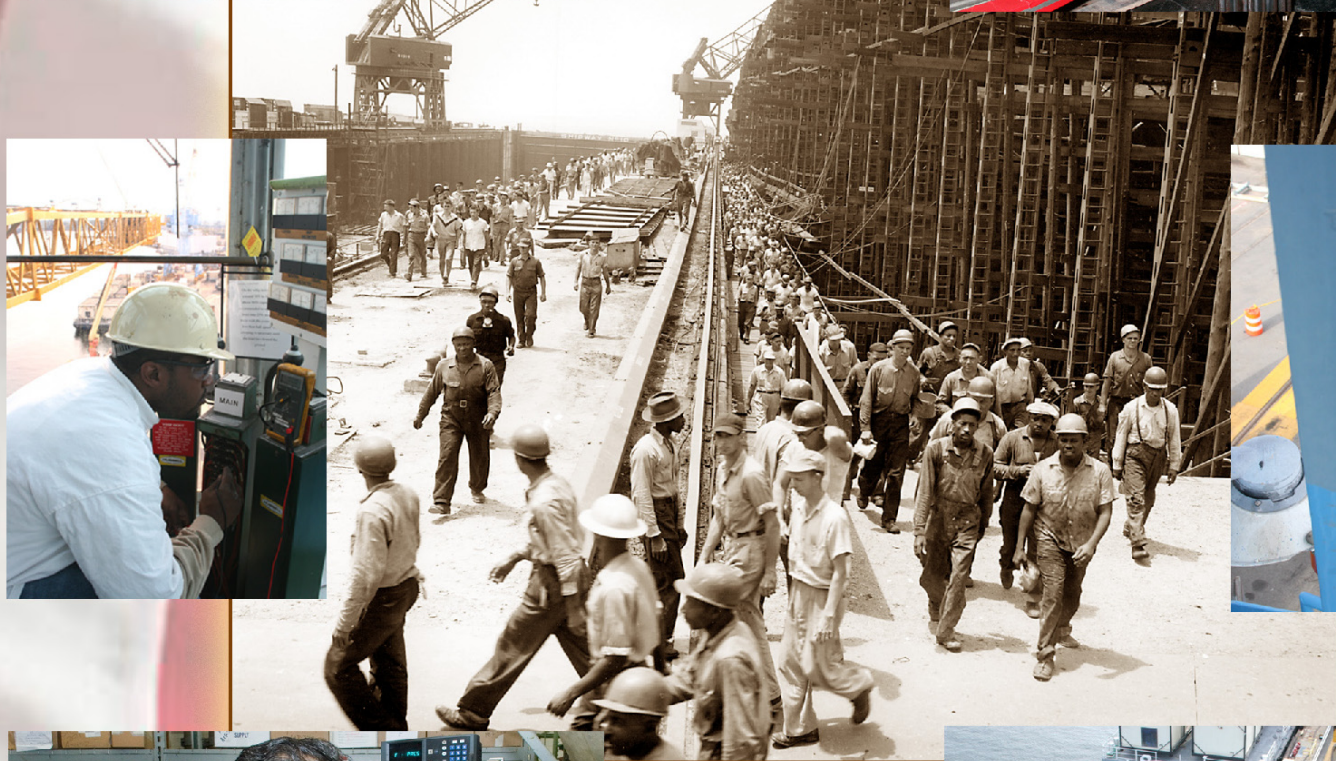


SERVICE TO THE FLEET

Norfolk Naval Shipyard "Any Ship, Any Time, Any Where" August 2008



Have a Safe & Happy Labor Day!

Commander's Comments

by the Shipyard Commander, CAPTAIN RICHARD D. BERKEY

The Fruits of our Labor

Summer is quickly drawing to a close, and what a busy season it has been for our work on the waterfront. It seems just as soon as the USS DWIGHT D. EISENHOWER (CVN 69) sailed away, the USS HARRY S TRUMAN (CVN 75) pulled into dock for its six-month Planned Incremental Availability. We have also been pushing hard all summer on the submarine side of the house with USS TUCSON (SSN 770) in the end game and moving quickly towards fast cruise and sea trials. USS ALASKA (SSBN 732) is commencing the next phase of testing and the USS AUGUSTA (SSN 710) schedule has been accelerated a few weeks. On the surface ship side, we are quickly approaching the fourth quarter on our L-Deck availability, the USS WASP (LHD 1), which is set to leave the shipyard in November. The work at Naval Station Norfolk is in full swing with numerous submarine and surface ship I-level avails and emergent work keeping everyone fully engaged. Finally, the USS GEORGE WASHINGTON (CVN 73) left San Diego after emergent repairs were accomplished following the fire damage. Several of our workers played a pivotal role in making this happen under not so easy conditions.



Given the hard work that the shipyard workforce has been accomplishing, it is appropriate that we now pause in our busy schedules to observe the Labor Day holiday. As a symbolic end of summer to parents and children alike, Labor Day can represent that one last chance to take a vacation before the kids are back in school. But Labor Day also means a lot more than that. This U.S. federal holiday, observed on the first Monday in September, originated with New York City's Central Labor Union in 1882 to provide "a day off for the working man." Over 125 years later, that goal is still being realized, and across all 50 states.

Just a couple weeks after the holiday, Norfolk Naval Shipyard will be celebrating the fruits of our labor with 2008's Big Rock ceremony being held in Building 163 on September 15. Once again, we will bust ceremonial rocks to commemorate meeting our waterfront goals and performance objectives of the past year. To those in the workforce who have yet to experience a Big Rock ceremony, I highly encourage those who can make the time to take the time during that day to see what your co-workers will be talking about later. One of my most memorable experiences as Shipyard Commander was taking the stage during last year's ceremony and seeing thousands of our employees all gathered in one place to celebrate our common goals that we had met together as a shipyard. The collective feeling in Building 163 was electric, and I can't wait to experience that again!

At last year's ceremony, I discussed my three priorities during my tenure at NNSY—Service to the Navy, Service to the Fleet and Service to our People. While we are certainly assisting both the Navy and the Fleet with clearly defined objectives like our Big Rock goals, the heart of the Big Rocks program at NNSY is all about Service to our People. It is a chance to officially recognize the faces of the folks who keep our availabilities on track and our waterfront operating smoothly every day. And as we bring up the personnel on stage who have helped extensively with this year's key availabilities, know that it is their hard work that personally contributed to the monetary performance award being provided to all eligible shipyarders.

Stay safe, stay focused, stay engaged, and I'll see you in Building 163 on September 15!

A handwritten signature in black ink that reads "Richard D. Berkey".

ON THE COVER—Code 1170's photo lab and graphics personnel created this montage of Norfolk Naval Shipyard waterfront employees, including the center view of World War II workers leaving the ship building ways. Nearly 43,000 employees worked at NNSY during WWII.

VADM McCoy, NAVSEA's 42nd Commander

Vice Admiral Kevin M. McCoy relieved Vice Admiral Paul E. Sullivan as Commander, Naval Sea Systems Command (NAVSEA) Aug. 8 in a ceremony at the Washington Navy Yard.

VADM McCoy thanked VADM Sullivan for his years of service to NAVSEA and to the U.S. Navy. He looked forward to building upon the great work that has been accomplished to date in developing, delivering and maintaining the world's best ships and weapons systems.

"Together, we will build on the great work that has been accomplished to date in developing, delivering and maintaining the best ships and weapons systems, on time and on cost for our great Navy," said VADM McCoy.

"We are charged with an awesome responsibility in Keeping America's Navy #1 in the World, and I have the utmost confidence in your abilities.

I look forward to the road and challenges ahead!"

VADM McCoy has served at Naval Reactors Headquarters, on the USS Daniel Webster (SSBN 626), and Mare Island Naval Shipyard as both a nuclear and non-nuclear Ship Superintendent and Shipyard Docking Officer.

VADM McCoy has also served at Charleston Naval Shipyard assigned as Repair Officer, Planning and Estimating Superintendent, Business Operations Officer, Senior Project Superintendent and Operations Officer.

He served as Repair Officer on USS L.Y. Spear (AS 36), Officer-in-Charge of the Navy Maintenance Support Office and Program manager for the Advanced Industrial Management Program supporting the shipyard and Naval Air Depot communities at Norfolk Naval Shipyard.

At Puget Sound Naval Shipyard VADM McCoy served as Business Officer and Operations Officer and, in 2001, became Commander of Portsmouth Naval Shipyard.

Upon selection to Flag rank, VADM McCoy served as NAVSEA Assistant Deputy Commander of Industrial Operations from 2004-2005. From 2005-2008, he served as the NAVSEA Chief Engineer.



The first 100 days Executing NAVSEA's Strategic Business Plan

As I assume command of NAVSEA, I am truly humbled and honored to have the opportunity to lead such a dynamic and dedicated team of men and women. We are ONE NAVSEA Team - a 52,000-person workforce across our country and the world. Our common mission is to develop, deliver and maintain ships and systems on time and on cost for the Navy. I am excited about the road ahead! Together, as ONE NAVSEA Team, we will tackle the challenges facing us and be successful.

NAVSEA Strategic Business Plan

Under Vice Admiral Paul E. Sullivan's leadership, we developed the NAVSEA Team Strategic Business Plan. It is OUR plan! It directly aligns with CNO's and SECNAV's priorities and I am fully committed to its execution. The goals we have set are:

- *Sustain Today's Fleet Efficiently and Effectively*
- *Build an Affordable Future Fleet*
- *Enable our People*

NAVSEA's ability to sustain today's Fleet and build tomorrow's is absolutely dependent upon YOU—the people who work every day to achieve the NAVSEA mission, vision and goals. Thus, "Enabling our People" is the goal most critical to our success. We must expand upon the many initiatives we already have begun in recruiting, developing and retaining our workforce. We must continue to value and invest in a culture of Diversity. And we must complete our transition fully to a Competency Aligned Organization. Current and future program execution demand we create this ability to understand the skills needed, when and where we need them and how best to focus our efforts while simultaneously improving the foundation of our team.

Sustaining today's Fleet is essential in achieving a 313-ship Navy. We can't get to 313 simply by building new ships. With 75 percent of the Navy's 313-ship goal already in operation, it is absolutely critical that our ships maintain full combat readiness and continue in-service through their full design life.

The Navy's future Fleet must be designed to adjust to warfare requirements. As we undergo the design process, we must take definitive steps to ensure future ships and weapons systems are affordable to build, maintain and upgrade over their service lives.

Execution Focus: My First 100 Days

VADM Sullivan and I surveyed the Fleet, Navy leadership in the Pentagon, and our affiliated Program Executive Offices to find out what they value most as NAVSEA customers. Based on their feedback, and in full alignment with the goals and objectives of the NAVSEA strategic business plan, you will see immediate execution in the areas which I intend to focus our collective efforts in my first 100 days of command.

Here are some key examples of actions NAVSEA will take between now and the end of November:

To sustain today's Fleet, we will:

- *Complete quality availabilities in naval shipyards on time and cost,*
- *Identify and achieve cost reductions opportunities for work performed in the Warfare Centers,*
- *Reduce cumbersome work practices employed in industrial availabilities, and*
- *Revise the Virginia-class maintenance plan to eliminate unnecessary inspections and work.*

To build an affordable future Fleet, we will:

- *Focus on reducing acquisition costs, including applying more risk-based decisions to specifications and requirements, and*
- *Pursue commonality of hulls, systems and components across the Navy to reduce total ownership costs.*

To enable our people, we will:

- *Speak with "one voice,"*
- *Be a Competency Alignment organization, and*
- *Embed diversity as a fundamental operating principle.*

These are just a few examples of actions, which build upon defined strategic business plan goals. It will take our combined efforts to execute and reap the benefits provided by you for NAVSEA, the Navy, and our nation...

I have set my sights high for the first 100 days. I need every single one of you onboard and in the fight! I know with passion and dedication we can and will meet our targets and exceed all expectations. We are One NAVSEA Team—with one common mission and vision—and the responsibility of "Keeping America's Navy #1 in the World!" I am honored to have the opportunity to serve with you. Stay safe and keep charging!

"The two things I value most are Passion & Action — the ability to get stuff done. I'm excited about the road ahead. And, together, as one NAVSEA team, we'll tackle the challenges facing us."

VADM Kevin M. McCoy, Commander, NAVSEA

WELCOME ABOARD—The USS HARRY S TRUMAN (CVN 75) arrived at Norfolk Naval Shipyard on Aug. 1 for its six-month Planned Incremental Availability.



NNSY's 1st Annual College Day a success

By Kristi Britt

The first annual College Day at Norfolk Naval Shipyard took place on August 11, 2008, marking the beginning of what hopes to be a successful partnership between NNSY and colleges throughout Virginia.

Guests from the participating colleges arrived that morning: Dr. Oktay Baysil of Old Dominion University, Dr. Kyo Song of Norfolk State University, Dr. Patricia Mead of Norfolk State University, Marx Eisenman of Virginia Commonwealth University, Sarah A. Burgess of Virginia Commonwealth University, Paul E. Gordy of Tidewater Community College, Mark Pierson of Virginia Tech, and Clarence J. (C.J.) Livesay of the University of Virginia. They all gathered, ready and willing to listen to what our department heads had to say. They were first introduced to the shipyard's history, being briefly discussed by Jim Strickland, Director of NNSY's Executive Support Staff. Following suit, the department heads each took turns describing their department's main jobs in general, as well as what they hope to achieve in the future. Then, after a brief discussion with Shipyard Commander, Captain Richard D. Berkey, the guests were able to give their feedback on the introduced partnership.

"I'm very excited that the shipyard took this initiative," said Dr. Baysil, the dean and professor of ODU's Frank Batten College of Engineering and Technology. Dr. Baysil was very excited with what the NNSY is doing and hopes that the partnership will carry on long into the future. Livesay, who represented UVA's engineering program, said that any additional exposure to the students will create a better understanding, and if that presence is maintained then the students could possibly consider the shipyard as a career choice in the future.

All of the guests had such positive outlooks on the program and made it clear that future partnerships would be greatly appreciated. NNSY will be keeping its presence known at the colleges, setting up booths and talking with any students who might be interested in a career here. The young people are the future of the shipyard, and with this outreach program the future certainly looks bright.

(Britt is a Radford University student intern in NNSY's Public Affairs Office.)



EXPANDING OPPORTUNITIES—For Norfolk Naval Shipyard's First Annual College Day on Aug. 11, over half a dozen representatives from Virginia's colleges and universities came to NNSY to hear about opportunities at the shipyard. From left to right, C.J. Livesay of the University of Virginia; Mark Pierson of Virginia Tech; Paul Gordy of Tidewater Community College; Sarah Burgess of Virginia Commonwealth University (VCU); Dr. Kyo Song of Norfolk State University (NSU); Dr. Oktay Baysil of Old Dominion University; Marx Eisenman of VCU; Dr. Patricia Mead of NSU; Shipyard Commander, Captain Richard D. Berkey; Code 105 Director, Elaine Colston; and Code 2300 Department Head, Mitch Daugherty. *(Photo by: Bill Black, a Code 1170 photographer.)*



Code 920N Process – Sheetmetal Fabrication Forming 6S

By Sandy Henson-Brown and Doug Irwin

Code 920N conducted a Rapid Improvement Event (RIE) on the Sheetmetal Fabrication Value Stream from July 7 to 11. The focus of this RIE was on the sheetmetal fabrication forming process. The Lean Tools used centered on Go-See and 6S Workplace Organization involving Safety, Sort, Situate, Scrub, Standardize, Sustain. The before-RIE 6S score was 0.13 and the after-RIE 6S score was 0.40 resulting in a 27 percent improvement. Completed team actions included: removed 15 unneeded machines, improved visual order, improved visual controls, consolidations, better work flow, standard work, and material pull practices. This RIE expected net cost reduction is \$32,000 over the next three years (FY08 remaining plus two years.)

The completion of this RIE, and a subsequent event the week of Aug. 11, resulted in the completion of nine RIEs by Code 920 this year and keeps them on track to complete the 11 RIEs committed to at the NNSY FY08 Lean Executive Planning Session (Lean EPS) held in October 2007. The combined total three-year cost reductions for the nine RIEs facilitated by Code 920 this year is \$1,468,000.

(Henson-Brown is a Code 100PI management/program analyst and Irwin is a Code 100PI Lean Six Sigma Black Belt.)



RIE team members, seated, left to right: David Russell, Shop 17; and Kristopher Groce, Shop 17. Standing, front row, left to right: Doug Irwin, Code 100PI Lean Six Sigma Black Belt; Sandy Williams, Code 920; Phillip Leonard, Shop 17; Termaine Sessoms, Shop 17; Dominick Laws, Shop 17; Kevin Bullock, Shop 17; and William Stubbs, Shop 17. Standing, second row, left to right: Ron VeRel, Code 920; Tommy Johnson, Shop 17; Ashley Shearin, Shop 17; Kenny Minnard, Shop 17; John Kellum, Shop 17; Richard Tidwell, Shop 17; and John Everette, Shop 17. Photo by: Bruce Jefferys, a Code 920 Lean Six Sigma Green Belt.

CNRMA providing mandatory motorcycle safety courses

By Kristi Britt

With rising gas prices, more people have been transitioning from traveling in cars to traveling on motorcycles. However, safety is not always the top priority for some of these riders, resulting in an increase of motorcycle accidents nationwide. Local naval activities, including Norfolk Naval Shipyard, have teamed up to prevent these tragic occurrences from happening. To do that, they introduced the Commander Navy Region Mid-Atlantic (CNRMA) Traffic Safety Training available to employees working at local naval facilities.

For riders at NNSY, the mandatory safety and basic rider course can be taken at many different locations throughout Virginia. One of the most accessible locations is at Naval Station Norfolk and it is free for all active military personnel and any DoD civilian personnel who operate bikes on base. As long as riders meet those requirements and have their own motorcycles to use in the course, they are able to take the course there at NSN. If they do not have a bike for use at that time, then other locations are available for a cost where bikes are supplied for use.

There are six courses offered by the Motorcycle Safety Foundation (MSF). Each course focuses on the safety procedures and gear, as well as the basics of each vehicle mentioned in the course.

There is a mandatory Basic Rider Course (BRC), which is a two-day course where riders learn the basics of motorcycles in general.

There is also an Experienced Rider Course (ERC) that is a one-day course and has a mandatory recertification every three years for all the active members on base.

A new course that is offered is the Military Sport Bike Rider Course (MSRC), and it is designed specifically for those members working on base who ride sport bikes. The three requirements specifically for that course are as follows: 1) The first year riders must attend regardless of age, 2) anyone aged 26 years or younger must attend, and 3) any sport bike rider that works on base.

The fourth course offered is the All-Terrain Vehicle (ATV) course, and anyone on base who will be operating the ATVs will have to take the course.

The next course is the American Automobile Association/Driver Improvement Program (AAA/DIP) and is a mandatory course for anyone who has been convicted of serious moving violations, or has committed serious violations while driving a government vehicle or personal vehicle. The course is supposed to establish and reinforce a positive attitude toward safe operations of any vehicle.

The final course offered is the Driver Awareness Safety Training (DAST). The course is mainly comprised of classroom instruction on traffic safety that is designed to reinforce the safe driving habits of the riders.

The courses are offered at NSN because there are a lot of motorcyclists both in the shipyard and at NSN who are new riders who have not yet had the proper safety training.

One new rider is ET2 Michael Davenport, a Navigational Electronic Technician at NNSY, who has only been riding his sport bike for a little over a month. Switching over to the sport bike mainly for gas reasons, Davenport took the BSC as well as the MSRC in order to travel on base with his bike.

Davenport was eager to take the courses because he wasn't sure about the basics of his new bike or how to safely operate it. He said he believed that military personnel crashes often involve a rider having a bike that is too big for him or her, or possibly going too fast and losing control of the bike. Davenport has strong views on the fact that people should be more aware of their surroundings as well as their bikes, and be able to search, evaluate and execute while driving.

"I recommend that all riders take a safety course for different reasons," said Davenport. "They bring knowledge from their riding,



LOOKING COOL AND STAYING SAFE— Code 1100 Installation Liaison Specialist Curtis Steward is an NNSY motorcyclist who practices safety. After he got into an accident, he enrolled in a safety course offered at a local motorcycle dealership, and now practices what he learned whenever he is motorcycling. (Photo by: Michael Brayshaw, Code 1160 Public Affairs Specialist.)

Continued next Page

help instructors with training and real life experiences, they get a refresher of knowledge, they possibly learn something they didn't know before, and they learn safe riding techniques for new riders."

Another NNSY rider who practices safety is Curtis Steward, Code 1100 Installation Liaison Specialist. Steward's reasons for getting a motorcycle were different compared to Davenport's, as he became interested in his friend's motorcycle and bought a cheap bike of his own. However, Steward wasn't always prepared on his bike and when he got into an accident, he realized just how important proper motorcycle safety was. He enrolled in a safety course offered at a local motorcycle dealership, and whenever you see Steward riding, you can always tell that he is properly prepared.

The CNRMA courses usually fill up fast, despite being offered in many different locations and dates and times vary depending on location. The fatality numbers have begun to go down because of the required courses, and officials hope that someday they will decrease all together.

For more information on the CNRMA training or the MSF, visit CNRMA's website at <https://www.cnic.navy.mil/cnrma/index.htm>.

Shop 41 is annual Safety Award Winner

By Shakirra Pinnock

A shop that believes in teamwork, precautionary measures and safety coming first is Shop 41. For these reasons, the Boilermaker Shop received Norfolk Naval Shipyard's Annual Safety Award for the 2007 calendar year on July 22.

"This award isn't just about low injury rates; it's about aggressive management actions, leadership, labor/management partnerships, employee involvement and an overall commitment in the Voluntary Protection Program (VPP) principles of providing a safe and healthful workplace," said Shipyard Commander, Captain Richard D. Berkey, when presenting the award.

In the past year, Shop 41 has had a 60 percent reduction of injuries. It also reduced Norfolk Naval Shipyard's lost workdays by only having three lost workday cases this past year. More than 90 percent of shop employees have currently completed the VPP Passport Program, and are continually reviewing the VPP objectives and holding regular safety briefs.

Jackie Work, Boiler Shop Production Manager, said that "Shop 41 is shorthanded at this time and by going over the safety requirements and making sure everyone is aware of these, we are able to keep a full and healthy crew." Work added, "We won the award because all Shop 41 workers from apprentice to the group superintendent are involved in VPP. We take pride in our shop, the shipyard and trying to do our part to make it better." Boiler work has historically been a potentially hazardous trade, according to Code 106. "However, here is another example of the results achieved by applying the concepts of VPP," said Safety Specialist Jim Kasey. "Proof positive that VPP is working throughout the shipyard! Congratulations to Shop 41!"

(Pinnock is a Virginia Tech student intern in NNSY's Public Affairs Office.)



SHOP 41 IS NUMBER ONE—in Safety for the 2007 Calendar Year! Shipyard Commander, Captain Richard D. Berkey, shown here with Shop 41 employees, recently visited the Boilermaker Shop to discuss safety and extend his congratulations for their winning the Annual Shop Safety Award. (Photo by: Larry Brooks, a Code 1170 photographer.)

National Hispanic Heritage Month

(September 15 - October 15)



Hispanic Heritage Month evolved from a Congressional declaration of Hispanic Heritage week in 1968. It was to be celebrated during the week of September 15th and 16th, covering a wide number of Independence Days for Latin American countries. On September 15th, Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua celebrate their independence. On September 16th, Mexico celebrates its independence. In 1988, the celebration of Hispanic heritage was officially extended to 31 days...

Hispanic ancestors are a blend of those who have lived in the Americas for thousands of years and those who are just arriving. They were the Europeans who explored this land for European kings and queens...

The United States contains two of the oldest European colonial cities, both of them Spanish. One is the Spanish settlement of St. Augustine in Florida (1565); the other is San Juan, Puerto Rico (1508).

Cuzco, Peru is the oldest continually inhabited city, dating back thousands of years. Jamestown (1607), the first English settlement wasn't established until a hundred years after San Juan. Hispanics have been instrumental in exploring and mapping this hemisphere for Europe. Many of our states were part of the Spanish or Mexican territories. These include California, Texas, Nevada, Arizona, New Mexico, Colorado, Louisiana and Utah.

Hispanics are often looked at as newcomers, but they were among the first here... Many of the Hispanic families in the United States have resided in the same area for hundreds of years, retaining cultures older than the borders that define modern countries. Hispanics have helped form the United States from the very beginning. Since the Revolutionary War they have aided the nation in every major war from outside and from within...

Hispanics have delivered American on-screen cultural icons like Sammy Davis Junior, and Raquel Welch, and Spaniards like Martin Sheen and Antonio Banderas. Sports icons have included Ted Williams, Sammy Sosa, Atanasio "Tony" Pérez and Roberto Clemente. Hispanic musical talents are formidable throughout American history, Tito Puente and current stars like Tatyana Ali and Mariah Carey representing only the tip of the iceberg.

Enjoy this month-long celebration of one of the many great cultures that make up the United States.

(Information gathered from Hispanic Heritage Month website.)

FEHB program prescriptions

By HRSC-E

Have you ever been in a situation where you needed more than a 30 day supply of a prescription drug? You can use the mail pharmacy service of your Federal Employees Health Benefits (FEHB) plan to receive up to a 90 day supply of prescription medicines. You should plan ahead if you use this service since it takes 8 – 10 days for the medication to arrive. If you are leaving the country and don't have 8 – 10 days to wait for the mail order prescription you should contact your FEHB carrier for an out of country exception. You may request this exception only once. If your FEHB carrier is unable to assist with the out of country exception you can call Blue Cross at 1-800-977-8860 or call OPM at 1-202-606-3818 for all other plans.

Information about FEHB and other benefits programs is available on the Department of Navy Civilian Benefits Information Center at <https://www.civilianbenefits.hroc.navy.mil/>. Questions about benefits should be referred to The Benefits Line at 1-888-320-2917.



The stars are stepping out at NNSY—Be a Star in someone's life...

By Dorassa Fields

Yes, that's the theme that we have adopted for this year's Combined Federal Campaign (CFC). Hollywood celebrities are not the only stars. **You** can be a star in someone's life by contributing to the CFC. This is an opportunity to make a difference in the lives of those who are less fortunate. Come out on Sept. 19th at 12:30, in the Command Briefing Room for Norfolk Naval Shipyard's CFC grand kick-off.

We have *two* three-day-and-two-night getaway trips to give away along with a host of other prizes. Best of all, everyone will take home some nice gifts. Mark your calendar now!

Refreshments will be served immediately following the kick-off.

(Fields is NNSY's CFC Coordinator.)



FIRST PLEDGE—Shipyard Commander, Captain Richard D. Berkey, makes the first pledge to this year's Combined Federal Campaign (CFC) at Norfolk Naval Shipyard. Joining him, left to right, are: Lieutenant Flynn McCutchen, representing the military at NNSY; Dorassa Fields, CFC coordinator; Emily "Cookie" Harris, Metal Trades Council and CFC co-chairman; and Bret Lee, CFC chairman. *Photo by: Larry Brooks, a Code 1170 photographer.*

**EFFICIENCY
AND
INTEGRITY
HOTLINE
396-7971**



Better Times Club

The final Better Times Club/Norfolk Naval Shipyard employee luau will be held from 5 p.m. to 1 a.m. on Friday, Sept. 19, at the Holiday Inn Olde Towne Portsmouth. Admission is \$2 a ticket and must be purchased in advance of the event and presented at the door. Tickets purchased at the door are \$5. Food tickets cost an additional \$1. Food will be served from 6-8 p.m.

Entertainment will include the musical group Elkabong from 5-9 p.m. in the Riverfront Ballroom. The Rhondels will perform from 9 p.m. to 1 a.m. in the Cock Island Grill.

The Holiday Inn is extending a special room rate of \$79 plus tax. When calling the Holiday Inn for room reservations at 393-2573, mention the Better Times Club event.

NNSY employees, contractors, tenants and military personnel assigned to the shipyard, or on ships being repaired here, are invited to attend this event. All guests must be at least 21 years old. For ticket information, contact Dennis Kravits at 397-1636.

Employees seeking leave for personal, family emergencies

Norfolk Naval Shipyard, as well as tenant command employees seek leave through the Leave Donor Program:

David Key, a Shop 31 machinist, needs leave due to surgery. To donate leave to Key, call E'Spranza Allen at 6-7421.

Darrell O. Jones, a Code 900T training support tech, needs leave due to an illness. To donate leave to Jones, call Allen at 6-7421.

Jack Keith Wright Jr., a Shop 99 industrial equipment mech, needs leave due to a family illness. To donate leave to Wright, call Allen at 6-7421.

John T. Merrill, a Code 139 mech inspector, needs leave due to an illness. To donate leave to Merrill, call Robert Starks at 6-5757.

Amanda K. Gulledge, a Code 2310 engineer, needs leave due to health issues. To donate leave to Gulledge, call Jimmy Harrington Jr. at 6-8667.

Drew Terry, a Code 105 health physicist, needs leave due to health issues. To donate leave to Terry, call Debra Williams at 6-3649.

Below is a list of point of contact telephone numbers to donate leave to and a list of names of those who are still in need of leave.

Call 6-5510 for: Emily Schumacher.

Call 6-7421 for: Agail R. Williams, Durwood L. Norris, Huberta M. Moore, Henry G. Drew, James Minor, Robert B. Strickland, Thomas J. Case, Marlon Sterling, Elton Pugh, Charles Sealy, or Joseph Taylor Jr.

In Sympathy

Norfolk Naval Shipyard extends deepest sympathy to the family of:

Robert Smith, who died on July 26, was a Code 970 painter. He had seven years of civilian service.

Transportation

Rider needed: from Elizabeth City following Meadstown Road, Peachtree Road, Route 17 to Norfolk Naval Shipyard for the 7:20 a.m. to 4 p.m. shift. For more information, call Mike at 6-7596, 252-330-4079, or cell at 636-3962.

For more information about NNSY's Drug-Free Workplace, contact Darlene Moore, Code 1102 Drug Coordinator at 6-2969.



Norfolk Naval Shipyard's Mission, Vision and Values

Mission

Service to the Fleet
Any Ship, Any Time, Any Where

Vision

The best shipyard as seen by our customers and employees through:

- Growing leaders for the future.
- Meeting our customers' expectations with no surprises.
- Working together as one.

Values

We live the 7 Habits which are:

1. Be Positive
2. Begin With The End In Mind
3. Put First Things First
4. Think Win-Win
5. Seek First To Understand-Then To Be Understood
6. Synergize
7. Sharpen The Saw

Service to the Fleet is the official Norfolk Naval Shipyard's Publication

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Vol. 68, No. 8.

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Norfolk Naval Shipyard, Portsmouth, VA
23709-5000.

*Deadline for submissions to the next *Service to the Fleet* issue is **Sept. 15**.

Annual School Supply Drive

Norfolk Naval Shipyard Federal Women's Program (FWP) Community Outreach and Waterfront Committees will be holding its Annual School Supply Drive in support of the Portsmouth Public Schools, through Sept. 15.

Donation boxes have been placed in the following locations; Buildings 202-1st floor, 298-1st floor, 62-2nd floor, 30-2nd floor, 1500-1st floor, 268-1st floor, Shipyard Chapel and 510-5th floor.

Some of the requested items are loose-leaf notebook paper, 2 subject spiral notebooks, 1 1/2" three-ring binders, 2-pocket folders/with brads, tissues, scissors, dictionaries, back packs, pencils, pens, etc.

There appears to be a greater need for the community's assistance this year. The point-of-contact for the drive is Frieda McCray, FWP chairperson, at 396-5928. "We, as a unit, with your help, hopefully will be able to make an impact as we have in the past and to go even beyond," said McCray.

Federal wage increase

DoD Civilian Personnel Management Service (AW) Arlington, Virginia 22209-5144 Issue Date: 15 July 2008

Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Norfolk-Portsmouth-Newport News-Hampton, VA (RUS) Wage Area

The schedules shown below have been established under authority of DoD Directive 5120.39, dated April 24, 1980, subject to the limitations contained in CPM 2008-03, dated 4 January 2008. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG-Rates					WL-Rates					WS-WD-WN Rates					WD-WN Pay Level
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	11.49	11.98	12.46	12.92	13.40	12.62	13.16	13.69	14.22	14.74	17.73	18.49	19.22	19.99	20.71	
2	12.51	13.02	13.55	14.09	14.61	13.77	14.33	14.92	15.48	16.08	18.62	19.42	20.21	20.98	21.75	
3	13.55	14.12	14.67	15.25	15.83	14.91	15.53	16.16	16.74	17.41	19.47	20.27	21.07	21.91	22.69	1
4	14.41	14.99	15.62	16.27	16.86	15.84	16.52	17.18	17.79	18.56	20.40	21.24	22.09	22.94	23.80	2
5	15.33	15.94	16.60	17.25	17.86	16.86	17.56	18.25	18.96	19.66	21.25	22.14	23.11	23.95	24.83	3
6	16.21	16.92	17.62	18.24	18.92	17.81	18.59	19.30	20.06	20.80	22.20	23.12	24.05	24.97	25.89	4
7	17.13	17.84	18.57	19.28	20.01	18.83	19.62	20.42	21.22	22.00	23.14	24.07	25.01	26.00	26.97	5 1
8	18.00	18.76	19.53	20.25	21.01	19.80	20.65	21.49	22.27	23.20	24.00	25.00	26.00	27.00	28.00	6 2
9	18.92	19.73	20.52	21.31	22.13	20.79	21.70	22.60	23.41	24.37	24.93	25.95	27.04	28.06	29.09	7 3
10	19.89	20.72	21.55	22.38	23.21	21.88	22.79	23.70	24.61	25.52	25.86	26.94	28.02	29.10	30.17	8 4
11	20.89	21.76	22.63	23.50	24.37	22.98	23.94	24.90	25.86	26.81	26.71	27.82	28.93	30.05	31.16	9 5
12	21.81	22.73	23.62	24.51	25.43	23.97	24.99	25.97	26.97	28.00	27.79	28.95	30.12	31.27	32.43	10 6
13	22.56	23.52	24.46	25.40	26.35	24.84	25.87	26.90	27.96	29.00	29.12	30.34	31.53	32.75	33.97	11 7
14	23.36	24.35	25.31	26.27	27.24	25.71	26.79	27.86	28.94	30.01	30.56	31.84	33.11	34.38	35.66	8
15	24.14	25.13	26.15	27.16	28.17	26.56	27.67	28.75	29.89	30.97	32.21	33.56	34.90	36.25	37.57	9
											WS-16	34.07	35.51	36.93	38.35	39.76
											WS-17	36.20	37.72	39.21	40.74	42.23
											WS-18	38.53	40.15	41.76	43.34	44.95
											WS-19	39.79	41.45	43.11	44.77	46.42

JAMES M. DAVEY
Acting Chief
Wage and Salary Division

Order Date: 6 May 2008
Effective Date: 20 July 2008
Supersedes Schedule Issued 17 July 2007