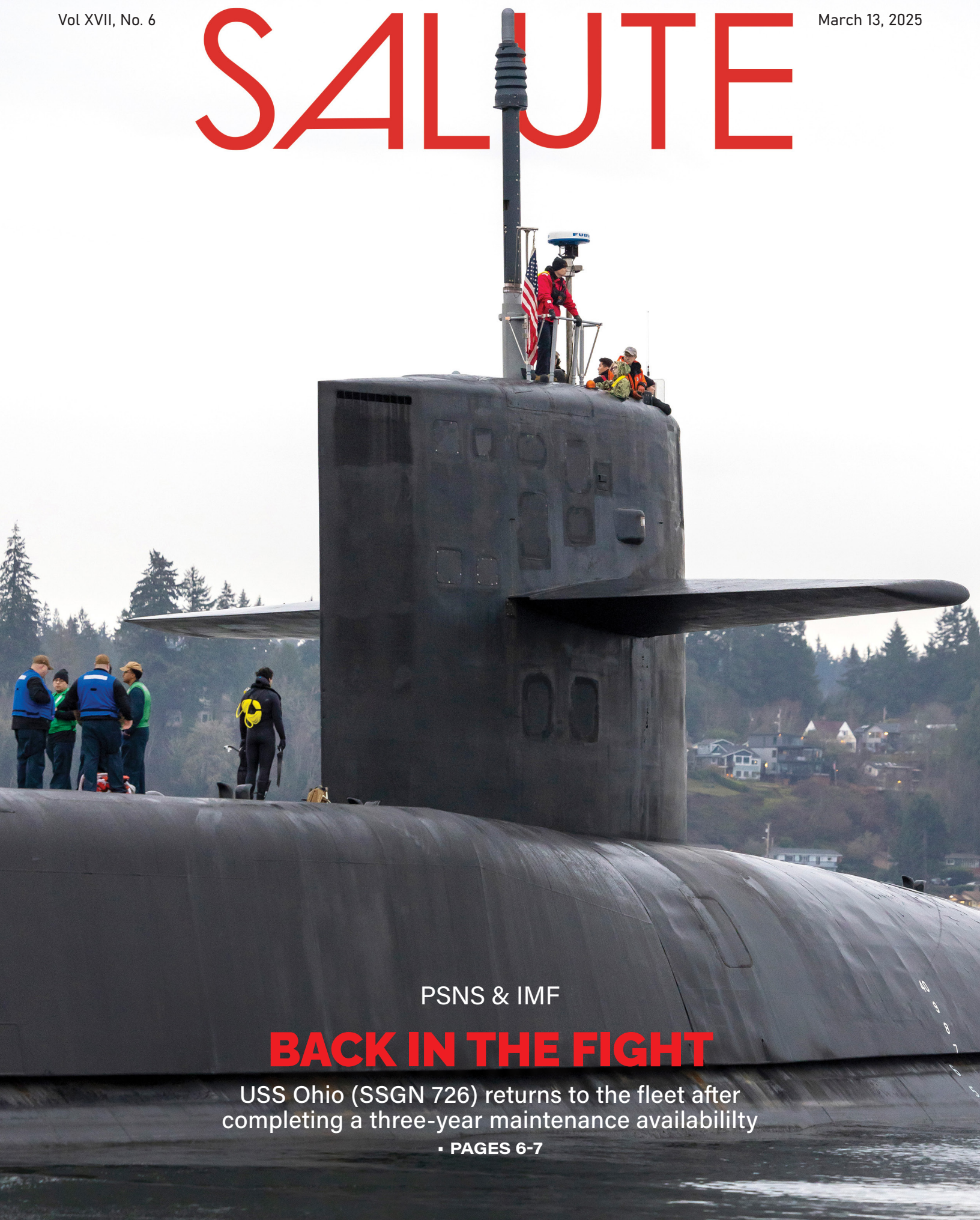


# SALUTE



PSNS & IMF

## BACK IN THE FIGHT

USS Ohio (SSGN 726) returns to the fleet after completing a three-year maintenance availability

• PAGES 6-7





## In this issue:



Command employees receive tuition assistance



Monthly blood drives crucial to nation's supply



Meet the nominees for 2024 Employee of the Year

## On the cover:

USS Ohio (SSGN 726) returned to the fleet after completing a three-year Major Maintenance Period availability at PSNS & IMF in Bremerton, Feb. 24.

(U.S. Navy photo by Wendy Hallmark)

Team PSNS & IMF,

We've reached my favorite time of year, when we formally recognize the incredible contributions of our civilian workforce. I know you've all heard me say it before, but our success as a command depends on the dedication, skill and innovation of each one of our team members. I appreciate every opportunity I get to acknowledge the exceptional work being done across the command by our great team.

One of the biggest ways we commemorate your excellence is through our annual Employee of the Year awards. These awards highlight those who go above and beyond in their roles, demonstrating an unwavering commitment to our mission and to their fellow team members. This year's list of EOY nominees can be found on page 8 of Salute. Please join me in congratulating all 206 of our nominees in the 25 categories! Their efforts set the standard for professionalism and excellence within our workforce. I look forward to filling the Admiral Theatre with friends, family and co-workers on April 23 at 12 p.m., when we announce this year's winners.

In addition to the Employee of the Year awards, we have also recently recognized leaders who have made a significant impact on our operations and who demonstrate the very best values of our organization. The Assistant Production Superintendent of the Year award was presented to Richard Harkleroad, an outstanding leader whose dedication to efficiency and mentorship has strengthened our production capabilities. We also had the privilege of awarding the Superintendent of the Year to Chris Klinkert last month, recognizing her exceptional leadership, problem-solving and commitment our workforce and the fleet.

I want to point out that these recent awards are more than just individual accolades; they are also a reflection of the hard work and dedication we see across the command, in myriad ways. They serve as a reminder that what we do here matters. It has impact—not only to our shipyard, but to the Navy, the warfighters we support, and the nation we serve.

Recognizing that impact doesn't need to be limited to formal awards. I encourage everyone to take the time to acknowledge the outstanding efforts of your colleagues and teams. Whether through a simple "Thank you", a note of appreciation, or a nomination for a PDQ or other award, these gestures go a long way in reinforcing and maintaining the legacy of excellence and teamwork we all contribute to.

As we move forward, let's continue to strive for excellence in all we do. Our mission relies on the strength of our team, and I am proud to serve alongside such dedicated professionals. Your contributions make a difference, and I am grateful for each of you who put in the hard work to ensure our success.

Thank you for your continued commitment to excellence and to our mission. Let's take this time to celebrate the achievements of our team and keep pushing forward together.

Humility, Honesty and Dedication, always.

  
Captain JD Crinklaw  
Commander, PSNS & IMF

2024 APS OF THE YEAR

# Code 300N.1 employee honored for his leadership skills

PSNS & IMF Public Affairs

The Assistant Production Superintendents Association has selected Richard Harkleroad as its 2024 APS of the Year, according to a recent APS announcement. Harkleroad, assistant project superintendent-nuclear, Code 300N.1, Nuclear Production, was chosen for his relentless drive and passion for the association and its mission, according to the announcement.

"Harkleroad drove the facilitation, participation and membership [for APS] throughout the year, and his project team recognizes his willingness to make the time for meetings and events," according to the announcement. "He [also] brings the takeaways [from meetings] back to his team and always keeps them in the loop."

A committee of past awardees, including 2023 recipient Anjuli Campbell, deputy nuclear production manager, Code 300N.1, Nuclear Production, convened to select Harkleroad as this year's award recipient.

In making the selection, APS committee

members noted Harkleroad's willingness to assist others within the command with their professional development.

"[Employees] from other projects come to see Harkleroad for his mentorship and qualifications. He is a trusted mentor to shadow, and he is always willing to let the mentees take the reins," according to the announcement. "His leadership knows no boundaries, and he easily connects with command employees, regardless of their qualifications or area of responsibility."

Harkleroad's leadership was also key to his APS of the Year selection, according to the NAS announcement.



Richard Harkleroad

"He came to our project toward the middle of the availability, but he's been able to incorporate his mentoring and leadership skills where they fit in best," said Ray Zinter, nuclear zone manager, Code 392, USS

Connecticut Project.

APS committee members expressed that same sentiment when selecting Harkleroad for the award.

"Harkleroad is a leader in support of the command. In addition to his APSA duties in 2024, Harkleroad also stood in as Shop 71 superintendent last year," according to the announcement. "He has the courage and ability to lead with humor, [which helps with employee] morale, and maintains the respect of his position. With this and more, he rose to the top of an extremely strong pool of candidates as our 'APS of the Year.'"

# Alternative Dispute Resolution

Did you know the ADR program is expanding to offer conflict coaching services, in addition to mediation, conciliation, and group facilitations?

Benefits of ADR include:

- Communications are confidential.
- Future-focused on results and collaboration, not fault and blame.
- ADR keeps decision-making control with the parties (mutually agreeable resolution).

To learn more or request ADR, call (619) 705-6156.



# TUITION ASSISTANCE AVAILABLE

Command U's Tuition Assistance Program has helped many command employees further their education

**Ben Hutto**  
PSNS & IMF Public Affairs

Kathy Miller, painter, Shop 71 Painters, knew she wanted more from her career at Puget Sound Naval Shipyard & Intermediate Maintenance Facility. Despite the effort she was putting in every day at her job, she knew there was more she could do to advance her career.

Three years ago, she made the choice to go back to school through Olympic College and PSNS & IMF's Apprentice Program. After that, she found a way to continue her education with assistance from the command.

"A previous apprentice recommended it and I decided to look into going back to school," she said. "I'm glad I did. The process was super easy, which I wasn't anticipating. To be able to take advantage of the benefits here at the shipyard is huge for me. I'm now going to earn a bachelor's degree in Organizational Leadership and Technical Management. When I started, I wasn't sure what I wanted to do. I just knew I wanted to do more."

Miller, like many PSNS & IMF employees, used Command University's Tuition Assistance Program to begin taking classes toward a degree. TAP provides financial reimbursement assistance for PSNS & IMF employees to attend any approved Department of Education accredited college or university, and take classes that support the shipyard's mission.

In addition to allowing workforce members the freedom to take courses from any accredited school, the command has also fostered a relationship with Olympic College that allows employees to attend classes in person or online, outside of work hours.

When Miller was ready to research pursuing her education through Command University, she connected with Bonnie Adams, with Faculty Lead/Organizational Leadership & Technical Management at Olympic College.

"She helped me choose classes, fill out all my forms and got me through the whole process," said Miller. "The process was not hard. If anyone is worried about it being difficult to get in, I did not experience that at all. Everyone involved was helpful."



**ABOVE:** Kathy Miller, painter, Shop 71, Painters, took advantage of Command University's Tuition Assistance Program to further her education. (U.S. Navy photo by Wendy Hallmark)

Workers who take advantage of the TAP program can be reimbursed up to \$5,000 dollars for tuition per fiscal year. While TAP covers tuition and fees, books and supply costs must be covered by the employee. In addition, students using TAP are required to achieve 3.0 grade point average or higher in their class.

"To get the maximum benefits, I do a majority of my schoolwork online," said Miller. "I do attend class in person two days a week. I've enjoyed it. I've enjoyed learning the science behind what we do. It does require work, but I need to know the 'why' and the 'how' now."

With the capped limited annual

reimbursement and GPA requirement, one might assume that Miller would find those hurdles to be her biggest challenge in returning to school. For Miller, though, having younger classmates proved the most challenging.

"[I'd been] out of school longer than many of my classmates have been alive, but it takes all kinds," she said. "I have faith that this program will help fast track me up the career ladder."

Registration for TAP is currently open at Command University. Classes for the Spring quarter at Olympic College begin April 7. To learn more, call 360-689-8838 or email PSNSAcademicprograms@us.navy.mil.

# Monthly blood drives vital to maintaining healthy supply

**Ben Hutto**  
PSNS & IMF Public Affairs

The Armed Services Blood Program has been collecting and providing blood for America's service members since 1952. Originally started by President Harry S. Truman in 1952, ASBP became a fully operational program in 1962.

As the official blood program for the U.S. military, the mission of the ASBP has been to provide quality blood products and support for military health care operations worldwide by providing safe blood to active duty service members, veterans and military family members in need.

It is one of four organizations — alongside the American Red Cross, America's Blood Centers, and Blood Centers of America — that work together to maintain a safe blood supply for the U.S. All four organizations collaborate during emergencies and humanitarian efforts to ensure safe blood gets to those who need it.

For nearly a decade, Puget Sound Naval Shipyard & Intermediate Maintenance Facility has supported the program by holding monthly blood drives.

"We are proud to support the ASBP and their mission," said Kenzie Harris, PSNS & IMF blood program coordinator, Code 1102, Administrative Resources. "As government employees, we already support service members, but this is another way we can help."

During 2025, the shipyard will continue to support the ASBP by holding a blood drive the first Wednesday of every month, on the first floor of Building 850A, in Room 160.

February's collection date was canceled due to inclement weather, but employees came out in force March 5. Service members and civilian phlebotomists from Joint Base Lewis McCord, Washington, assigned to The Armed Services Blood Bank Center-Pacific Northwest at Madigan Army Hospital were on hand to draw blood.

"I'm hoping it will help people who need it," said Richard Chavez, steam plant instructor, Code 900T, Workforce Training and Development. "It's not hurting me to give. I've got extra!"

In 2024, PSNS & IMF employees contributed 452 units of useable blood. The collections in the beginning of 2025 started slowly with February's donation date canceled due to snow, but March's contributions give Harris hope that 2025's donations will exceed last years.

The success of the March blood drive comes at a crucial time. According to the American Red Cross, each blood donation can save up to three lives, making events like this vital to maintaining a robust and healthy blood supply. Blood and platelets cannot be manufactured, they can only come from volunteer donors.

"I've been giving blood since I was 18," said Patrick McIlhagga, electronics instructor, Shop 67, Electronics Technicians. "I always ask people in my shop if they will come bleed with me. It's important because it saves lives. For me, it's not a big deal to take a few minutes out of my day to do some good for others. As long as I'm able, I'll keep doing it."

The March blood drive ran from 9 a.m. to 3 p.m. and was open to any PSNS & IMF employee qualified to donate. Donors were treated to refreshments and snacks after their donations. At the end of the day, 50 PSNS & IMF employees were able to donate, contributing 40 units of useable blood.



**ABOVE:** Staff Sgt. Yoseph Roman, medic, Company C, Madigan Army Medical Center, collects blood from Patrick McIlhagga, electronics instructor, Shop 67, Electronics Technicians, March 5, during the monthly Blood Drive at PSNS & IMF. (U.S. Navy photo by Ben Hutto)





**ABOVE:** USS Ohio (SSGN 726) completed a three-year Major Maintenance Period availability at PSNS & IMF, Feb. 24. Project team members completed both interior mechanical repairs and shaft replacement during the submarine's availability. (U.S. Navy photo by Wendy Hallmark)

# OHIO RETURNS TO THE FIGHT

Project team completes a three-year MMP availability on the nuclear-powered guided-missile submarine

## PSNS & IMF Public Affairs

USS Ohio (SSGN 726) completed a three-year Major Maintenance Period availability at Puget Sound Naval Shipyard & Intermediate Maintenance Facility Feb. 24, culminating with Naval Sea Systems Command certification for Unrestricted Operations and helping return the nuclear-powered guided-missile submarine back to the Indo-Pacific theater of operations.

According to Josh Fleming, project superintendent, Code 326, USS Ohio Project Team, the Ohio project included more than 512,000 resource days of work, with contributions from PSNS & IMF, ship's force (USS Ohio Gold and USS Ohio



**ABOVE:** USS Ohio (SSGN 726) passes the Hammerhead Crane as the nuclear-powered guided-missile submarine departs from Pier 5, Dec. 19. (U.S. Navy photo by Wendy Hallmark)



**ABOVE:** A team of Code 740 riggers handles the lines as USS Ohio (SSGN 726) departs from Pier 5, at PSNS & IMF in Bremerton, Dec. 19.

**AT LEFT:** Crew members stand topside as USS Ohio (SSGN 726) prepares to depart from Pier 5 at PSNS & IMF, Dec. 19, as it transitioned to its final stage of testing and crew certification.

(U.S. Navy photos by Wendy Hallmark)

The work also included the repair and preservation of the main ballast tanks and superstructure, torpedo tube upgrades and several major modernization alterations.

"Ohio is the oldest boat in the fleet, which makes it unique in itself. Many barriers had to be removed due to material obsolescence and availability. This included working across NAVSEA programs to accomplish many emergent work items," Fleming said. "[For example], at one point in the availability, a hard-to-reach trim and drain piping [had] to be replaced due to minimal wall thickness. [Team members from] Shops 26 and 56 and Codes 260, 327 and 135 built a mock-up and developed a way to reinforce the piping wall. [That collaboration] saved the project extensive interference removal time."

MMP availabilities are always significant undertakings, Fleming said. But, at every step along the way, this project team delivered.

"I want to recognize an incredible project team — one that has not only delivered outstanding results but has done so with a level of adaptability, collaboration and commitment," Fleming said. "This project has been a journey and, like any great journey, it has been shaped by many hands. Some team members were here from the start, guiding us through planning and a successful system takedown. Others stepped in along the way, bringing fresh perspectives and much-needed expertise as we undocked the boat. Every single member has played a crucial role in getting USS Ohio back to the fleet. The team delivered through tight deadlines, shifting priorities, and our fair share of 'Murphy moments.'"

Blue), International Marine and Industrial Applicators; Alteration Installation Teams; Naval Information Warfare Center, Pacific; Naval Information Warfare Center, Atlantic; Commander, Submarine Force; U.S. Pacific Fleet and Squadron 19.

"These organizations worked well [together] to accomplish the required work. Each had to adapt to the changing conditions and be flexible to surge support when it was their turn," Fleming said. "Specifically, the two crews were able to maintain a level of engagement for all of the docking period so that, when swapping crews every six months, there was little to no impact to ongoing work and testing. This allowed the project team to maintain a more consistent schedule and keep the churn at the deckplate minimized."

Submarines like USS Ohio provide the U.S. Navy with unprecedented strike and special operation mission capabilities from a stealth, clandestine platform, said Rear Adm. Thomas Wall, commander, Submarine Group Nine. More than half of the U.S. Navy's Submarine Force is based in the Indo-Pacific region due to the area's strategic importance, and SSGNs work as part of joint and combined operations to maintain the international rules-based order, ensuring the region remains open and free.

"Restoring Ohio's operational readiness plays a direct role in our undersea warfighter's continued ability to achieve peace through strength," Wall said.

During the MMP, the project team completed both interior mechanical repairs and shaft replacement, Fleming said.



# Congratulations

*to the 2024 nominees for*

## EMPLOYEE OF THE YEAR



**Administrative, Clerical and Support Services (GS-10 or Equivalent and Below)**  
Dawn Miranda, Shop 71  
Diane Hebert, Code 710  
Corrin Guseman, Code 2330  
Jennifer Dennis, Code 134  
Michelle Bleile, Code 900A  
Rebecca Caveny, Shop 11  
Sean Root, Shop 75  
Thea Estribor, Code 2350  
Victoria Williams, Code 106.23

**Administrative and Support Services (GS-11 or Equivalent and Above) Waterfront**  
Jon Terrell, Shop 99  
Amanda Liebmann, Shop 64  
Erica Yeadon, Shop 38  
Jacquelynn Rase, Shop 31  
Jason Obermeyer, Code 132.2  
Jessica Gardner, Code 702  
Kevin White, Code 101  
Scott Carpenter, Code 1200N  
Shannon McCullough, Shop 84

**Administrative and Support Services (GS-11 or Equivalent and Above) Non-Waterfront**  
Kristopher T. Grubbs, Code 109  
Valentine Rodriguez, Code 700T  
Abigail Ehlke, Code 1200N  
Aleshia Cortez, Shop 11  
Alyssa Hudyma, Code 220.3  
Christopher West, Shop 11  
Cyrus Mansfield, Shop 71  
Dennis Cayabyab, Code 132  
Elizabeth Hodge, Code 723  
Jacob Hoernschemeyer, Code 1200  
Kenneth Nieman Jr., Code 710  
Scott Grover, Code 900T  
Sean McBrinn, Code 610.6  
Tyler Jacobson, Code 105.7

**Administrative Managerial or Supervisory (Non-Engineering, Non-Trade) (White Collar)**  
Eric Pragnell, Code 1210  
Aaron Biffert, Code 1225  
Andrea Meites, Shop 99  
Charlyn Joubert, Code 105.9  
Dale Lantrip Jr., Code 900T  
Jennifer Olson, Code 105.7  
John Besand, Shop 26  
Jordy May, Code 135.2  
Renee Hume, Code 139  
Wilford Barnum, Code 900A

**Trades and Crafts; Structural (Non-Supervisory) WG-06 and Above)**  
Jaime Oshaughnessy, Shop 17  
Lauren Felder, Shop 26  
Ryan Wallin, Shop 11

**Trades and Crafts; Mechanical (Non-Supervisory) WG-06 and Above**  
Cameron Bryant, Shop 38  
Chase Shelton, Shop 56  
Christopher Moore, Shop 06  
Donald Baker, Shop 31RW  
Jason Miller, Shop 31 EW  
Joseph Leamy, Code 730  
Joshua Cook, Code 725.1  
Liza Fisher, Shop 57  
Mark Baldwin, Shop 31 MTO  
Matthew Merrill, Shop 31 TWL  
Russell Berg, Shop 99

**Trades and Crafts; Electrical (Non-Supervisory) WG-06 and Above**  
Jaxon Marquardt, Shop 06  
Justin Ebrecht, Code 730  
Zane Cichocki, Shop 99

**Trades and Crafts; Service (Non-Supervisory) WG-06 and Above**  
Anthony Armstrong, Shop 64 SW  
Ariana Lee, Shop 75  
Deborah Howlett, Shop 64 CPF  
James Camden, Code 06  
Riki Blas, Shop 71

**Trades and Crafts; Structural (Non-Supervisory) WG-05 and Below**  
Alexander Reed III, Shop 11  
Paul Perrault, Shop 26

**Trades and Crafts; Mechanical (Non-Supervisory) WG-05 and Below**  
Denny Yamauchi, Shop 99  
Christopher Spivey, Shop 31

**Trades and Crafts; Electrical (Non-Supervisory) WG-05 and Below**  
Karla Strittmatter, Shop 99  
Kendra Fieger, Shop 06

**Trades and Crafts; Service (Non-Supervisory) WG-05 and Below**  
Walker McDow, Shop 99  
Anthony Asuelo, Shop 75  
Blake Wyatt, Shop 64  
Heather Heslop, Shop 71

**Trades Supervisor (Foreman)**  
Ruben Encomienda, Shop 51  
Anthony James, Shop 67  
Blake Brown, Shop 17  
Dave Hofmeister, Shop 75  
Jacob Reeb, Shop 56  
Juan Lopez, Shop 57

Ladante Taylor, Shop 71  
Nathan Jarrett, Code 740  
Philip Valadez, Shop 26  
William Leasure, Shop 64  
Winfred Hermansen II, Shop 11  
Wyatt Orsini, Shop 31  
John Anderson, Shop 99

**Managerial Supervisor; Trades and Projects (Second-Level or Above)**  
Christopher Harty, Shop 17  
Danielle Desouza, Code 350  
Devin Parker, Shop 99  
James Breon, Code 312  
John Carver, Shop 64  
John Douglas, Shop 71  
John Kunewa, Code 760  
John Staudt, Shop 57  
Joseph Killinger, Code 740  
Rebecca Bianco, Shop 51  
Ryan Duvall, Shop 11  
Scott Nichols, Shop 38  
Sharon Macgregor, Shop 56  
Wayne Post, Code 392  
James Jones, Shop 31

**Engineering or Professional; Waterfront Support (Degreed Engineer, Engineer in Training, or Professional Engineer)**  
Angelee Corley, Code 138.1  
Ashley Nagasawa, Code 2301  
Greg Schneider, Code 260  
Jeffrey Williams, Code 244.2  
John Ball, Code 2310  
Justin Craven, Code 294E  
Michael Soufleris, Code 2320.6  
Michael Stullick, Code 105.5  
Ryan Botko, Code 270.6  
Tanner Moretty, Code 2340

**Engineering or Professional; Planning or Indirect Support (Degreed Engineer, Engineer in Training, or Professional Engineer)**  
Andrew Ness, Code 2320  
Angela Pierce, Code 2301  
Christopher Flaris, Code 2380  
Clayton Flood, Code 2310  
Dianah Grubbwheeler, Code 105.5  
Gray Endicott, Code 105.2  
Grayson Jones, Code 900F  
Jacob Staudt, Code 270  
James Freeland, Code 2340  
Jeremy Sutliff, Code 244.4  
Karagan Shiu, Code 138.3  
Matthew Horn, Code 2330  
Miki Nguyen, Code 105.4  
Richard Alcorta, Code 260.6  
Steven Degracia, Code 250.5  
Zane Aldrich, Code 105.6

**Engineering or Technical (Non-Degreed)**  
Andreas Schoderer, Code 105.3  
Anna Puderbaugh, Code 2370  
Bradley Ewertz, Code 270.5  
Brian Weirth, Code 900F  
Danny Crowther, Code 297F  
Eric Haslehurst, Code 260.1  
Gene Barnett, Code 710  
Gerlie Scott, Code 2305  
Jeffrey Larson, Code 105.4  
Jeffrey Miller, Code 138.2  
Ken Henderson, Code 2320  
Kyle Benza, Code 2305  
Monica Garcia, Code 250.8  
Santino Sciarrotta, Code 2340.2

**Engineering Managerial or Supervisory (White Collar)**  
Dale Osmanson, Code 138.1  
Daniel Bowen, Code 710  
Jerry Havner Jr., Code 105.2  
Kori Densberger, Code 2340  
Leslie Bowman, Code 109.11  
Paul Boyle, Code 2305

**Technical or Professional (Non-Engineering, Non-Supervisory)**  
Allie Grega, Code 109.23  
Anthony Blackner C 109.45  
Ashley Snell, Code 109.33  
Awstin Saurer, Code 520  
Daniel Sugui, Code 105.3  
Danielle Wren, Code 133.1  
Douglas McMurrin, Code 139  
Eric Pharmshampton, Code 109.12  
Jennifer Smith, Code 2350  
Jonathan Fritsch, Code 109.11  
Jonathan Reinert, Code 105.84  
Kenneth Kemper, Shop 06  
Kim Macabalitao, Code 105.3  
Megan Meyer, Code 1212  
Nathaniel Nave, Code 2350  
Paula Cutrell, Code 2308  
Ranae Dupas, Code 101  
Rhonda Sparks, Code 702  
Robert Freiboth II, Shop 99  
Thomas Grier, Code 106.23

**The Vision or Innovation Award**  
Ariel Dubos, Code 2350  
Blaine Hanson, Code 2320  
Brian King, Shop 11  
Bryce Perkins, Code 710  
Chris Shaffner, Shop 99  
Christopher Homeyer, Shop 11  
Gerald Centeno, Code 293W  
Jared Judd, Code 260.2  
Jesse Graham, Code 138.4  
Thomas Bennett, Code 135.1  
Tony Parmley, Shop 75  
Zachary Vaught, Code 2340

**Excellence in Safety Employee**  
Anthony Best, Code 106.2  
Creedence Otto, Shop 26  
Curtis Bay IV, Shop 99  
Drake Stensland, Shop 11  
Joshua Read, Code 139  
Michaela Reise, Shop 75  
Michelle Duncan, Shop 31  
Tyler Smith, Shop 17

**Excellence in Safety Manager**  
Anthony Manney, Shop 11  
Brian McCoy, Shop 31  
Donald Bunce, Shop 75  
Kyle Connolly, Shop 56  
Robert Rippis, Shop 99

**Culture of Excellence**  
Dustin Kielbasa, Shop 38  
Joshua Cantrall, Shop 75  
Katie Storm, Code 260.8  
Maxwell Knowles, Shop 99  
Melissa Brown, Shop 06

**Outstanding Volunteer Service and Compassion**  
Calvin Baines, Shop 17  
Jonathan Chadburn, Code 109  
Kier Scully, Code 760  
Laura Henderson, Shop 64  
Paul Lamaak, Code 138.4  
Samantha Barker-Fischer  
Code 900F

**Valor**  
Benjamin Cruz, Code 105.5

### IF YOU GO

**What:** The 2024 PSNS & IMF Employee of the Year Ceremony

**When:** Wednesday, April 23, noon

**Where:** The Admiral Theatre in downtown Bremerton

There will be a live-streaming event for those who are unable to attend. See 'News You Can Use' for details.

### COMMAMD CAREER CENTER

## Professional development: Turning ideas into initiatives

**Ben Hutto**  
PSNS & IMF Public Affairs

The Command Career Center is ready to help Puget Sound Naval Shipyard & Intermediate Maintenance Center employees take their careers to the next level. Located at the Olympic Lodge Training Center, on Naval Base Kitsap-Bremerton, the Career Center is a command-sponsored program that assists workers with things like résumé writing, creating Individual Development Plans, and preparing for interviews.

The Career Center's goal is to help workers chart out their careers by finding and taking advantage of opportunities for professional development.

"Part of my job is to help people know what's available to them and how they can use it," said Heidi Anderson, Command Career Counselor lead. "Many people come to our offices feeling overwhelmed. They feel like many parts of their jobs are outside the scope of what they can control. We help them understand the things they can control."

Anderson and her staff work with shipyard employees to help them establish professional goals and connect them with the resources and knowledge they need to accomplish their career goals.

PSNS & IMF employees are able schedule appointments during work hours with their supervisor's approval. Shipyard workers on both swing and graveyard shifts can also schedule appointments with advance notice. All appointments are scheduled around work availability.

Anderson and her team can provide their assistance to anyone in the shipyard, regardless of where they are located. Workers can schedule appointments and have someone from the Career Center come to their offices.

"Employees can come to our office or we can go to them," explained Anderson. "We meet people where they are and help turn their ideas into initiatives."

For employees without internet access, the Career Center can provide equipment during these sessions to help give them access to job resources and help them gain familiarity and experience with equipment

they may not have regular access to.

"I cannot guarantee success, but I can provide the resources that will help employees take ownership of their careers," said Anderson. "Things like mock interviews and résumé help eliminate a lot of the uncertainty and fear that can hold people back. A lot of the time the most important thing is eliminating the mental blocks people place on themselves."

The Career Center is available to everyone who works at PSNS & IMF, from mechanics on the deckplates to people who work in offices.

"The career center is for everyone," said Rozy Castellanos, career counselor. "We are here to assist our leaders as well as their workers."

While many workers take advantage of the opportunity to use the Career Center, some may feel uncomfortable asking their supervisor for help making an appointment. For those employees, it is easy to confidentially make an appointment on the team's SharePoint site to meet privately.

For more information, call 360-627-6262, or visit the center's SharePoint page.

# SHIPYARD SAFETY

ALL EMPLOYEES AND MILITARY MEMBERS ATTACHED TO PSNS & IMF MAY PARTICIPATE

SHIPYARD SAFETY PASSPORT

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

# PASSPORT PROGRAM

COMPLETED PASSPORTS ARE ELIGIBLE FOR \$300 OR 8 HRS TIME OFF

### C/900S WATERFRONT SAFETY

Bldg. #435, 4th Floor, RM# 309  
(360)476-8907



LENGTH OF SERVICE | Five shipyard employees honored for their years of service during quarterly awards ceremony



**ABOVE:** Five PSNS & IMF employees were honored Feb. 26, during a Quarterly Length of Service awards ceremony in the Shipyard Auditorium. Pictured with Capt. JD Crinklaw, commander, PSNS & IMF, (from left): Carl Henry, Code 730, Crane Maintenance Division; Brian Fischer, Shop 38, Marine Machinist; Craig Stevens, Code 2301, Nuclear Project Engineering & Planning Division; Paul Gervais, Code 246.2S, Test and Work Control Engineering Division; Philip Day, Code 250.9R, Structural Repair Branch.

**AT LEFT:** Paul Gervais, planning engineer-submarine, Code 246.2S, Test and Work Control Engineering Division, is recognized for his 45 years of service to the command.

(U.S. Navy photos by Wendy Hallmark)

REMINDER:

**PED Policy and QR Codes**

- QR codes are prohibited on all shipyard graphics, without Public Affairs approval.
- Activating camera phones inside the CIA is a violation of PED Policy.

UPCOMING EVENTS

- March 17**
  - **St. Patrick's Day:** The annual St. Patrick's Day celebration is March 17.
- March 25**
  - **Medal of Honor Day:** National Medal of Honor Day is March 25.
- March 29**
  - **Vietnam War Veterans Day:** National Vietnam War Veterans Day is March 29.

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

April 10



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

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

April 23



- **Employee of the Year ceremony:** The annual PSNS & IMF Employee of the Year ceremony is April 23.

Corrective Actions

During the month of **February 2025**, the command had **30 actions**. The following are examples and associated behaviors.

**7** **SUSPENSIONS**  
(Non-supervisors) for failure to follow security instruction, failure to follow work instruction, inappropriate conduct.

**6** **TERMINATIONS**  
(Non-supervisors) for discharge during probation, performance-based adverse action, unauthorized absence.

**4** **REPRIMANDS**  
(Non-supervisors) for failure to follow instruction, unauthorized absence.

The remaining **13 ACTIONS** consisted of:

Demotion (1); Indefinite Suspension (1); Letter of Caution (1); Medical Certification Letters (3); Proposed Removal (1); Proposed Suspensions (6).

Rideshare

**Gig Harbor Vanpool:** Picks up at Gig Harbor Albertsons and Purdy Park & Ride, beginning at 6:30 a.m. Departs PSNS & IMF at 3:30 p.m. Call 360-373-2586.

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

**Tacoma Vanpool:** Picks up at Tacoma Narrows Park & Ride at 5:15 a.m. Departs shipyard (Building 850A) at 2:45 p.m. Text 360-463-9276.

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**ASBP**  
Armed Services Blood Program

**1st WEDNESDAY OF THE MONTH**  
April 2, 2025  
**9AM - 3PM, BLDG. 850A, RM 160**  
For full details, visit News You Can Use on the PSNS & IMF SharePoint home page.

VOLUNTARY  
**Leave Transfer**  
PROGRAM

>>>

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

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# AROUND THE YARD

USS KEY WEST (SSN 722) DOCKS IN DRY DOCK 1 AT PSNS & IMF • (U.S. Navy photos by Jeb Fach)



**TOP:** Tugboats help maneuver USS Key West (SSN 722) into Dry Dock 1 at PSNS & IMF, Feb 26, as a team of Code 740, Riggers, aids in the process.

**ABOVE LEFT:** A team of Code 740, Riggers, helps guide the caisson back into place Feb. 26, after USS Key West (SSN 722) safely docked in Dry Dock 1 at PSNS & IMF.

**ABOVE RIGHT:** Docking crew members guide USS Key West (SSN 722) onto a set of keel blocks located inside Dry Dock 1 at PSNS & IMF, Feb. 26.