



2011 Community Report

Washington, DC and Norfolk, Virginia

28 February – 3 March 2011



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Continuing a Proud 64 Year Tradition

The Puget Sound Naval Bases Association (PSNBA) ensures that the Navy and Congress never forget that Kitsap County is where the Navy's past, present, and future are meant to be.

Lieutenant Ambrose B. Wyckoff, First Commandant of Puget Sound Naval Station (1891-1893) once said,

...During my years of service on Puget Sound, I became deeply impressed with its wonderful natural advantages, splendid geographic position, and abundant resources...it was at once apparent to a naval officer that this was the place for our principal naval establishment on the coast.

On December 6, 1945, the Bremerton Area Chamber of Commerce and the Bremerton Metal Trades Council committed to maintaining a liaison in Washington, D.C. to stay informed on Navy and congressional activities that affected the Puget Sound Naval Shipyard (PSNS).

On April 19, 1946, the Metal Trades Council "Navy Yard League," the Chamber's "Naval Affairs Committee," and the Shipyard's civilian management established the Puget Sound Naval Bases Association, approved a set of bylaws, and a clear set of objectives.

64 years later, the objectives remain the same:

- PSNBA promotes your economic welfare—our work supports the civilian workforce, our sailors, their families, area businesses, and the local communities in Puget Sound
- PSNBA encourages mutual confidence – we encourage and foster mutual confidence between managers and employees working at the naval installations in Kitsap County
- PSNBA facilitates policy dialogue—we work to establish policies with positive benefits for our members and the naval installations they support. In this role, we interact with the proper authorities and senior Navy leaders.
- PSNBA assists our legislators—we help our congressional representatives with issues so they may effectively represent the needs of our members and the naval bases in the Puget Sound.

For 64 years, PSNBA has championed the Navy's future. Specifically we:

- Facilitated the arrival of nuclear work at PSNS & IMF, the Navy's key nuclear installation on the West Coast.
- Advocated that Naval Base Kitsap (NBK) Bangor – a strong home for the Navy's fleet of Trident submarines – locate where the Bangor Ammunition Depot once stood.
- Drove the evolution of a torpedo shop into the Naval Undersea Warfare Center at Keyport, which maintains the preeminence of naval technology.
- Promoted the development of military housing at Jackson Park. (The idea was conceived during a PSNBA delegation visit with Senator Henry M. Jackson.)
- Supported the creation of a first class homeport at Bremerton, now home of the *USS John C. Stennis*.
- Encouraged the Navy to homeport three Seawolf Class submarines at NBK – Bangor.
- Endorsed Navy investments at local bases. Of the 24 Navy construction projects in FY 2011, 18 are at Bangor.
- Alerted Navy attention to childcare needs, resulting in a new facility at NBK.



PSNBA Delegation

Annalee Todd, PSNBA President



Established in 1998 by Annalee Todd, EHT Enterprises, Inc (EHT) is a Pacific-Northwest general contractor recognized for producing high-quality projects and satisfied clients. Having just recently graduated from the US Small Business Administration's 8(a) Program, EHT continues on the Design/Build path with LEED Certification and a head for innovation. They have continued to focus on general construction at federal facilities and successfully performed hundreds of projects for federal and commercial clients. EHT's project experience is diverse and encompasses new construction, renovation, demolition, alteration, repairs, energy and building efficiencies, and design/build of projects.

As President of EHT, Annalee has orchestrated growth and diversification with continued focus on expanding EHT's client base. Beginning with a contract for the Navy at Puget Sound Naval Shipyard in 1997, the EHT team now serves additional naval bases as well as the Army, Air Force, Air Guard, GSA, USCG, USPS, FAA and USACE. With her amazing team, EHT has expanded EHT to include multiple Western and Northwestern states, including Alaska.

Volunteering and supporting her community have always been extremely important. Past President of Bremerton Area Chamber of Commerce (2007-2008), Past President of Puget Sound Naval Bases Association (2008-2009), Current President Puget Sound Naval Bases Association (2010-2011), Director of Cleantech West Sound (2009-Current). Annalee recognizes and embraces her role as a dedicated, responsible citizen and community leader. In an effort to promote and support her neighbors and community, she is an active member of the Kitsap Economic Development Alliance, United States Green Building Council, Society of American Military Engineers, the American Cancer Society, and Kitsap County Home Builders Association.

Thomas Stroup, Director



Thomas Stroup has been a member of the PSNBA for two years, and enters his third year serving as PSNBA Treasurer. "Eighty percent of my neighbors and almost all of our family friends are currently employed by or retired from active duty, civil service, or contractor organizations associated with the Puget Sound Naval activities. I have been on-board with the mission of the PSNBA from the first Kick-off Breakfast I attended, and believe PSNBA to be a critical voice advocating for the Navy warfighter and those of us supporting them. I am very proud of the accomplishments and ethics associated with the Navy programs as experienced in the Pacific Northwest."

Mr. Thomas Stroup serves as a Lean Six Sigma Master Black Belt for Lockheed Martin at Naval Base Kitsap Bangor. He began his journey with Lockheed Martin as an electronic engineer working the Poseidon, Polaris and Trident I/II Fleet Ballistic Missile Programs. He has held positions related to engineering, quality assurance, systems/industrial safety, and Lean Six Sigma in that time. He moved his family to the Port Orchard in 1990. His girls attended and graduated from South Kitsap High School in 2001. He, and his wife Juliua, live in a wonderful neighborhood where they care for their three horses, and three dogs.



Tom holds a BS Electronic Engineering and Math Minor from California State University, Chico. He also holds a MS Safety, and Certificate in Safety Management from University of Southern California. Tom holds two Professional Engineering licenses, including a PE (Safety) from California, and a PE (Electrical Engineering) in Washington. He is a member of the American Society of Quality and the Systems Safety Society, and holds additional certifications as a Lean Six Sigma Master Black Belt (Lockheed Martin), a Balanced Scorecard Strategic Plan facilitator (Palladium), and Apollo Root Cause method.

Jim Nall, PSNBA Past President



Jim Nall has been the President and CEO of Paladin Data Systems Corporation since co-founding the company in 1994. Paladin is an award winning software development company that provides custom services for both the government and commercial sectors. Paladin has earned many industry awards, including the “Top 5 Department of Defense (DoD) Software Program Award” by the National Defense Industrial Association (NDIA) and the Department of the Navy’s IM/IT Excellence Award for its ASMIll product.

Mr. Nall is a consistent proponent of local activism within Washington State. He spearheaded the development of Paladin’s EKO-System (Environmental Knowledge Organizer), a product designed for the Natural Resource industry to manage conservation projects.

Prior to Paladin, Mr. Nall worked in the U.S. Navy fleet ballistic missile (FBM) program with Lockheed Martin for 15 years. Mr. Nall served as Project Leader and Senior Systems Architect of three mission critical FBM projects. Mr. Nall has served PSNBA as a Past President and board member at large.

Born in Wenatchee and raised near Seabeck, WA, Mr. Nall received his AS degree from Georgia Military College and his BA from Valdosta State University. Mr. Nall resides on Bainbridge Island with his wife Carolyn. He has three grown children and three grandchildren.

Guy Stitt, PSNBA Ambassador



Guy Stitt is founder and President of AMI International (www.amiinter.com) and an internationally known expert on naval acquisition, shipbuilding, and maritime industrial issues. The world’s leading shipbuilders and naval systems providers have relied on Guy for over 25 years for his insight and strategic advice to shape decisions driving billions of dollars of naval construction.

Guy is also well known to senior government decision makers across the globe. He has advised the governments of France, the Netherlands, the Philippines, Australia, and Chile on shipbuilding and maritime industrial base issues. He has also led AMI’s team of analysts and consultants to deliver a unique series of products tracking thousands of naval ship procurements worldwide since 1992.

Guy’s unique perspective of naval and acquisition issues stretches from deckplate to boardroom. He enlisted at age 17 and spent 5 years as an operational U.S. Navy submariner before going on to serve as test and trials engineer for the FFG-7 new construction program. He built on this unique experience to found AMI and has spent the last 25 years as an advisor to shipyards, navies, and governments on naval ship issues.

Mr. Stitt is a life member of the U.S. Navy League, U.S. Naval Submarine League, U.S. Submarine Veterans, U.S. Naval Institute, and the American Society of Naval Engineers. Mr.



Stitt, an avid river fly-fisherman, collects naval antiques. He is married to Mary Ann (Grangroth) of Minnesota, and they have two sons - Michael Andrew Stitt (27), and Jeremy Ryan Stitt (24).

Charlotte Garrido, Kitsap County Commissioner



A resident of Kitsap County for over 30 years, Charlotte Garrido is dedicated to maintaining and improving the quality of life in Kitsap County. As Kitsap County Commissioner, she continues asking tough questions and taking decisive action for a Kitsap County that we can be proud to hand over to our children and grandchildren.

Chelsea Grace, Base Relations Representative



Chelsea Grace joined PSNBA as the labor representative of the International Federation of Professional and Technical Engineers (IFPTE) and has served on the board since 2008. Chelsea works as an Environmental Engineer managing the Pollution Prevention Program at Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF). She is involved with the local Girl Scouts, the Professional Women's Employee Networking Group and the Green Team at PSNS & IMF, and is setting up a mentoring program with students enrolled in the Washington State University Mechanical Engineering Program at Olympic College. She grew up in Minnesota and earned her Bachelor's of Science in Chemical & Biological Engineering from Montana State University-Bozeman. In her free time, Chelsea works on her 1918 home, snowboards, rock climbs, and does anything else she can to explore Washington's mountains.

Zeb Breuckman, Base Relations Representative



Zeb Breuckman has worked as electrical engineer at PSNS & IMF since graduating from the University of Wisconsin in 2009. His work has taken him to naval institutions throughout the Pacific region, including naval installations in Japan, Guam, San Diego, Bangor, and Keyport.

Mr. Breuckman joined the Puget Sound Naval Bases Association as a representative of the International Federation of Professional and Technical Engineers (IFPTE) Local 12 in 2010. In addition to being a labor representative, Mr. Breuckman is an advocate for innovation in the Navy's maintenance program. He has led "Work Practice Innovation" teams and is active in his command's Guiding Coalition.



Advocacy Trip Summary

The PSNBA delegation traveled to Norfolk, Virginia and Washington, D.C. during the week of 28 February 2011. The delegation held meetings in Norfolk on 28 February and started meetings in Washington on 2 March.

Norfolk Meetings

While in Norfolk, Virginia, the PSNBA delegation met first with Vice Admiral (VADM) John M. Richardson¹, Commander, U.S. Submarine Forces, and Captain (CAPT) David M. Kriete, Chief of Staff (COS) for the U.S. Strategic Command Special Activities Atlantic. Then, the delegation met with Admiral John C. Harvey², Commander, U.S. Fleet Forces Command.

VADM Richardson, Commander, U.S. Submarine Forces

The discussion with VADM Richardson focused on the Continuing Resolution (CR). The CR has caused significant perturbations in executing the Navy's FY2011 plans. The submarine force adjusted to this delay in funding by taking a phased approach to cutbacks. This strategy ensured that individual submarine sailors did not shoulder the effects of the lower funding levels.

Another attendee was CAPT Kriete, who has been selected for promotion to rear admiral (lower half) (RDML), and assigned as director, joint operations, N3, U.S. Fleet Forces Command. The discussion with CAPT Kriete emphasized the Ohio Replacement Program (ORP), which must have funding priority to meet the 2029 start for a new ballistic missile submarine to replace the retiring *USS Ohio* (SSBN 726) class ships. It was clear that the submarine and strategic deterrence communities must be the advocates for dedicated funding of strategic assets.

While the strategic community concentrates on ORP, the submarine force is concerned with whether its weapons inventory is sufficient for training, certification, and conflict. The question may only be resolved through rigorous analyses.

ADM Harvey, Commander, U.S. Fleet Forces Command

In his opening greeting, ADM Harvey asked the delegation's support of the sailors and families assigned to *USS Nimitz* (CVN 68), which is home ported at Naval Station Everett. In particular, he was concerned about the stress on families in Everett from the crew's long commute to Bremerton while the carrier is there for overhaul. To address this concern, the Navy has authorized funding for families that wish to move from Everett to Bremerton during this period. This action reaffirms the commitment of Navy leadership to personnel.

The budget forecast indicates that the Navy is heading for difficult times. Therefore, the delegation was encouraged to evaluate the Navy's presence on a statewide basis rather than a narrower view by region or community. Protecting or preserving the Navy component at an individual community and their particular base is unlikely in this fiscal environment. This was important advice for PSNBA as it develops a strategy for the anticipated impact of the budget on the region.

The Operations and Maintenance, Navy (O&MN) account for ship overhauls is still heavily dependent on the funding for Overseas Contingency Operations (OCO) over the next several years. Before the CR, FY2011 funds were sufficient. However, as the CR continues, it forces

¹ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?bioid=440>.

² Biography at <http://www.navy.mil/navydata/bios/navybio.asp?bioid=138>



the Navy to defer ship maintenance into FY2012. This relieves the FY2011 pressure, but inflates a significant funding problem in FY2012. The FY2012 O&MN account for surface ship maintenance already has a \$367M shortfall. The current plan for FY2012 can only accomplish 44 of the 90 overhauls required. This serious shortfall merits ranking ship maintenance highly on the Chief of Naval Operations' (CNO) unfunded priority list.

Washington Meetings

While in Washington, D.C., the PSNBA delegation met a significant number of civilian and military decision makers who have impact in the region. These meetings with senior Navy leadership were held at the Pentagon and in the Washington Navy Yard. The morning started with the Honorable Jackalyn Pfannenstiel³, Assistant Secretary of the Navy (Energy, Installations, and Environment). The next meeting was with VADM William R. Burke⁴, Deputy CNO for Fleet Readiness and Logistics (OPNAV N4) and RADM Thomas J. Moore⁵, Director, Fleet Readiness (OPNAV N43). The delegation then met with VADM Kevin M. McCoy⁶, Commander, Naval Sea Systems Command (NAVSEA). The morning ended with meeting RADM Michael J. Connor⁷, Director, Submarine Warfare Division (OPNAV N87).

The afternoon started with VADM Michael C. Vitale⁸, Commander, Navy Installations Command. Then the delegation met with CAPT Stephen D. Lewia⁹, Technical Director and Mr. Jim Ketchum¹⁰ Director, Plans and Programs Division at the Strategic System Program Office. Next was a meeting with Mr. Steve Iselin¹¹, Executive Director, Naval Facilities Engineering Command (NAVFAC), followed by a meeting with Admiral (ADM) Kirkland H. Donald¹², Director, Naval Nuclear Propulsion, (NAVSEA 08). The day concluded with an informative meeting with ADM Gary Roughead¹³, Chief of Naval Operations.

³ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=557>

⁴ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=326>

⁵ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=461>

⁶ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=209>

⁷ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=368>

⁸ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=289>

⁹ Biography at http://www.ssp.navy.mil/about/bio_lewia.shtml

¹⁰ Biography at http://www.ssp.navy.mil/about/bio_ketchum.shtml

¹¹ Biography at https://portal.navfac.navy.mil/portal/page/portal/navfac/navfac_about_pp/documents1

¹² Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=96>

¹³ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=253>



The Honorable Jackalyne Pfannenstiel, Assistant Secretary of the Navy (Energy, Installations, and Environment)



The delegation was delighted to meet with the Honorable Jackalyne Pfannenstiel, the Assistant Secretary of the Navy for Energy, Installations and Environment (ASN, EI&E). The Secretary had great interest in the Pacific Northwest, having attended the recent energy summit at Naval Station Everett. She inquired about the State of Washington's streamlined Major Project Approvals Process, asking what improvements were made to promote consensus and reduce the litigation, particularly as it affects Navy permitting.

The Secretary remarked upon the mitigation opportunities and the role of the Puget Sound Partnership's (PSP) action agenda. She highlighted the Navy's strategy to allocate a percentage of the Military Construction (MILCON) funds to a specific fund for mitigation. She expressed interest in Commissioner Garrido's economic model on environmental issues.

While the Secretary acknowledged the need for infrastructure upgrades at Naval Base Kitsap, Bangor (NBK – Bangor), she noted that the level of MILCON funding for strategic programs hurt MILCON priorities in other locations. The concluding discussion wondered whether there was a precedent for shifting strategic programs for a service budget (Navy) and elevating it to the DoD.



VADM Burke, OPNAV N4 and RADM Moore, OPNAV N43



The next meeting was with VADM William R. Burke, Deputy CNO for Fleet Readiness and Logistics (OPNAV N4) and RADM Thomas J. Moore, Director, Fleet Readiness (OPNAV N43). Both officers reiterated that, while the Navy expects to be in the Pacific Northwest, it is going to be a smaller Navy. Meeting the expectations of communities with a strong Navy heritage will be difficult. For example, the Navy may base the Broad Area Maritime Surveillance (BAMS) Unmanned Aircraft System (UAS) rather than at Whidbey Island, where PSNBA may prefer.

VADM Burke said that ships and planes would take priority over requirements on shore. He repeated an earlier message that ship maintenance in FY2012 was unfunded by \$367M. As a result, the Navy has become increasingly reliant on temporary, supplemental funding to meet operational and maintenance requirements. The smaller budget and shift in priorities also means that the Navy may not be able to sustain its current infrastructure, including that in the Pacific Northwest. The possibility that the Navy and its infrastructure might shrink raises the likelihood of another round of Base Realignment and Closure (BRAC), sooner than 2015, a date recommended by the 2005 Commission. VADM Burke, who is the Navy lead on the Quadrennial Defense Review (QDR), considered a BRAC necessary.

RADM Moore remarked upon the great work done by and at PSNS & IMF, highlighting the on time completion of the *USS Nevada* (SSBN 732) refueling overhaul. This is noteworthy given



that the SSBN, as the stealthiest component of strategic deterrence, is the bedrock of our national defense posture. The interdependence of the strategic assets home ported in Bangor and the high-quality performance of PSNS & IMF is a significant strength for the Pacific Northwest. Notwithstanding these assets, the Pacific Northwest does have a reputation as a challenging region because it is significantly “green.”

In discussing naval aviation, the EA-6B Prowler and EA-18G Growler aircraft are critical assets providing a comprehensive electronic warfare capability. (The Navy provides this capability for all military services.) Both aircraft performed superbly in recent operations, proving that we cannot play without them. For submarines, the bottom line is that we are building two submarines per year and retiring five. As surface ships retire, using them for “sink exercises” is possible but not always necessary. Scrapping them may be more beneficial. However, prudence suggests that the Navy retain the right to sink a ship for weapons testing or training exercises.

VADM McCoy, Commander, Naval Sea Systems Command

The delegation then met with VADM Kevin M. McCoy, Commander, Naval Sea Systems Command (NAVSEA). Attending with VADM McCoy were two of his deputy commanders: RADM Joseph F. Campbell¹⁴, Deputy Commander Logistics, Maintenance, and Industrial Operations (SEA 04) and RADM Thomas Wears, Deputy Commander, Undersea Technology (SEA 073), Undersea Enterprise Chief Technology Officer, and Commander, Naval Undersea Warfare Center (NUWC).

The discussion highlighted that the ship repair industry is fragile. Too many cuts and it could evaporate. As VADM McCoy said, “We can’t lose the ship repair industrial base.” The U.S. cannot build itself into a 313-Ship Navy. Therefore, it must maintain its ships more effectively to prolong their life. That makes the FY2012 shortfall (\$367M) in naval ship maintenance even more troubling. Further, it is crucial that shipyards adhere to their 3-year plan to hire 3,000 people for their workforce. The contemplated hiring freeze would prove similarly detrimental. Any hiccup in the plan would keep shipyards from meeting their mission.

For example, in FY2017, the *USS Enterprise* (CVN-65) will begin decommissioning in Newport News, VA and finish decommissioning at PSNS. Every five years afterwards, another carrier will enter inactivation, continuing through 2060. This requires a stable workforce under experienced leadership. The hiring plan addresses the first need. NAVSEA has addressed the second in the Pacific Northwest by retaining both RDML (Select) Mark Whitney¹⁵ at PSNS & IMF and CAPT Stephen Iwanowicz¹⁶ at Keyport for another year.

The delegation appreciated the reassuring news that the out year workloads for both PSNS & IMF and NUWC Division Keyport are strong.

The Navy in general and NAVSEA in particular are strong advocates of the Wounded Warriors Project (www.woundedwarriorproject.org), a veteran led effort to honor wounded warriors and to assist them in achieving a successful, well-adjusted return to civilian life. VADM McCoy applauded PSNS & IMF and NUWC Division Keyport in supporting this initiative and leading the

¹⁴ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?biolD=355>

¹⁵ Biography at <http://www.navsea.navy.mil/shipyards/puget/Page/CaptWhitneyBio.pdf>

¹⁶ Biography at <http://www.navsea.navy.mil/nuwc/keyport/Leadership/Commander.aspx>
<http://www.navy.mil/navydata/bios/navybio.asp?biolD=531>



Navy response. He recognized the leadership of Commander (CDR) Eric Neal, CSO Keyport. The region's leadership may be rewarded by establishing one of DoD's six centers of excellence for learning and education on the Kitsap Peninsula. These centers leverage charitable resources and private donations in support of the project. NAVSEA, through the Naval Surface Warfare Center (NSWC), Crane Division is the DoD Executive Agent for these centers.

The discussion dwelled on the challenges facing NAVSEA, and therefore ship maintenance, in the upcoming FY2012 budget. The delegation heard VADM McCoy reiterate ADM Harvey's comments on the unfunded availabilities in FY2012 and the \$367M shortfall, which NAVSEA had personally discussed with the CNO. This serious issue will affect carriers and submarines, even strategic assets. Typically, these shortfalls are identified to Congress through the CNO's Unfunded Priority List and addressed through supplemental appropriations or earmarks. However, reliance on either strategy is increasingly risky whether the need is maintenance, MILCON, or modernization.

RADM Campbell repeated RADM Moore's earlier comments on the excellent support that PSNS & IMF delivers to ballistic missile submarines, citing performance on the *USS Nevada* availability. VADM McCoy concurred.

NAVSEA has a full maintenance plate with the *USS Nimitz* at PSNS, the *USS George Washington* (CVN-73) at Yokosuka, Japan, and the availabilities for the *USS Seawolf* (SSN-21) class, starting with the *USS Jimmy Carter* (SSN-23). The maintenance availability for *USS George Washington* was highlighted as another example of superb PSNS & IMF performance.

Specific items of NAVSEA interest and attention include the progress toward obtaining Environmental Approval for the Dabob Bay and Quinalt Ranges, the status of the torpedo inventory, and the Drydock Water Treatment MILCON.

One potential opportunity on the horizon for Keyport is its expanded support for Unmanned Undersea Vehicles (UUV) as they are integrated into the fleet. The CNO's vision that UUV technology can complement submarine platforms and extend undersea warfare superiority is well suited for fulfillment through Keyport's capabilities and range assets.

NAVSEA continues its emphasis on caring for personnel. Topics the delegation discussed included protecting current participants in the PSNS & IMF Intern Program as it transitions to a much broader program, providing quality childcare for the military and civil servants with equivalent priorities, and expanding rotational training to other shipyards for the Executive Development Program (EDP). (VADM McCoy meets all EDP participants.)

Finally, VADM McCoy complimented the PSNBA delegation in representing Pacific Northwest interests, saying, "You don't know how helpful it is to us to have you share. Speaking with one voice is a huge plus."



RADM Connor, OPNAV N87



The morning meetings ended with RADM Michael J. Connor, Director, Submarine Warfare Division (OPNAV N87), and RDML (Select) Richard P. Breckenridge¹⁷, his Deputy Director (N87B). RADM Connor gave a high-level picture of the current priorities in naval warfare and the factors he must balance as the resource sponsor for these important programs. For example, he referred to the ORP and noted that the CR delays receipt of \$200M in research and development funding for the replacement platform, which could affect the intended design, construction, and deployment schedules. He must balance procurement of the ships at the same time he is superintending that of the missiles.

The scope of the discussion was overwhelming. N87 recently briefed the Sea Power Subcommittee of the House Armed Services Committee (HASC) on the ORP and other major acquisition programs, which need to mesh with the needs of other services. For example, the attrition of Army systems and equipment from combat operations makes their replenishment important even though some predict naval and air warfare will dominate future conflicts.

The cooperation among services for strategic programs argues that funding elevate to a national defense account. The counter argument is that assignment of strategic functions to specific services helps harmonize their budget requests. RADM Connor believes that the

¹⁷ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?bioid=518>



funding for strategic weapons should stay in the Navy budget, rather than a DoD wide pool. He also pointed out that, while he understood the rationale from our issue papers, the Explosive Handling Wharf (EHW-2) MILCON was a significant investment among many needs.

One area of collaboration across DoD is a National Defense Sealift Fund, which funds the operation, maintenance, and support of current strategic sealift assets. The fund benefits all services, but for the Navy, it might release Ship Construction, Navy (SCN) funding for reallocation.

The delegation was fortunate to meet RADM Matthew Klunder¹⁸, Director of Intelligence, Surveillance, and Reconnaissance Capabilities Division (OPNAV N2/N6) and discuss the Navy's UUV initiatives. RADM Klunder explained that UUV's were part of the payload strategy for ships and submarines. He cautioned that UUVs are not substitutes for submarines. Rather, UUVs depended on submarines for their transport and delivery to theater. This scenario acknowledges that UUV battery systems for propulsion still have technical challenges in achieving the power density required for long missions. Given the natural association of Submarine Development Squadron Five (SUBDEVRONFIVE) and NUWC Division Keyport, an alliance between their respective operational and laboratory leadership is likely.

RADM Connor's concluding remarks expressed support for many of the issues PSNBA identified. He applauded how well PSNBA represents the bases in the region, the military and civilian families, and the supporting communities. Finally, he revealed a Pacific Northwest connection. His son, Thomas is a Code 2320 engineer currently stationed in Japan.

VADM Vitale, Commander, Navy Installations Command

The afternoon started with VADM Michael C. Vitale, Commander, Navy Installations Command (CNIC), and CDR Winton Smith, his Executive Assistant. The lead topic was an introduction to the CNIC goals to enable operational forces, to enable total force readiness, and to establish strong community relations. The command has a goal to achieve a 20% budget reduction by finding facility efficiencies through innovation.

The delegation was pleased to learn that VADM Vitale previously served as the director of Navy Senate Liaison in the Office of Legislative Affairs. Therefore, he understood the role PSNBA fills in building a lasting community relationship with the Navy. One of the specific metrics of success for the regional commanders is their ability to "foster and sustain community relationships." In fact, PSNBA friend, RADM William D. French¹⁹, Commander, Navy Region Southwest advocated a San Diego association based on the PSNBA model. This prompted VADM Vitale to solicit recommendation to achieve it.

VADM Vitale's experience on the Hill gives him insight into navigating through the earmark challenge, recognizing that they have long been the funding source for many important projects. Each year CNIC handles \$8B for restoration and modernization (\$2.1B), MILCON (\$1.1B), and base operations and housing (\$4.8B) at naval installations around the world. Among the challenges CNIC has is replacing systems that sprung from earmarks. Often, they lack obsolescence plans. Another challenge is defending a necessary MILCON requirement, like EHW-2, when it demands so much of the MILCON budget.

The conversation turned to the specific issues PSNBA identified. The Navy expressed confidence in obtaining operational fund for the childcare center supporting PSNS. CNIC was

¹⁸ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?bioID=604>

¹⁹ Biography at <http://www.navy.mil/navydata/bios/navybio.asp?bioID=307>



promoting a “cloud” initiative for information technology. CNIC acknowledged the PSP contribution to the success with Pier Bravo. He noted efforts to housing improvements for the Marine Corps Detachment serving as the Nuclear Weapons Security Force. VADM Vitale saw developments at Jackson Park as a public-private partnership. Finally, he emphasized the priority to address the piers at Naval Station Everett and applauded its designation as one of five “green bases” in the Navy.

CAPT Lewia, Technical Director, Strategic System Program Office

Then the delegation met with CAPT Stephen D. Lewia, Technical Director and Mr. Jim Ketchum Director, Plans and Programs Division at the Strategic System Program Office (SSPO). The foremost topics were the Strategic Weapons Facility Pacific (SWFPAC) and the MILCON projects associated with it. As in other meetings, the CR was cited as the most significant constraint on MILCON progress. The FY2011 projects affected are Waterfront Emergency Power (P910: \$25M) and Emergency Generator (P987: \$16M). Another important MILCON is the EHW Security Force Facility (\$26M, FY2012). The most significant MILCON is EHW-2 (P990) starts in FY2012. The four-year funding profile is \$78M, \$326M, \$177M, and \$134M for a total of \$715M. (The EHW-2 Environmental Impact Statement (EIS²⁰) Public Hearings were held in mid April.) The Navy plans to award a construction contract in March 2012.

Consistent with the other meetings the delegation attended, CAPT Lewia remarked upon the important of strategic programs and the traditional three-way division of funding to the services. He pointed to *USS Nevada* and her successful Demonstration and Shakedown Operations (DASO) on March 1, 2011, marking the 135th consecutive successful submarine-launched ballistic missile (SLBM) test flight since December 1989.

Mr. Steve Iselin, Executive Director, NAVFAC

Next was a meeting with Mr. Steve Iselin, Executive Director, Naval Facilities Engineering Command (NAVFAC). He described his role as the “city engineer” for the Navy and Marine Corps, serving as the design and construction agent and lifecycle manager for their real estate. NAVFAC is the Navy Expeditionary Force Integrator, handling their facilities, construction equipment, and other civil engineering gear. Ultimately, NAVFAC is a service provider, executing leadership decisions on what to build and where to build it. Mr. Iselin spoke of NAVFAC efforts to contribute more to the development of solutions to facility requirements.

Responding to a question on how NAVFAC assigns engineering tasking, Mr. Iselin outlined a simple decision matrix. Typically, the requirement comes to a region, which handles most engineering request unless the complexity requires headquarters involvement. In all cases, however, early contact with NAVFAC is recommended.

As the delegation explored topics, BRAC queries generated a good discussion on how well Puget Sound was prepared for the process. Mr. Iselin asked how NAVFAC might help with regional priorities. The leading response was support for seismic upgrades of the historic buildings throughout the area. The overall concern was to improve personnel safety.

ADM Donald, Director, Naval Nuclear Propulsion

The afternoon continued with Admiral (ADM) Kirkland H. Donald, Director, Naval Nuclear Propulsion, (NAVSEA 08) and several members of his leadership team. ADM Donald’s feedback was consistent with the previous briefings. While he shared concern over the CR, he

²⁰ <https://www.nbkeis.com/ehw/>



thought the 2020 workload presented a more significant challenge. (In particular, the cost estimate (\$2B) for a carrier decommissioning may be low.) He affirmed that a hiring freeze would injure the Navy by devastating the shipyards. Clearly, the CR affects operations and schedules. The wage freeze hurts recruitment and retention. Further, it complicates retirement decisions for personnel who are in their last three years of federal service. This led to a discussion of the composition of the shipyard workforce. The average age of a nuclear worker is 44. The workforce lacks a strong population of mid career technicians and professionals. There are plenty of new workers and senior workers, but few to fill the center of the distribution. As those with 20 years or more of experience retire, the average tenure for personnel will drop accordingly, which makes efforts to restructure intern programs important to superintend.

ADM Donald identified, as others did, the CR impact on the ORP. He added his unique perspective as NAVSEA 08, reminding the delegation that the Department of Energy (DOE) buys and designs reactors. Presently, there is a \$125M shortfall in the DOE budget for naval nuclear propulsion plants. These issues are highly important to address since the Navy is critical to ensuring the next phase of national security. Referring to strategic programs, ADM Donald agreed with the CNO that SSPO should not be part of the Navy's MILCON account.



ADM Roughead, Chief of Naval Operations.



The day concluded with an informative meeting with ADM Gary Roughead, Chief of Naval Operations, who provided the capstone summary to the delegation. At the top of his list was the CR, which was of concern for all the reasons previously given. Next was the budget, particularly the elements for ship construction, weapons procurement, operations, and maintenance. He thought the Navy budgets for both FY2011 and FY2012 were well formed and easily defended. The recent 2-week CR extension allowed the CNO to defer personnel decisions that he considered injurious to Navy missions. He surprised the delegation with an interesting personnel problem – retention was too high.

This illustrates the relationship between unemployment and retention. High unemployment encourages personnel to stay. Normally, improved retention is welcome news when it answers for critical needs. In today's environment, senior personnel who stay slow the promotion opportunities for their junior counterparts. To compensate, CNO has convened early retirement boards for captains and commanders. He has lowered reenlistment bonuses and adjusted other incentives to balance personnel qualifications with Navy needs.



ADM Roughead had an optimistic outlook for the Pacific Northwest. He endorsed an increase in the number of Growler aircraft. He described his efforts to tame the issues with funding for strategic programs at the Navy and DoD levels. He spoke passionately about his concern for the military families serving on *USS Nimitz*. Then, he reviewed factors that affected the Navy budget. He watched inflation with interest. He intends to establish direct relationship with more small businesses to reduce the cost of access to them, sometimes as high at 50%.

As he reviewed the future workload for ship maintenance, ADM Roughead addressed the coming challenge in the 2020 decade. The Navy will start to decommission its older nuclear carriers. The Navy will refuel major combatants. The *USS Ohio* replacement must enter service. A daunting forecast that must play out against the global security concerns from established and developing naval powers.

In closing, the delegation thanked ADM Roughead for his graciousness in meeting with us and his support in arranging meetings with other senior Navy leadership.



2011 Briefing Issues

Introduction

The mission of PSNBA is to ensure that the Navy and Congress never forget that Kitsap County is where the Navy's past, present, and future were and are meant to be.

To meet that mission, PSNBA sends a delegation to Washington D.C. each year to meet with Navy leadership and Congressional officials. This year's delegation includes:

- President Anna Lee Todd
- Director Tom Stroup
- Past President Jim Nall
- Ambassador Guy Stitt
- Commissioner Charlotte Garrido
- Base Relations Chelsea Grace
- Base Relations Zeb Breuckman

Notes of Appreciation

PSNBA and our members express sincere appreciation for Navy and Congressional leadership in supporting previous issues from our community report.

- Establishing a homeport for the *USS Nimitz* in Naval Station Everett
- Commissioning seismic upgrades to buildings at PSNS & IMF
- Advancing the Child Care Center at NBK
- Endorsing the WSU/OC Partnership for its 4-year Mechanical Engineering Program
 - (Derek Kilmer, Norm Dicks)

As part of our visit, the PSNBA delegation will provide updates on:

- The Guiding Coalition
- Women's History Month
- Safety Programs



Acknowledging Success

PSNBA notes with pleasure the success of our members and area commands in supporting the Navy's mission.

Background

We celebrate the awards recognizing the excellent performance of the following Commands:

- Navy Region Northwest (NRNW) and Naval Base Kitsap (NBK)
 - CAPT Mark Olson honored as “Innovator of the Quarter”
 - PSNBA commends CAPT Olson for his proactive community leadership and engagement and wishes him continued success as Deputy Commandant of Naval District Washington DC.
 - PSNBA welcomes with CAPT Pete Dawson as Commanding Officer, NBK.
 - Mr. Mike Corry recognized with the Star Award for Safety and the Innovation
- Puget Sound Naval Shipyard (PSNS) and Intermediate Maintenance Facility (IMF)
 - Hiring Disabled Veterans, Shipyard Category, Gold Medal for hiring 56 disabled veterans in FY2010
 - Governor's Commute Smart Leadership Award
 - FY10 Secretary of the Navy, Energy and Water Management Award Gold Level of Achievement
 - 2010 Industrial Facility winner for energy and water conservation - PSNS and IMF achieved a 19% reduction from the FY2003 energy baseline and a 28% reduction from their FY2007 water baseline
- Naval Undersea Warfare Center (NUWC), Keyport Division
 - CNO Flagship Award – Partnership Excellence Award for Educational Outreach
 - NAVSEA Total Ownership Cost (TOC) Awards
 - FY2010 Secretary of the Navy, Energy and Water Management Award Gold Level of Achievement
 - Under Secretary of Defense for Acquisition, Technology, and Logistics – USD (AT&L) Workforce Development Award
- Naval Magazine Indian Island
 - FY2010 Secretary of the Navy, Energy and Water Management Award Gold Level of Achievement
- Naval Station Everett
 - Fleet Regional Readiness Center and Luke Milam BEQ, were both awarded the Leadership, Energy and Environmental Design (LEED) Gold Rating.

PSNBA highlights the outstanding contributions of the following community leaders:

- Mr. Jim Van Antwerp, Technical Director, NUWC Keyport Division
- CAPT Mark Olsen, CO NBK
- CAPT Mark Whitney, CO PSNS & IMF/IMF
- CAPT Michael Coury, CO Naval Station Everett

PSNBA recognizes the support and achievements of our civilian member organizations:

- National Association of Superintendents (NAS)
- National Association of Current and Retired Federal Employees (NARFE)
- Federal Managers Association (FMA)
- Navy Civilian Managers Association (NCMA)



- National Association of Naval Technical Supervisors (NANTS)
- International Federation of Professional and Technical Engineers (IFPTE)
- Bremerton Metal Trades Council (BMTC)
- International Association of Machinists and Aerospace Workers (IAM&AW)



Resolve the Continuing Resolution

Issue

The Continuing Resolution (CR) has the potential to interfere with successfully meeting the Navy mission.

Background

- PSNBA understands that the Navy is operating under a CR until 4 March 2011.
- PSNBA appreciates the fiscal realities of executing budgets under the CR.
- It is our impression that the CR represents a burden to local decision makers who cannot proceed with planned programs given the budget uncertainties.
- The uncertainty expressed translates into further anxiety for the supporting businesses.

Recommendations

- PSNBA continues to advocate for accelerated passage of a 2011 Department of Defense budget.



Promote Rotational Training

Issue

PSNBA recognizes that NAVSEA employs over 50,000 outstanding employees in 34 activities located across the United States and Asia. We support cross training throughout this complex organization to better support the future mission of the Navy with exceptionally qualified professionals.

Background

NAVSEA currently employs over 50,000 people. NAVSEA has several training programs in place and posts jobs to communicate various opportunities to everyone within the corporation. PSNBA supports the current system but also recommends expanding both training programs and encouraging employees to take on new job assignments as part of their normal career path.

Current training programs rotate shipyard employees to different job assignments at various sites within the corporation. PSNBA believes that these programs benefit the employees and the Navy by providing valuable experiences to employees. Employees who participate in these programs become well-rounded professionals with a better understanding of how the various organizations within NAVSEA work together.

Encouraging employees to move between NAVSEA worksites, in addition to career changes within their current worksite will expand future career opportunities for NAVSEA employees, aid retention, and provide for closer collaboration between different commands. Encouraging field employees to work at headquarters, other platform offices, etc will increase communication between the field and headquarters and will streamline process improvement initiatives at all locations.

Recommendations

PSNBA recommends that the current rotational training programs be maintained and that rotational training opportunities within NAVSEA be expanded as much as budgetary constraints will allow. PSNBA also recommends that jobs from across all NAVSEA sites be promoted as career opportunities for employees at other NAVSEA locations.



Advance Sustainment Technology

Issue

PSNBA advocates investment in the Naval Undersea Warfare Center Keyport to meet modern maintenance demands.

Background

MILCON P390: Sustainment Technology Engineering Center

- PSNBA is excited about the Obsolescence Management capabilities that Keyport has developed over the years. This project is to build a new engineering center. The requested MILCON is in FY16
- Key Elements
 - House life-cycle support functions and obsolescence management of Undersea Warfare Systems
 - Support ASN, RD&A Diminishing Manufacturing Sources and material shortages management initiative
 - Employ predictive technologies to forecast failure and develop solutions to extend the life of war-fighting-systems

Recommendations

The USW Sustainment Technology Engineering Center provides essential facility upgrades that support Keyport's mission as a Navy Depot Facility. This MILCON is a critical enabler that ensures Keyport can fulfill its material readiness mission responsibility into the future. P-390 improves mission performance by:

- Enhancing capabilities to manage material obsolescence and maximize ship service life.
- Providing new capabilities to insert new technologies into Navy maintenance programs to reduce total ownership costs (RTOC) and improve ship availability.

NUWC Division Keyport's last Military Construction Project, the Collaborative Test and Evaluation Center, Building 1074, was funded in FY 2003. Much of the Division's facility infrastructure dates to WWII. Facilities investment is essential to maintain Division Technical capabilities and relevance to Navy programs. MILCON at Division Keyport should be a high priority.

MILCON P-390 should be a priority for FY 16.



Explosive Handling Wharf (EHW)

Issue

PSNBA supports the objectives of the Strategic Systems Program as they relate to Strategic Weapons Facility, Bangor.

Background

Washington state agencies have agreed to help streamline the permitting process for major Navy construction projects such as EHW-2. Additionally, creative mitigation opportunities are being explored for major navy projects in the Pacific Northwest.

The cost the construction of EHW-2 has dramatically affected the Navy MILCON budgets. EHW-2 should be a national priority and funded out of a national account.

PSNBA Comments and Recommendations

PSNBA encourages continued investment in the overhaul of the current EHW and supports the continued planning and purchase of a second EHW, which will ensure the nation's strategic defense is not interrupted.



Investing in Advanced Undersea Vehicles

Issue

PSNBA encourages increased Navy Investment in Unmanned Undersea Vehicles (UUV). UUVs have strong potential for improving Anti-Submarine Warfare (ASW) mission performance and for increasing the mission capabilities of submarine and surface ships. UUVs will provide expanded mission capabilities, extend the areas of effectiveness of existing platforms, and reduce the risk to manned platforms.

PSNBA advocates the support, development, and deployment of unmanned undersea vehicles at Naval Undersea Warfare Center Keyport.

Background

- Pacific Northwest Naval Activities are well suited to support Navy needs by performing test and evaluation, maintenance, life-cycle support and operations of Navy UUVs.
- The co-location of NUWC Keyport's technical capabilities and facilities with COMSUBDEVRON 5 operational expertise uniquely qualify the Pacific Northwest to help realize NAVY UUV program goals.
- The Navy's investment in developing a world-class testing site at Keyport for UUVs should be leveraged to help support the evaluation of future UUV systems.
- The Navy has made a corporate commitment to developing and applying unmanned systems to Navy Missions. Unmanned Undersea Vehicles have great potential for improving ASW mission performance and for increasing the mission capabilities of Submarine and Surface Ships.
- Unmanned Undersea Vehicles will provide expanded mission capabilities, extend the areas of effectiveness of existing platforms, and reduce the risk to manned platforms. Unmanned Undersea vehicle programs provide high value to Regional and Pacific theater Navy Commands
- The Pacific Northwest and NUWC Keyport are well suited to support Navy needs by performing Test and Evaluation, Maintenance, and Life-Cycle support for Unmanned Undersea Vehicles. Keyport is uniquely qualified for this role because of its well-established undersea vehicle's maintenance capabilities, unique Test and Evaluation capabilities, engineering problem solving abilities, and co-location with operational Navy Commands such as COMSUBDEVRON 5.
- NUWC Keyport and COMSUBDEVRON 5 are working together to establish a Pacific Northwest UUV Test and Fleet Integration Center. The goal is to integrate the Fleet operators in the development, test, and evaluation process to support mission planning for the rapid transition of Unmanned Undersea Vehicles technologies to the end users.

Recommendations

PSNBA encourages Navy investment in UUVs and believes that the unique capabilities of Pacific Northwest Navy Activities should be used to evaluate, maintain, and operate UUVs.

PSNBA advocates the support, development, and deployment of unmanned undersea vehicles at Naval Undersea Warfare Center Keyport.

PSNBA encourages our Congressional Representatives to join the Unmanned Systems Caucus.



Improve Undersea Weapons Inventory for Fleet Proficiency

Issue

PSNBA recognizes that torpedo inventories are insufficient to meet current requirements for Fleet readiness and training.

Background

- PSNBA recognizes the demand for increased torpedo inventory levels for war-fighting readiness.
- PSNBA recognizes that the use of exercise torpedoes is essential to maintaining Fleet readiness and proficiency.
- The Fleet requires increased HTWT and LTWT torpedo inventories to improve ASW mission readiness and training in the Pacific Theater and Navy wide.
- The Aviation/Surface platform torpedo exercise rates are too low to maintain ASW proficiency due to lack of exercise weapons, submarine training and proficiency may soon be at risk due to budget pressures.
- The Torpedo exercise program is essential not only to develop and maintain Fleet proficiency, but also to effectively monitor the reliability of the weapons inventory.

Recommendations

PSNBA supports Navy program priorities that increase torpedo inventories and supports torpedo exercise firings to maintain Fleet proficiency.

Recommend assigning high priority to sustaining weapons production and Fleet exercise budgets to build inventories to the required levels and maintain Fleet proficiency.



Preserve and Organize Strategic Deterrent Force

Issue

The OHIO class ballistic missile submarine is approaching obsolescence. A replacement platform is imperative.

Background

- Effective strategic deterrence is a cornerstone of national defense.
- The *USS Ohio* class submarine equipped with TRIDENT ballistic missiles is the most survivable element of our strategic forces.
- As this capability approaches obsolescence, a replacement platform is imperative.
- The Nation suffers in multiple ways when strategic defenses are weakened.
- The Navy fails when its capital ships are no longer materially capable of meeting their strategic mission.
- Kitsap County and all PSNBA members face severe economic impacts if the strategic forces, supporting infrastructure, and the military and civilian workforce lose budget priority.

Recommendations

PSNBA strongly supports the OHIO replacement platform.

PSNBA also strongly recommends that Congress create a National Strategic Programs Budget and move the Ohio Replacement to that separate funding account.

PSNBA also strongly recommends that the Congress establish this account immediately and include in it all related Strategic Programs MILCON projects in order to allow the US Navy to better manage an overloaded MILCON budget.



Match Infrastructure with Mission Requirements

Issue

The significant increase in mission requirements and operational forces strains the NBK-Bangor infrastructure.

Background

- The NBK-Bangor infrastructure has remained relatively static since 1977.
- In the past ten years, NBK-Bangor has experienced a significant increase in mission requirements and work force to support various operations/functions recognizing the growing importance of Pacific Ocean operations for the entire US Navy.
 - Several new SSBN's joined the Pacific Fleet and added to the workload and housing requirements.
 - New SSGN program requirements (*USS Ohio* and *USS Michigan* (SSBN-727)) added to the workload and housing requirement.
 - Seawolf class submarines were added to the workload and housing requirement.
- Due to recent changes in the Nuclear Weapon security requirement, the Marine security force has more than doubled from less than 400 to over 800 marines and MA's.
- Block obsolescence in NBK-Bangor housing capacity makes meeting personnel quality of life requirements more challenging.
- Other local commands have similar challenges.

Recommendations

PSNBA advocates the development of a master plan between the respective commands in the region to ensure that the defense infrastructure adequately supports the mission requirements assigned.



Pacific Northwest – Best Value for Navy Expansion

Issue

PSNBA promotes the Puget Sound region as the best value for Navy expansion.

Background

- As Navy interests continue to shift to the Pacific theater, Puget Sound is capable of playing a larger role in support of the Pacific Fleet.
- The Puget Sound region has a long and rich history of supporting the Navy and has always had civil leadership and community support that embraces Navy ships, officers and sailors, and their families.
- The Puget Sound region is the most cost effective home porting option on the west coast with a very stable cost of living based on the national average and is lower than all the other naval concentrations on the west coast. The Navy Housing Allowances in the Northwest is significantly lower than that of any other major US Navy port in the Pacific providing significant cost savings to the Navy for any homeported ships force or land-based activity.
- The Puget Sound is a popular retirement location for Navy personnel. The skills, ethics, and values they bring to the workplace as retired Navy are an integral part of the Puget Sound's workforce.
- Kitsap County, home of the world-class facilities of PSNS & IMF/IMF, Submarine Base Bangor, NBK, and NUWC Keyport, enjoys strong community and local governmental support for any increased Navy expansion at area bases.
- The City of Bremerton, Kitsap County's largest city, continues to experience a renaissance of urban renewal, which provides improved quality of life for local military families.

Recommendations

- PSNBA welcomes any additional Navy presence in the Puget Sound and expressly advocates for a second CVN to be homeported in Bremerton.
- In order to provide a more level workload over the out years, PSNBA encourages the Navy to consider home porting more surface ships in the Pacific Northwest.
 - This issue is of particular importance to the health of the private sector Navy ship repair industry, which struggles between carrier availabilities.
- PSNBA supports any initiatives to create more shore billets in the Pacific Northwest to enable Navy personnel and their families the option to extend their stay in the region. This would allow for a positive impact on retention.
- PSNBA supports any initiatives to remove the inactive ships currently residing at Naval Base Kitsap, Bremerton in order to make room for more active Navy ship assets.



Convert Pier for Strategic Asset Security Force

Issue

THE USCG Security Force lacks dedicated pier space and waterfront real estate for support of security and protection missions.

Background

- Coast Guard support operations are one of the many new missions and functions added to NBK-Bangor. Operational pier space is at a premium and needs to be addressed.
- One of the suggestions is to convert the Submarine degaussing facility that is no longer used into the Coast Guard operations pier.

Recommendations

PSNBA advocates for the conversion of the degaussing facilities to support USCG operations.



Promote Employee Retention

Issue

PSNBA champions continued efforts to maintain high retention during DoD and Navy transformations. High retention sustains core capabilities, supports current fleet readiness, and creates the future leaders of the Navy.

Background

- Attrition at Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF) is increasing, with retention efforts underway in the engineering organizations.
- Attrition costs are high and repetitive (e.g. \$300,000 per replacement of a Nuclear Shift Test Engineer).
- Attrition threatens current capabilities and the orderly transfer of corporate knowledge.
- Half of the Nuclear Engineering workforce of PSNS & IMF has less than six years of experience. These new employees, and the thousands of others like them across the Navy shipyards in all trades and professions, represent the future leadership of the civilian Navy.
- Re-training times are significant in some disciplines. For example, replacing a qualified Nuclear Engineer takes approximately two years and it takes over a year for a Radiological Controls Technician to progress from the security qualification to performance of waterfront support.
- To obtain quality, future senior management requires creation of career DoD employees today.
- Investments in the retention of essential Navy personnel are small when compared to retaining losses in both time and dollars (e.g. improvement of travel allowances, mitigation of overtime compensation losses, and student loan repayment).

Recommendations

- PSNBA supports strong retention efforts to improve the success of Navy transformation and enhances fleet maintenance capabilities.
- PSNBA supports continued hiring programs to compensate for attrition and retirements.
- PSNBA supports targeted investments in mission-sustaining human capital to create the career employees necessary to become the top leaders of tomorrow.
- PSNBA offers any assistance in sustaining the Navy capabilities of Kitsap County through these challenging times of transformation.
- PSNBA supports the posting of NAVSEA employment ops, which will contribute to growth, cross-pollination, and implementation of best practices.



Improving Childcare for Military and Civilian Families

Issue

The PSNS childcare facilities construction was funded from the Office of Secretary of Defense (OSD). Funding for staffing, utilities, and operations has not been established by Commander Navy Installations Command (CNIC) or the local region.

Background

- Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF) is hiring large numbers of new employees. Most new employees are young and have already started families or will soon be starting families.
- To support the mission, it is common for employees to work odd or extended hours and to be sent off-station with little notice. PSNS & IMF employees are sent most often to San Diego and Japan.
- With these demographic and work patterns, one could expect that available childcare in Kitsap County would be expanding, to meet the market need. However, instead of increasing, childcare availability is shrinking, most notably due to two large daycare center closures.
- In November 2008, CNIC, Fleet, and Family Support staff identified a more than 1,500 child shortage of available childcare in Kitsap County.
- Expansion of available childcare must include expanded availability of care for infants, toddlers, and school age children; extended hours to support 12-hour shifts; and TDY location childcare drop-in options.
- Some advantages of expanded Navy childcare facilities in Kitsap County:
 - High quality childcare facilities are a recruitment tool necessary to continue to attract exceptional employees to the Kitsap County.
 - Employees with sufficient childcare are less often absent from work.
 - Extended hours childcare facilities allow employees to work extended and emergent shifts to support the Navy's mission.

Recommendations

As the lack of available childcare is mission limiting to both military and civilian personnel, PSNBA requests Navy advocacy for priority and sufficient program funds to support the new PSNS childcare facility.



Repair Everett Piers D and E

Issue

In July 2008, a Safety Investigation detected severe internal decomposition or soft spots on the wooden planks. This degradation of surface decay, rot, and holes resulted in an evaluation of the safe loading capacity and strictly limited access to piers via foot traffic only using designated walkways. Some planks were subsequently replaced and the piers are currently listed as RAC 3 (moderate) safety concern. Very limited vehicle traffic is currently authorized. Further analysis is underway regarding the stability of the timber piles. Over the years marine borer infestation has occurred and continues to deteriorate the piles, which adversely affects live load capacity and adequacy.

Background

- Pier D and Pier E need substantial repair

Requirement/Capability:

Pier D & E are the main hub of operations for this installations support and service craft. These piers are utilized for routine operations and safe haven for 2 Yard Tugs (YTB), 14 small craft, 4 Yard Craft (YC), 3 Utility Floats (UF), 2 Yard Float Non propelled Barge (YFN).

Mission Impact of Piers:

Piers D & E were constructed in 1941 and are considered beyond their life capacity. Pier E is the main stage of operations for oil spill response for the greater Possession Sound area of responsibility. If deterioration or structural problems continue to degrade, oil spill response timeliness, and current berthing accommodations for small craft and vessels needed for daily port operations will be impacted.

Recommendations

- PSNBA advocates for the support of Naval Station Everett MILCON P165.



New Internship Program

Issue

Executive Order 13562 contains directives that could potentially have an adverse impact on the future hiring of both engineers and trade skills personnel at Naval Shipyards.

Background

A 2010 Merit Systems Protection Board ruling determined that the Federal Career Intern Program (FCIP) violates Veteran's Preference. On 27 December 2010, President Obama signed Executive Order 13562, which abolishes the FCIP and Navy Career Intern Program (NCIP) effective March 1, 2011. It establishes the new "Pathways Program" and directs the Office of Personnel Management (OPM) to consider elimination of the current Student Temporary Experience Program (STEP).

The new "Internship Program" will be established under the Pathways Program and will replace the current Student Career Experience Program (SCEP) also commonly called the "Co-Op Program." The Naval Shipyards are concerned with how the proposed Internship Program will affect people currently in the SCEP Program. Approximately 1800-2400 people across the Naval Shipyards could potentially be impacted depending on when the new Internship Program goes into effect and how many people are in the SCEP Program at the time the program is replaced.

If the existing SCEP Program employees are converted as-is to the new Internship Program, the impact will be relatively small. However, if OPM forgets about any people currently in the SCEP program or underestimates the number of people that could potentially be impacted; those people may not be considered when writing the new Federal Regulations. The worst case would be that existing SCEP participants would have their appointments rescinded, have to reapply for the new Internship Program, potentially compete (again) against all applicants, and have to be re-selected for the new Internship Program. If people have to reapply, the disruption to the existing Apprentice/Helper Programs would be very large and potentially costly to the Naval Shipyards.

Additionally, if OPM chooses to eliminate the STEP program without providing a replacement, this would have a direct impact on the Naval Shipyards' ability to continue its Engineering Aide and Summer High School Hiring Programs.

Recommendations

PSNBA recommends that the OPM ensures that Naval Shipyard employees currently in the SCEP program are provided a viable transition pathway to the new Internship Program that does not result in their loss of employment or disruption of existing developmental programs and pathways at the Naval Shipyards. Additionally, PSNBA strongly recommends that OPM does not eliminate the current STEP authority without providing a viable alternative hiring authority.