

# *Service to the Fleet*

Norfolk Naval Shipyard "Any Ship, Any Time, Any Where" July 2009



# Commander's Comments

by the Shipyard Commander, CAPTAIN WILLIAM C. KIESTLER

## Sustaining the Legacy - in 3D

It is truly an honor to serve you as the 103rd Shipyard Commander at Norfolk Naval Shipyard! In preparing to relieve Rear Admiral (select) Richard D. Berkey, I had time to reflect upon the tremendous responsibility that comes with leading an organization with such a rich history and with such monumental contributions to the Navy and the country. Embedded in the history of NNSY is a legacy of service to the Fleet. With your help, I intend not just to continue this legacy, but to ensure that we can sustain it through the following focused efforts:

**Delivering Ships.** We are all about service to the Fleet and our motto: Any Ship, Anytime, Anywhere is a testament to our commitment and resilience in accomplishing that mission. We must never forget that we exist to ensure that the men and women of the U.S. Navy who are sent in harm's way are provided with the best performing ships and equipment possible. Their very lives depend upon it. Our freedom depends upon it. The Fleet Commanders rely on NNSY to deliver their ships when they need them and within the bounds of increasingly constrained budgets. Ultimately, this is the principal metric by which we are measured. I want every member of the NNSY team to understand and appreciate their role in delivering ships.

**Developing Leaders.** When I speak of leadership, I am not thinking only of managers and supervisors, but of every member of our team. Each of you must be a leader in your own sphere of responsibility. The degree to which you honor that responsibility, take ownership of your work and demand results will determine how effective a leader you are. On a broader scale, the shipyard cannot survive the challenges of the future, continue to serve the Fleet, deliver ships and sustain superb performance without continuously developing highly proficient leaders. Our leaders must be a diverse group of men and women of sound technical ability, unwavering moral courage and unquestionable integrity. Our leaders must relentlessly pursue excellence and fully embrace the responsibility placed on us to deliver ships the right way.

**Doing it Right.** There is no substitute for doing things right and doing the right thing. The quality of our work is absolutely essential to our ability to deliver ships to the Fleet—ships that can operate confidently anywhere in the world and under the most extreme conditions. In this way, each of us plays a key role in keeping America's Navy #1 in the world. This requires a clear understanding of your role and responsibility, a discipline to standards, and the courage to make corrections when we get off track. This principle must be built into our psyche—it must define who we are and how we do business.

The three D's do not represent a change in direction for NNSY, but rather a refocusing on the things that matter most—the things that will help us sustain the legacy of service to the Fleet. I am anxious to get to work and look forward to serving on this fantastic team of leaders, as we deliver ships the right way!



A handwritten signature in black ink that reads "WC Kiestler".

# *CAPT Kiestler takes the helm at NNSY Change of Command*

By Michael Brayshaw

Norfolk Naval Shipyard's Operations Officer, Captain William C. Kiestler, relieved Rear Admiral (select) Richard D. Berkey to become NNSY's 103<sup>rd</sup> Commander on June 26. Helping to observe this time-honored tradition at NNSY's historic Trophy Park was guest speaker and NAVSEA Commander, Vice Admiral Kevin M. McCoy.

VADM McCoy reflected on the shipyard's successes during RDML (select) Berkey's three years of command. These included overlapping carrier availabilities while prepping USS GEORGE WASHINGTON (CVN 73) to be the forward-deployed carrier in Japan; a steady stream of 688-class submarine work; transition to a new financial management of Mission Funding; and the Navy's largest consolidation of Intermediate and Depot-level ship repair work. "Rick would be the first to tell you that it's a team effort, but every great team has a great leader, and Rick, today is your day," said VADM McCoy.

"Rick has led an extraordinary transformation at Norfolk Naval Shipyard with our Back-to-Basics initiative as we continue to implement our NAVSEA Strategic Business Plan," said VADM McCoy. "At a time where every dollar in the budget is being challenged, he raised the bar consistently in delivering the best ships and weapons systems in the world, ahead of schedule and under the budget."

Availability successes at the shipyard this year under RDML (select) Berkey's watch included finishing USS HARRY S TRUMAN (CVN 75) four days early and under budget; completing USS ALASKA (SSBN 732) on time and under budget; and inactivation of USS AUGUSTA (SSN 710) which was completed a day early and under budget.

"On average [during Rick's command], carrier availabilities were delivered two days early," said VADM McCoy. "To some of you, that might not seem impressive, but I have to tell you in our business with all that has to happen, that is incredibly impressive! He also led the first ballistic missile submarine refueling overhaul on the East Coast, and the best performance to date! That's not rhetoric; that's results."

VADM McCoy also touched on safety performance, including NNSY becoming one of the DoD's first Voluntary Protection Program Star Sites back in 2006, and two months ago being recommended for re-certification. Another important workforce initiative during RDML (select) Berkey's tenure was increased outreach efforts at historically Black Colleges and Universities, helping to put the shipyard's hiring of minority engineers at "historically high levels," as VADM McCoy noted.

For all these efforts and more, RDML (select) Berkey was awarded the Legion of Merit at the Change of Command ceremony. "For any leader, it is truly humbling to be recognized for the hard work and dedicated efforts of the entire organization," he said. RDML (select) Berkey then recognized 10 shipyard employees who pushed forward major new initiatives during his command, presenting each with a Meritorious Civilian Service Award.

"Three years ago I sat in the same chair that CAPT Kiestler sits in today on a similar beautiful summer day," said RDML (select) Berkey. "I was excited about the future then and was anxious to get started. I continue to be excited about the future and am confident that he will continue to lean forward in leading this shipyard to even greater successes."

"Words alone cannot adequately express how truly honored I am to be selected to lead this great command," said CAPT Kiestler. "Thank you to the men and women of Norfolk Naval Shipyard, both military and civilian. I look forward to serving you as your Shipyard Commander. I know that like me you are committed to serving the Fleet and to the continuous improvement of our shipyard."

In his next assignment, RDML (select) Berkey will serve as Fleet Maintenance Officer for the U.S. Pacific Fleet, in Pearl Harbor, Hawaii.

Former Shipyard Commanders who attended the ceremony were Captain Alfred Kurzenhauser (retired), who served as NNSY Commander from 1977-1980; Rear Admiral David Donohue (retired), who served from 1980-1983; Rear Admiral James Taylor (retired), who served from 1990-1994; Rear Admiral Mark Hugel (retired), who served from 2000-2003; and Rear Admiral Joe Campbell, who served from 2003-2006 and is now Deputy Commander for Industrial Operations at Naval Sea Systems Command.

*(Brayshaw is a Code 1160 public affairs specialist.)*

*Change of Command continued next page*

Front cover...

Change of Command (CoC) photo montage by Dave Pastoriza, a Code 1170 photographer.  
CoC pictures were taken by Code 1170 Photographers Bill Black, Tony Anderson and Pastoriza.



**CONGRATULATIONS**—During the Change of Command Ceremony Rear Admiral (select) Richard D. Berkey presents the Meritorious Civilian Service Award to the following, left to right: Mike Zydron, Code 130; Ronnie Saunders, Code 300; David Overheim, Code 700; Brian Morris, Code 900; RDML (select) Berkey; Pete Marfio, Code 300N; Theresa Makely, Code 105; Matt Durkin, Code 300; Maresa Driver, Code 1200; Willie Connor, Code 300N; Chuck Adams, Code 900R. *(Photo by Bill Black, a Code 1170 photographer.)*

**BRAVO ZULU** from the Shipyard Commander, Captain William C. Kiestler, to the Change of Command committee members on an outstanding 102nd Change of Command Ceremony. Committee members were: J.C. Arline, Code 920; ENS Andy Bassette, NAVFAC; Christy Creamer, Code 1200; James Crunden, Code 980; EMCM Donovan Grant, Code 902; Greg Green, NAVFAC; Glenn Hawthorne, Code 1120; Dave Heberlin, Code 902; Commander Marion Jacobs, Code 800; Nancy Maturo, Code 902; Patricia McCormick, Code 101; Steve Milner, Code 1160; Mike Pope, Code 1100; Charles Proffit, Code 980; Mary Skenes, Code 300; Kathy Skinner, Code 100PI; Dave C. Smith, Code 1170; David S. Smith, Code 1170; Bob Sorensen, Code 811; Curtis Steward, Code 1100; and Captain Greg Vaughan, supervisory police officer.

**EDITOR'S NOTE:** Before stepping into that crosswalk, pedestrians need to stop and look both ways before crossing—making sure that the oncoming vehicle comes to a complete stop.

## *Before you cross, look both ways*

Giving pedestrians the right-of-way inside Norfolk Naval Shipyard is in accordance with the motor vehicle laws of Virginia. Pedestrians do have the right-of-way when in crosswalks and walk lanes, but they must keep in mind to stop and look both ways, before stepping out in front of a moving vehicle. The operator of that vehicle may not see you in time.

The operator of that vehicle should not proceed until the pedestrian has completely cleared the crosswalk—making it the responsibility of both pedestrian and motor vehicle operator.

When walking (in and outside of NNSY) always remember to use the crosswalks and not cross in the middle of the street—it can be dangerous!

Let's all practice good pedestrian habits and be safe.

# *NAVSEA and NNSY work to improve hiring Wounded Warriors*

By Michael Brayshaw

More than a dozen employment representatives from Naval Sea Systems Command and the military service branches visited Norfolk Naval Shipyard June 16 to review opportunities to streamline federal hiring processes for “Wounded Warriors.”

“Wounded Warriors” refers to severely injured members of the armed forces transitioning from military to civilian life. Former NNSY Commander, Rear Admiral (select) Richard D. Berkey, commented that “this visit provided a great opportunity for the shipyard to share with the Wounded Warrior coordinators across all of the Services what we do here and how we can help employ disabled veterans. It also provided a forum to discuss the barriers seen from both perspectives on how we can better facilitate the process and the opportunity for our returning warriors.”

“Our ultimate goal is identifying how we remove the barriers to hiring a disabled veteran and provide long-term employment,” said Dennis McLaughlin, NAVSEA warfare centers Senior Executive and assistant group leader.

NNSY Human Capital Office Director Joe Thompson organized the visit and tour of the shipyard. The visitors met with NNSY leadership before touring the shipyard waterfront, including USS KEARSARGE (LHD 3) and Building 171—one of the shipyard’s busiest industrial buildings—with the visit concluding on a two-hour brainstorming session on improving hiring practices for disabled veterans in Wage Grade positions.

NNSY Human Resources Director Vinnie Terrell discussed the shipyard’s apprentice program, which offers four-year apprenticeships in 17 different shops across the shipyard, and recruitment tools like the Department of the Navy’s Civilian Human Resources website <https://chart.donhr.navy.mil>. Terrell also outlined the competency alignment concept which ensures career consistency across all four of the nation’s shipyards.

“The visit allowed these Wounded Warrior support groups to come in and see that NAVSEA is a big organization and we are able to employ people in a number of different trades,” said Commander David McAfee, NAVSEA Wounded Warrior support team lead. “Given their skills and abilities, the apprentice program will be more attractive to our veterans than many programs at other agencies, so I think there is real potential for our Wounded Warriors to plug into this program.”

NNSY Mechanical Superintendent John Walker, who provided the walkthrough of Building 171’s Inside Machine, Outside Machine and Boilermaker Shops, agreed with CDR McAfee. “I have a machinist now in a wheelchair, and another with a prosthetic leg, so there’s certainly potential to hire these folks,” he said. “There was a lot of interest from the group to make that happen. They asked about things in my trade, as well as other trades in the shipyard.”

Following the meeting, a summit was proposed for later this year, using cross-functional teams from across Department of Defense (DoD) agencies to share “best practices” and help overcome barriers to hiring Wounded Warriors. “We realize the culture change we have to make starts at the activity level,” said Lisa Downey, Code 2300T. “An integrated approach will help to break down those barriers to hiring across the DoD.”

*(Brayshaw is a Code 1160 public affairs specialist.)*



**More than a dozen employment representatives from the Naval Sea Systems Command and the military service branches visited Norfolk Naval Shipyard June 16 to review opportunities to streamline federal hiring processes for “Wounded Warriors.” During the visit, the group took a tour of USS KEARSARGE (LHD 3). Here, KEARSARGE Sailor ABH3 (AW/SW) Fernando Vega of the air department discusses work aboard the ship to the group. (Photo by MC2 Chris Lenart.)**

# *DSCC gains naval tradition as NNSY FISC joins family*

By Debra Perry

Employees of the Fleet and Industrial Supply Center Norfolk (FISCN) located at Norfolk Naval Shipyard got a new name May 4 during the activation ceremony for the first Supply, Storage and Distribution (SS&D) site adopted by the Defense Logistics Agency's (DLA) Defense Supply Center Columbus (DSCC).

Now called the DLA Norfolk Naval Shipyard, the workforce of 222 civilians and 31 military members will remain at the shipyard and continue their mission to provide quality logistics support services.

FISCN executive director Sidnia Etherington said, "I want to personally thank this near perfect supply team for all of their hard work during the past 13 years. You have made this transition look transparent as you continued to perform professionally and meet the needs of your customers."

DSCC Commanding General, Army Brig. Gen. Patricia McQuiston, said that DSCC is honored to begin the transition of its first SS&D transfer at Norfolk.

"What better place to initiate this new relationship than right here at Norfolk Naval Shipyard—the Navy's oldest continuously operating shipyard—that actually pre-dates the United States Navy Department by 31 years," she said. "You have a tradition of professional leadership through hard work and innovation that speaks volumes about your integrity."

Brig. Gen. McQuiston assured the Navy customers that the transition will be nearly seamless and the leadership of DSCC and Norfolk are committed to maintaining high levels of customer service.

"You will perform the same mission you were previously performing, and will maintain the same consistent synergy with your Navy counterparts," she explained. "This type of joint logistics makes sense, and is becoming more common in today's environment as they help the Department of Defense become more efficient and effective as the taxpayer should not pay extra money for the services we provide."

The passing of the DLA flag from Brig. Gen. McQuiston to Navy Commander William Nash, former head of the FISCN Annex, symbolized the activation of the DLA NNSY organization. The transition was complete when CDR Nash received the Command Ashore Pin from his wife, Cristina, officially making him the Commander of the SS&D operations.

CDR Nash said, "This marks the end of a two-year planning phase and the beginning of the merger of systems.

"I want to thank everyone involved with the activation ceremony and the Code 500 workforce, whose professionalism and dedication made my job easier," he said. "I want to thank my boss, Captain Brazas, Don Schulze and his staff for learning the shipyard process, Captain Wolfe at NAVSEA for working out support issues, and although there are many other organizations and individuals to thank, I want to mention DLA Deputy Commander at NNSY Joe Long, Carol Godwin, Laura Anderson and Kevin Cheshire for working this effort."

DSCC Deputy Commander Jim McClaugherty presented an organization coin to Long.

"This symbolized the continuity of purpose in recognition of past and continued performance," McClaugherty said.

*(Perry, DSCC public affairs officer.)*



**NNSY WELCOMES DLA—Commemorating the DLA stand-up ceremony, from left to right: DLA Deputy Commander at NNSY, Joe Long; DLA Commander, Commander William Nash and his wife, Cristina; Fleet and Industrial Supply Center Norfolk executive director Sidnia Etherington, and DSCC Commanding General Army Brig. Gen. Patricia McQuiston. (Photo by Tony Anderson, a Code 1170 photographer.)**

# *NNSY Superintendents Association presents annual scholarships*

By Lauren Winborn

The Norfolk Naval Shipyard Superintendents Association recently held its annual scholarship competition. They received 39 applications, and awarded eight scholarships in the amount of \$500 each. Each winner received a letter and check during Norfolk Naval Shipyard's Family Day on May 16. These scholarships are funded solely by personal contributions of the Superintendents Association members.

This year, a special ninth scholarship was awarded. On May 3, Chase Smith, son of Nick, Code 300N, and Claudia Smith, lost his life as a result of a motorcycle accident in Chesapeake. He was 20 years old and a student at both Tidewater Community College and Old Dominion University. During this year's award ceremony, this additional scholarship was awarded to Matthew Bass in memory of Smith. The funds for this scholarship were collected from the co-workers and friends of his father.

**Scholarship recipients are:**

**Sklyar White**, son of Code 950's Gerald White, is a Nansemond-Suffolk Academy graduate who will attend the College of William and Mary for chemistry.

**Ian E. Moore**, son of Code 2300's William Moore, is a Churchland High School graduate, and will attend either Virginia Tech or Old Dominion University for engineering.

**Laura A. Remesic**, daughter of Code 320's John Darlington, will be a junior at Virginia Tech studying biology.

**Chelsea K. Peters**, daughter of Code 240's Mark Peters, will be a sophomore at Old Dominion University studying nuclear medicine technology (College of Health Science).

**Matthew R. Bishop**, son of Code 255's Oliver Bishop, is a Currituck County High School graduate, and will be attending North Carolina State University for civil engineering.

**Kurian V. Thomas**, son of Code 2310's George Thomas, is a Poquoson High School graduate who will be attending University of Virginia majoring in mechanical engineering.

**Ellyn H McGee**, daughter of Code 105.3's David McGee, is an Indian River High School graduate who will be attending Old Dominion University.

**Erin B. Rice**, daughter of Code 106's Michael Rice, will be a senior at Old Dominion University studying biology with a concentration in marine biology.

**Special scholarship recipient:**

**Bass**, son of Code 200's Jesse Bass, will be attending North Carolina State University with a major in civil engineering. *(Winborn is a Code 130 admin assistant.)*



**SCHOLARSHIP WINNERS**—The Norfolk Naval Shipyard Superintendents Association held their annual scholarship presentation during May 16's Family Day. Eight scholarships in the amount of \$500 each were awarded, with a special 9<sup>th</sup> scholarship also awarded this year to honor Chase Smith, son of Code 300N's Nick Smith, who recently lost his life in a motorcycle accident. Front row, from left to right, Superintendent Lonnie Kenley; Matthew Bishop, Kurian Thomas, Ellyn McGee, Chelsea Peters, Laura Remesic, and Superintendents President Glenn Edwards. Second row, left to right, Superintendent Bobby Watkins, Superintendent Mike Zydron, Ian Moore, Skylar White, and special scholarship winner Matthew Bass. Not shown is scholarship winner Erin Rice. *(Photo by Tony Anderson, a Code 1170 photographer.)*

# *NNSY celebrates a successful year of tutoring/mentoring*

By Michael Brayshaw

During her sophomore year, I.C. Norcom student Lauren Herring had an 'F' on her honors physics progress report and didn't know where to turn for help.

Discussing what she didn't understand about physics, she said, "Everything! I'm not strong in math, and there was a lot of math involved. I just did not understand it. I was the only sophomore in the class, which was also hard. I was really struggling." Besides all that, "I was really worried about how I was going to explain my grade to my mother," Herring added.

Fortunately, I.C. Norcom guidance counselor Maria Cooper arranged to have her begin tutoring with Norfolk Naval Shipyard employees who volunteer their time to tutor students just like Lauren. After working with tutors Lieutenant Pete Majewicz, Chris Manno, and George Lewis, Herring was able to radically improve her marks in physics and

finished the course with a 'B.' "Physics was tough, but they all helped me!" Herring said. "I liked the one-on-one interaction, and how they actually broke it down and drew diagrams for me. Some of my friends taking physics asked me how I got a 'B' and I told them, so now they're in the tutoring group."

Herring's account was one of the many success stories shared during NNSY's Tutoring/Mentoring Closeout Ceremony on June 4. Just completing its second year under the oversight of NNSY's Human Capital Office, the shipyard's Tutoring/Mentoring Program divides 55 volunteers into three teams who tutor students at Portsmouth's Brighton Elementary, Cradock Middle and I.C. Norcom High Schools.

**"There is nothing more satisfying . . ."**

At the ceremony, former Shipyard Commander, Rear Admiral (select) Richard D. Berkey, presented each volunteer with a medallion and certificate. "I want to thank everyone who is involved with this program," he said. "There is nothing more satisfying and rewarding than to help a person develop the skills, the confidence and the conviction to be successful, especially a young adult who sees a whole new world open up for them as a result."

One of the program's earliest supporters was LT Majewicz, who liked how the program merged the Navy's goal for more diversity and equal opportunity. "Our goal is you need to start young," LT Majewicz said. "This program gives us opportunity to see students who are trying to make a difference, and we are giving them the confidence that they can go to college, take the math and engineering courses, and feel that they can succeed and that they belong there." Reflecting on Herring, who has since gone on to take such advanced high school courses as trigonometry and advanced placement chemistry, Majewicz said, "Lauren's just a great example of students who get a little help and reassurance!"

While the I.C. Norcom team was founded during the 2007-08 school year to assist students with SAT preparations, the team's role soon expanded to having tutors providing one-on-one help to individual students like Herring in several subjects. "Ms. Cooper is like a mother hen when it comes to the kids," said Lewis. "When Lauren came to Ms. Cooper looking for help with physics, Ms. Cooper without hesitation approached [I.C. Norcom Champion] Lydia Simmons about helping her."

"We only have success with students if they are willing to work hard," said Manno. "They have to be willing to take personal responsibility and then, with a little help, they can reach their potential. Lauren is that kid; she showed up and worked hard and we are all proud of her."

**A 'win-win' for tutors and students**



**THANK YOU, TUTORS!—I.C. Norcom high school student Lauren Herring, center, was thankful for the tutelage of NNSY's Lieutenant Pete Majewicz, left, and Chris Manno, right. With their help, Herring was able to turn a failing grade into a final grade of 'B' in her physics course.**





**MENTORING IN MOTION—**  
Jimmy Broom mentors a student at Portsmouth’s Cradock Middle School.



**PROUD TUTOR—**Brighton Elementary School tutor Virgie Elliott, shown here with her 3<sup>rd</sup> grade pupil JaQuesha Williams. Thanks to Elliott, Williams improved a failing math grade into an 80 average.



**THE WRIGHT TUTOR—**Electronics Technician First Class Dave Reavis helped to improve both the grades and classroom behavior of Hassan Wright from Cradock Middle School. ET1 Reavis said he had a simple secret to his success in tutoring and mentoring: “Hassan reminded me of the way I was in school.”

*(Tutoring/Mentoring photos by Dave Pastoriza, a Code 1170 photographer.)*

To hear some of the tutors/mentors share their experiences, one might think they benefit as much as the students. One such tutor/mentor is Sonya Gardner, who works with small groups of students at Brighton Elementary. “I thought volunteering would be a win-win because I was looking to get involved with community service when NNSY implemented this program,” she said. “I also enjoy teaching and tutoring. It’s a great feeling when the little kids come up to you and hug you while calling me ‘Miss Sonya, pick me today (for small group work)’ . . . it’s a really great experience!”

The mentoring/tutoring program even appealed to a new shipyarder like Eric Roberson, who has volunteered with it since beginning at NNSY in May 2008. “A friend of mine once told me that community membership is not a birthright, but something that is earned by your actions,” said Roberson. “I was born and raised here in Hampton Roads, but I still think that I need to give back to the community to truly belong.” Discussing what he enjoys about the program, he said, “One of the most rewarding feelings one can get is to give someone else a ‘light bulb’ moment.”

**“I like math for the first time ever!”**

The tutors/mentors were very encouraged by the many students who shared personal accounts at the ceremony, including Brighton 3<sup>rd</sup> grader, JaQuesha Williams, who told the audience how she went from failing mathematics to now having an 80 average. “I never thought I’d say, I like math for the first time ever!” Williams said excitedly. “My tutor, Virgie Elliott, showed me that I can do anything!”

Another positive anecdote came from Cradock Middle School student Hassan Wright, who improved his grades and classroom behavior thanks to his tutor, Electronics Technician First Class Dave Reavis. “Petty Officer Reavis not only helped me with my math, but also with my behavior in cooling down!” said Wright.

**Improving grades and nurturing dreams**

Going far beyond just working with him in the classroom, ET1 Reavis also nurtured Wright’s dream of becoming a Navy diver. “I told him that if he held up his part of the bargain to behave in school and passed all his classes that I would do my best to take him to the shipyard Dive Locker and introduce him to the divers there and show him around,” ET1 Reavis said. Even after departing NNSY and two days before leaving for his next assignment, ET1 Reavis still held up his end of the bargain, helping to set up and host Wright’s tour of the dive locker on June 12.

*Tutoring/mentoring continued next page*

Human Capital Program Coordinator Valerie Scott shared other success stories during the ceremony, including several shipyard employees helping to realize I.C. Norcom student Joshua Mann's goal to attend the University of Maryland for a summer internship. Scott also recognized I.C. Norcom's Carolyn Boswell, who thanks to the tutoring program boasted one of the highest calculus grades at the high school this past school year.

After so many positive stories were shared at the ceremony, the tutors/mentors now seem more eager than ever to get back in the Portsmouth classrooms next school year. "It just seems like the right thing to do," said Manno. "It's only 1.5 hours a week and it's on my way home."

*(Brayshaw is a Code 1160 public affairs specialist.)*

## **Public Affairs Office handles *all* news media queries**

You receive a phone call at work from a reporter wanting information about the shipyard and its activities. What do you do?

Another reporter contacts you at home or approaches you asking questions about official policies or information about the shipyard. What do you do?

The answer to both questions is to refer the person to the shipyard Public Affairs Office. This office is responsible for inquiries from media representatives.

The procedure for handling news queries is prescribed by NAVSEAINST 5727.1 and NAVSHIPYDNORINST 5720.4. NAVSEA policy is: "To ensure the release of coordinated, consistent and authoritative information, NAVSEA headquarters and each shore activity will respond to all media and related information queries through one authorized spokesperson."

Coordinating the release of official information permits the yards to ensure that security and policy guidelines are followed.

Improper disclosure of information could compromise security or impact labor or contract negotiations.

Incorrect information released by an employee can also create confusion about the shipyard's official policy, procedures and activities.

Shipyard employees may talk to reporters about the yard and its activities when the interview is coordinated by the Public Affairs Office.

Employees may also reply to reporters when not on the job, and the questions are not designed to obtain official shipyard statements and information. Opinions of workers are frequently sought near the shipyard during shift change hours that may involve pay or benefit changes affecting all federal workers, union elections and similar issues.

Employees who are newsmakers in their right--through involvement with civic activities, charitable work, service organizations and personal activities--should make arrangements when contacted to talk with reporters off the job and outside the shipyard. Reporters wishing to interview inside the shipyard should be referred to the Public Affairs Office.

Anyone contacted for a personal interview should make sure that the information is within the bounds of personal and private experience, is not in violation of any security or statutory regulations, and does not reveal otherwise protected data.

The Public Affairs Office (Code 1160) is located on the sixth floor, room 645 of Bldg. 1500. The telephone number is 6-9550. The Public Affairs Officer is Steve Milner.

## Covey Corner

### Habit #3—Put First Things First

Becoming familiar with Dr. Stephen Covey's *The 7 Habits of Highly Effective People* is a bit like becoming schooled in mathematics . . . everything you learn builds on and expands what you learned in the preceding chapter. And just as Habit #2, "Begin with the End in Mind" encourages an individual to imagine his or her full potential, Habit #3 is what urges us to act and seize that potential. As Dr. Covey writes in his bestselling book, "Habits 1 and 2 are absolutely essential and prerequisite to Habit 3. You can't become principle-centered without first being aware of and developing your own proactive nature." Dr. Covey goes on to discuss that the principal tools "at the heart of effective personal management" rarely get used because while they are important, they are not considered urgent (Quadrant II). These tools include building relationships; writing a personal mission statement which will help you to say "yes" to your priorities and "no" to the unimportant; weekly planning which supports the importance paradigm around your Big Rocks (which are your priorities); preventive maintenance; preparation; and balance in all four dimensions of life: social/emotional, physical, mental and spiritual. In order to be an efficient personal manager and effectively "put first things first," Dr. Covey urges practicing those activities.



**HONOREES**—The Hyman G. Rickover Coin was recently presented to Naval Facilities Command Portsmouth facility planning employees, Jenny Richards, at left, and Chris Ceniccola, center, associated with the development, planning and programming of the Norfolk Naval Shipyard Controlled Industrial Facility MILCON P-383 that supports CVN, SSN, SSBN, SSGN depot level maintenance. At right, Cameron Harper, NNSY Nuclear Facilities and Equipment Manager, presented the coin and named Richards and Ceniccola "Honorary Nuclear Engineers" for their outstanding facility support at NNSY. The Rickover Coin was minted to recognize distinguished contributions to the defense of our nation, peaceful development of nuclear technology and 63 three years of service to our country and world renowned contributions in development of safe nuclear energy.



**DRUNK DRIVING**  
**OVER THE LIMIT. UNDER ARREST.**

## Transportation

Several riders needed for a van pool from the Elizabeth City area of NC. to Norfolk Naval Shipyard for the morning shift. (van arrives at NNSY at 6:30 a.m.). For more information, call Daniel Nacrelli at 6-7972, or 383-2237.



## *Cooperation across organizations results in Fleet Response Plan maintenance process improvements*

By Patti Philipps

During the week of April 6, Norfolk Naval Shipyard provided Black Belt facilitation in the execution of a Value Stream Analysis (VSA) in direct support of the operational Fleet. The team consisting of Submarine Type Commander, Naval Submarine Support Center, Submarine Squadron, and NNSY (Fleet Maintenance Submarines (FMB), Fleet Maintenance Surface/Carrier (FMR) and Nuclear Regional Maintenance Department (NRMD)) representatives came together and broke through organization boundaries to improve processes which support planned and corrective maintenance on in-service Atlantic Fleet submarines in the Mid-Atlantic Region. Process improvements realized through this event will directly affect the operational readiness of submarines and support COMSUBFOR objectives of maintaining a modern future force and operational excellence.

The problem statement for this event noted difficulty in identifying, scheduling, screening, brokering, inducting, planning and executing work, as well as accomplishing completion reports. The team focused on reducing hand-offs, reducing delays and waits, freeing up work constraints, reducing cycle-time, reducing non-value added steps, standardizing work and work documents and flow-cell thinking. The team used Lean tools during the week-long VSA, including: Suppliers/Inputs/Process/Outputs/Customers (SIPOCs), current state, ideal state and future state value stream maps, circle diagrams and brainstorming. Many and varied opportunities for improvement were identified and the resulting Rapid Improvement Plan (RIP) included five Rapid Improvement Events, one project, and 14 Just Do Its.

Immediate improvement opportunities identified included: piloting a monthly planning meeting to improve communications, agreement, synchronization and compliance; piloting a buddy Re-Entry Control Process to reduce routing/processing time; routing preliminary copies of Technical Work Document (TWD) packages to the shop and to Code 246 for test review in parallel with engineering review to reduce routing/processing time.

More immediate improvement opportunities include: improving the continuity of Type Desk assistant billets to screen and broker work; improving ship's force ability to successfully complete testing; and standardizing processes by writing an FMB Operations Manual for I-level submarine maintenance in the Mid-Atlantic Region.

These improvements will enhance the ability of submarines to meet Fleet operational commitments, reduce churn in operational planning and ultimately improve the quality of life for all involved, including ship's force. Bravo Zulu, Team Fleet Response Plan Maintenance!

For more information on this VSA and resulting RIP, contact Commander Faryle Fitchue, COMSUBFOR N432/N433, at 836-1287 or [faryle.fitchue@navy.mil](mailto:faryle.fitchue@navy.mil).

*(Philipps is COMSUBFOR N43321 Green belt.)*



**Fleet Response Plan Team members were: Team Leader, CDR Fitchue; COMSUBFOR N30A, N43A, N4331, N4332 and N413; COMSUBRON 8 N02; NSSC Material Office; SUBMEPP waterfront representative; NNSY representatives from Codes 100PI, 130, 133, 210, 300, 325, 1200, 220, 930, 950, 335, FMR Chief Test Engineer, RRC and NRMD. Robert Dailey, Code 100PI.21 Black belt and Patti Philipps, COMSUBFOR N43321 Green belt assisted the team. (Photo by Jan Austin, a Navy Enterprise Team Ships employee.)**

# Code 1230 opens the door to creative VPP contest

By Kristi Britt

Norfolk Naval Shipyard's Code 1230 Information Resources Management department personnel showed their safety knowledge on June 5 when 55 employees, both civilians and contractors, participated in a door-decorating contest for the Voluntary Protection Program. The participants divided into 15 teams, with each one bringing their own creative spin on showing how much they know about VPP and safety.

"It's definitely been a morale booster and it supports VPP," said Peggy Jarman, Code 1230 Administrative Services Specialist. "People just jumped right in."

Each team had three to five people, all spreading out to doors throughout Buildings 9 and 74 to start the decorating process. There were many different designs, spanning from posters demonstrating safety procedures to a safety quilt made by Vicki Meacham and her team in the IT Administration and Planning Office.

"This was made out of scraps from all the quilts I've made," Meacham said, describing the finished quilt that decorated their door.

A Sun Systems Contractor team set up a door of "Sun Safety Tips" which actually took up the whole door, both front and back. They had audio and video playing in the window of the door, as well as a special candy bucket on the backside just in case they needed to "bribe the judges."

The doors were judged by D. Suzanne Newman and Jim Kasey from Code 106 on creativity, design, quality of construction and attention to theme.

"We've been astounded by all the creativity," said Newman while walking through the buildings and interacting with the teams. "This is some of the most fun I've ever had while working here."

The winners of the contest were Code 1235's Karen Farris and Lynn Jones for their door focused on office safety. The honorable mention of the contest was the door decorated by Code 1230's Sharon Sparks, Mary Petrie and Brenda Jackson. This was the Code 1230 conference room door, which quizzed personnel on the VPP concepts. The winners and the honorable mention both won special ribbons and chocolate bars, and everyone who participated also received a gift for their efforts.

Regardless of awards, it was evident just how much fun Code 1230 personnel had when the judges were making their rounds, each team showing their support for their door.

"This is a new way to get employees thinking about VPP . . . the application was very, very unique and very, very colorful," said Kasey. "Events like this keep everyone involved and engaged with the VPP initiative."

For a complete photo gallery of doors and participants, visit: [https://infoweb.nnsy.navy.mil/c1160/photo\\_pages/C1230-VPP\\_photos.asp](https://infoweb.nnsy.navy.mil/c1160/photo_pages/C1230-VPP_photos.asp).

**HONORABLE MENTION**—Honorable Mention was awarded to Code 1230's Sharon Sparks and Mary Petrie for designing the Code 1230 Conference Room door, which quizzes personnel on the concepts of VPP. Assisting Sparks and Petrie with the design and construction was Brenda Jackson, not shown.



**FIRST PLACE WINNERS**—The winners of the Code 1230 VPP door decorating contest were Code 1235's Karen Farris and Lynn Jones for their door focused on office safety.



*(Britt is a Code 1160 public affairs student intern.)  
(Photos by Michael Brayshaw, a Code 1160 public affairs specialist.)*

# NCMA hosts annual BRASS-WHEEL charity golf tournament and scholarship awards

By Carolyn Moore

The Naval Civilian Managers Association (NCMA) chapter at Norfolk Naval Shipyard recently awarded two \$500 scholarships at its annual BRASS-WHEEL charity golf tournament. Tyler M. Hood, daughter of Lisa Downey, Code 2300T, was awarded the NCMA member scholarship. Hood graduated from Western Branch High School, and plans to attend Hampton University to major in business management. Shannon C. Parker, daughter of Chris Parker, Code 105, was awarded the non-NCMA scholarship. Parker attends Virginia Commonwealth University and is majoring in biomedical engineering.

The golf outing was held at Bide-A-Wee Golf Course in Portsmouth. The BRASS-WHEEL is a friendly golf competition between NNSY senior managers (WHEELS), active and retired, and any naval officer (BRASS) stationed at NNSY, or officer serving aboard any ship at NNSY.

Seventy-four players (41 WHEELS and 33 BRASS) participated in this year's tournament.

*The WHEELS were the overall winners.*

The closest to the pin winners were Larry Brown, number 4; Ed Shutz, number 7; Bob Smith, number 12; and Rob Belau, number 16.

The long drive winner was Andy Rivenbark.

The highest scoring WHEELS was the team of Bill Darden and Mickey Geiger with a score of 88. The highest scoring BRASS was the team of Commander Greg Todd and Chief Warrant Officer Rodney Chisolm with a score of 84.

The lowest scoring team and first place winners were Jay Jones and Wayne Marek with a score of 65. The second place winners were Russ Chantry and Paul Townsley with a score of 66.

For more information about NCMA, see the association's link on the shipyard web page.

*(Moore is a Code 1160 public affairs specialist.)*



**CONGRATULATIONS—Tyler M. Hood, daughter of Lisa Downey, Code 2300T, was awarded the NCMA member scholarship. Shannon C. Parker, daughter of Chris Parker, Code 105, was not present during the ceremony. (Photo by Renee Russell, a NAVFAC architect.)**

---

## *NNSY participates in 1st Hampton Roads Veterans Job Fair*

By Michael Brayshaw

Norfolk Naval Shipyard (NNSY), a field activity of Naval Sea Systems Command, was one of two dozen federal and private employers that participated in the first Hampton Roads Veterans Job Fair, July 2.

The event was hosted by the Veterans of Foreign Wars local Norfolk chapter and Congressman Glenn Nye, who represents Virginia's 2nd District. More than 200 local military veterans attended in hopes of matching their skills and abilities to career opportunities available in Hampton Roads.

"This is a good fit for Norfolk Naval Shipyard and a win-win situation," said NNSY Commander, Capt. Bill Kiestler. "Our veterans come to us with well-developed skills and already have an appreciation of our mission in the naval shipyards." The hiring of veterans has traditionally served the shipyard well, according to Lisa Downey, Code 2300T. Veterans comprise a large share of NNSY employees, with an estimated one-third of the shipyard workforce having had prior military experience.

"This fair is the best that we have ever participated in," Downey said. "The drive and real sense of service that our veterans bring matches the shipyard's mission and commitment on returning ships to the Fleet on time and budget." Participating in the job fair supports NNSY's initiative in hiring veterans, with the shipyard having hosted a "Wounded Warrior" support group visit last month. Later this year, NNSY will help host a summit for DoD agencies to collaborate on streamlining the processes for hiring military veterans.

*(Brayshaw is a Code 1160 public affairs specialist.)*

## Employees seeking leave for personal, family emergencies

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

**Elizabeth Marie Wiggins**, welder apprentice, needs leave due to a medical condition. To donate leave to Wiggins, call E. Allen at 6-7421.

**Bobby L. Smith**, insulator, needs leave due to surgery. To donate leave to Smith, call E. Allen at 6-7421.

**Dallas R. Estridge**, marine machinist mechanic, needs leave due to a medical condition. To donate leave to Estridge, call E. Allen at 6-7421.

**Robert B. Burford**, painter, needs leave due to a medical condition. To donate leave to Burford, call E. Allen at 6-7421.

**Robert A. Rowland Sr.**, shipfitter leader, needs leave due to a medical condition. To donate leave to Rowland, call E. Allen at 6-7421.

**Lonnie Johnson**, electrician, needs leave due to surgery. To donate leave to Johnson, call E. Allen at 6-7421.

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:

**Kathy McIntosh, Code 1220**, call Laura Melton at 6-8841, or Margaret Hurst at 6-8169.

**Linda Bowles, Code 600**, call Anne Allison at 6-2323.

**Jane Ellsworth, Code 1190**, call Cindi Walters at 6-1978.

**John T. Merrill, Code 139**, call Robert Starks at 6-5757.

**Amanda K. Gullede, Code 2310**, call Jimmy Harrington at 6-8667.

**Drew Terry, Code 105**, call Debra Williams at 6-3649.

**Kyle Stein, electrician supervisor; Kathleen Sharpe, mail and file clerk; Finesse D. Roberts, student trainee marine machinist mechanic; John L. Roberts, electronics mechanic; Michael P. Lovejoy, machinist leader; James E. Bowden, boilermaker; Ivy E. Cooper, Shop 71; Christopher L. Zurick, Shop 57; Michael A. Elkie, Shop 56; Shawn C. Minor, Shop 56; Maria E. Davis, Shop 71; Lonnie R. Johnson, Shop 51; Christian J. Barbato, Shop 38; James W. Cartmell, Code 900T; Timothy L. Woodley, Shop 51; Gary Hoggard, Shop 71; Kurt L. Booker, Shop 11; Christina R. Mason, Shop 99; Clifton G. Washington, Shop 72; Tony Good, Shop 17; Clarence E. Silver, Shop 26; Issac A. Fortt, Shop 26; Michael P. Henderson, Shop 31; Robert L. Whitfield, Shop 38; Robert T. Morgan, Shop 56; and Joseph M. Taylor Jr., Code 900T; Frank Rollins, Shop 56; Carolyn Powell, Code 200; call E. Allen at 6-7421.**

## PAO website

Norfolk Naval Shipyard's Office of Congressional and Public Affairs has now set up an internal website intended to be a centralized hub for the latest NNSY news and events, as well as providing easy-to-access information on the many support functions we assist with throughout the shipyard. Those include lost and found, all-hands, utilizing the Command Briefing Room, submitting an article to *Service to the Fleet*, and much more! You can access the site by clicking on the hyperlink: <https://infoweb.nnsy.navy.mil/c1160/default.asp>



## 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 Proactive
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.

**Shipyard Commander**  
Captain William C. Kiestler

**Public Affairs Officer**  
Steve Milner

**Editor**  
Carolyn Moore

**Public Affairs Staff**  
Michael Brayshaw  
Jeff Cunningham  
Deborah Burkett  
Kristi Britt, student intern

**Photographers**  
Bill Black  
Tony Anderson  
David Pastoriza

Vol. 69, No. 6. Send Mail to *Service to the Fleet*,  
Code 1160, Norfolk Naval Shipyard,  
Portsmouth, VA 23709-5000.

Telephone (757) 396-9550.

# NNSY SurgeMain Sailor awarded Reserve Sailor of the Year

By Michael Brayshaw

Electrician's Mate First Class (Surface Warfare) Danny Ngo has been named Reserve Sailor of the Year for Naval Sea Systems Command. A ceremony was held in Norfolk Naval Shipyard's Building 171 on June 16 where former Shipyard Commander, Rear Admiral (select) Richard D. Berkey, presented EM1 Ngo with a Navy & Marine Corps Commendation Medal and certificate.

"I can't believe it, I was very surprised!" EM1 Ngo said of the honor.

EM1 Ngo has worked multiple times at all four of the naval shipyards since the start of the SurgeMain program in 2005 and continues to "surge" when and where his talent is needed.

This is the latest in a string of honors for the Sailor; earlier this year he was awarded the Navy and Marine Corps Commendation Medal from Naval Sea Systems Command Commander, Vice Admiral Kevin M. McCoy, for his work at NAVSEA. VADM McCoy said that "Petty Officer Ngo was a critical element in the development of 15 junior Sailors in the SurgeMain Unit—Raleigh, NC, and his leadership and diverse electrical experience has positively increased the success of the NAVSEA SurgeMain program."

This is Petty Officer Ngo's second tour at NNSY; he has worked in Shop 51 (Marine Electrician), and is currently in Shop 31EL (Electric/Electronic Machinery Repair), where his troubleshooting skills were put to good use in repairing welding machines.

Shop 31 Work Leader Dwayne White commented that, "EM1 Ngo will be missed and we would be glad to have him work with us again."

*(Brayshaw is a Code 1160 public affairs specialist.)*



**RESERVE SAILOR OF THE YEAR—NNSY SurgeMain Program Manager, Commander Steve Estrada, left, and former Shipyard Commander, Rear Admiral (select) Richard D. Berkey, right, presented a Navy & Marine Corps Commendation Medal and certificate to Electrician's Mate First Class Danny Ngo, center, in honor of his being awarded NAVSEA Reserve Sailor of the Year. (Photo by Bill Black, a Code 1170 Photographer.)**

## NNSY VPP Star site information

By Leadership and Accountability Focus Team

The heat of summer is here. July and August are usually the two hottest months of the year. Therefore, it is important that you take extra precautions to prevent overheating and heat stroke. Important tips for working in hot weather are:

- Drink plenty of water to replenish water lost from sweating.
- Take appropriate breaks outside a hot environment. The frequency and length of rest breaks depends on conditions such as air temperature, sun exposure, radiant heat from hot surfaces and how hard you are working.
- Whenever possible, schedule hot strenuous work activities during the cooler part of the day.
- When possible, wear loose, lightweight cotton clothing, (white, or light in color) which reflects radiant heat and helps heat to dissipate.
- Eat Wisely. Hot, heavy meals add heat to your body and divert blood to your digestive system, so eat lightly during your work-day.

On another note, have you completed your Voluntary Protection Program (VPP) Passport and collected \$200 yet? Yes, the VPP Passport program is still in effect. However, the first VPP Passport Program will officially end on Sept. 30.

The VPP Executive Steering Committee is developing the second publication of the VPP Passport to sustain employee participation in NNSY's VPP program. The new VPP Passport is scheduled to be implemented in January 2010. You still have time to complete your unfinished activities in your VPP Passport and turn it in for the \$200 incentive.

If you need assistance in completing activities in your VPP Passport, contact your supervisor, your shop/code safety committee chairperson, or a Code 106 representative. "VPP Passport Activity Signing Fairs," are held monthly, or on an as-needed-basis to assist employees in completing their VPP Passports.





## "A Place for Everything and Everything in its Place."

**By Rodney Wilkins**

Over the next several months the shipyard will execute an extensive effort to increase workplace organization using a Lean Methodology called 5S (Sort, Situate, Shine, Standardize, and Sustain). In the past, NNSY has had success conducting 5S events in small pockets throughout the shipyard. Now, the entire shipyard will benefit from a 5S event to increase overall organization. There are tools, material, and equipment throughout the shipyard that are no longer needed or have been misplaced. These items have been forgotten and have become part of the landscape. In fact, sometimes additional items are purchased because existing items can't be located. If you have ever been to Yellow Belt training, been involved in a shipyard 5S event or even watched the television show "Clean Sweep", shown on The Learning Channel (TLC), you know the idea behind 5S.

**The 5S's are further explained as :**

**SORT:** Separate what you have, remove what you don't need, and keep what is needed.

**SITUATE:** Place the items that are needed where they belong.

**SHINE:** Clean, Sweep, Paint, etc. the area to create a clean, safe, healthy workplace.

**STANDARDIZE:** Establish a set of best practices that will maintain SORT, SITUATE, SHINE. Create footprints for the needed items to identify their proper place.

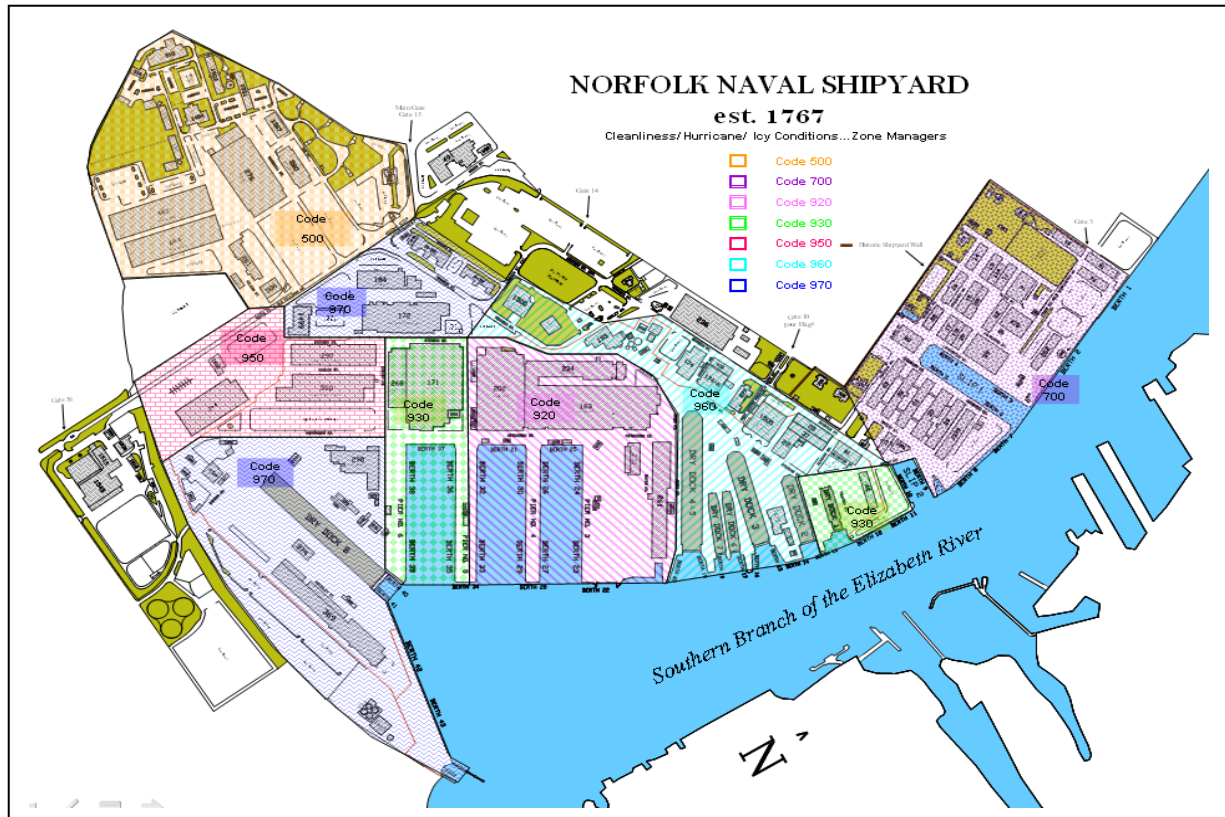
**SUSTAIN:** This is the last step, but also the most important. It can also be the easiest if consistently maintained. "SUSTAIN THE GAIN"

The shipyard expends significant effort each year preparing for destructive weather. NNSY also expends significant effort identifying and resolving safety and security issues. Workplace organization through 5S will reduce the level of effort to prepare for destructive weather and will enhance safety and security.

The shipyard will be divided into the existing destructive weather zones for this shipyard-wide 5S event. Efforts will focus on the outside areas. NNSY will conduct second pass 5S events inside buildings later. The shipyard-wide 5S event is currently ongoing and will be conducted in several phases which are as follows and per the destructive weather map on the following page.

April	May	June	July	August	September		
5S Overall Planning Phase	Planning Phase For Zone 920	Execution Phase Zone 920			Shipyard 5S Auction & Sustainment Event		
	Planning Phase For Zone 930	Execution Phase Zone 930					
		Planning Phase For Zone 950				Execution Phase Zone 950	
		Planning Phase For Zone 970				Execution Phase Zone 970	
						Planning Phase For Zone 500	Execution Phase Zone 500
						Planning Phase For Zone 700	Execution Phase Zone 700
			Planning Phase For Zone 960	Execution Phase Zone 960			

## Map of the Destructive Weather Zones



On May 1, 2009 Codes 920 and 930 kicked off the planning phase of their zones and began executing on June 1. Since then, they have made much progress in organizing their zones of responsibility and have set the bar high for all other zones to follow. Below are some before and after pictures of the 920 zone.



BEFORE



AFTER

So far many shops/codes have contributed to make the first phases of the shipyard-wide 5S event successful. This is our shipyard, so let's take advantage of this opportunity to organize our work area and improve our work place.

Remember **“A Place for Everything and Everything in its Place”**.

Photos by Rodney Wilkins. Wilkins is a Lean Six Sigma Black Belt in Code 100PI.