

# SERVICE TO THE FLEET

*Norfolk Naval Shipyard*

*"We are America's Shipyard."*

*March 2015*



## big betts is back

Shop 31 uses Big Betts vertical lathe on a rudder for first time since '91



ALSO INSIDE: WELCOMING THE LA JOLLA • EMERGENCY SHIP SHORE POWER STATION • SHIPYARD SPOTLIGHT



# SERVICE TO THE FLEET

VOLUME 78 • NUMBER 2

**SHIPYARD COMMANDER**

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# norfolk naval shipyard COMMAND PHILOSOPHY

Our values are honor, courage, and commitment. Our mission is to safely repair U.S. naval warships to technical standards, on time, and at cost. Throughout history and into the future, our mission remains an honorable one that directly supports our nation's security and the CNO's three tenets: Warfighting First, Operate Forward, Be Ready. Successful execution of our mission is entirely dependent on the well-being, personal development, and personal accountability of all our people.

## GUIDING PRINCIPLES

**WELL-BEING**

Your Safety, Security, Health, and Well-being are the top priority. We will personally support each other to achieve the top priority. We will invest time, effort, and money for the foundation of this priority.

**BRILLIANT ON THE BASICS**

We will invest to brilliantly execute the fundamental people programs of our business: sponsorship,

indoctrination, mentoring, individual development planning, qualification, training, education, personal support, and recognition.

**SERVICE**

We serve our nation, navy, shipyard, fellow employees, communities, and families. We are personally accountable to those we serve by our actions and daily service to repair U.S. Navy warships.





## Courage in America's Shipyard

Navy core values are the foundational principles that guide us and influence our decisions and behavior. These values apply to all members of the U.S. Navy — active, reserve and civilian. Last month, I discussed the core value of honor. This month, let's focus on courage.

*Courage — "I will support and defend..."*

Courage is moral and mental strength to do what is right, even in the face of personal or professional adversity.

Specifically, we will:

- Have courage to meet the demands of our profession and the mission when it is hazardous, demanding, or otherwise difficult.
- Make decisions in the best interest of the Navy and the nation, without regard to personal consequences.
- Meet challenges while adhering to a higher standard of personal conduct and decency.
- Be loyal to our nation, ensuring the resources entrusted to us are used in an honest, careful, and efficient way.

In just the last month, courageous actions and decisions continue to drive us forward and inspire us. Just look at the waterfront demands of our profession in the face of challenge and adversity. We undocked USS *Maryland* (SSBN-738) during one of the coldest periods in decades. I personally witnessed the engagement and selfless attitudes of every member of that undocking team. Mr. Steven Tibbits — thank you. You engaged when needed to ensure the safety of our teammates. A command coin was the least I could do to reward your courage.

USS *Dwight D. Eisenhower* (CVN-69) project team claimed Propulsion Plant Production Completion Date (PCD) on Feb. 27. Achieving this key event has been a significant challenge, but the NNSY and Ship's Force team maintained a steady, consistent strain to achieve the event. I applaud the dedicated effort to reach this turning point in *Ike's* present availability.

We bid farewell to the ex-USS *Simon Lake* (AS-33) following its inactivation work, thanks to a project team that courageously overcame tremendous challenges and obstacles.

In this month's issue of *Service to the Fleet*, we highlight NNSY's Inside Machine Shop (Shop 31) and the Big Betts vertical lathe used to perform repairs on the USS *Albany* (SSN-753) rudder. The last time we used this machine in this manner was nearly a quarter-century ago. Shop 31 stepped up to overcome this rare challenge with drive and audacity.

I commend all of those who sacrificed their personal time to clear snow and ice from our shipyard during two major snowstorms in two weeks in February. You put the safety of others ahead of your personal needs. You exemplify courage and your leadership is greatly appreciated. Several members of our shipyard stayed onboard USS *Harry S. Truman* (CVN-75) during the second storm to progress critical path work on this national asset. Finally, NNSY was notified of a significant emergent repair onboard USS *Theodore Roosevelt* (CVN-71) at Naval Station Norfolk the night before the second storm, and a week before *Roosevelt* deploys. Again, many of our teammates courageously advanced our cause by aggressively assessing the repair during the height of the storm. All of you made courageous decisions and safely acted in the best interests of your peers, shipyard and country.

Please reflect on the core value of courage. We are all part of a great Navy team. As a proud member of this team, I will courageously lead America's Shipyard. Together, let's serve the Navy and nation courageously.



**Capt. Scott Brown**  
Norfolk Naval Shipyard's 107th Commander

## Command Climate Change is on the way

Story by Fred Salanitro • Command Climate Assessment Program Manager

With our new Commanding Officer, Captain Scott Brown, came a fresh emphasis on the three Guiding Principles of his Command Philosophy. This put a spotlight on some areas the shipyard has struggled with for several years, which we have seen reflected in the results of our annual Command Climate Survey, also known as the Defense Equal Opportunity Climate Survey (DEOCS).

Our DEOCS results for this year tell a story we have seen numerous times: low numbers in the areas of Trust, Leadership Cohesion, Age Discrimination and Accountability. We continue to get low scores and written comments for these areas. With the increasing interest in Sexual Assault Prevention and Response (SAPR), there is a new area in which the shipyard must be diligent about understanding the shortcomings and taking actions.

The results of the 2014 DEOCS are at the forefront of Captain Brown's and his leadership team's attention. Over the next few weeks and months you should see areas improving in alignment with the shipyard's

new Guiding Principles:

**1. Well Being:** Focus on each member of the workforce's safety, security, health and well-being; and has already been the catalyst for fundamental changes in leadership in Code 900 to concentrate effort on our shipyard environment. In addition, the shipyard's senior leadership team has begun to improve its understanding of people, process, and environment and how to determine the right course of action in each of these areas.

**2. Brilliant on the Basics:** Focus on investing to brilliantly execute the fundamental people programs of our business. NNSY has restarted its Executive Development Program. The first class will start its six-month program in March. In addition, the feedback from DEOCS shows low scores in areas regarding SAPR in Chain of Command Support, Publicity of SAPR Information, and Restricted Reporting Knowledge. Captain Brown has already engaged with the shipyard's Human Resources group to make improvements in training and information availability in these areas.

**3. Service:** Focus on our ability to serve our multiple stakeholders. This principle starts when personnel at all levels are held personally accountable for their actions. The shipyard's leadership team is working on defining personal accountability at all levels, and in the upcoming months there will be focus groups to understand what our workforce thinks personal accountability looks like, if/where we do or don't see it, and if we do — what it looks like. Capturing these types of behaviors will go a long way in building an overall culture of Personal Accountability at NNSY.

A lot has already been started and a lot more is being planned. There is much work that needs to be done. This is Norfolk Naval Shipyard; we are America's Shipyard! To live up to that title, we need everyone from

our newest employees to our most seasoned; from our senior leadership to the folks who make this shipyard work in our shops and on the waterfront; all moving forward, and in the same direction.

Everyone at NNSY, no matter what shop or code you work in, has a stake in whether we succeed or fail at being America's Shipyard. It's not just the production shops, the engineers, the folks in Quality Assurance or Information Technology, it's not just the people in planning or budget, it's not just the senior leaders, the supervisors or zone managers; it's all of us together — that's what it takes to keep us moving forward.

Are you a member of America's Shipyard? The signs are at the gates to remind us as we come to work each morning. Do we believe it? Let's make this a place where everyone is proud to come to work and ready to go home each day and talk about a great day spent in support of the Navy at America's Shipyard.



### Stay tuned!

We'll be sharing follow-up articles in *Service to the Fleet* as well as in *Yardlines*, on social media, and on Digital Signage.



## Spring at America's Shipyard

Greetings America's Shipyard! Who would have thought spring is already almost here? Spring brings with it a time for new beginnings, growth, and development, not only for our natural landscape but also for us as people. Spring provides the opportunity to get outside and complete some much needed yard work, to clean out the garage, or to just be out in nature. At the same time, this season is an excellent chance to look back into our past and remember some of our greatest accomplishments.

Both Women's History and Irish American Heritage are celebrated in the month of March. This is a wonderful time to reflect on the accomplishments of those who have made significant impacts in our world. Women like Rosa Parks, Susan B. Anthony, Amelia Earhart and Edna Etheridge, who in 1957 became the first female senior manager in shipyard history, and men such as President Andrew Jackson, Anthony Kennedy, and F. Scott Fitzgerald, to name a few, provide us with valuable history lessons and motivate, inspire, and encourage today's young men and women to achieve greatness. Did you know the first women to graduate from the shipyard's apprentice program were in the 154-member class of 1971? They were L. Louise Lucas, Shop 11 Shipfitter; Ruth M. Braden Goodman, Shop 17 Sheetmetal Mechanic; and Sandra E. Butler, Shop 51 Electrician. After serving as a Portsmouth city councilwoman, Lucas was later elected as a state senator. We never know just who the next significant contributor may be – it could be you!

We've got a full house down on the waterfront. In February we said goodbye to ex-USS *Simon Lake* while we welcomed USS *La Jolla* to the yard. It is great to see the shipyard growing and thriving, all thanks to the work you do for our Navy.

I have had the privilege to meet a lot of workers and sailors here at our shipyard. I will attest to the fact that we have the finest people working at NNSY and I look forward to meeting many more of you as we work towards accomplishing our mission. Remember why we are here and what we all represent. It is an honor to be in the Navy and a great time to be a part of America's Shipyard!

- CMC Sends!



**Mike Reese**  
Command Master Chief

## WANTED: SHIPYARD SIBLINGS

April 10 is National Siblings Day! *Service to the Fleet* wants to feature you and your sibling in next month's issue of the magazine. If you and your brother or sister both work at the shipyard, send a photo and a brief description to Anna Taylor at [Anna.L.Taylor@navy.mil](mailto:Anna.L.Taylor@navy.mil) or call the Public Affairs Office at 396-9550!



## Emergency manual bus transfer designed and built at NNSY

By Anna Taylor • Public Affairs Specialist

When NAVSEA ordered the shipyard to solve a power supply problem for submarines, NNSY's Electrical Department (Code 950) and Carrier Power, Lighting and Controls Branch (Code 276) worked under pressure to provide a solution. Electrical engineers Erik Fors, Gil Hughes, and Mike McCabe designed an Emergency Diesel Manual Bus Transfer (MBT), and Electrician David Smith brought their design to life using a modified isolation circuit breaker (ICB). The MBT allows for quick transfer from the standard sub-station power source to the emergency diesel shore power supply.

"Not too long ago there was a power outage on one of the submarines," Rick Cerza, Code 950 supervisor, said. "The shore power went out and the other permanent emergency power source had to be electrically connected before powering the sub up."

There was no switch to flip, so to speak, because the submarines do not have a traditional breaker box like you have at home. A transfer switch is an electrical switch that shifts a load between two power sources. Some transfer switches are manual, and others are automatic. The difference is that while automatic switches sense when a source has lost power, manual switches must be engaged by an operator.

"It's comparable to if you have a generator at your house," Cerza explained. "As soon as your power goes out, you can

whip out your gas generator and plug in extension cables or you can start your generator and flip a switch. The MBT allows the operator to start the generator and flip that switch." The MBT supplies power to the submarine and can quickly transfer to the separate source connected to the sub-station power source.

The MBT, which provides source power indication, quick access ground testing panels, and quick access phase rotation test panels, was made using a modified ICB.

"We took an existing isolation circuit breaker, we went in, we gutted the controls out of it, cut it open, and made a panel to go in there," said David Smith, Code 950 Electrician. "Control wire wise, I used up an entire 500-foot spool of wire, and that's a lot of wire."

When normal power to a submarine is lost, it must be restored as soon as possible to ensure the safety of the vessel and personnel onboard. The MBT is used to switch from normal power to emergency power after a sudden outage.

"The MBT is capable of delivering power from the utility or quickly transferring to the diesel power supply with minimal personnel," Gil Hughes, Code 276 Electrical Engineer, said. "NAVSEA wanted this asset and NNSY engineering and production delivered!"

Although Code 276 designed it, and Code 950 built it, the MBT will be used by

Ship's Force and not NNSY's engineers or electricians. "The MBT is made to be user friendly, so it's pretty obvious to Ship's Force what problems they have based on the indicator lights," Smith said. "Ship's Force goes over and does the initial checks on the lines and voltage coming in on the generator to make sure it's okay before they switch over."

"Mr. Smith took a lot of pride in the work that he did, and it looked great," Cerza said.

Hughes also acknowledged the amount of teamwork the project took to complete, saying, "[Code 950] did a great job, and we really appreciated all their hard work. I also have to thank Jenna Plumblee (Engineer in the Submarine Support Branch leading the *La Jolla* Project). Without her, I could not have finished the project as quickly."

There are now two prototypes in use, and Code 950 is building a new MBT for the USS *Albany*, with an additional four more in the pipeline. The next one will be fabricated from scratch with the help of Code 920, not converted from an ICB. "They want one of these units for every submarine," Cerza said.





# SHIPYARD INSIDER

NNSY  
BUZZ &  
BYTES

PHOTO BY LUKE BEASLEY • NNSY PHOTOGRAPHER



## » POSITIVE YARDAGE

### Code 970 Logo Design

Tammy Frandsen, a WG-10 Fabric Worker in building 369, hand-drew the new logo for Code 970. The design was then translated into a digital format by Torrence Rabb, a Code 970 Painter in building 298. Her logo contest entry was chosen by leadership from Shops 71, 64, and 99. Entries had to be uncomplicated, unique, recognizable, attractive, and representative of each shop. Frandsen was awarded a plaque in recognition of her creativity during a ceremony with Capt. Scott Brown. Her logo will be on display in Building 298, on CTD training material for the code, and on Code 970's web page. Capt. Brown said he was impressed by the design initiative and he hopes to see similar efforts in the future.



## » NOTABLE QUOTABLE

"I love seeing people work hard and be successful in their trade, whether it be painters, welders, managers, etc. Seeing them do their part and seeing the team succeed makes it all worthwhile." *Simon Lake Project Superintendent Jimmy Broom Feb. 2015*

### VPP Signing

Norfolk Naval Shipyard (NNSY) was recertified as a Voluntary Protection Program (VPP) Star Site in May 2014. The VPP Star is the U.S. Occupational Safety and Health Administration's (OSHA) top safety classification. It recognizes federal agencies and

private industries with effective safety and health management programs that maintain injury and illness rates below national Bureau of Labor Statistics averages for their industries. NNSY has been a VPP Star Site since March 2006.

### VIP Visit

Christy Grubbs, DC Chief of Staff for U.S. Representative J. Randy Forbes, visited Norfolk Naval Shipyard Feb. 9 to learn about its current workload and modernization plans. Grubbs' last visit to the shipyard was in January 2012.



### La Jolla Arrival

USS *La Jolla* (SSN 701) arrived at Norfolk Naval Shipyard (NNSY) Feb. 3 for its conversion from an operational fast-attack submarine into a Moored Training Ship (MTS). *La Jolla* is the first of two next-generation MTSes to be used for training nuclear officers and Sailors at the Nuclear Power Training Unit in Charleston, SC. Covering nearly three full years, the conversion process will require NNSY to make two complete hull cuts, separating the ship into three pieces, recycling the center section, and adding three new hull sections, adding 76 feet to the overall ship length. The new hull sections will arrive from Electric Boat via barge and then be craned into the dock.



### Lt. Baynes Pinning

Congratulations to Norfolk Naval Shipyard's Lt. Alex Baynes, who recently earned his Submarine Warfare Insignia (better known as "Dolphins")! Lt. Baynes is serving as Assistant Project Superintendent on the USS *La Jolla* (SSN 701) conversion project.



PHOTO BY LUKE BEASLEY • NNSY PHOTOGRAPHER

## » QUICK PICS

### Spin Cycle

NNSY Fitness Coordinator Jennifer Hendrix led the "For the Love of Spin Aerobathon" Feb. 13 at the Callaghan Center Gymnasium. The intense 90-minute workout session included intervals, hill climbs, sprints, endurance and strength.



PHOTOS BY TONY ANDERSON • NNSY PHOTOGRAPHER

## » FLY THE COOP

### Medical Mystery: Yellow Fever in 1855 Portsmouth

During the antebellum period of the 1800s, before pharmacies were available on every corner, people often had to look to home remedies to keep in good health. During the Civil War, diseases and infection were just as deadly as battle related injuries. Come learn about the "aedis aegypti," yellow fever, spreading germs and historic homeopathy through hands-on activities and crafts. Free admission as part of the museum's First Saturday programming series. *7 March 2015, 10am-5pm Portsmouth Naval Shipyard Museum, Portsmouth, VA*

## » OUTREACH OPS

### Women in Stem Day

Join Norfolk Naval Shipyard as we celebrate Women in STEM with a fun-filled day of science, technology, engineering, and math activities plus a meet-n-greet with career professionals. Girl Scouts are eligible for discounted admission. *14 March 2015, 10am-5pm, Nauticus, Norfolk, VA*

### 7th Annual Stem Day Expo

Join Portsmouth Public Schools for a community event that will showcase robotics, coding, STEM careers, plus engaging and innovative fun. For more information, call 757-393-5835. *29 March 2015, 9am-1pm, Wilson High School, 1401 Elmhurst Lane, Portsmouth, VA*



## » DID YOU KNOW?

Driving at NNSY is a privilege. You are allowed twelve points against your record. Should you exceed this amount, you can be suspended from driving on base for a year. Driving without a seat belt, texting while driving, speeding, and talking on the cell phone while driving are all ways to lose your NNSY driving privileges. For more information regarding NNSY's motorist safety policies, please refer to: [www.cnnc.navy.mil/cnrml/Programs/Safety](http://www.cnnc.navy.mil/cnrml/Programs/Safety)



## » WOMEN'S HISTORY

### A first for NNSY

Sherrall Fonner was the shipyard's first female Executive Director, a position she assumed in October 2012. Prior to becoming Executive Director, Ms. Fonner served as NNSY's Executive Deputy Director. Ms. Fonner, now retired, was a Navy civilian for more than 25 years. She is a native of Texas.



## » CASTING CALL

### Shipyard Spotlight

Nobody knows your co-workers better than you do! *Service to the Fleet* is always on the lookout for the next Shipyard Spotlight candidate. If you have someone in mind, contact the public affairs office by calling 396-9550 or emailing [nfsh\\_nnsy\\_pao@navy.mil](mailto:nfsh_nnsy_pao@navy.mil). Be sure to include a quick summary about why you believe this person deserves to be our next Shipyard Spotlight. Your spotlight nominee may be featured in an upcoming issue of *Service to the Fleet*!

Make sure you check out this month's spotlight on page 18 featuring Jackie Stiffler.



PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER

## HAVE A STORY?

Do you know of something that would make a good feature for *Service to the Fleet*? Is there an event you would like to see covered in our next issue? We would love to discuss your ideas, so send an email to [Anna.L.Taylor@navy.mil](mailto:Anna.L.Taylor@navy.mil) or call the NNSY Public Affairs Office at 396-9550!





## MILESTONES: A HISTORY OF WOMEN AT NNSY

By Anna Taylor • Public Affairs Specialist

Every year, the National Women's History Project selects a unifying theme to promote women's history. This year's theme, *Weaving the Stories of Women's Lives*, offers us the opportunity to recognize and celebrate the many ways that women's history has become woven into the fabric of our national story and shipyard heritage.

The story of women at the shipyard begins more than 100 years ago. Although women worked as nurses for the Navy as early as the Civil War, they were not officially allowed to enlist until March 1917 when the Navy opened its ranks to women for the first time. Soon after, more than 800 Yeomanettes reported to the shipyard, where civilian women were already working in clerical and administrative capacities.

Our story continues in March 1942, when the first three women Helper Trainees began working at the shipyard. More than 5,000 women would be employed at the shipyard during World War II, thanks in part to Brigadier General Louis Hershey, Director of the Selective Service System, urging industries to train and use women after making it clear that vast numbers of men in war plants would be called into the services. Women at the shipyard earned a reputation for their machining and welding work and also drove trucks, operated cranes, and served as deck hands

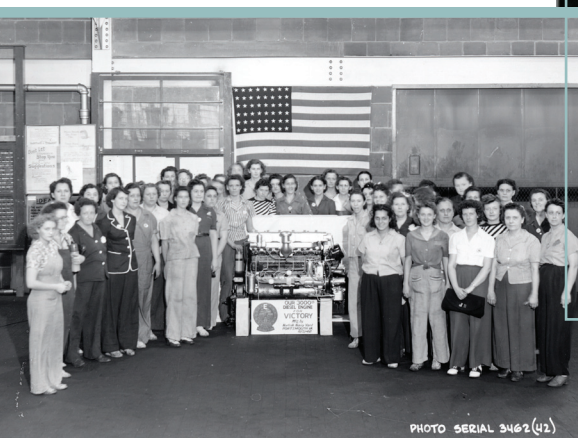


PHOTO SERIAL 3462(42)



Thank you to  
Marcus Robbins,  
NNSY historian,  
for locating  
these historic  
images.



on yard craft.

Linda Brazie Collins was the first woman to enroll in the apprentice school, but she withdrew to become a Design Division Draftsman. The first women to actually graduate from the shipyard's apprentice program were L. Louise Lucas (Shop 11 Shipfitter), Ruth M. Braden Goodman (Shop 17 Sheetmetal Mechanic), and Sandra E. Butler (Shop 51 Electrician) in the 154-member class of 1971. After serving as a Portsmouth city councilwoman, Lucas was later elected a state senator. In 1979, Laura Jeanne Priest became the first woman valedictorian in the school's history.

Edna Etheridge, who had for several years held the distinction of being the shipyard's highest paid woman employee, became the first female senior manager in shipyard history when promoted to GS-13 Supervisory Budget Specialist in the Comptroller Department in 1957. In more recent history, Elaine Doxey won the Department of the Navy's 2007 Women's History Month Science, Technology, Engineering and Mathematics (STEM) field award. Doxey was the first woman Radiological Control Director at NNSY.

Project Superintendent Chrystal Brady is leading the effort on the USS *La Jolla's* (SSN 701) conversion from an operational fast-attack submarine into a Moored Training Ship (MTS). Brady also served as project superintendent on the USS *Dwight D. Eisenhower* (CVN 69) FY-11 Planned Incremental Availability.

The stories of women's lives should encourage us as shipyard workers to think bigger and bolder. Understanding the achievements made and the stereotypes challenged by the women who came before us overturns social assumptions about who women are and what they can accomplish.

Information courtesy of National Women's History Project ([www.nwhp.org](http://www.nwhp.org)), and *Norfolk Naval Shipyard: A Remarkable History* by Joe Law, former NNSY Public Affairs Officer.

# Women in STEM Day

**Saturday, March 14, 2015 • 10 am-5pm**

Enjoy a fun-filled day of Science, Technology, Engineering, and Math (STEM) activities, meet-n-greet career professionals, and earn a Explore Nauticus patch!



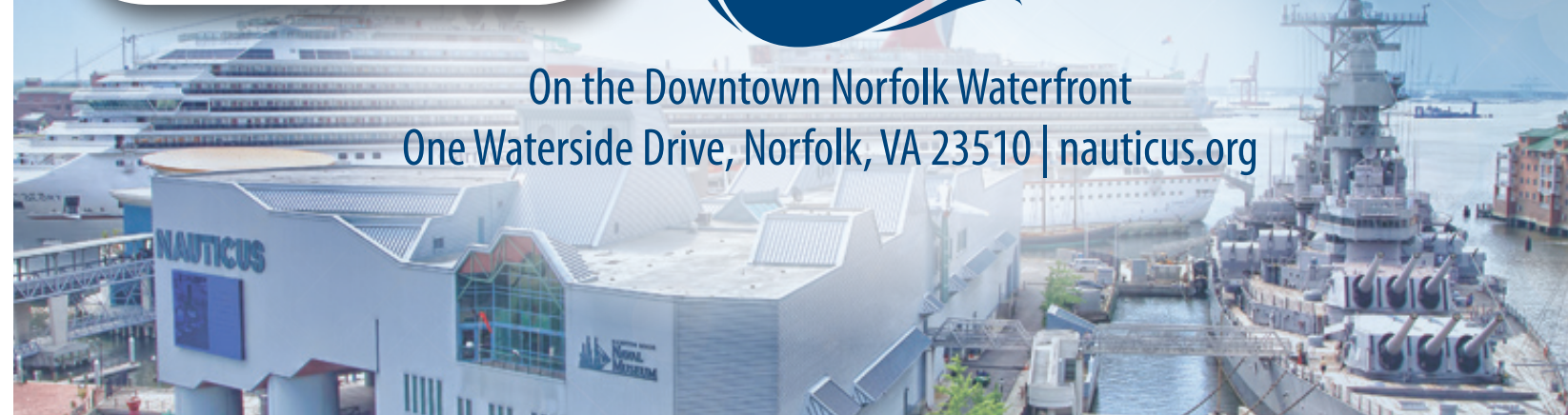
**Special Girl Scout Rate:**  
\$12/Scout; \$14/Adult

**Registration:**  
Please contact Susie Hill  
at 757-664-1041 or  
[rebecca.hill@norfolk.gov](mailto:rebecca.hill@norfolk.gov)

**Deadline to register- March 7, 2015**



On the Downtown Norfolk Waterfront  
One Waterside Drive, Norfolk, VA 23510 | [nauticus.org](http://nauticus.org)





# NRMD KINGS BAY

## Sailors of the Year

Photos By Mark Turney • Trident Refit Facility Public Affairs Officer

For two consecutive years Norfolk Naval Shipyard's Nuclear Regional Maintenance Department (NRMD) Kings Bay has won the Group 10 Senior Shore Sailor of the Year. This year, Electrician's Mate First Class Alexander Kaehr was that Sailor. As Shop 56N Leading Petty Officer, his expertise, adaptability, and quality work practices were crucial leading five Sailors and three civilians in the successful implementation of 15 Accu-Freeze freeze seals and the fabrication, certification, maintaining, installation, and removal of over 40 nuclear tests equipment rigs, allowing over 20 nuclear refits to be successfully completed. His expert oversight and mentorship ensured all test equipment used for corrective maintenance retests and preventative maintenance items met technical specifications required. As the Command Drug and Alcohol Program Advisor (DAPA), his extreme loyalty to the Navy and its core values ensured NRMD Kings Bay received zero alcohol related instances (ARIs) with 132 military and civilian personnel. He continuously motivates all personnel on responsible decision making. His selflessness is shown daily as a member of the USN Sea Cadet Corps and the Kingsland Volunteer Fire Department, volunteering over 600 off duty hours. His outreach to the local community was instrumental in a local fire department raising nearly \$4,000 for the Muscular Dystrophy Association (MDA) and he has also mentored over 30 Sea Cadets from around the country in naval leadership.

Norfolk Naval Shipyard's NRMD Kings Bay also won the Group 10 Junior Shore Sailor of the Year. This year, Hull Technician Second Class Casey Gore was that Sailor. As Shop 99 mechanic, over the course of 13 submarine availabilities he set the standard for first time quality during the installation, maintenance, and removal of reactor compartment temporary doors, temporary reactor compartment ventilation systems, reactor compartment safety rails and a number of lead shielding packages ensuring the maintenance ability for the tended units were executed safely. He also worked outside his expertise to assist an undermanned shop during performance of two freeze seal



**SENIOR SHORE SAILOR OF THE YEAR  
ALEXANDER KAEHR**



**JUNIOR SHORE SAILOR OF THE YEAR  
CASEY GORE**

evolutions to repair three nuclear primary valves. As the Production Department's Career Counselor, he is recognized throughout the command as an excellent administrator and an impactful mentor when he completed 100 percent of the department career development boards. As the Zone Inspection

Coordinator, he spearheaded the program when he scheduled various inspections of the facilities, ensured proper documentation of all deficiencies, and tracked over 300 corrective actions, which directly improved the overall physical condition and mission readiness of the command.

### RECRUITER SPOTLIGHT



**JAMES COBELL**

*James Cobell came to NNSY through the Pathways program in June 2011. He went to school at Christopher Newport University for Finance and is currently studying at Old Dominion University. He works with the entry level engineer recruiting program at NNSY which recruits students from across the country. Interview by Kristi Britt • Public Affairs Specialist.*

**Q: How did you learn about Norfolk Naval Shipyard and its program for students?**

A: My dad talked to me about USAJobs and together we found this opportunity at the shipyard. I did my research, applied and was selected.

**Q: What does your job entail?**

A: I'm a finance major and so I came in as a Management Analyst. There's a lot of excel work and working with Microsoft office. I make spreadsheets, maintain databases, and crunch numbers.

**Q: What is your favorite part about the job?**

A: Just the idea of working and feeling like you're part of something is amazing to me. Knowing that you are part of working on something as huge as an aircraft carrier for the Navy, you're making a difference in the world even if it seems small in comparison to others. Just by showing up for work each morning, I know that I'm contributing to getting the mission accomplished. That feels pretty good.

**Q: What do you enjoy about going out and recruiting students?**

A: It's pretty sweet to go out and talk to the students because people get to see that you're doing something great and that sparks their interest. They want to know what you're doing and they find it cool and want to know how they can do it too.

**Q: Any advice for those wanting to join in the recruiting efforts?**

A: If you're going to be a recruiter, you've got to know what you're talking about. We talk to a lot of students on a daily basis and they ask a lot of questions. As recruiters, it's our job to know the ins and outs of the shipyard.

**Q: What do you like to do after hours?**

A: The areas around here are so great and there's a lot to do. I like hanging out at the oceanfront and around shore drive especially Chick's Oyster Bar & CP Shuckers. I like going to concerts and I think the Guitar Center is a pretty cool place.

## SCHOLARSHIP OPPORTUNITY FOR SHIPYARD DEPENDENTS

Scholarship opportunities are available to employee dependents of Norfolk Naval Shipyard (NNSY) for the upcoming academic year. The NNSY chapter of the National Association of Superintendents (NAS) is offering multiple \$500 scholarships to deserving students who apply.

### CRITERIA FOR ELIGIBILITY:

- Dependents living in the same household as a person who has been an active NNSY Employee for at least the last two consecutive years. Shipyard employees who are not NSA members should obtain sponsorship from an active NSA member for their dependent application.
- Applicants must be enrolled (or accepted for enrollment) at an accredited college, university, or graduate school for the upcoming fall term.
- Previous recipients of a Superintendents Scholarship are permitted to apply each year they are eligible.

Applications must be hand delivered to Mike Zydron or Kendra Burghard (396-4390), faxed (396-4080), or emailed (kendra.burghard@navy.mil) electronically no later than April 17.

Selected scholarship recipients will be notified no later than May 18.

### Drive Safely!

In a busy shipyard there are many areas where motor vehicles, heavy equipment, bikes, and pedestrians may share the same pathway. Be aware of your surroundings; it only takes a blink of an eye and it could be too late.

**WE SHARE THE RESPONSIBILITY TO KEEP ONE ANOTHER | SAFE!**





# The Big Betts Vertical Lathe Comes Back to Life

By Kristi Britt • Public Affairs Specialist

Unique. Rare. Complex. These are all words that can describe the USS *Albany* (SVN 753) rudder removal, requiring a team of workers coming together in utilizing the Big Betts vertical lathe in Shop 31. The last time shop 31 machined a rudder at Norfolk Naval Shipyard (NNSY) was 1991 on the USS *Wainwright* (DLG-28).

The job started September 2014 when the rudder was brought off the *Albany* and was transported to the shop for repair. “We all looked over the components and noticed corrosion on the stock itself. We began to go through our processes and worked to figure out which way was best in having it repaired. We finally came to the conclusion that we had this machine that could help us do the work,” said Mike Johnson, Code 930 Supervisor. “We had the corroded areas welded up and we had the machine fitted to handle the load to specifications. It was set up vertically and we were about to do the job that way.”

The team worked together to get the job done, finishing up the assignment in February 2015. It’s currently in the process of being reinstalled on the *Albany*.

The last time the Big Betts vertical lathe was used on a rudder was in 1991. when the team worked on a component for the *Wainwright*, cutting the taper and getting it fitted to be installed on the boat. “It was a little different back then,” said David Key, a 930 Machinist. “We were only cutting the stock this time around instead of cutting the taper. It was a much easier set-up this time around.”

Key was one of the few teammates from the *Wainwright* job who are still working at NNSY today and worked on the *Albany* job as well.

“The same guys who were still here, they gave their input on the job and how to do it. They made sure we set it up right,” said Scott Craven, Code 930 Supervisor. “It would have been a lot harder for us if the guys weren’t here to help us out. The work itself is unique and it’s rare we have to use this type of machine. So knowing we had that support this time made all the difference.”

Johnson added, “I think this job hopefully demonstrates to the yard that we

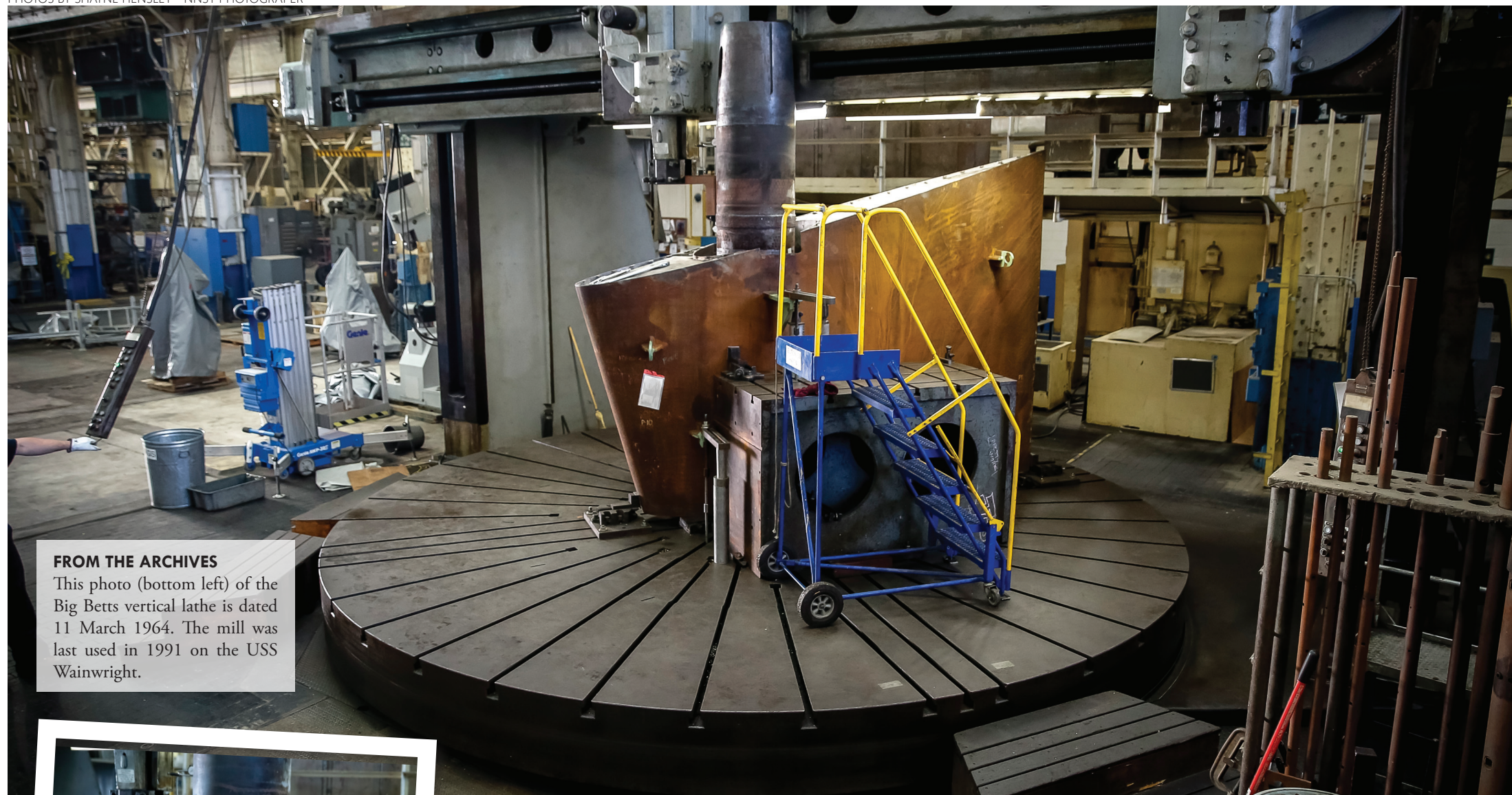
are the shop that is still capable of doing big, complex jobs like this. It’s important how we work this job and these younger guys were able to get hands on experience doing this. This is unique work; we don’t get to do this often. People like David who have done it before are important. He was able to pass on his knowledge down to the younger guys. And with this job, we demonstrated to the shipyard we can still do this type of work. These huge machines are able to do these complex jobs and they still have purpose.”

Christopher Hendrix, a Code 930 Apprentice, was one of the newcomers to the job and learned from the previous team how to work with the machine. “It was a very interesting job to be able to set up something like this with a machine we rarely use and to see how the process works from start to finish. We learned a lot on the job and I’m ready to work on the next one.”

“We did a great job as a team,” said John Askew, Code 930 Zone Manager and another teammate who worked on the *Wainwright* and the *Albany*. “Lots of great work, first time quality.”

There is no set timeline for when work of this caliber will once again be needed at NNSY but the team is ready for the challenge. For now, they have memories captured in photographs of the work they did both in 1991 as well as 2014/2015. They also have the components installed on their respective ships as proof of their good work. “We have the photos so next time we have to get the job done, we can look back at our past experiences and see how everything was set up and what is needed to handle the work. The machine will be the same; the crew won’t be the same. We’ll be ready,” said Craven.

PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER



## FROM THE ARCHIVES

This photo (bottom left) of the Big Betts vertical lathe is dated 11 March 1964. The mill was last used in 1991 on the USS *Wainwright*.





# SENDING OFF THE SIMON LAKE

By Kristi Britt  
Public Affairs Specialist

“It’s a great day for everyone at Norfolk Naval Shipyard (NNSY),” said Jimmy Broom, Code 325 Project Superintendent on ex-USS *Simon Lake* (AS-33) as the ship departed NNSY Feb. 5 for the Southgate facility. Since Sept. 2011, ex-*Simon Lake* has been going through an inactivation and radiological release availability in preparation for dismantling.

Ex-USS *Simon Lake*, commissioned Nov. 7, 1964, was the lead ship of her class of submarine tenders in the US Navy. It was named for *Simon Lake*, a pioneering designer of early submarines. It was part of a large team of tenders that supported submarines in areas like Scotland and Italy. The submarines would come in and the tenders would

repair them. They were capable of performing nuclear repair work and would take radioactive liquids from the subs into the tenders’ onboard piping systems so they wouldn’t discharge into the sea.

In the 90s, the Navy began to move away from forward deployed tenders. Many were decommissioned and work began to deactivate the boats and dismantle them. Ex-*Simon Lake* was decommissioned July 31, 1999 and was in the mothball fleet in Philadelphia in 2008. As of April 2009, it was in storage at NNSY as part of the Naval Inactive Ship Maintenance Facility’s Inventory until Sept. 2011. Ex-*Simon Lake* and ex-*McKee* are the last two awaiting completion of the inactivation work and radiological release at NNSY.

“The project itself was pretty unique,” said Broom. “This type

of work isn’t a high priority for the shipyard and the Navy. The ship is not deploying to return to the fleet. However, that doesn’t mean this work isn’t just as important as working on an aircraft carrier or a submarine. It may not be the highest priority but the quality standards are still the same. We are thankful for all the shops and codes that contributed to getting the job done.”

The job entailed removing all the radioactive piping and components from the ship; ex-*Simon Lake* was then drydocked so the team could make a large hull cut and remove an internal tank. Once the tank was removed completely and sent off for disposal, the ship is put back together and maintained until ready to head off to its final destination. “It’s amazing what the shipfitters, riggers and welders

can do,” said Broom in regards to the work being done. “This is real life shipfitting work. Something of that scale on a surface ship we just don’t do much of this anymore. It’s exciting to see what we can do.”

There were approximately 120 trades personnel aboard at peak manning, including shipfitters, pipefitters and painters. A challenge presented to the project was having the right number of people available for the jobs. Broom stated, “We had a lot of hardworking people on the project but they were constantly in rotation because we had to man the highest priority projects first. We had to make sure we kept everyone trained, had them focused on the quality of the work and set the expectation for high standards as with any other project at the shipyard.”

A phrase often used with

deactivated boats is “dead boats” and Broom wants to do away with that mindset. “These boats aren’t dead. They are alive and kicking. We want to get rid of that mentality and show our people that these boats might not be the prettiest boats or fanciest boats to work on but they are still alive and the standards for work execution and safety are the same as any other project. You walk into a building and if it’s just built you expect it to be nicely painted, new fixtures, everything is nice. That’s quality work for that situation. It’s the complete opposite for this tender. A quality job for this project is a ship without fixtures and everything is ripped out. We work hard to keep our standards high and have our folks truly understand they are working an important job. We want to motivate our team and show them

just how much we appreciate their work. We want them to come in every day feeling that they are doing something important.”

The journey for ex-*Simon Lake* may be done at NNSY but it’s not over just yet. “It’s going into storage at Southgate for now until NAVSEA approves the final product,” said Broom. “We hope to have this approval by the end of the year and from there we will send it off for recycling. We were running out of pier space at NNSY so it’s definitely great to see it off.”

After NAVSEA approves it for release, title to the ship will be transferred to the Maritime Administration which is part of the Department of Transportation. They will then contract for its dismantlement.

The ex-*McKee* is currently at NNSY, slated to begin work

in March and is planned to be completed in 2017. Broom is using lessons learned from ex-*Simon Lake* in helping the team prepare for the job. “If anything it confirms the need to have crews of dedicated people that can start a job and finish it. It proves that Project Management Fundamentals and Execution Priorities do work if you follow them. Deviate and you run into inefficiencies. The team was given many obstacles to overcome on ex-*Simon Lake*. We learned that working together as a team, we can make it happen. We have a good project team that is preparing to succeed on ex-*McKee*.”

Returning project team members bringing extensive tender experience are Nuclear Assistant Project Superintendent Barry McKenzie, Non-Nuclear Project Engineering and Planning

Manager Cheryl Demich, Nuclear Project Engineering and Planning Manager Brian Abbott, Business Office Representative Phil Simms, Non-Nuclear Chief Test Engineer Mike Huggins, Scheduler Sandra Fentress, Non-Nuclear Job Planning Leader Phyllis Foreman, and Zone Managers Holly Burch and Guy Campbell. Newly assigned Zone Manager Philip “Doc” Riddick and Nuclear Engineering and Planning Department Lead Engineer Joe Twyman round out the team.

Broom added, “I want to see them all succeed. That’s my favorite part. I love seeing people work hard and being successful in their trade, whether it be painters, welders, managers, etc. Seeing them do their part and seeing the team succeed makes it all worthwhile.”



# SHIPYARD SPOTLIGHT



PHOTOS BY SHAYNE HENSLEY • NNSY PHOTOGRAPHER



Jackie Stiffler  
13 THINGS YOU DIDN'T  
KNOW ABOUT ME



1. My astrological sign is Capricorn.
2. The Arc Trainer (like an elliptical but with more control over the range of motion) is my go-to piece of gym equipment. If I'm not sure what I'm going to do, I always get on the Arc trainer.
3. My favorite color is pink.
4. My lucky number is 13.
5. I have a Cockapoo named Hamish.
6. If I had a super power, it would be to make everyone healthy.
7. The best movie I've seen recently is *American Sniper*.
8. My favorite food is pizza, and my guilty pleasure is ice cream.
9. My favorite place to vacation is Key West.
10. Christmas is my favorite holiday.
11. I'm embarrassed to admit I love musicals like *Grease*.
12. I usually eat Oatmeal for breakfast.
13. When I'm not at the gym, you can find me on the Harley (if the weather is nice).

## Shipyard Fitness Coordinator Builds Healthy Minds and Bodies

By Anna Taylor • Public Affairs Specialist

Jackie Stiffler's accent is now barely discernible. You'd never know the Callaghan Center's Fitness Coordinator and resident health guru is originally a dancer from Scotland. Her health roots run deep, and it was her active upbringing overseas that lead her to pursue a career in the gym. Stiffler combines her exercise knowledge and passion for health to make sure Norfolk Naval Shipyard's sailors and civilians have every opportunity possible to get motivated and be healthy.

Stiffler has been at the shipyard for 16 years and has served as the Fitness Coordinator for 12 of those; but she began her career with the Navy in Great Lakes, Illinois, after relocating from Scotland with her husband.

"As a kid I was always active," Stiffler says. "My mom and I started a dance studio in Scotland when I was 16, and I was always physically fit. When I met my husband and came over here, I had to find something to do until I could work, so I went to the Navy gym and started working out."

Stiffler's desire to stay active segued into a job and eventually led to a position as the Fitness Coordinator at the Callaghan Center. "A lot of people don't want to come to the gym, so we try to motivate them to be here by putting on programs they actually enjoy."

One of Stiffler's favorite activities was the all-military body-building show the shipyard used to host. "The very first one I worked, I thought to myself, there's no way I can do that," she recalls. The competition inspired her, so Stiffler trained for the Richmond Open, competed, and won her division as well as Overall Female. "I wanted to compete so I could have that experience and be able to talk to people who were interested in body-building."

Over the years, Stiffler competed in five competitions, winning four of them and claiming the All Natural Tidewater Champion title along

the way. "Before I retire in three years, we are hoping to have one more competition."

A big part of the Callaghan Center's program is helping tenant commands and ships with their Fitness Enhancement Programs (FEPs). "We offer 10 sessions weekly and more by request," Stiffler says. "For the past three Physical Fitness Assessments (PFAs), we have assisted the USS *Dwight D. Eisenhower* (CVN 69) with their FEP and now we've added in the *Harry S. Truman* (CVN 75) by assisting them with daily sessions."

Stiffler values the importance of health and fitness as a lifestyle and encourages NNSY's sailors and civilians to get fit. "You want to be healthy so you can be around your kids and your family," she says. "I lost both my mom and dad to heart attacks. They were heavy smokers, so it's just another reason why I push for people to be healthy."

According to Stiffler, the shipyard boasts one of the best fitness programs in the Mid-Atlantic region. The class schedule at the Callaghan Center is constantly changing to accommodate the growing fitness industry. "We're always trying the newest trends so we find the best thing for the sailors and civilians to participate in," Stiffler explains. "We offer so many different classes, and we've tried everything from Pilates to Yoga to HIIT (High Intensity Interval Training). Everything that's new out there, we bring it to the gym and try it out."

When she's not breaking a sweat at work, Stiffler and her husband enjoy spending time together on the road or with their Cockapoo, Hamish. "We have a Harley, so we travel on the Harley a lot," she says. She also admits she's "always in the gym."

Stiffler's mission is to make fitness a lifestyle that's available to everyone. "It's all about looking at your health," she says. "We offer so many different programs, so come on in and try one. We have trainers here who will work with you one on one to find something that's comfortable for you and fits your schedule."





PHOTO BY LUKE BEASLEY • NNSY PHOTOGRAPHER

## FAST FACTS

- Covering nearly three years, the conversion process will require NNSY to make two complete hull cuts, separating the ship into three pieces.
- The conversion will add 76 feet to the overall ship length.
- The Dry Dock build will utilize strongbacks, a first for NNSY.
- The Dry Dock will be superflooded up to three feet above the river level.
- NNSY hasn't superflooded a Dry Dock in 6 years

# A UNIQUE CONVERSION FOR THE USS LA JOLLA

By Mike Brayshaw • Lead Public Affairs Specialist and  
Lt. Matt Washko • USS Albany Zone Manager and Ship Safety Officer

Norfolk Naval Shipyard (NNSY) welcomed USS *La Jolla* (SSN 701) Feb. 3 for its conversion from an operational fast-attack submarine into a Moored Training Ship (MTS), the first of two next-generation MTSes for the Nuclear Power Training Unit in Charleston, SC. *La Jolla*, along with USS *San Francisco* (SSN 711), will ensure a continuous flow of the best-trained operators into the fleet for decades to come. The two current MTSes, both commissioned in 1964, have been training nuclear officers and Sailors since their conversions in the early 1990s.

Covering nearly three full years, *La Jolla's* conversion process will require two complete hull cuts, separating the ship into three pieces, recycling the center section, and adding three new hull sections, adding 76 feet to the overall ship length.

To move the hull sections in the dry dock during conversion with Self Propelled Modular Transporters (SPMT), the dry dock build is utilizing strongbacks, a first for NNSY, vice the standard concrete and wood block build typically used. The strongback build provides extra height to the standard dry dock build.

Deputy Project Superintendent Steve Seligman said the biggest challenge for this 600,000-plus manday project is “coordinating the unprecedented volume of work on a submarine availability, much of it first-time performance for NNSY, with overlapping planning effort while staying within aggressive schedule and budget constraints.”

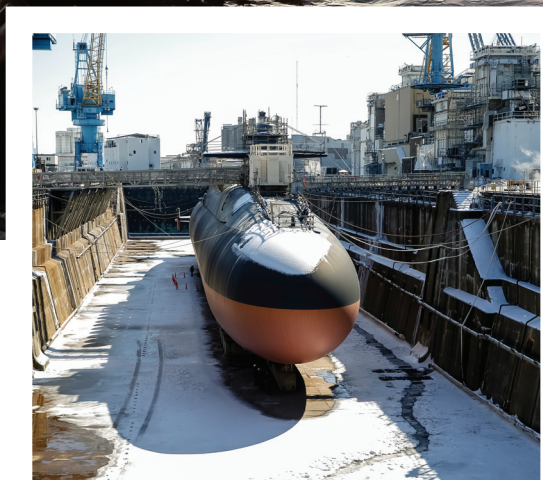
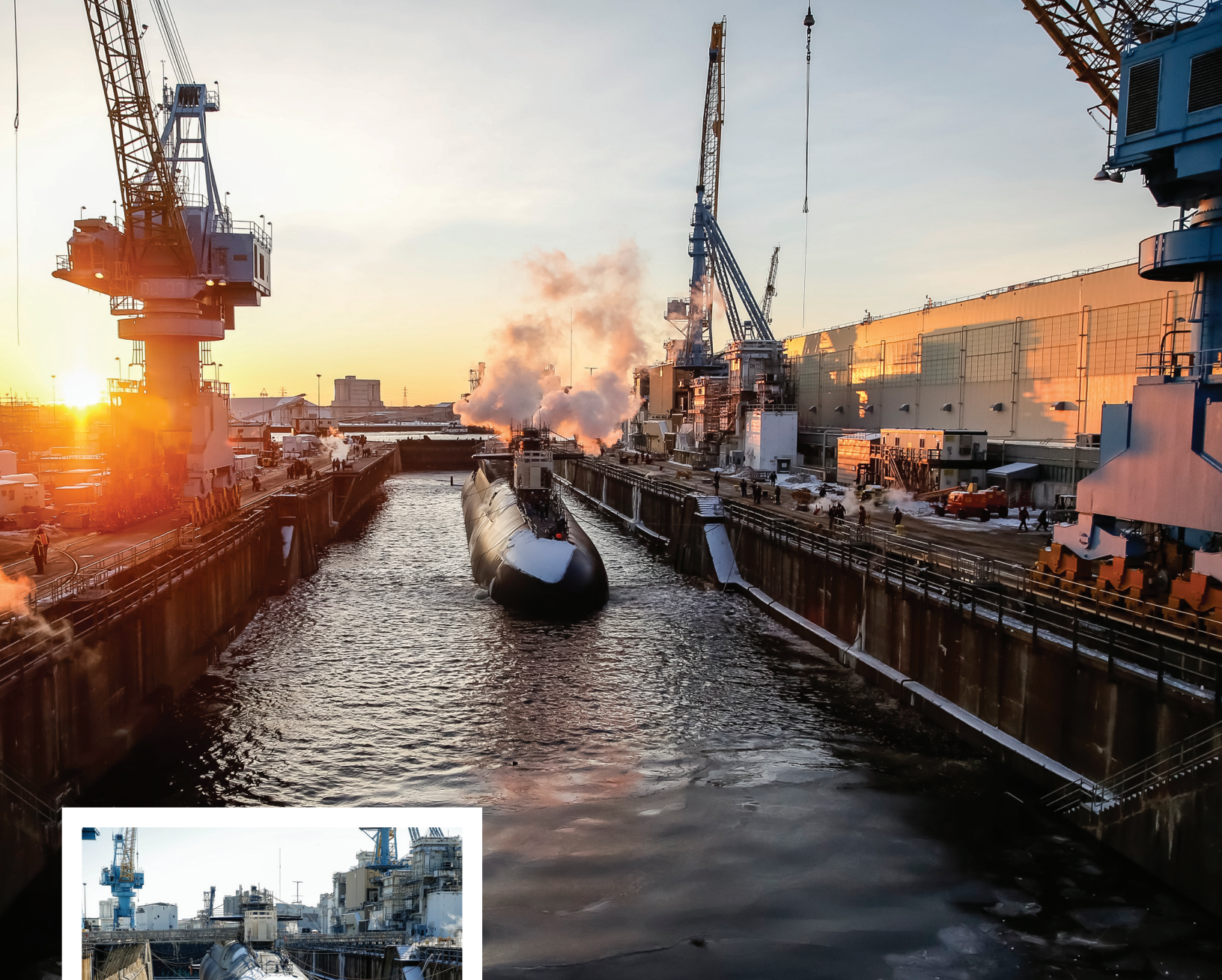
*La Jolla's* new hull sections will arrive from Electric Boat (EB) via barge and then be craned into the dock. Seligman said the *La Jolla* project is breaking new ground in NNSY's long-standing partnership with EB “by incorporating Virginia Class new construction philosophies and methods with a major depot-level overhaul. EB's new construction techniques and expertise are being employed in the handling and installing of the new hull modules.”

Also, because the conversion will dispose of or recycle a sizable portion of the boat, NNSY is leveraging best practices and lessons learned provided by Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF) Code 1070, Inactivation, Reactor Compartment Disposal, Recycling (IRR). PSNS & IMF IRR is responsible for dismantling and disposal of inactivated nuclear submarines and surface ships.

Further positioning themselves for success, project team personnel actively participated in design development to minimize execution challenges during the conversion.

Project Superintendent Chrystal Brady said, “The Navy is depending on the timely delivery of the next generation of Moored Training Ships to ensure the contingent of highly trained, nuclear officers and Sailors meets demands from the fleet to man its nuclear powered carriers and submarines without fail. I feel honored to lead NNSY's effort on this most unique project which is crucial to ensuring fleet readiness in support of the Navy's primary mission.”





# Undocking the USS *Maryland*

By Kristi Britt • Public Affairs Specialist

As a snowstorm loomed overhead Norfolk Naval Shipyard (NNSY) the evening of Feb. 16, the USS *Maryland* (SSBN-738) undocking was in jeopardy of postponement. Pier 3 and Dry Dock 4 would soon be encased in snow and ice, halting work entirely due to safety hazards for shipyard workers and the ships' crew. Yet when all hope seemed lost, the shipyard rose up together as a team, showing a sense of unity and willingness to work hard and get the job done as they banded together to shovel out and remove the ice and snow threatening the undocking.

"Today the *Maryland* project team has proudly given NNSY this key event on the *Maryland* on time. The team has shown great perseverance and refused to give up," said John Darlington, *Maryland* Project Superintendent, after drydock flooding commenced Feb. 19. "It took the entire shipyard to help us get through the snow event and we have proven that when everyone works together we can be successful. This is a proud project team and we will continue to work together to give the shipyard more successes in the future. I am truly proud to be a part of this project team."

In the days leading up to the snowstorm, freezing temperatures and high winds severely impacted the crane service. On Feb. 15, the normal process of washing down the drydock to achieve the appropriate level of cleanliness was not possible under the conditions. Instead of giving up, the project team took up brooms and began a massive manual cleanup, participation from both production and support team members all centered around the goal of an early undocking. On Feb. 16 the USS *Albany* (SSN 753) project team, Codes 106 and 200, as well as other volunteers throughout the shipyard came to the project's aid, uniting under the banner of teamwork in staying the course for the project.

Another hurdle came soon after however as severe winter weather filed into the shipyard, ultimately preventing the initiation of final preparations for undocking. On Feb. 17, the project was greatly challenged by snow and ice that had piled up with few personnel available to handle it.

"Cleanup involved important support from shipyard destructive weather red team personnel but other priorities limited this support and day one of the effort fell mainly on the *Maryland* Project Team. With few civilian *Maryland* team personnel able to safely respond to the shipyard, impressive progress was made at Dry Dock 4 due to participation of *Maryland* Ship's Force personnel," said David Malsbury, *Maryland* Deputy Project Superintendent. "On Feb. 18, efforts were expanded to Pier 3 and due to impressive additional support provided by *Albany* Project Team personnel, shipyard apprentices and other shop and code personnel by later that evening, a clear

path to a successful undocking was seen and the initiation of final preparations for undocking commenced. The project team achieved a timely undocking today due to the extraordinary dedication of our personnel and volunteers. It was a great effort all-around."

Dave Bittle, *Albany* Project Superintendent added, "What I witnessed on the Pier 3 and Dry Dock 4 was truly amazing. This was something not normally seen or experienced. We've shown the true meaning of teamwork and it's an awesome display of eight-for-eight."

*Maryland* is a ballistic missile submarine supporting the national strategy of strategic deterrence. It arrived at NNSY Dec. 2012 for an Engineering Refueling Overhaul (ERO), which is a major shipyard availability that extends the submarine's service life.



"What I witnessed on the Pier 3 and Dry Dock 4 was truly amazing."







## Code 200's EXEMPLARY EMPLOYEES

### DAVID FOSS • CODE 261

David Foss has served as a Mechanical Engineering Technician in the Surface Ship Propulsion Plant Piping Branch (Code 261) for more than ten years. In his role, Foss consistently provides exemplary waterfront support and the invaluable technical trouble-shooting skills needed to uphold the mission of the branch. His superior knowledge of repair methods and diagnostic skills has resulted in corrective solutions resolving numerous machinery and piping problems related to repairs on all *Nimitz*-class aircraft carriers. Foss' ability to identify first time corrective solutions is a result of the widespread knowledge he possesses. His most recent contribution to the department was the identification of a method to stop the main air ejectors from leaking. The original equipment manufacturer designed and installed fittings that use a copper gasket for sealing. These fittings were leaking and Foss recognized the need to modify the thread configuration. Foss worked with the tool designers and came up with a cutting device that simultaneously machine the bore and O-ring surface. This resulted in huge cost savings as the machinery did not have to be removed from the ship for repairs. Foss is unfailingly committed to excellence, increasing morale, and enhancing the mission of the branch. The branch's workload is consistently meeting quality goals, cost requirements and schedule deadlines as a result of Foss's efforts.

### STEVE BRUNBERG • CODE 275

Steve Brunberg is the perfect example of an exemplary employee and a true leader. His knowledge and experience with Navy Submarines as a Senior Chief in the Nuclear Electrical Division allows him to share new innovative ideas that most people cannot conceive of and that includes his boss at times. During the repairs of the Emergency Propulsion Motor (EPM) on the *Maryland*, (SSBN-738) the main pole shunt field tab was broken off. Neither the supply system nor the vendor could come up with a replacement main pole in time to support the project. With his leadership, Brunberg and Shop 51 came up with a method to silver braze a piece of copper to the shunt field tab followed by a series of electrical tests to verify the integrity of the repairs. The repair was done successfully to support the reinstallation of the EPM onboard the ship on schedule. Brunberg always makes sure new engineers are trained and mentored adequately so that they can become valuable assets to the code and the shipyard. He goes above and beyond to help his co-workers, conducting several monthly trainings to increase the knowledge of branch personnel. Steve is a catalyst among the work team, engaging at the deck plate to understand production challenges. He has demonstrated accountability by taking ownership of his role in the collective success of the work team and has been a valuable asset to the branch and to the Engineering and Planning Department (EPD) from the day he joined the shipyard.

*Clockwise from Top Left: Capt. Brown speaks to the group, Steve Brunberg, David Foss, and Thomas Hall receive their awards*



### MIKE VIVLEMORE • CODE 292

Mike Vivlemore has been the Combat Systems Division Lead Engineer for Turbine Ejection Pump (TEP) repairs and troubleshooting. USS *Maryland* STBD TEP replacement was a first time job for the shipyard. Vivlemore wrote all the TGIs for removal and reinstallation of the Turbine Pump. He set up a visit to TRF Kings Bay for the Production and Engineering departments to witness the TEP replacement on another hull. During hydrostatic testing of the PORT impulse tank on *Maryland*, it was discovered that the PORT Turbine Ejection Pump (TEP) had excessive leakage by the internal seals and required replacement. Replacement of the PORT (TEP) could not be accomplished due to a lack of available TRIPER assets. Vivlemore coordinated with the In Service Engineering Agent to provide a procedure for inflating the TEP emergency boot and then helped develop a course of action to complete Combat Systems testing of the PORT torpedo tubes pier side. Vivlemore not only took ownership in his role as the Lead Engineer but built a successful team by engaging at the deck plate level and removing obstacles.



### JOHN HARRELL • CODE 221

Since November 2014, John Harrell has demonstrated outstanding support and taken on additional responsibilities by filling the role of Project Engineering and Planning Manager (PEPM) on the USS *Dwight D. Eisenhower* (CVN-69) project. In late November, the assigned project PEPM was forced to take leave. Harrell willingly stepped in to fill this gap, and in performing this role, has provided outstanding engineering support to the project by interfacing with department heads and shipyard project management. Additionally, Harrell successfully made the difficult daily decisions that are required of a PEPM to continue moving the project forward. During this time, Harrell not only filled the role of PEPM, but also continued to successfully perform the demanding duties required of him as a Job Planning Leader. Harrell was able to balance the load, and his efforts during this period lead to the prompt resolution of nearly 300 problem logs preventing project schedule delays and additional project costs. Harrell's willingness to step up and provide exceptional support during a true time of need has had an extraordinary impact on the *Eisenhower* project, allowing it to move forward safely in a smart and cost effective manner.



### THOMAS HALL • CODE 263

Thomas Hall, as LHD group leader, supervises the development of drawings for the Surface Ship Mechanical Branch (Code 263). He works to ensure the timely issue and technical accuracy of these plans. Hall continually strives to provide a better product by reducing errors and has been instrumental in a continuous increase in quality of branch drawings. His professionalism and technical proficiency are displayed through his command of drawing development, communications skills, and ability to teach the branch's younger engineers. Hall sets

the example and inspires those who work with him to maintain the high standards necessary for repairs and modifications to naval vessels. He has a highly developed ability to clearly identify the root cause of complex problems and identify solutions that are not only technically correct but practical. Hall uses a blend of common sense, wisdom, and technical skills to provide the Navy with the best possible product. Customers and coworkers alike respect and trust him.



*Clockwise from top right: Mike Vivlemore, John Harrell, and Chris Rickard receive their awards*

### CHRIS RICKARD • CODE 265

Chris Rickard has demonstrated technical excellence in support of the USS *San Antonio* (LPD-17). Rickard worked with NAVSEA to adjudicate non-conformances associated with out of specification crankcase alignment on the Main Propulsion Diesel Engines. Chris's effort was instrumental in allowing NNSY to report to MARMC our readiness to support Production Work Complete. Rickard's hard work and dedication continue to prove the shipyard motto, "Any Ship, Any Time, Any Where."





# Shipyard Recruiters seek the best and brightest

Story and Photos by Kristi Britt • Public Affairs Specialist

Tables lined the walkways of Old Dominion University's (ODU) Webb Center Lobby, vendors from across the country greeting students at the Co-Op Intern Career Fair on Jan. 29. Among those was a recruiting group for Norfolk Naval Shipyard (NNSY), their table primed and ready to entice students into a possible career in the shipyard's Pathways program.

The Pathways Internship Program has been around for a few years and was designed specifically to bring in students who are interested in federal public service upon graduation. Replacing the Student Career Experience Program (SCEP) and the Student Temporary Employment Program (STEP), Pathways provides students with an opportunity to earn money and experience directly related to their studies while continuing their education, training them in how to manage the day-to-day business. With NNSY

partnering with many schools all across the country, together they provide the opportunity for students to apply the knowledge they gain in the classroom to the reality of the workplace.

The internships can also lead into permanent careers at the shipyard. Students may be converted to permanent appointments within 120 days after graduation, provided they have worked at least 640 hours in the program and meet all academic and position qualification requirements.

"We hire now for the future. The students spend time as interns while attending school so upon graduation they are at an entry level status and can move to more permanent positions with minimal training," said Charisse Britt, Code 2300T Engineer Recruiting and New Hire Coordinator. "They gain experience in their field of study and have a career in federal service ahead of them."

In order to be eligible for the Pathways Internship Program, one must be a current student at an accredited college (including four-year colleges/universities, community colleges, and junior colleges), professional, technical, vocational, or trade school, in an advanced degree program, or at another qualifying educational institution pursuing a degree or certificate. The student must maintain a 2.0 or better cumulative grade point average and be a U.S. Citizen.

NNSY sends recruiters from all engineering departments to career fair events at colleges and universities as well as Naval Sea Systems Command (NAVSEA) sponsored events, opening the doors to students for a career in federal service. The recruiters act as the guide, helping the students down the path right for their career goals.

"NAVSEA trains our recruiting leaders and from there we train

all those who will be taking the time to go out to the schools and events and speak on behalf of NAVSEA and NNSY. We have at least 120 NNSY recruiters at a time trained and ready to speak with the interested candidates. We have training sessions in the fall and spring in preparations for the season efforts," said Britt. "To be a recruiter, you should possess knowledge about the shipyard and all the departments that have available positions to fill. Potential candidates are going to be asking you a lot of questions and it's up to you to give them the right answer or put them in contact with someone that can answer it for them. Recruiting is a rewarding experience. We're reaching out to find our future workforce in the community and beyond to let potential candidates know what NNSY has to offer and how they can be a part of America's Shipyard."

## SPECIAL THANKS TO:

CHARISSE BRITT • 2300T  
JAMES COBELL • 2300  
AMANDA PARSONS • 220  
BERT CORONA • 1220  
AMY MCGRATH • 1220  
MICHELLE WILLIAMS • 1221  
RYAN FOUST • 1200N  
MINH LY • 1200

For more information on the Pathways program call 396-4481 or visit [www.navsea.navy.mil/shipyards/norfolk/Careers/Student.aspx](http://www.navsea.navy.mil/shipyards/norfolk/Careers/Student.aspx)



# Yardbird Word



1

*Quinton NERO • Code 920*

"The most inspirational woman to me is my mom. She made me the man I am today."

2

*Commander KEVIN ROACH • USS La Jolla*

"I have to say my mother, for a lot of reasons, but mostly because of the way she raised us. She was a single parent raising me and my three sisters."

3

*Daniel RUTHERFORD • Code 2330*

"By far, without a doubt, my grandmother, because she took care of me and my mom and she raised both of us. She's like a second mother to me."

4

*Danielle SEGAL • Code 2380*

"Susan B Anthony, because she was very inspiring. She didn't care what others thought and she wanted to support women in every possible way that she could regardless of the consequences."

5

*Linda FLETCHER • Code 610*

"I would say Hilary Clinton because she's a big inspiration to all women. She has been fighting pretty hard to get where she is, and I think she'll be the first woman president. She's a very strong lady."

6

*Jeremy LOVE • Code 741*

"I would definitely say my mom. She's provided me with countless advice. Don't get me wrong, Oprah's great, but my mom has always been there for me."

7

*Kelly MASON • Code 920*

"I would say my mom, because of everything she's taught me."

8

*Gabriel CAPILI • USS Harry S Truman*

"Of course I have to say my mom, because she's a part of how I came to be."