S., Meet Amelia, Norfolk Naval Shipyard's IT AI Help Assistant

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST  
PHOTOS BY GSM1 CHRISTIAN BAUTISTA AND SHELBY WEST • NNSY PHOTOGRAPHERS

In the blockbuster Marvel Comics movies, billionaire Tony Stark doesn't waste his time running basic diagnostic checks, troubleshooting network errors, or resetting his own passwords. He asks his artificial intelligence assistant, J.A.R.V.I.S., to handle the routine digital tasks so he can focus his energy on building the Iron Man suit. At Norfolk Naval Shipyard (NNSY), our shipbuilders, engineers, and support staff have an equally monumental task: repairing and modernizing the U.S. Navy's warships. Now, thanks to the rollout of the Navy Enterprise Service Desk (NESD), the NNSY workforce is getting its own AI-driven assistant to handle the IT basics.

"For shipyard employees, the Navy Enterprise Service Desk is simply your new 'one-stop shop' for IT support," Service Desk / Accounts Management (Code 109.44) Project Manager Janine Hernandez explained. She noted that the biggest pain point of the old system was fragmentation and limited hours that didn't match NNSY's 24-hour industrial cycle. "Whether you prefer to call 1-833-NESD-NOW or use the web portal, you have one single entry point for every IT request."

The biggest shift for employees is the introduction of Amelia, the Navy's virtual AI agent. Amelia provides 24/7/365 Self-Service (Tier-0) and Initial Agent (Tier-1) support. When an employee calls the NESD line, they won't hear "press 0 for an operator." Instead, they will interact directly with Amelia. If the AI can provide a fix—like an automated password reset—the issue is resolved instantly without human intervention. If not, Amelia generates a ticket and routes it to the local NNSY IT team.

Because Amelia relies on voice and text recognition, Hernandez advised users to be as specific as possible. "Instead of saying 'My computer is broken,' say 'I am receiving an Invalid Certificate error in Microsoft Edge,'" she suggested, adding that employees should always have their asset tag, building number, and 10-digit DOD ID number located on the back of their CAC ready before calling.

While adjusting to an AI agent can be a cultural shift, the

strategic benefit to the shipyard is massive. Customer Support Branch Manager Tajuana "Renee" Martin emphasized that offloading routine tickets is essential for fleet readiness.

"We know change can be frustrating, and we know you valued the familiarity of the local help desk," said Martin. "But to keep up with the demands of modernizing our fleet, we need an IT support system as robust as the ships we build and repair. NESD is your rapid-response team for the basics, which empowers our local NNSY IT specialists to be your elite, hands-on problem solvers on the waterfront."

Martin praised the massive logistical and cultural orchestration Hernandez and her team have pulled off. "Janine isn't just installing a new IT system; she is fundamentally rewiring how Norfolk Naval Shipyard operates without ever hitting the pause button on ship repairs," Martin said.

The official transition happens on May 28, 2026. On that date, the legacy C109 IT Service Portal will stop accepting new trouble tickets, and all new requests must go through NESD. Employees will have a 90-day "read-only" period to view old tickets, but NNSY IT will ensure any unresolved legacy tickets are transferred and handled as needed.

Despite the new AI interface, Hernandez wants the workforce to know that their local support isn't vanishing.

"If there is one thing we want the NNSY workforce to take away from this transition, it is this: Norfolk Naval Shipyard's IT Department is not going anywhere," Hernandez stressed. "NESD is simply changing our 'front door'—the way you make that initial contact to report an issue. But once that ticket is generated and routed past the initial AI intake, your local Code 109 team is still the group rolling up our sleeves to fix your hardware."

Just as Tony Stark relied on his AI to keep the armor flying, NNSY is leveraging Amelia and the NESD to maintain a high operational tempo. By letting the Navy Enterprise Service Desk handle the digital front door, America's Shipyard can stay better focused on its ultimate mission: getting ships back to the fleet on time.





## SHIPYARD SPOTLIGHT: JORGE ALADRO, CODE 2305.21 NUCLEAR SPECIAL MATERIAL IDENTIFICATION (SMIC) STOCK CONTROL SUPERVISOR SUPPLY MANAGEMENT SPECIALIST

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) Nuclear Special Material Identification (SMIC) Stock Control (Code 2305.21) Supervisor Supply Management Specialist Jorge Aladro has been employed with NNSY for more than 15 years and leads with precision.

Aladro began his NNSY career as a wood crafter in Shop 64 Temporary Services (Code 970). In 2014, he became a work leader in Shop 64, and then a supervisor in 2015. After becoming a supervisor, he worked in refueling and became a Nuclear Production (Code 300N) Refueling Zone Manager in 2016. Aladro also spent time in the Inside Shop Specialties position, a liaison between ship's force and the shop, while working for the Operations Department (Code 300) prior to moving to 2305.21 and his current position.

"Aladro is an example of what hard work and determination can do for you," said NNSY Engineering Technician Christopher Tan. "He has worked his way up from a Shop 64 mechanic to a supervisor in Code 2305.21 and serves as an advocate of forward progress and continuous improvement."

Aladro supervises the Naval Sea Systems Command (NAVSEA) Managed Spares section, and his team is responsible for receipt inspection, modification and repair, storage, and shipping of over 26,000 items valued at more than \$330 million. The inventory he manages with his team encompasses

45 percent of the corporation's NAVSEA managed spares, which are a specific group of assets managed and controlled by a technical office within NAVSEA.

"His leadership as a NAVSEA Managed Spares Supervisor directly strengthens waterfront support, NNSY's mission, and overall, Navy readiness," said C2305.2 Branch Head Sarah LaReau. "He oversees the full lifecycle of managed material, ensuring critical spares are accurately procured, tracked, and delivered to support both emergent and planned maintenance, while maintaining close coordination with NAVSEA, Code 139 [Nuclear Inspection Division], inside shops and 2305.6 Project Material Manager (PMM) branch personnel."

LaReau continued, "Aladro's proactive approach to resolving supply chain challenges minimizes work stoppages and keeps maintenance availabilities on schedule, directly enabling NNSY to deliver combat-ready ships and submarines to the fleet."

He enjoys overcoming obstacles during critical work evolutions and watching his team and others achieve their goals.

"I rely heavily on the experts I have on my team, I seldomly make decisions without involving the team members that it will or could impact," said Aladro. "I value my deckplate guys, and I am open to their opinions."

He relies on his team's expertise for the most challenging aspects of his job, which are overseas shipments during the holiday season and after-hours shipments that exceed 150 pounds.

"Aladro fosters a highly trained, accountable team and promotes strong collaboration across stakeholders," said LaReau. "He ensures reliable, efficient spares support that enhances fleet readiness and supports the Navy's mission to maintain a globally ready and deployable force."

Aladro believes that a good leader is defined by having a consistent personality, being a great listener, following the philosophy "first one in and last one out," and that supervisors

must lead by example.

The best career advice he ever received was that every time you get a pay raise or promotion, increase your Thrift Savings Plan (TSP) contribution by one percent.

When asked what other career advice he had for someone joining NNSY he added, "Read any and everything and get every qualification you can. Be nice and respectful to everyone. You never know who your boss will be," said Aladro. "Don't worry about what everyone else is doing, just do your job and do it the right way; only you can give away your integrity."

When Aladro is away from the office, he likes to practice precision driving, modifying cars, and loving loud music!



**Norfolk Naval Shipyard (NNSY) Nuclear Special Material Identification (SMIC) Stock Control (Code 2305.21) Supervisor Supply Management Specialist Jorge Aladro has been employed with NNSY for more than 15 years and leads with precision. He began his NNSY career as a wood crafter in shop 64 Temporary Services (Code 970), in 2014 he became a work leader in Shop 64 and then he became a supervisor in 2015. After becoming a supervisor, he worked refueling and became a Nuclear Production (Code 300N) refueling zone manager in 2016. Aladro also spent time as an Inside Shop Specialties, a liaison between ships force and the shop, while working for the Operations Department (Code 300) prior to moving to 2305.21 and his current position.**



From left to right: Code 100TO.31 New Technologies Branch Mechanical Engineer Amy Schleicher, Aerospace Engineer Devin Lee, Management and Program Analyst Cameron Boyd, Management and Program Analyst Rick “Fern” Fericola and Branch Head Amber Turk.

# EYE ON INNOVATION:

## Norfolk Naval Shipyard’s New Technologies Branch Aims to Bring New and Sustainable Solutions to Our Workforce

STORY BY KRISTI BRITT • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY DANNY DEANGELIS • NNSY PHOTOGRAPHER

Norfolk Naval Shipyard (NNSY) has an extensive 250+ year history, the workforce continuing to serve the nation in their daily efforts of maintaining and modernizing our Navy’s warships. In the ongoing efforts to meet the demands of the mission, it’s important to innovate in the way we do business, finding the best tools, equipment, and processes to benefit the mechanics and our customers. Yet sometimes – this task can be a bit daunting, with research, testing, and working to meet the requirements of safety, security, and IT. However, one of NNSY’s newest branches of innovative thinking has stepped up to the plate, taking on the challenge for all of America’s Shipyard and beyond.

Enter: the Code 100TO.31 New Technologies Branch, a newly established branch of the Innovation and Technology Insertion Division within the Command Transformation Office. Their diverse team of engineers and analysts have come together to find technological solutions for current and future problems for NNSY.

“We are building something sustainable, providing an avenue for our workforce to be able to bring in the tools they need to get their job done as efficiently as possible,” said Code 100TO.31 New Technologies Branch Head Amber Turk. “We talk with our customers and understand their needs, research the best solutions for what their problems are, and help them fill that need. We can bring in those technologies for demonstrations so our workforce can see it in action. And once they determine if they want to acquire those technologies, we also help purchase and build their program for them to take the tool and use it in their processes. Our objective is to make sure whatever solutions are out there that we as a shipyard can gain – we assist in bringing it to the deckplate where it’s needed, meeting all the requirements and ready for action.”

In addition to researching and hosting demonstrations of new technologies, working with the shops to address areas of improvement, as well as attending industry demonstrations to keep up-to-date with what technologies are out there and



**Code 100TO.31 New Technologies Branch Mechanical Engineer Amy Schleicher and Aerospace Engineer Devin Lee set up one of the drones planned for use at Norfolk Naval Shipyard (NNSY).**

capable of benefiting the shipyard in some capacity; Code 100TO.31 has been focusing on developing future programs as well as building on existing innovative programs within the shipyard.

For Management and Program Analyst Cameron Boyd, he has been working on building up the shipyard's drone program as well as a similar program for the installation at large. "We're working to validate the equipment we have on site, working to get the training programs established to certify pilots, and establishing a core group that can equip our folks with what they need," said Boyd. In addition, he has been working on robotics for hull preservation at the shipyard that could provide continuous cleaning efforts and provide hull health monitoring through the life of the vessel. "This technology could help us determine more accurate schedules overall because we can monitor its health and scope out the work that is needed before it's in dock. It would help make work a lot easier on our workforce and aid in ensuring our schedules are met and costs are as accurate as possible. In the end, we want to help our teammates succeed and ensure the work they do doesn't break them down – we're giving them the best tools needed to make things easier and more efficient on them."

Turk added, "for that technology, the company we're working with doesn't have the technology fully developed yet – they are working alongside us and developing it to fit form and function of what our shipyard needs. It's being tailored to meet the needs of our mechanics, building a great industry partnership to help us solve problems."

Aerospace Engineer Devin Lee, one of the newest teammates for Code 100TO.31, has been working on confined space and atmospheric monitoring updates for the shipyard, working to ensure that in areas where the environment could change on a dime, that it remains as safe as possible for the mechanics working in those spaces. In addition, he's also been researching bringing updated versions of technologies already in use at the shipyard, like GelSight. "We've also been looking at 3D printing our own drones within the shipyard, being able to equip our workforce with the technology at a fraction of the cost," he said.

Mechanical Engineer Amy Schleicher has been taking a turn at upgrading their building for compliance with the NAVSEA

Lithium Battery Safety Program, ensuring the shipyard is meeting the Navy standards of storage requirements. "I've been working on getting us up to speed on those requirements and seeing what's sustainable, manageable and reasonable for our workforce," said Schleicher. "We're going to be able to develop a safe and proper storage space for the batteries of our shipyard and provide them to the workforce when needed." In addition, she's been working on corrosion control and repair technologies, like laser ablation and plasma cutting.

Management and Program Analyst Rick "Fern" Fernicola has been updating the NNSY submersible remotely operated vehicles (ROV) program. "In the past, our ROVs have been underutilized but this technology provides a valuable tool when conducting underwater inspections, analyzing hulls, and even utilizing them in future tank inspections inside the hull of the ship," said Fernicola. "We were recently called to the Naval Inactive Ship Maintenance Facility (NISMF) in Philadelphia to perform hull inspections on some of their vessels stationed there. We were able to meet the call to action and have an ROV in the water the next day."

Code 100TO.31 has been building working relationships with the shipyard departments, as well as industrial partners, warfare centers, as well as other divisions within the enterprise. Through engagement, they act as a liaison between those on the deckplate and those at headquarters to address the needs of the workforce firsthand and build solutions even beyond America's Shipyard.

"Teamwork makes the dream work," said Boyd. "It's through teamwork that we're able to do more for our shipyard teammates. We're all partners helping our teammates bring in the right tools so we can best meet our mission."

Schleicher added, "We want to help our shipyard however we can. So we ask that if you are looking for ways to improve the way your team operates, please reach out and share your ideas with us. We're ready and willing to take on the challenges and bring you the technologies you need to best succeed."

To learn more about the Code 100TO.31 Team, submit a request, or join the NNSY Innovation Community of Practice (CoP), please visit [https://flankspeed.sharepoint-mil.us/sites/NAVSEA\\_NNSY\\_C100TO/SitePages/100TO.3.aspx](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NNSY_C100TO/SitePages/100TO.3.aspx).

# Norfolk Naval Shipyard and Naval Support Activity Portsmouth Support Command Assist Community with Environmental Stewardship

STORY BY SUSANNE GREENE • NNSY PUBLIC AFFAIRS SPECIALIST

PHOTOS BY GSM1 CHRISTIAN BAUTISTA AND SHELBY WEST • NNSY PHOTOGRAPHERS



Recently, Norfolk Naval Shipyard (NNSY) and Naval Support Activity Portsmouth (NSAP) combined their Earth Day events into a series of community engagements across the installation and shipyard to make a broader impact on the workforce.

Recently, Norfolk Naval Shipyard (NNSY) and Naval Support Activity Portsmouth (NSAP) combined their Earth Day events into a series of community engagements across the installation and shipyard to make a broader impact on the workforce.

“The initiative included a book reading for children at the New Gosport Childhood Development Center (CDC), a small, organized trash pick-up in a parking lot, and informational tables at three high-traffic locations: the Mini Mart Navy Exchange (NEX), the Scott Center Annex Commissary, and Trophy Park,” said NNSY Code 106.31 Engineering and Compliance Clean Water Act Program Manager Nicole Lawrence. “The information tables educated military and civilian staff on our environmental (EV) programs, solid waste, and recycling efforts, reinforcing the shipyard’s commitment to a sustainable and environmentally responsible culture.”

Lawrence continued, “People were very interested in learning fun facts about the EV: the water program, solid waste, recycling, hazardous waste and historical trivia about the shipyard, cultural resources and loved winning a plant to take home. We also had a ‘name our shipyard rescue pigeon,’ Sir Bird III was the chosen name!”

The Earth Day events offered an opportunity to educate the workforce on how daily operational tasks, such as waste management, contribute to the installation and tenants’ readiness and resilience. Civilians and Sailors were also educated on the U.S. Navy’s Qualified Recycling program and its benefits.

“The U.S. Navy’s recycling program turns waste into revenue that improves life on bases, while simultaneously strengthening national security and protecting the environment,” said Naval Facilities Engineering Command (NAVFAC) Integrated Solid Waste Operations Manager Theresa (Teri) Arnold.

NSAP and NNSY are both benefiting from this program.

“Several projects on the base are being funded by QRP money and the two I know of include a Bioswale (shallow channel used to move and treat stormwater runoff) near the Chapel and then the removal of dead trees in danger of falling over on the main shipyard,” said NSAP Natural Resources Manager Lindsay Dierks.

Educating the workforce on being good environmental stewards contributes to a safer working environment across the installation.

“The more people we educate about our programs, the more resilient we become as an installation, being proactive instead of reactive,” said Lawrence.

The Earth Day events and activities successfully educated the workforce on how employees play a vital role in recycling and natural resources management.

“Overall, I believe it was a good week, and the goal was to reach a variety of workers across the installation and shipyard, and I think we were able to do that in addition to reading with the kids at the CDC – which we plan to do again next year,” said Dierks. “I think we can only improve and hopefully have more people excited to get involved next year!”



# ACCESS CODE: NUCLEAR REGIONAL MAINTENANCE DEPARTMENT (NRMD-NORFOLK)

STORY BY TROY MILLER • NNSY PUBLIC AFFAIRS SPECIALIST | PHOTOS BY SHELBY WEST • NNSY PHOTOGRAPHER



**From left to right: Nuclear Regional Maintenance Department (NRMD-Norfolk) Pure Water Analyst MMN3 Jessica Franson certifies the purity of water for submarines and aircraft carriers moored at Naval Station Norfolk; NRMD-Norfolk Nuclear Repair Coordinator Lead Petty Officer MMN1 Alex Jones, Pipefitter Shop Supervisor Brandon Harris, and Pipefitter Shop Lead Petty Officer MMN1 Jackson Tennant turn over test equipment for the maintenance of submarines and aircraft carriers moored at Naval Station Norfolk.**

Tucked behind the scenes at Naval Station Norfolk, there's a team whose work rarely grabs the headlines but is absolutely mission-critical. The civilians and Sailors of the Nuclear Regional Maintenance Department (NRMD)-Norfolk play a key role in keeping the Navy's nuclear-powered ships and submarines ready for sea, often on short notice and always to the highest standard.

NRMD Norfolk is located at Naval Station Norfolk as a satellite work group of Norfolk Naval Shipyard (NNSY).

Unlike the submarines and aircraft carriers undergoing more extensive maintenance at NNSY, the carriers and submarines that NRMD services are still active in the Fleet and have to be ready to deploy when needed.

"We provide what's called intermediate-level maintenance," said Dustin Gardner, director of NRMD-Norfolk (Code 300N). "That means we tackle repairs and testing that are too complex for the ship's crew to handle themselves, but don't require the scale of a full shipyard overhaul. Our team covers everything from preventative maintenance and troubleshooting to critical system repairs and radiological oversight. If a nuclear-powered vessel needs help while in port, we're the first call."

A key to NRMD's effectiveness is its unique workforce – Sailors form a much higher percentage of the team at NRMD than at the rest of NNSY.

"Having this remarkable blend of civilian and military personnel merges the operational know-how of active-duty Sailors—many who have just come from sea duty themselves—with the deep technical expertise of seasoned civilian shipyard workers," Gardner explained. "This makes us better across the board, especially when something urgent pops up. Sailors can anticipate fleet needs and communicate them, while civilians ensure repairs are performed to the shipyard's highest technical standards."

Machinist Mate Nuclear First Class Alexander Jones serves as a Nuclear Repair Coordinator (NRC), a role that sits at the heart of NRMD's daily operations in determining requirements and allocating resources. "Our days start early with leadership huddles, syncing on each vessel's status and needs. Each NRC manages four or five vessels at a time, acting as the bridge



**NRMD-Norfolk Health Physicist Jonathan Milisci evaluates results after taking a sample.**



**From left to right: NRMD-Norfolk Radiation Health Technician MMN3 Broc Vela runs a test on a paint sample taken from HII Newport News Shipyard to ensure proper controls are met by the yard; NRMD-Norfolk Health Physicist Tyler Armstrong processes TLDs for Ship's Force stationed at Naval Station Norfolk.**

between ship and shore,” Jones said. “We translate between the ship’s crew and the shipyard staff, making sure every nuclear-related job is scheduled, resourced, and executed.”

Jones also pointed out the benefits of having civilians and Sailors working side-by-side. “Everyone’s dedicated to getting the ships back to sea,” said Jones. “The Sailors bring their operational background and troubleshooting skills; the civilians bring years of technical mastery. Together, we’re able to jump on short-notice jobs and keep everything running smoothly.”

That blend of expertise was recently on display during primary relief valve testing aboard USS Oregon (SSN 793). “This is one of the most critical maintenance items a nuclear-powered vessel faces,” said Brandon Harris, Nuclear Test Supervisor for NNSY’s Pipefitter Shop (Shop 56). “It’s a job

that involves multiple trades, tight timelines, and zero room for error. Thanks to lessons learned from previous jobs and the team’s willingness to innovate, we completed the work with what we call ‘first-time quality’—meaning it was done right the first time.”

For Jones and other Sailors, working alongside civilian experts has been invaluable. “I’ve learned to slow down and plan thoroughly—unless there’s an urgent casualty, deliberate actions lead to better, safer results,” Jones said. “It’s a lesson I’ll take back to the fleet.”

Gardner, who has led NRMD-Norfolk since August 2025, is proud to see his team’s agility and commitment to innovation. “They embrace new approaches and challenge the status quo—always with the mission in mind,” he said. “This is a team that excels, no matter the challenge or the timeline.”



**From left to right: Norfolk Naval Shipyard Nuclear Test Engineering Assistant Chief Test Engineer Monica Biederman, NRMD-Norfolk Nuclear Repair Coordinator Lead Petty Officer MMN1 Alex Jones, FMB Ship Superintendent for USS Massachusetts (SSN-798) MMA1 James Andrew, and NRMD-Norfolk Zone Manager (Submarines) John Dobrosky engage in their daily morning meeting to ensure all parties are tracking the same schedule for the day; NRMD-Norfolk Pure Water Analyst MMN1 Jeffrey Komives certifies the purity of water for submarines and aircraft carriers moored at Naval Station Norfolk.**



# LEADERSHIP OPPORTUNITIES NOW AVAILABLE FOR NNSY EMPLOYEES!



## THE PROGRAMS AVAILABLE FOR APPLICATION: NEXT GENERATION OF LEADERSHIP PROGRAM (NEXTGEN)

Ready to level up your leadership skills? The NAVSEA NextGen Program is designed to empower your growth!

## NEXT GENERATION OF LEADERSHIP (NEXTGEN) PROGRAM

NAVSEA created the NEXTGEN Program to develop capable leaders for NAVSEA, now and in the future. This self-paced program is available enterprise wide. Individuals will gain leadership skills through a blended course approach (classroom & online) which involves assessment, experiential learning, and individual development opportunities. The program's goal is to prepare GS 7 -11 employees for future management positions within NAVSEA and increase retention rate of employees at the entry level. This program is a year-long commitment, mostly virtual, self-paced, and part-time. Application window opens May 1 through June 25.

**Cost:** All travel and per diem costs will be centrally funded. Labor will be paid by individual activities.

### Qualifications:

- NAVSEA Civilian employees, GS 7-11/equivalent
- Minimum of one year NAVSEA experience
- Filled Through Allocations at the Command Level
- Commit to a 12-month Continued Service Agreement - Time Begins Upon Graduation

### NNSY Requirements:

1. Application deadline is Monday, June 8, 2026. Please email your resumes to Shelly A. Simpson at [shelly.a.simpson.civ@us.navy.mil](mailto:shelly.a.simpson.civ@us.navy.mil) and Lauren Warne at [lauren.l.warne.civ@us.navy.mil](mailto:lauren.l.warne.civ@us.navy.mil) for completion and vetting.
2. Department Head signature will be required in place of your supervisor for program awareness.
3. Command University will obtain the SES signature for applicants.

For information regarding NextGen, FAQ's, reference library and the application package, visit the NextGen website: [https://flankspeed.sharepoint-mil.us/sites/NAVSEA\\_NEXTGEN/SitePages/Home.aspx](https://flankspeed.sharepoint-mil.us/sites/NAVSEA_NEXTGEN/SitePages/Home.aspx)





NORFOLK NAVAL SHIPYARD

# Scholarship Opportunities

Federal Managers Association (FMA) Scholarship Applications Accepted until July 1

Applications for the 2026 Norfolk Naval Shipyard (NNSY) Federal Managers Association (FMA) Chapter 3 Scholarships are now being accepted.

Five scholarships are being awarded to dependents of FMA members, worth \$500 each. It will be conducted as luck of the draw and names will be announced immediately after the drawing at the July regular meeting. Checks will be presented at the annual Crab Feast held in August.

## Application Criteria:

- Applicants must be a dependent of a member in “good standing.” Good standing is defined as a member who has been a due paying member of this chapter for at least one year prior (July 2025) to the scholarship drawing.
- Documentation (letter of acceptance, receipts for tuition, etc.) is required to be submitted with the application to provide proof of full-time enrollment of the applicant in a school of higher education (college, trade school, etc.).
- Applications must be submitted to FMA Scholarship Chairman DeVeda Diggs at [DeVeda.C.Diggs.civ@us.navy.mil](mailto:DeVeda.C.Diggs.civ@us.navy.mil) by July 1.

NORFOLK NAVAL SHIPYARD

NATIONAL  
**SAFETY  
MONTH**  
JUNE



EVERY SAFE SHIFT BRINGS OUR SHIPS  
CLOSER TO THE FIGHT

