

THE PERISCOPE

Portsmouth Naval Shipyard news and information since 1942

October 2026



A NEW GENERATION OF CHIEFS JOIN THE RANKS

From the Commander

⚓ Keeping the undocking of USS Washington (SSN 787) on track demands an immediate, shipyard-wide effort. We are into the final, high-stakes phase before undocking with significant work and testing still ahead—and any loss of momentum risks missing our target date. To achieve our mandatory 95% completion milestone, every team across the shipyard must coordinate with absolute precision. Let's bring the full force of our shipyard's capability to deliver and secure a successful, on-time undocking.

⚓ As we look to the future with Washington's upcoming undocking, we are also preparing to welcome USS Columbia (SSN 771). Our project teams are working hard to manage this tight transition, balancing the workload to ensure a seamless handoff. Notably, Columbia will mark our third refueling overhaul—a complex mission that Portsmouth Naval Shipyard is uniquely qualified to perform.

To prepare, the Columbia project team spent the past year developing an innovative strategy that provides our second shift with dedicated, independent work assignments, moving away from traditional first-shift hand-offs. This shift to focusing on dedicated work is the first time PNSY has structured shift assignments in this manner. By optimizing our daily workflow, we will maximize progress and compress maintenance timelines. Ultimately, this forward-thinking approach not only sets the stage for a highly successful overhaul but also stabilizes resource planning to support you for years to come.

⚓ At Portsmouth Naval Shipyard, your deckplate-led innovation is perfectly illustrated by our expanding use of additive manufacturing to solve waterfront challenges. A prime example of this grassroots ingenuity emerged when the electrical division aboard Washington identified a critical safety and efficiency need: a specialized tool to safely replace small indication lightbulbs in various shipboard systems. Because commercially available products were inadequate, Ship's Force partnered with the additive manufacturing team to develop a solution. This rapid-response collaboration bypassed traditional acquisition delays and delivered multiple prototype tools directly to the crew for real-time testing.

The top design was fast-tracked from concept to a finalized, production-ready tool. By putting custom-engineered solutions directly into the hands of Sailors, the initiative has removed operational risk and ensured peak system readiness as the submarine prepares for its highly anticipated undocking. This joint effort stands as a powerful testament to the relationship between the Washington project team and the machine shop's additive manufacturing team, showcasing how your frontline ideas are rapidly scaled to meet the needs.



Jesse Nice
**Capt. Jesse Nice,
88th Shipyard Commander**



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On the cover:

A newly pinned Chief Petty Officer's hat rests among the vessel boxes made by the selectees as a time honored tradition.

Photo by:
Neil Boorjian

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TAKING THE REINS: NUCLEAR DEPARTMENTS OWNING THE PROCESS WITH MODEL LINE

Article by Alana Demo
Photos by Neil Boorjian

Portsmouth Naval Shipyard is making great strides in the implementation of the Model Line process. It has become a force multiplier that is not only increasing efficiency across the shipyard but also creating self-reliance and authority consistent with expertise among mechanics, inspectors and engineers. Various nuclear based departments have implemented this self-reliance through conducting Model Lines independent of the traditional facilitation from the process improvement branch.

The Model Line process rewires organizational operations to focus entirely on supporting the mechanic by eliminating silos and fostering a highly collaborative environment to stress-test and continuously improve systems. Under this initiative, support departments coordinate seamlessly to provide necessary resources, ultimately ensuring an uninterrupted workflow from start to finish for the mechanic.

The traditional Model Line process has always yielded powerful results, historically relying on intensive, multi-day collaborative sessions to drive change. Recognizing the immense potential of this process, Megan Kinneavy nuclear engineering and planning department division head and her leadership team set out to make the process easier by successfully modernizing the approach into a streamlined, synthesized version that respects the valuable time and bandwidth of the department.

After receiving comprehensive training during an initial large-scale event led by Dana St. Pierre, industrial engineer and process improvement facilitator, and his team in the process improvement branch, Kinneavy and her team took the reins. They restructured the Model Line process, breaking down the traditional multi-day events into smaller, highly digestible half-day and single-day workshops. “This modular approach made the process palatable for the deckplates, allowing teams to target specific bottlenecks without disrupting daily project schedules,” said Kinneavy.

By trimming a multi-day Model Line process into a highly focused, self-directed session, the nuclear fluid systems and mechanical engineering division successfully adapted the tool to match their workforce’s tight schedule. In doing so, they have proven that continuous improvement can be organic.

Another instance was the radiological engineering team who, faced with a cumbersome ship’s system status report (SSSR) upgrade process, took lessons learned from



a Model Line initially facilitated and branched out to do their own. Building on the strong foundation established by St. Pierre, the radiological engineering branch claimed full ownership to drive their own continuous improvement and foster a self-sustained culture of innovation.

“I knew the process was complex and required a lot of groups to work through the changes to come out right, so I wanted to run a Model Line to see where we could make improvements,” said Chris Baker, radiological engineering branch division head. The two-day Model Line was initially facilitated by St. Pierre and his team, but I ran the plan of action and milestones meetings thereafter through completion,” said Baker. “The impact of this will be how I run future SSSR community-of-practice meetings and looking for ways to make improvements vice only working to fix problems as they arise.”

By bringing nuclear and non-nuclear stakeholders together in a collaborative space, the radiological engineering branch shifted the focus from isolated problem solving to a more holistic system of improvement.

Looking forward, the goal is to fully embed these organic facilitation skills within each branch, eliminating the need for outside facilitation entirely. By mapping out current states and letting the deckplate and engineering teams identify their own bottlenecks, the branches are fostering a highly collaborative environment through expertise and innovation. The Model Line has evolved from a one-time exercise into a permanent tool for organized, continuous improvement, establishing a robust community of practice that is prepared to keep PNSY moving forward efficiently to meet the Navy’s mission.



Collaboration to Innovation with the Additive Manufacturing Team

Article by Danielle Phillips
Photos by Neil Boorjian

The inside machine shop's additive manufacturing (AM) team collaborated with the USS Washington (SSN 787) electrical division to increase safety using deckplate-led innovation and strong teaming to create a tool (shown bottom right) that can easily and safely complete the install of tiny indicator lightbulbs on the submarine.

In discovering a direct need for safety improvements, Chief Ryan Roberts, chief petty officer electrician mate, approached the AM team to see if they could create a tool to increase safety. Together, Ship's Force partnered with the AM team to find a solution. Through identifying the specific need and possible solutions, the two groups were able to demonstrate that safety is not isolated to one ship, or shop alone, it requires a seamless collaboration across the entire workforce.

"I feel the teamwork needed for a project like this has to be a priority, while maintaining focus on the safety of the crew," said Manley Irish, AM technician. "All parties did a great job in communicating, which resulted in a part that was printed quickly and done right the first time. This simple idea is not only going to make a crew member's job a little easier, but will also make it safer."

Washington's crew knew there must be a better way to navigate the task of replacing indication lightbulbs within the ship. The AM team took the ideas

discussed and brought them to life, creating a series of prototypes using a 3D printer that creates models out of plastic material. This led to a working prototype that could securely grasp the lightbulb as it was being used, eliminating the risk of direct contact with surrounding electrical components.

The teamwork and development of this working prototype not only benefits crew members currently working on the ships, but it will also serve many shipyard employees to come. "Multiple areas within the electrical shop will be able to use this tool in daily work, improving safety and efficiency in execution," said Noah Lemire, electrical zone manager. "The final design has been programmed allowing for future tool sharing and rapid response to emergent issues where the tool is needed."

"This effort showcases the exact deckplate-led innovation our shipyard continuously pursues," said Kevin Belisle, Washington project superintendent, who applauds the collaboration between production and crew to make this crucial measure of safety possible. "Our zone managers, additive manufacturing team, and the Washington chief's mess united to solve this problem creatively and collaboratively. This teamwork improves efficiency and safety and drives our momentum as we march toward undocking and end game execution. Great job!"



(l to r) Manley Irish, AM Technician, Chief Ryan Roberts, chief petty officer electrician mate, Noah Lemire, interior electrical zone manager.



ROOTED IN LEGACY: COMMODORE ISAAC HULL AND USS WASHINGTON

Article by Joe Gluckert

Commodore Isaac Hull arrived at the Portsmouth Navy Yard in early spring of 1813 with a wartime mission to build a 74-gun ship of the line. Hull became the first naval officer to command the shipyard since its establishment June 12, 1800. Upon his arrival, Hull found only 18 employees assigned to the yard and a handful of workshops.

Hull hired master shipbuilder and Kittery native William Badger to oversee construction of the ship. Badger laid the ship's keel in May 1813, and construction progressed through the summer. In July, Hull petitioned the Navy for funds to construct a ship house over the shipways so that work could continue through the winter months. The Navy approved funding in September, and workers completed the structure Dec. 6, 1813.

In 1814, British warships blockaded Portsmouth Harbor. In his book, "1775-1875: Centennial History of the United States Navy Yard at Portsmouth, N.H.," Walter E. H. Fentress described the situation, "During the year that the Washington was building, much anxiety was felt lest the enemy should send a party by night in boats and burn her, and precautions were taken to prevent it." The yard established an alarm system, which would alert the local militia, but the anticipated British attack never materialized.

The enemy blockade, along with ongoing material supply issues, slowed construction of USS Washington. Maine white oak substituted for southern live oak, and Hull requested materials from Boston and New York. Boston master shipbuilder Edmond Hartt, who constructed USS Constitution, joined the project in early 1814 to oversee naval construction and design in an effort, directed by Hull, to accelerate production.

As construction neared completion, the shipyard invited officers and governors to the launch keeping any advance notice out of the newspapers as a security measure. On Oct. 1, 1814, a crowd gathered to witness the Washington's launch into the Piscataqua River.

After the launch, Hull quickly fitted out the Washington with cannons borrowed

from USS Congress, which arrived at the yard for repairs. He also assembled a temporary crew from USS Adams, which had burned its ship at Hampden, Maine Sept. 3, 1814, to prevent capture. "I now think her safe from the enemy," Hull wrote about the Washington, "unless they come up the river with something much heavier than she is, and I have my doubts whether they will attempt that."

The Treaty of Ghent ended the War of 1812 on Dec. 24, 1814, but word of the peace proclamation did not reach the navy yard until February 1815. Money problems plagued the U.S. government in 1815, delaying and suspending contracts required for the Washington's completion. The Navy endured these delays finally commissioning the warship Aug. 26, 1815.

Selected as the flagship for Commodore Isaac Chauncey, the Washington sailed for the Mediterranean June 8, 1816, and served as the flagship for the Mediterranean Squadron. Commodore Chauncey returned to the United States onboard the Washington, arriving in New York July 6, 1818, and the Washington remained as Chauncey's flagship until 1820. The ship was then placed in "ordinary," and remained in this inactive status until broken up in 1843.

Launching of the USS Washington, by John Blunt, (credit Historic New England).

Inset: Commodore Isaac Hull, by Gilbert Stuart, (credit NHHC photo).



Behind the Scenes: The Apprenticeship Team Who Runs the Program

Article by Mackenzie Karschner

Portsmouth Naval Shipyard's apprentice program has grown from practical beginnings into a robust, well-established initiative featuring two distinct tracks: the Trades Apprenticeship and the Workers Skills Progression Program (WSPP). This program prepares the next generation of submarine repair trades professionals to join the highly skilled PNSY workforce to preserve its legacy and meet the Navy's increasing demands for the modernization of its submarine fleet.

Like every highly effective machine, there would be no product without the vital parts which do the work from the inside. The apprenticeship team, which consists of only four people, Justin Roy, Rob Wyatt, Ben Smith and Megan Hanson, are responsible for planning and organizing the full extent of an apprentices' journey from recruiting to graduation. Most apprenticeship team members are apprentice graduates themselves, with prior experience spanning veteran waterfront work, supervisory roles, training instruction, and workforce development operations. The breadth of experience from each member provides uniquely suited perspectives, which serve to strengthen the program.

"It takes an immense amount of hard work behind-the-scenes to graduate 170 tradespeople annually, but we do it proudly because the safety of our fleet depends on their expertise," said Justin Roy, apprentice program manager.

The apprenticeship team carries a broad range of responsibilities. To encourage career exploration amongst local students, the apprenticeship team partners with local colleges and high schools to provide information sessions and support career fairs. The team successfully recruits apprentices through these school engagements, as well as by educating prospective employees at hiring events about apprentice program opportunities and benefits. The team also onboards apprentices and guides them through New Employee Orientation (NEO) processes, while delivering initial required training, and managing the program's

academic curriculum and student performance evaluations. They track and fulfill apprentice pay and promotions, while coordinating closely with the Department of Labor to confirm certification requirements are being met. None of these tasks would be possible without maintaining close communication with trade shops across yard to ensure the program remains aligned with their needs and, ultimately, those of the Navy.

Over the better part of the last decade, the apprenticeship team has graduated more than 170 journey-level tradespeople annually across 24 trades. Individuals entering the program with relevant prior work experience may qualify for the WSPP, which waives academic requirements in exchange for a greater number of supervised working hours. Alternatively, any U.S. citizen over the age of 18 may apply to the Trades Apprenticeship. These applicants can apply to the more traditional program, which is fulfilled through completion of 7,200 supervised working hours alongside completion of a college-level curriculum.

This also includes rigorous coursework in subjects such as trigonometry, technical writing, physics, and operations management.

The cycle each class moves through on its way to graduation is a demanding journey, requiring grit from within and support from loved ones, peers and leaders along the way. For apprentices, that cycle will eventually come to an end as they move into the next phase of their careers; for the apprenticeship team, however, the cycle never stops. As one class of apprentices is led through NEO, another is being promoted to a higher wage grade; and as one graduation draws to a close, planning for the next is already underway.

Much of that work happens quietly behind the scenes, but the impact of the apprenticeship team reaches far beyond their small office — their contribution leaves a lasting mark on both the yard and the people who pass through the program, helping individuals build stable, meaningful careers and strengthening the workforce in support of the mission.



Earning Their Anchors: Selectees' Journey to Chief Petty Officer

Article by Alana Demo

Photos by Neil Boorjian

Portsmouth Naval Shipyard hosted the pinning ceremony for the Chief Petty Officer (CPO) Selectees of Class 133 on, Sept. 16, 2026. This event marked the culmination of a rigorous, weeks-long training and initiation period—a formalized, mandatory component of the Enlisted Leader Development Continuum designed to ready first-class petty officers for their transition into the Chief's Mess.

The intensive phase prepares selectees for the responsibilities and high expectations of a CPO, testing their leadership, resilience, and mentorship capabilities, while demanding adherence to the highest standards of conduct and respect.

Known historically as Chief Petty Officer Initiation (CPOI) or Chief Season, this phase typically runs for six weeks, and ended with a pinning ceremony on Sept. 16. Before earning the title, selectees spend numerous years in the training and development phase where they must first pass an advancement exam, earn superior performance evaluations, and clear a competitive selection board. Only then do they enter the demanding multi-week initiation, which tests them physically and mentally through specialized scenarios, leadership development, and deep dives into naval history and heritage.

Navy chiefs are defined by their technical expertise within their ratings, administrative acumen, and proven leadership. They play a crucial role in bridging the gap between the officers and junior enlisted personnel, serving as operational supervisors and advocates for all Sailors.

"The overall purpose of CPOI is the annual recentering of our values as a CPO Mess," said Command

Master Chief Robert Schmugge. "It produces chiefs who are prepared ethically, professionally, and operationally to assume increased responsibility, and who demonstrably strengthen warfighting readiness, command climate, and Sailor development. This outcome is achieved when newly accepted chiefs consistently demonstrate competence, character, and confidence in the execution of their duties."

For many, achieving this rank represents a profound leap in leadership and personal development. "In some cases, a Sailor may have been striving to be selected for chief for many years, while others are simply excited to cross into this next level of leadership," said Schmugge.

According to the Naval History and Heritage Command, the rank of CPO was officially established April 1, 1893, under Navy General Order 409, creating a vital link between officers and junior enlisted personnel. The role was established across nine original ratings, including chief master-at-arms, chief boatswain's mate, and apothecary. Today, chiefs are universally recognized as technical experts, primary mentors, and the bedrock of the Fleet.

At the heart of this initiation is the Charge Book which is arguably the most vital tool in a selectee's transition. This tradition dates back to World War II, when commanding officers gained the authority to advance deserving Sailors to CPO directly at sea. Lacking access to formal libraries or leadership manuals while deployed, aspiring petty officers were instructed by existing chiefs to keep personal logs. These logs documented technical specifications, lessons in accountability, and the practical



rules of deckplate leadership gathered through direct conversations with experienced chiefs.

Today, the Charge Book remains a primary vehicle for passing down generational knowledge. It serves as an icebreaker and networking tool, connecting selectees with current and retired chiefs worldwide. Each entry, or charge, is designed to spark meaningful, face-to-face conversations about leadership, expectations, and operational responsibilities.

What began as standard, government-issued green logbooks have evolved into a highly personalized rite of passage. To protect these books from the harsh elements of shipboard life, selectees crafted custom wooden boxes known as vessels.

These vessels are far more than protective cases; they are symbolic keepsakes and living records of a Sailor's transition. Often displayed on a chief's desk throughout their career, these crafted boxes embody a connection to generations' past. While the design and craftsmanship vary across commands and naval platforms, every vessel serves a singular, profound purpose: to protect the wisdom and personal charges passed down from one generation to the

next, cementing a network of support that lasts a lifetime.

The weeks of preparation culminate in the pinning ceremony—the symbolic completion of Chief Season and the final transition into their new roles. The pinning of their anchors represents a lifelong covenant that stands as proof that the Sailor is now entrusted to uphold the timeless tradition of responsibility, where “Ask the Chief” becomes the standard for solving the Fleet's most complex challenges.

During this ceremony, selectees are officially pinned with their gold anchors on the lapels of their crisp service khaki uniforms. It is a moment that officially reclassifies them as The Chief, a title that carries vital leadership responsibilities in the military. It is a common saying across the Fleet: as a Sailor, you will remember many leaders, but you will always remember your Chief.

As the newly pinned chiefs of Naval Support Activity Maine's Class 133 step forward to lead, they do so not just with new brass on their collars and a new title, but with the legacy of more than 130 years of naval heritage, the support of a global mess, and a renewed commitment to their Sailors. They embody the timeless truth of Navy leadership—that to lead is to serve, and to serve is to lead.



'Tis the Season: What you need to know about the 2026 Defense Organizational Climate Survey (DEOCS)

Portsmouth Naval Shipyard is preparing for the 2026 Defense Organizational Climate Survey, a confidential annual assessment designed to gauge morale, well-being, and overall climate of the workforce. In preparation for the upcoming survey season here are some frequently asked questions answered to keep you informed.

Shipyard leadership urges participants to share **candid** written feedback to help improve the command climate, as data managed by the Office of People Analytics is entirely **anonymous**. To protect privacy, respondents should omit personally identifiable information, or PII, from comments and avoid leaving active survey screens unattended.

DEOCS FAQ's



Why is a DoD ID Required?

Entering a Department of Defense identification number allows the system to verify a participant's identity and cross-reference it with administrative data. This personal information is used only for access verification. It is not stored with survey responses and is never shared with unit or organizational leadership.



Why Do Some Questions Seem Tailored to the Military?

The survey is standardized across the Department of War to evaluate the overall environment. While some questions use military terminology, the survey is designed to capture the workplace climate for both military personnel and civilian employees.



Where do I find the survey?

There will be a link directly on the Shipyard's internal homepage, as well as sent out via all-hands email messaging.



National Military Junior Youth of the Year

Stepping up to lead: 2026 Junior Youth of the Year Awards

Article by Channette Ingram
Photos by Neil Boorjian

Leadership does not begin in adulthood. Through the Boys & Girls Clubs of America's Junior Youth of the Year initiative, Naval Support Activity Maine's Child and Youth Program is empowering children ages 10 to 12 to step up as active community leaders.

The program challenges participants to develop critical life skills by practicing public speaking, conducting professional interviews, and mentoring preschoolers through the local Big Buddies program. The hands-on curriculum builds everyday confidence, teaching youth that true leadership is defined by their actions rather than a title.

This year's winner of the Junior Youth of the Year award was Lillian Lobel. "Junior Youth of the Year taught me how to take responsibility, communicate clearly, and be a good example," said Lobel. "I liked pushing myself and seeing what I could handle."

By fostering character, service, and responsibility early, the program is preparing its youngest members to guide their communities into the future.



Second photo (L to R):
CYP Assistant & Youth Sponsorship Lead Sara Janetos, CYP School Aged Care Lead Rachel Connors, award recipient Lillian Lobel, and NSA Maine Commanding Officer Capt. Kupyar.

WARR Training: Mission-ready with Data-driven Decisions

With the support of Portsmouth Naval Shipyard's leadership team, the business and strategic planning office's workload forecasting branch worked with every department across the shipyard to renew their commitment to the Workload and Resource Report (WARR).

The WARR is a monthly publication of the shipyard's most accurate forecast of workload — both direct and indirect — and the staff needed to execute it.

"WARR is best managed in an in-person framework," said Dave Simoneau, operations planning manager. "Independently managing our forecasts stymied our communication and knowledge sharing, which affected our timelines to get the boats back to the Fleet."

Much of the work is centered on building cross-functional cooperation from the deckplate through senior leadership, and across every code, including production and support. "The shipyard acted on our problem statement: failure to provide reliable resource planning," said Bart Rogers, program planning and review division head. "That meant taking a hard look at our staffing plans - being honest about our forecast and ability to execute scheduled workload. This could only happen with Leadership buy-in and commitment from key WARR stakeholders, including operation, resource and project managers across the organization."

Training was developed and delivered by a dedicated team from the business and programming branches including Jimmy Veino, Ellen Galvin, John Chrimes, Joe Shaktman, and Jessica Forbus. The training focuses on how each person influences and impacts the WARR, and how we can all work together to build a trustworthy and predictable plan for the shipyard. "Each one of us needs to understand how our plans impact the WARR. From there, we make decisions as a

group," said Ray Mondor, director of project execution, operations department. "That process builds trust and allows us to make accurate predictions that look downfield and hit targets. We realize these goals are long-term and leadership has made the commitment of continuous support through in-person validation, as well as direct engagement through the Workload Management Board and the Balanced Command Plan Board of Directors (BOD)."

The shifts in expectations are beginning to have an impact. WARR training modules have been ongoing for months, resulting in more than 50% of the intended audience — supervisors and above — becoming more educated on how their work directly impacts the shipyard's near- and long-term goals. "We built a training mechanism that clarified how their roles directly affect our ability to execute our work," said Andre Bouchard, deputy project superintendent, USS Washington (SSN 787).

Each WARR is reviewed monthly by the PNSY Balanced Command Plan BOD, ensuring our workload and resources are managed as a system, confirming they are balanced, and our performance and predictability continuously improves. Once the BOD approves the WARR, it is presented to the Shipyard Commander and Senior Leadership, who officially approves sharing the WARR with Portfolio Acquisition Executive Industrial Operations — the Department of the Navy's single, accountable office for ship depot maintenance.

"This is a long-term investment," said Rick Rogers, production resources branch head, production department. "By committing to building and validating accurate plans, we will continue to drive better results at Portsmouth Naval Shipyard."



HAMPTON CHANGES COMMAND

Article by Alana Demo
Photos by Neil Boorjian

A change of command ceremony for USS Hampton (SSN 767) was held Friday, Sept. 11, 2026, at Portsmouth Naval Shipyard during which Cmdr. Grant Wanier was relieved as Commanding Officer by Cmdr. Ryan Gielegthem.

Capt. Jason Deichler, Chief of Staff, Submarine Programs, was the keynote speaker, and Capt. Mike Poplawski, commodore Submarine Squadron TWO, presided over the ceremony.

Wanier, originally from Sacramento, California, earned his commission from the United States Naval Academy, Class of 2006, graduating with a Bachelor of Science degree in Systems Engineering. He also holds master's degrees in business administration with a certificate in renewable and sustainable energy from the Leeds School of Business at the University of Colorado Boulder, and in national security and strategic studies from the Naval War College. Wanier assumed command of the Hampton May 30, 2024.

"I could not be prouder of the Hampton crew and the entire project team for what we accomplished together," said Wanier. "Through their technical expertise, professionalism, and relentless commitment to the mission, we completed refueling ahead of schedule

and positioned Hampton for an early undocking and an accelerated return to the fleet. More important than any single milestone, this team proved what is possible when the Ship's Force and shipyard work together toward a common purpose. It has been a tremendous privilege to serve as their Commanding Officer."

Under Wanier's leadership, Hampton completed its service life extension program in just 143 calendar days, 27 days ahead of schedule.

Gielegthem, a native of Troy, Michigan, was commissioned October 2005 at Officer Candidate School in Pensacola Florida. Prior to his commissioning, Cdmr. Gielegthem spent seven years in the United States Air Force as a ground radio electronics technician.

Hampton, a Los Angeles-class nuclear powered fast-attack submarine, was commissioned Nov. 6, 1993, and has a crew of nearly 175 Sailors. Hampton arrived at PNSY Nov. 21, 2024, and successfully docked March 8, 2025. Prior to arriving at PNSY, Hampton carried out crucial maritime security operations in the U.S. 7th Fleet, Operation Ice Camp 2024, and participated in UNITAS LXV, the world's longest-running annual multinational maritime exercise, in U.S. 4th Fleet.





DEPUTY ASSISTANT SECRETARY OF WAR COGAR VISITS PNSY



Article by Alana Demo

Photos by Branden Bourque

Portsmouth Naval Shipyard and Naval Support Activity Maine (NSA Maine) welcomed Deputy Assistant Secretary of War for Civilian Personnel Policy Michael A. Cogar, Sept. 9.

During his first visit to the shipyard since assuming his position in May 2025, Cogar engaged with shipyard leadership and subject matter experts, highlighting how the workforce processes, and emerging technologies are evolving at PNSY to meet mission-critical submarine maintenance requirements and support the Arsenal of Freedom.

The visit featured a tour of USS Washington (SSN 787) and engagements with production and engineering teams on Model Line, a continuous improvement initiative implemented to aid in non-stop mechanical work. Cogar also met with subject-matter experts to discuss workforce-led innovations and advanced repair capabilities, including cold spray and additive manufacturing.

“Fleet readiness is critical to our national security,” said Cogar. “The dedicated civilians of Portsmouth Naval Shipyard — both on and off the

line — are essential to ensuring we remain prepared to deter and, if necessary, defeat peer adversaries. I am grateful for their expertise and unwavering commitment to the Department of War’s mission.”

Portsmouth Naval Shipyard is approaching its workforce, processes, and resources with a focus on aligning civilian talent to mission-critical needs. This effort builds on PNSY’s legacy and our gold-standard performance set by our shipyard workforce, ensuring our work aligns with the Department of War readiness priorities and warfighter needs.

“Deputy Secretary Cogar’s visit gave us the opportunity to showcase the people, partnerships, and capabilities that enable Portsmouth Naval Shipyard to deliver for the Fleet,” said Capt. Jesse Nice, shipyard commander. “Our workforce is finding better ways to execute critical maintenance through their expertise and commitment, and these efforts are already producing tangible results across the shipyard.”



VANPOOL LISTINGS HAS MOVED!

For all VANPOOL listings please go to the PAO Sharepoint website and select Commuter Information tab or contact the TIPS coordinator via email at:
PNS_TIPS@us.navy.mil.



Momentum

Reconnect with what matters

Finding the right balance between your work and personal life can be challenging. It isn't about perfection, though. It's about building healthy habits that support your overall wellbeing. When we stay consistent with what matters most, we create space for energy, creativity and meaningful relationships. Although prioritizing fun, rest and personal fulfillment can feel like a luxury, it is actually essential.

- **Set clear boundaries:** Define your work hours and protect personal time to recharge.
- **Schedule what matters:** Block time for hobbies, social connection and activities that bring you joy.
- **Unplug regularly:** Step away from screens to be present with people and experiences.
- **Do one thing just for you:** Whether it's reading, walking or creating, make it non-negotiable.

Small, consistent habits help restore balance and keep you grounded in what truly matters.

Working on social wellbeing

Strong social connections support our wellbeing, help us manage stress and make us feel supported. Simple connections like these can positively affect mood, resilience and overall health:

- **Reach out:** Call, text or spend time with others regularly.
- **Get involved:** Join a group, class or volunteer activity.
- **Be present:** Listen fully and limit distractions.
- **Offer assistance:** Build stronger bonds through helping others.

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HALFMAST



Jerry R. Brooks, 67, of Rochester, NH, passed away at Bellamy Fields Assisted Living on Wednesday, August 19, following a period of declining health. Born in Rochester on October 17, 1958, to Muriel (Gray) Baxter and the late Robert Brooks Jr., Jerry remained a lifelong resident of his hometown.

After graduating from Spaulding High School, Jerry honorably served four years in

the U.S. Navy. He then dedicated 36 years to the Portsmouth Naval Shipyard before retiring. Giving back to his community, Jerry also served as a Call Firefighter for the Rochester Fire Department from 1982 until the early 1990s, proudly achieving the rank of Lieutenant.

Jerry enjoyed all sports and found great joy in coaching the boys' basketball team for Rochester Catholic. He cherished the many laughs and memories made during the annual family vacations in York Beach, Maine.

Photo courtesy of the Brooks Family

Colonel Eugene (Gene) Frederick Paquette (USAF Ret.), 94, of Dover, NH, died on July 25, 2026, after several years of declining health. Born in Winchester, MA, the middle child of Ernest L. and Catherine A. (Ward) Paquette, he was raised in a hardworking family and learned the value of industry early, contributing to the family laundry business throughout his school years. Drafted in 1954, Paquette entered the U.S. Air Force Aviation Cadet Program in Texas, training as a navigator.

Following his military retirement, Paquette channeled his discipline and leadership into 19 years of volunteer service as Director of the Retired Affairs Office at the Portsmouth Naval Shipyard. He ensured that the retired military community and their survivors remained informed of their earned benefits and developed the

annual Retirement Activities Day Program across New England, and he was awarded commendation from the shipyard commander for his steadfast leadership, outstanding performance, and devotion to duty.

Beyond his career, Paquette enjoyed golfing, fishing, boating, and gardening. He shared his love of American history with his family through visits to historic sites, museums, and national parks during many cross-country road trips.

Photo courtesy of the Paquette Family



AWARDS

During the month of August, Portsmouth Naval Shipyard issued 1413 awards:

890	On The Spot Awards
206	Time Off Awards
106	Special Act Awards
198	Special Act Awards for Qualifications
13	Safety Awards

DISCIPLINARY ACTIONS

During the month of August Portsmouth Naval Shipyard issued 37 disciplinary actions including:

Non-Bargaining Unit Employees (Supervisors)

4	Letter of reprimand
1	Suspensions (14 days or less)

Bargaining Unit Employees (Non-Supervisors)

20	Letters of Reprimand
4	Suspensions (14 Days or less)
8	Terminations/ Removals

Portsmouth Naval Shipyard HERITAGE CENTER



OPEN HOUSE

Saturday, October 10, 2026 from 8 A.M. - 3 P.M.
In celebration of the U.S. Navy's 251st birthday



Bring family and friends and come explore the shipyard's museum!

The escort program allows a uniformed service member or government employee with a valid Common Access Card (CAC), a military retiree, or an adult military family member with a valid DoD identification card to escort up to five people on the installation.

The Heritage Center is located in Building 31, on the corner of Wyman Avenue and Sicard Street.

Sponsors and their guests MUST arrive in one vehicle. Sponsors MUST remain with their guests at all times.

Guests are NOT allowed in the Controlled Industrial Area (CIA). All guests must be US citizens.

All guests ages 18 and older are required to bring a valid REAL ID or U.S. Passport