



NAVSEA, Recognized as Top Employer For Disabled Employees, Hosts National Disability Awareness Month Observance

The NAVSEA Headquarters Office of Equal Employment Opportunity Diversity and Inclusion, in collaboration with the NAVSEA Headquarters' Individuals with Disabilities Employee Resource Group, held a National Disability Awareness Month special observance Oct. 26.

NAVSEA was recently selected as one of the top 20 federal government employers for disabled employees by readers of "CAREERS & the disABLED Magazine," which was highlighted during the event.

The theme for the event was "Part of the Equity Equation: Working with Deaf and Hard of Hearing Colleagues," and was held in the NAVSEA Headquarters auditorium. While the event focused on NAVSEA deaf and hard of hearing employees, the Headquarters Individuals with Disabilities Resource Group encompasses many different disabilities.

NAVSEA Commander, Vice Adm. Bill Galinis, provided the opening remarks for the event where he said, "these events are very important to us here at NAVSEA because we really get a chance to learn more about our shipmates."

According to Galinis, "Each one of us has a story," and events like these are opportunities to really learn about each other's history, back-



Guest speaker Sky Mayhew delivers her remarks while Matthew Kanka interprets in American Sign Language.

ground, or experiences. He also said understanding the challenges our colleagues may be facing helps us be better stewards to each other and ensure the NAVSEA mission succeeds.

After Galinis' opening remarks, Sky Mayhew, a CACI Internal Inc American Sign Language (ASL)/English interpreter for NAVSEA, led a Disability Awareness Workshop.

In Mayhew's remarks, she shared a statistic that one in four people will experience some type of disability in their life, which could include short-term or long-term disabilities.

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Upcoming Events

Nov. 8: Election Day	Nov. 17: Veterans Day event, 11 a.m. in the Humphreys Auditorium
Nov. 11: Veterans Day	Nov. 24: Thanksgiving
Nov. 15: Labor Employee Relations Brown Bag, 11 a.m. on Teams (See Page 3 for more)	Nov. 29: National American Indian Month Observance, 10 a.m. in the Humphreys Café Atrium.

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"I think it's important to remember that clearly you have a supportive workplace, and there are the EEO office managers and colleagues who will support you," Mayhew said.

After giving background on the prevalence of disabilities and insight into Deaf culture, two deaf NAVSEA employees, Zane Noschese and Alvin Beery, joined Mayhew on stage to teach some basic ASL vocabulary and answer audience questions.

Noschese, a financial analyst with PMS 495, and Beery, a NAVSEA IT specialist, were both born deaf and grew up in deaf families. They each came to the Washington, D.C., area to attend Gallaudet University, a university known for being the first school for the advanced education of the deaf and hard of hearing in the world.

Noschese and Beery taught the audience how to sign hello, goodbye, thank you, awesome, and email. They also answered audience questions such as:

Q: How hard or easy it is to speak to someone from a different culture in sign language?

A: Speaking to someone who speaks a different language is still hard no matter if it is sign language or not.

Q: How should colleagues get their attention?

A: Colleagues can tap a deaf or hard of hearing person on the shoulder to get their attention, but should never wave their hand in their face as it is considered rude.

Q: How did wearing masks during the COVID-19 pandemic affect their ability to communicate?

A: While difficult, using text or writing to communicate when necessary helped employees like Noschese and Beery adapt.

Ms. Giao Phan, NAVSEA's executive director, was in the audience and asked Beery and Noschese what their first day at NAVSEA was like and how she and the NAVSEA team can improve processes for deaf and hard of hearing employees. Both Noschese and Beery answered that they were surprised by all of the accommodations that were already in place when they got here and that it is already a great place to work.

They ended with a reminder that being deaf or hard of hearing doesn't define someone.

"You can talk to me about different stuff, not just deafness," Noschese said. "You can talk to me about family, news, sports, anything. Just talk to me like any other person."

The event concluded with Mr. Robert C. Shevock, director of PEO Integrated Warfare Systems, giving closing remarks.

"There are a lot of tools and techniques and reasonable accommodations that are available to help mitigate disabilities and really enable employees to perform and contribute to their maximum potential," he said.

Shevock also mentioned that one of the reasons he is so passionate about recognizing and accommodating people with disabilities is because he himself has lost hearing as he grew older.

Explaining how he works around his hearing loss he said, "I've learned to appreciate closed captioning on TV more."

To watch the event you can go to the link provided. https://dod.teams.microsoft.us/j/meetup-join/19%3adod%3ameet-ing_f69345eba50645499fa196a29c93bd58%40thread.v2/0?context=%7b%22Tid%22%3a%22e3333e00-c877-4b87-b6ad-45e942de1750%22%2c%22Oid%22%3a%226ff3a029-51cf-479c-89f4-580c4f8f05de%22%2c%22IsBroadcastMeeting%22%3atrue%7d

U.S. Marine Corps Reserve's Toys for Tots Campaign Begins



'Tis the season! The U.S. Marine Corps Reserve's Toys for Tots campaign has begun at NAVSEA.

Each year, Toys for Tots relies on local businesses and communities to support their goal to collect new, unwrapped toys and distribute them to less fortunate children in the community. The campaign aims to provide three to four toys for each child in a family that has applied to the program.

This year's NAVSEA goal is to collect 2,022 toys. Collection boxes are located at Bldgs. 197, 175, 176, and Naval Reactors. The collection campaign will run until Dec. 9.

Thanks to our mailroom and facilities teams, we are once again accepting donations via mail. If you prefer to shop online, please have donations shipped to the below address:

Toys for Tots Donation
C/O NAVSEA 00L
Naval Sea Systems Command
1333 Isaac Hull Ave, SE
Washington Navy Yard, DC 20376



Visit www.toysfortots.org for more information or contact the NAVSEA campaign POCs: Michael Tencate (Michael.d.tencate.civ@us.navy.mil) or Samantha Hogue (Samantha.j.hogue.civ@us.navy.mil).

Brown Bag Session: 'An Overview of Employee Relations'

Nov. 15 at 11 a.m. via Teams. Join SEA 10H virtually via Teams for this knowledge-sharing session presented by Julie Fitzgerald. This session will discuss historical and legislative background of Labor and Employee Relations (LER) programs, key programs in the LER function, and roles and responsibilities of principal players in LER. Slides will be shared via Teams and posted **two days** prior to: https://flankspeed.sharepoint-mil.us/sites/NAVSEA_10H/Policies/Forms/AllItems.aspx

Teams Link: https://dod.teams.microsoft.us/l/meetup-join/19%3adod%3ameeting_8aa4b67a4c474d27ab1f7509069928e8%40thread.v2/0?context=%7b%22Tid%22%3a%22e3333e00-c877-4b87-b6ad-45e942de1750%22%2c%22Oid%22%3a%22e420b2da-dc1a-4f9d-b8cb-466eca7cfbb7%22%7d

Or call in (audio only): +1 410-874-6751 Pin: 737915729#

Attendees are asked to log in 10-15 minutes early, enter their full name when prompted, and mute microphones.

FROM THE EXECUTIVE DIRECTOR



NAVSEA Family,

This time of year always reminds me of change. The weather is becoming cooler, the days are shortening, and the leaves are putting on a wonderful display of color. I can't help but reflect on how much NAVSEA has also changed. Many of you know I've been in these halls for decades – I won't say how many – so I can confidently say that we have changed for the better. Even as some seasons pass and others begin, bringing perhaps more change than you might be comfortable with, one thing remains constant for me: supporting people. Supporting you.

An important element for being able to support all people is creating an environment of inclusion. Our recent Disability Awareness Month Special Observance provided an avenue to become better educated on what it means to be disabled while learning to appreciate the challenges our disabled team members face. I particularly enjoyed learning from the perspectives of Alvin Beery and Zane Noschese, who shared their experiences as deaf employees at NAVSEA. I know the whole audience appreciated their willingness to answer questions about Deaf culture and their instruction in some basic American Sign Language. If you find yourself needing some form of reasonable accommodation to thrive in your position, please start that conversation with your supervisor today. While NAVSEA was recognized as a 2022 Readers' Choice Top 20 Government Employer by CAREERS & the disABLED magazine, there is always room for improvements, and building awareness with these events is one part of that equation.

In addition to events like these, our directorates are also working for you. One of the directorates driving big change is the Cyber Engineering & Digital Transformation Directorate. They embody the idea of people-centric change. As they develop new tools and improve old ones, it's the end user, the customer, who they focus on. During my walk last week, I visited them where I spoke with Omar Grant. In the past, Omar has supported IT equipment like the TV monitors around headquarters. He joked that it is usually a good day when you don't have to see IT, but it is always a pleasure to meet with those who are critical to supporting our mission. This is a good reminder to think about all of the unsung heroes here at NAVSEA who are key to everyday and essential tasks like the ability to make a phone call or consolidate documents using software.

An unsung hero I also recently had the honor of recognizing is Jelena Mitrovic, pictured to the left. She is a member of the Total Force & Corporate Operations Directorate and has put immense effort into improving the tools we use to track our hiring metrics. Because of her work, we will be able to gain a better understanding of the NAVSEA hiring process, identify areas we can improve on, and provide a historical database to track trends. These are powerful tools that will help us improve. Thank you for your work, Jelena, especially your efforts in making these tools friendly enough for even me to use!

Another note on my mind is how we can all be the face of change in our support of the Combined Federal Campaign (CFC), which is now active. While my football passing skills need some work, it was great to see NAVSEA leaders out there supporting the cause at the recent football-themed CFC kickoff. I look forward to see us climbing toward (and past) our goal!

Whether you are leading major changes in a directorate, or implementing necessary cultural changes in moving from the way things have always been done, I thank you for taking on the necessary, and sometimes difficult, work that any form of change brings.

Be the change you want to see. Thank you for all you do!
Ms. Giao Phan

COMBINED FEDERAL CAMPAIGN

CFC Team Highlights Breast Cancer Awareness Month



On Oct. 27, the NAVSEA Combined Federal Campaign (CFC) team joined together to support the CFC and breast cancer awareness with a balloon signing event in the Humphreys Building riverside lobby.

The event corresponded with Breast Cancer Awareness Month, which occurs every October to highlight the impact of breast cancer

and show support for everyone affected by the disease. NAVSEA employees were invited to write names on balloons to memorialize loved ones lost to breast cancer and honor those who are and have battled the cancer.

To learn more about the CFC and set up your profile to donate*, visit <https://cfcnca.givecfc.org>, click "Donate," and log in or create an account. When selecting your agency, choose "Naval Sea Systems Command" and then select the appropriate office. In addition to monetary support, donors can also pledge volunteer hours.

This year's NAVSEA theme is "At NAVSEA We Are the Faces of Change." If you have a story to tell about how the CFC has touched your life, email the NAVSEA Observer editor at usn.ncr.comnavseasyscomdc.mbx.navsea-observer-editor@us.navy.mil.

Cause of the Week



Learn more about this and other causes online at <https://cfcnca.givecfc.org>.



* Notice: When making a donation online, the military network may block the use of charge card payments. If you encounter this or other issues, first try the CFC app on your phone or use a home network. If you need more assistance, call the CFC help line at 1-800-797-0098 Monday through Friday 8 a.m.-6 p.m., Central Standard Time.

LATEST & GREATEST

NAVSEA Opens Doors Wide for Small Business Industry



NAVSEA Commander, Vice Adm. Bill Galinis; Executive Director, Ms. Giao Phan; and the Office of Small Business Programs hosted the 2022 NAVSEA Small Business Industry Day event at the Humphreys Building on the Washington Navy Yard Oct. 11.

"This year's theme is 'Opening the Door to Small Business,'" Galinis said. "This year's theme not only represents us opening the door to have you all here in person for the first time after two years, it also represents NAVSEA's commitment to open the door to leverage the innovation and capabilities small businesses provide."

The event, like many meetings today, was a hybrid event, offering participants an opportunity to attend online as well. In addition to the 100 people who attended in person, 717 parties participated online.

Galinis spoke about the importance of the small business industry to the Navy during current times.

"Current world events, specifically the era of strategic competition we are in right now, not only demand that our Navy remain agile, but become more-so," Galinis said.

The commander explained that although physical speed is an important factor, the ability to execute unpredictable maneuvers unforeseen by adversaries is essential and small business holds a key in that matter.

"That type of agility is carried aboard our ships, submarines, aircraft carriers, aircraft, and off-board vehicles, but in reality they are the products you excel at devising and delivering," Galinis said. "We must continue to encourage small businesses like you to elbow your way in and bring innovative solutions to our acquisition challenges."

The NAVSEA Office of Small Business Programs (OSBP) serves as the principal adviser to NAVSEA leadership on all matters related to small business and is the lead advocate for small business participation in NAVSEA contracting opportunities.

"NAVSEA recognizes the value of small business therefore engagement with industry is important to achieving NAVSEA's acquisition goals," said Small Business Program Office director, Anne Bannister. "Small businesses are the 'X-Factor' for driving innovation, agility and affordability into our programs. That's why it's important to have this opportunity to meet one-on-one with small businesses."

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Members of the small business community who attended the event found it useful to meet one-on-one with representatives of NAVSEA programs.

Rite-Solutions' Senior Vice President for Business Development and Strategic Planning, Laurie Carter, came to NAVSEA's Small Business Industry Day looking to meet with the NAVSEA acquisition leads and learn about upcoming opportunities.

"I found the people who could answer in-depth questions and scheduled follow-up consultations," Carter said.

In recent years NAVSEA has added to an already extensive small business portfolio and increased its small business spend. The agency reported \$3.9 billion in prime small business awards in fiscal year 2021.

"For fiscal year 2022, final numbers are still coming in, but we currently stand at \$3.91 billion in prime small business awards," Galinis said. "In addition, we increased our overall small business spend with small disadvantaged business, service disabled-veteran owned business and HUBzone (Historically Underutilized Business Zone) business."

The OSBP works closely with NAVSEA program executive offices, directorates, and field activities including deputy program managers who are designated as "Small Business Advocates" to efficiently maintain a fleet of nearly 300 ships, systems, and support infrastructure. The office participates in acquisition portfolio reviews, assists with market research, tracks small business contracting goals, and reviews all purchase requirements to determine possible opportunities

for small business participation.

For more information about NAVSEA's Office of Small Business Programs, visit the "Business Partnerships" tab at www.navsea.navy.mil or email NAVSEA_SMALL_BIZ.fct@navy.mil.

The event can be watched at https://dod.teams.microsoft.us//meetup-join/19%3adod%3ameeting_9cde9585d2204fde814a9a165cdaceb1%40thread.v2/0?context=%7b%22id%22%3a%22e3333e00-c877-4b87-b6ad-45e942de1750%22%2c%22oid%22%3a%226ff3a029-51cf-479c-89f4-580c4f8f05de%22%2c%22isBroadcastMeeting%22%3atrue%7d



The poster features a background image of a naval ship's deck with crew members. Overlaid on this is a large, stylized graphic of a ship's hull. At the top of the hull is a circular logo with the text "PROGRAM EXECUTIVE OFFICE" around the top edge, "PEO IWS" in large bold letters in the center, and "INTEGRATED WARFARE SYSTEMS" around the bottom edge. Below the logo, the text "2023 INDUSTRY DAY" is written in large, bold, yellow letters, with five stars on either side. Underneath this, a quote reads: "Finding the Best Industry Talent to Solve the Most Complex Problems". Further down, it says "PEO IWS invites new and existing industry partners to learn about opportunities with us at Industry Day." Below that, the date "January 2023" is prominently displayed, followed by "More details to follow..." and "...and will be available at" leading to the URL <https://www.navsea.navy.mil/Media/Events/>. At the bottom of the poster, there is a row of six small images showing various naval operations and technology. Below these images, the text "Program Executive Office Integrated Warfare Systems" is written, followed by the tagline "Sea Power to the Hands of Our Naval Force".

NAVSEA Establishes Safety and Regulatory Compliance Directorate

NAVSEA recently established a new Safety and Regulatory Compliance Directorate (SEA 09), which realigns multiple safety activities under one Senior Executive Service (SES) leader.

“This is a very positive step that will strengthen and align the safety oversight and reporting functions of NAVSEA across many areas of responsibility” said Vice Adm. Bill Galinis, NAVSEA Commander.

Responsibilities of the new directorate include explosives safety, ordnance environmental compliance, weapons systems safety, industrial and Occupational Safety and Health (OSH) safety, environmental management and policy, radiological controls, maintenance, and modernization.

“This realignment will increase the emphasis on these areas and the ability to drive change across the enterprise,” said Mr. Eric Duncan, NAVSEA adviser for industrial safety and mishap investigations. “We are elevating the priority and focus on safety and regulatory compliance. These are clearly a top priority!”

The new directorate is led by Mr. Dale Sisson, Naval Surface Warfare Center Dahlgren Division technical director, as a collateral duty until the SES position is filled. As part of the new directorate structure, the SEA 09 executive director will also serve as the Department of the Navy Weapons Systems Explosives Safety Review Board (WSESRB) Chair.

“The stand-up of the NAVSEA Safety and Regulatory Compliance Directorate (SEA 09) speaks to the commitment NAVSEA has placed on safety across the enterprise, and we are eager to bring together the breadth of safety, environmental, and shipyard modernization capabilities that will comprise the new SEA 09 organization,” Sisson said. “Whether addressing explosives and weapon safety in the Fleet, the safety of our workforce, or environmental compliance, SEA 09 will remain keenly focused on doing our part to deliver warfighting capability.”

SEA 09 will consist of all staff currently assigned to the Naval Ordnance Safety and Security Activity (NOSSA), the WSESRB, SEA 04N (Radiological Controls), and SEA 04R (Maintenance, Modernization, Environmental and Safety). It will also include a small corporate operations staff to support the new organization.

The realignment does not apply to equipment, systems, or procedures under the cognizance of the Naval Nuclear Propulsion Directorate (SEA 08). The Director, Naval Nuclear Propulsion is responsible for all matters pertaining to nuclear propulsion of U.S. Naval ships, including all aspects of nuclear plant safety during new construction and industrial availabilities.

“I am excited to lead such an outstanding team,” Sisson said. “Together, we look forward to advancing the Navy and NAVSEA missions.”

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PEO IWS: 20 Years of Transforming Ships into Warships

The Program Executive Office, Integrated Warfare Systems (PEO IWS) celebrated 20 years Nov. 1.

PEO IWS was established Nov. 1, 2002, by John Young, then the Assistant Secretary of the Navy for Research, Development and Acquisition, to provide the coordination to develop, deliver, and sustain operationally dominant combat systems for Sailors.

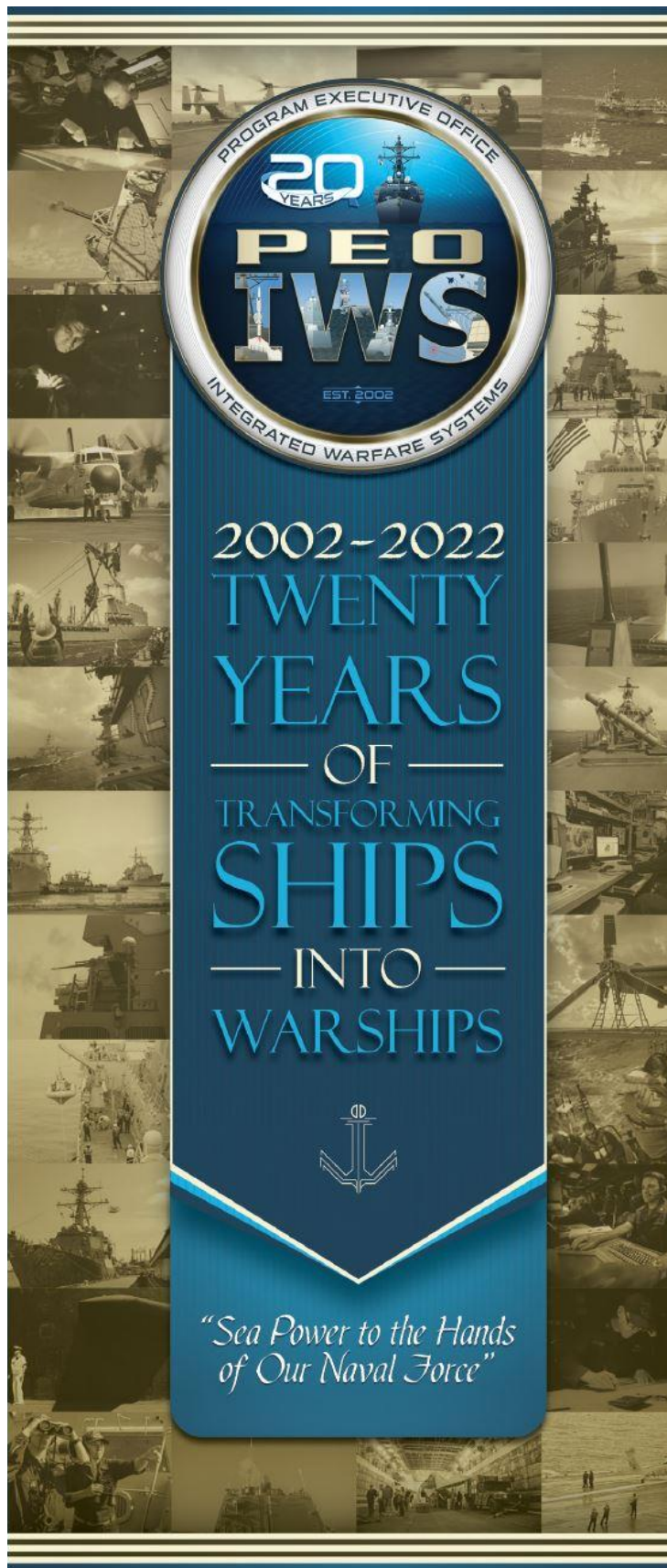
In 2002, PEO IWS combined the Combat Systems software programs from the present PEO Submarines, Carriers, Theater Surface Combatants, Expeditionary Warfare and Surface Strike, and coordinated all Anti-Submarine Warfare (ASW) programs across PEOs. The following seven PEO IWS centers of excellence were created:

- Integrated Combat Systems (IWS 1.0)
- Radars (IWS 2.0)
- Surface Ship Weapons/Launchers (IWS 3.0)
- Electronic Warfare (IWS 4.0)
- Undersea Systems (IWS 5.0)
- Command & Control (Networks/Excomm) (IWS 6.0)
- Open Architecture (IWS 7.0)

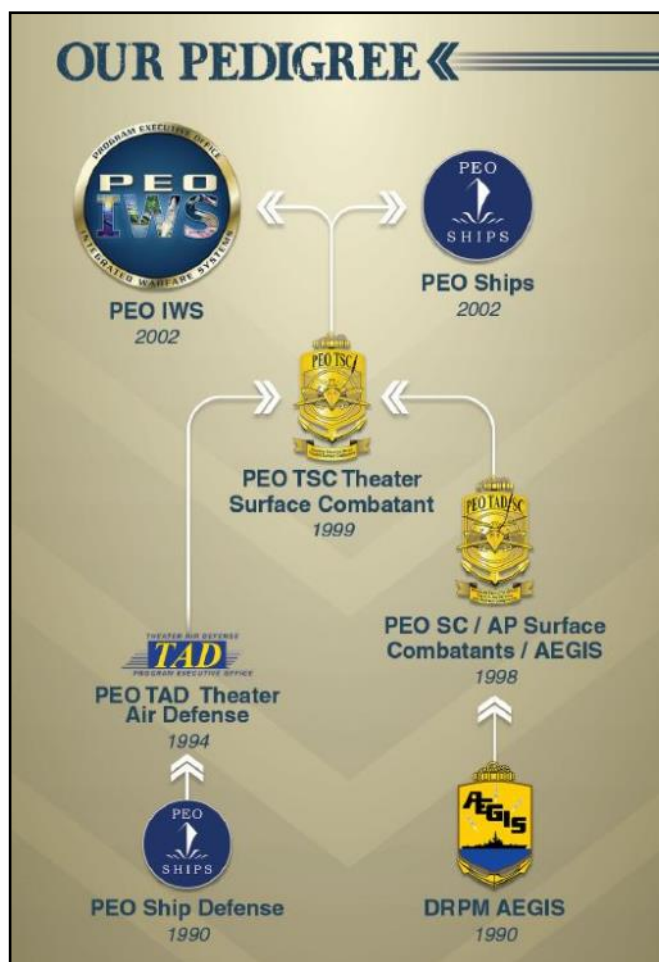
Since 2002, PEO IWS has evolved to meet changing mission requirements, and the following 11 program offices and two test commands now work to serve PEO IWS's mission:

- AEGIS Weapon System (IWS 1.0)
- Above Water Sensors (IWS 2.0)
- Surface Ship Weapons (IWS 3.0)
- International & Foreign Military Sales (IWS 4.0)
- Undersea Systems (IWS 5.0)
- Command & Control (IWS 6.0)
- ZUMWALT (IWS 9.0)
- Terminal Defense Systems (IWS 11.0)
- NATO SEASPARROW Project Office (IWS 12.0)
- Atalanta Integrated Combat System (IWS 80)
- Integrated Combat System (IWS X)
- AEGIS TECHREP (Test Command)
- SCSC Wallops Island (Test Command)

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OUR PEDIGREE



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PEO IWS has radically changed the game for the U.S. Navy and their maritime allies with their efforts in the areas of missile defense, directed energy, surface radars, undersea artificial intelligence/machine learning (AI/ML), and world-class electronic warfare. PEO IWS has reached many milestones since its inception, some of the most notable recent accomplishments include:

IWS 1.0 established AEGIS Baseline 10 which builds on the AEGIS cornerstones of coverage, firepower, response time, and environmental resistance.

IWS 2.0 delivered the first high energy laser with integrated optical-dazzler and surveillance (HELIOS) to an Arleigh Burke-class guided-missile destroyer.

IWS 3.0 develops and delivers the most powerful surface ship weapons. SM-6 provides an air defense force multiplier to the U.S. Navy, greatly expanding the AWS battlespace.

IWS 4.0 has overseen the commissioning of 19 AEGIS ships in five countries: Australia, Japan, Norway, South Korea, and Spain.

IWS 5.0 transitioned a new Prevention of Mutual Interference (PMI) capability developed by the Office of Naval Research into a production-ready toolset incorporated into USW DSS in 18 months and delivered it to nine sites around the globe in time to replace an end-of-life legacy system; notable because of its significant impact on submarine operations.

IWS 6.0 delivered Aircraft Carrier Navigation System (ACNS) prototype to USS John Finn (DDG 113).

IWS 11.0 delivered the 6,000th Rolling Airframe Missile to the Fleet.

IWS 12.0 recently achieved Initial Operational Capability (IOC) for Evolved Sea Sparrow Missile (ESSM) Blk 2 and has started physical integration into the Fleets of the Consortium nations.

IWS 80 demonstrated integration of Cooperative Engagement Capability, Ship Self-Defense System, Air and Missile Defense Radar SPY-6 with track on glass – a large stride to bringing significant capability to the Carrier and Amphibious Fleet of the future.

IWS X stood up the Forge Software Factory, an integral step to achieving an Integrated Combat System – a capability determined to achieve a 15.7% reduction in total lifecycle costs.

PEO IWS is committed to continuing efforts that strengthen warfare systems for the U.S. Navy and its maritime allies. The organization puts emphasis on Fleet input and feedback on capabilities, performance, and Sailor interaction, as well as, investing in people, technology, and methodologies that embrace “Get Real, Get Better.”

PEO IWS thanks their employees, stakeholders, and collaborators for their continued hard work and dedication to the mission of providing “Sea Power to the Hands of our Naval Force.” The contributions and achievements made will continue to place PEO IWS as the world’s premier maritime combat systems engineering and acquisition organization.

SEA 05: 'Get Real, Get Better' through Waterfront Empowerment



Rear Adm. Jason Lloyd, deputy commander for Ship Design, Integration and Engineering, Naval Sea Systems Command (SEA 05), responded to questions about how his team will support the "Get Real, Get Better" initiative by using the results of a pilot program that began July 25, 2022, to determine what can and should be delegated to the waterfront level.

Admiral Lloyd, you have a background in engineering and have spent many years working at the shipyard level. From your perspective today, why are we looking at ways to delegate more decision making efforts down to the waterfront?

We are putting in action CNO's call to 'Get Real, Get Better' by empowering our waterfront commands with the authority to make more decisions at their level. Delegating decision making enables our capable waterfront command authorities to resolve more current readiness challenges, fostering behaviors necessary for future conflicts. Our large, experienced, global waterfront commands are equipped to address engineering issues happening with ships in their areas of responsibility. I anticipate this will result in faster response times.

What are the benefits to doing business in this way?

Delegation has many added benefits. These include returning some time to HQ staff for

stewarding of specifications and standards, addressing systemic issues (trends), using today's Fleet's lessons to inform future requirements, designing new systems and technologies, and supporting the acquisition of new capabilities – in other words, future readiness. Waterfront command engineering organizations have significant knowledge and the ability to reach back to HQ for assistance, or even to divert issues here, if warranted. Ultimately, ownership and accountability go hand-in-hand.

By empowering the waterfront, creative solutions are being developed. For example, ship stability issues were addressed when it was necessary to perform maintenance on the CG-55 during a recent availability. Rather than simply emptying all the tanks, the waterfront developed stability calculations and reached back to HQ for confirmation of the calculations. The waterfront identified additional options that had less impact on the ship and the availability.

The key to success will be good communications and proper education of the waterfront. We have a large, capable, diverse engineering workforce. They can and should be allowed to take ownership and action on issues.

Can you provide an example of something that has been delegated to the waterfront?

I initiated a pilot program on July 25 that delegates all 'Major' Departures from Specifications (DFSs) engineering assessments to the respective Waterfront Technical Authorities (WF CHENGs) in support of their command authorities. Traditionally, Major DFSs would all come to D.C. via the ship design managers (SDMs) and then be adjudicated in collaboration with various technical warrant holders (TWHs), specific to the particular engineering issue. So from this 90-day pilot, we'll get

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some real data on how issues are being handled by the waterfronts. This will include easy to measure things like DFS 'turnaround time,' but also will include more subjective measures like the quality of the Waterfront DFS adjudications. Our SDMs and TWHs will be reviewing these Major DFS adjudications, after the fact, to understand benefits, areas for improvement (by waterfront and HQ), and other factors.

While the waterfront is still learning, it will be critical for the waterfront and HQ to maintain good communications. The key is trust and clear accountability through our warranting and delegation processes.

In your opinion, will this help junior- and senior-level engineers develop more strategic thinking?

Yes, the pilot has the strong potential to be a learning experience for both waterfront and HQ personnel, including our most junior engineers. A senior engineer doesn't have a 'lock' on all experiences. More broadly (looking beyond engineering), we must rely on the perspectives and experiences of our junior people and always act with an inclusive, growth mindset. To block that avenue of continuous learning is doing the individual, the organization, the Navy and the Nation a disservice.

How will the waterfront and our HQ staff interface and support each other?

There is always a balance. It is clearly advantageous to be on-site when troubleshooting a problem. However, the personnel at HQ have many years of experience in dealing with problems. We certainly want people with the best firsthand knowledge to inform our solutions, but delegation of tech authority is a duty beyond simply being closest to the information. Engineering assessments that affect ship performance or Sailor/Marine safety require accountability, trust and collaboration. We must be aware of when a near-term solution in support of current readiness might compromise longer term future readiness. Experience across a ship class or gathered over some years tends to inform the latter.

The optimal solution to solving problems is utilizing the on-site advantage of the entry-level engineers coupled with good communications with highly experienced HQ staff that have experienced similar issues in the past. Empowering entry-level personnel encourages them to identify creative solutions rather than simply depending on others for answers. In doing so, we expand the potential for innovation across our entire engineering enterprise as these new creative approaches are shared, adopted, and expanded further. Improving the speed of decision, increasing ship operational availability and associated cost reductions are objectives of the pilot.



AWARDS & RECOGNITION



New CPOs Pinned

Brand new Navy District Washington chief petty officers received their anchors Oct. 21 at the U.S. Navy Memorial. Among them was one of NAVSEA's own, Chief Petty Officer Edgar Ruffin, PEO Ships flag writer. The chief petty officer pinning ceremony is public recognition of the most significant career milestone for our Navy's enlisted ranks.

NAVSEA Headquarters Employees Length of Service Recognition

5 Years

Daniel Breedlove
Eric Carlson
Jason Zavis

15 Years

Rhyne Beniga
Michael Dugan
Craig Hendrickson
Scott Hermann
David Leeson
Gawian Middleton
Bernard Quibilan

20 Years

Theodore Ioannides
Michael Lastes

25 Years

John Johnson

35 Years

Felicia Price
Fred Tsao

40 Years

Gladys Blakeney

10 Years

Alexander Rowan
Scott Wheeler

WELCOME NEW HIRES



Thank you to our



veterans, past and present,



and their families!

NOVEMBER IS NATIONAL VETERANS AND MILITARY FAMILIES MONTH

Veterans and military families can submit photos to
usn.ncr.comnavseasyscomdc.mbx.navsea-observer-editor@us.navy.mil
for inclusion in the November newsletters.

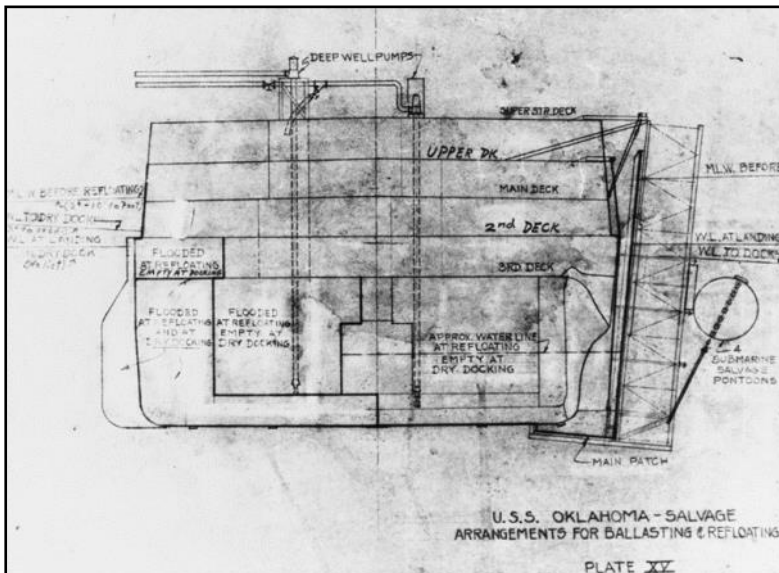
HISTORY SPOTLIGHT

On Nov. 3, 1943, the capsized battleship USS Oklahoma (BB 37) was refloated. She represented the largest and most difficult of the Pearl Harbor salvage jobs following the Japanese attack on Pearl Harbor on Dec. 7, 1941.

The first step of the operation was turning Oklahoma upright. To accomplish this, an extensive system of righting frames (or "bents") and cable anchors were installed on the ship's hull, 21 large winches were firmly mounted on nearby Ford Island, and cables were rigged between ship and shore. While the rigging op-

eration was a success, they left the cables in place for the refloating phase to ensure the ship remained upright.

Other work included installing extensive patches to make Oklahoma airtight. Divers and other working personnel cut away wreckage, closed internal and external fittings, and removed stores and the bodies of those killed in the attack on Pearl Harbor. After coming afloat the ship was drydocked in late December 1943 after nearly two more months of work.



Pencil plan of the ship's midships section, showing arrangements for ballasting and refloating. Probably drawn at the Pearl Harbor Navy Yard in late 1943 or early 1944, after the ship had been drydocked. Official U.S. Navy Photograph, from the collections of the Naval History and Heritage Command.



Aerial view from off the port side, Nov. 6, 1943, after the ship had been refloated. Note the large cofferdam patch installed from frames 43 to 75 to seal the extensive torpedo damage in that area, and cofferdams built around the main deck edge by the after turrets to increase the waterplane area and improve stability during the refloating process. Official U.S. Navy Photograph, from the collections of the Naval History and Heritage Command.

Exercise Your Right to Vote and Volunteer as a Poll Worker with Paid Leave

New policy from the Office of Personnel Management grants federal government employees administrative leave for voting and volunteering as non-partisan poll workers or observers. The new policy is intended to reduce barriers to voting and ensure that every federal government employee who wants to vote or volunteer has the opportunity to do so without loss of income.

Former requirements regarding work schedules and open polling hours are no longer applicable.

Highlights

- Grants up to four hours of administrative leave per election event for voting.
- Grants up to four hours of administrative leave per leave year for non-partisan poll workers.
- Employees may use administrative leave on election day or to vote early.

Reference

<https://www.chcoc.gov/content/executive-order-promoting-access-voting>

Email questions to:

Your servicing Labor and Employee Relations Specialist within the Human Resources Office

Voting in Federal, State, Local, Tribal and Territorial Elections

Federal government employees can now take up to four hours of administrative leave per election event to vote in federal, state, local, tribal and territorial elections. This leave covers the following:

- Federal general elections
- Federal, state, local, tribal or territorial elections, including primaries and caucuses, that do not coincide with a federal general election
- Federal special congressional elections not held on the date of a federal general election
- Early voting associated with the above elections and sanctioned by the jurisdiction

Serving as Nonpartisan Poll Workers or Election Observers

Employees may use up to four hours of administrative leave per leave year to serve as non-partisan poll workers or election observers. This includes training periods.

This leave is in addition to any administrative leave an employee uses to vote, for a total of up to eight hours of administrative leave for both voting and volunteering. If additional time is needed, the employee must use annual leave (accrued or advanced), earned compensatory time off or earned credit hours. Leave without pay may also be used if allowed by local command policy and any applicable collective bargaining agreements.

Requesting and Obtaining Leave Approval

Employees must request and obtain approval from their supervisor prior to using leave. Please submit requests at least two days in advance. If fewer than four hours are needed to vote, report the actual time it took to travel to and from the location and to cast your vote; only the needed amount of administrative leave will be granted.

Scheduling of leave is at the discretion of the employee's supervisor. However, management is strongly encouraged to make necessary operational adjustments to accommodate leave requests.

Leave may be used for travel time to and from the voting poll location. Leave may not be used during a non-workday or during overtime hours.

Use code LN (Administrative Leave) in the system of record to capture time.

