



**Annual Advocacy Trip
Community Report**

Norfolk, Virginia

March 2, 2009

Washington, DC

March 3, 2009



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Continuing a Proud 63-Year Tradition

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

Lieutenant Ambrose B. Wyckoff, the First Commandant of the 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, DC to stay informed on Navy and congressional activities that affected Puget Sound Naval Shipyard.

On April 19, 1946, the Metal Trades Council, the "Navy Yard League," the Chamber's "Naval Affairs Committee," and civilian manager from the Puget Sound Naval Shipyard (PSNS) approved a set of bylaws, establishing the Puget Sound Naval Bases Association.

Sixty-three years later, our objectives remain the same

- To promote the general economic welfare of our sailors, shipyard workers, and community members in the Puget Sound.
- To further and encourage mutual confidence between the management and employees of the various activities encompassed by the naval installations in Kitsap County.
- To coordinate the establishment of policies affecting the welfare of the naval installations and to present to proper authorities matters evolving from these policies.
- To render such assistance to congressional representatives as would best enable them to present to Congress the needs of the naval installations and employees in the Puget Sound.

Throughout our history, PSNBA has championed the future of the Navy

- PSNBA facilitated the arrival of nuclear work at PSNS and the Intermediate Maintenance Facility (IMF), the Navy's key nuclear installation on the West Coast.
- PSNBA advocated the placement of Naval Base Kitsap – Bangor, a strong home for the Navy's fleet of Trident submarines, where the Bangor Ammunition Depot once stood.
- PSNBA drove the evolution of a torpedo shop at the Naval Undersea Warfare Center (NUWC) at Keyport, which maintains the preeminence of naval technology.
- PSNBA promoted the development of military housing at Jackson Park – an idea conceived during a visit with Senator Henry M. Jackson in Washington, DC.
- PSNBA supported the creation of a first class homeport at Bremerton, which is now the home of the USS John C. Stennis (CVN 74).
- PSNBA encouraged the Navy to homeport three Seawolf Class attack submarines at Naval Base Kitsap (NBK) – Bangor.



PSNBA Delegation

AnnaLee Todd, PSNBA President



Established in 1998, EHT Enterprises (EHT) is a Pacific-Northwest general contractor recognized for delivering high-quality projects and producing satisfied clients. Beginning as a minority, HUBZone-certified, and woman owned business, EHT entered the SBA's 8(s) program in 2001 to expand their design and build expertise. The company has successfully performed hundreds of projects for federal and commercial clients. EHT experience is diverse and encompasses new construction, renovation, demolition, alteration, repairs and design/build projects.

As Founder and President, AnnaLee led EHT growth and diversification with a continued focus on expanding her client base. Starting with a Navy contract at PSNS, EHT has superintended numerous projects for military services and government agencies. AnnaLee facilitated the expansion of EHT to include multiple Western and Northwestern states, including Alaska.

Currently serving as President of the Puget Sound Naval Base Association, AnnaLee recognizes and embraces her role as a dedicated, responsible citizen and community leader. In an effort to promote and support her neighbors, she is an active member of the Economic Development Council for Kitsap County, the Society of American Military Engineers, the American Cancer Society, and the Kitsap County Home Builders Association. She is the Immediate Past President of the Bremerton Chamber of Commerce.

Jim Nall, PSNBA Immediate Past President



Jim Nall, President, CEO, and co-founder of Paladin Data Systems Corporation since 1994 brings more than 20 years of experience as a corporate manager, information systems analyst, and database applications developer. Paladin Data Systems Corporation is a professional services firm, meeting the needs of the Department of Defense, local, state, and federal government agencies, Fortune 500 companies, and mid-sized corporations.

His career in the Information Systems field began while working for Lockheed Corporation in Washington, California, and Georgia supporting the Fleet Ballistic Missile (FBM) program. Mr. Nall was born in Wenatchee and raised in Silverdale, WA. After receiving his AS degree from Georgia Military College and a BA from Valdosta State University, he returned to Kitsap County in 1992 where he currently resides on Bainbridge Island with his wife, Carolyn, and their three children.

Mr. Nall believes it is important to support our friends and neighbors who depend on our great local Navy bases. Therefore, he volunteers to market the importance of our outstanding local people and their capabilities. Mr. Nall is a consistent proponent of local activism within Kitsap and King Counties. He has been a PSNBA member since 2001 and has served on the executive board for six years. His other community involvement includes membership in the Poulsbo Rotary and various Chambers in the area.



Guy Stitt, PSNBA Ambassador



Guy Stitt is the founder and President of AMI International (www.amiinter.com), an open source naval intelligence and consulting firm. Mr. Stitt's 32 year background in the naval market includes five years as a Torpedoman aboard a diesel electric submarine, four years in various production, engineering, contract, and management positions with a large shipyard involved in naval frigate new construction and surface combatant overhauls, and 23 years as an advisor to navies, governments and industry in naval industrial and program issues.

Mr. Stitt is recognized as a naval shipbuilding expert. In the last eight years, he has served as an advisor to nine Governments in their naval shipbuilding industrial policies and seven navies in their acquisition processes. Further, Mr. Stitt has personally consulted for 41 shipyards and 62 System and Equipment manufacturers worldwide in guiding their participation in the international naval marketplace over the last two decades. Mr. Stitt developed and published the World's first assessment of worldwide naval construction projects both current and projected - Worldwide Naval Projections Report (WNPR). This publication has been continuously maintained and updated since 1992 and now reflects some US\$600 Billion in detailed naval market forecasts used worldwide in 70 different countries.

Mr. Stitt serves as Ambassador for PSNBA, which represents nearly 15,000 civil servants in five major Government owned facilities in the Western Puget Sound. In this capacity, Mr. Stitt interacts with Senior U.S. Navy leadership, various members of the U.S. Congress, local Government, labor, and industry leaders to promote a positive and effective environment for local naval activities. Mr. Stitt serves as Past President of the Bremerton-Olympic Peninsula Council of the U.S. Navy League. He was honored with the "Friend of the Navy" award by RDML Bill French, Commander of Navy Region Northwest.

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 American Society of Naval Engineers (ASNE). Mr. Stitt is an avid river fly-fisherman (www.guyandjohnfish.com) and collects antique naval books and oil paintings. Mr. Stitt is married to Mary Ann (Grangroth) of Minnesota. They have two sons: Michael Andrew Stitt, and Jeremy Ryan Stitt.

Michael Tart, PSNBA 1st Vice-President

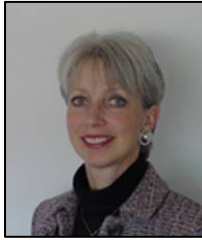


Michael Tart serves as the position of 1st Vice President and is a representative of the International Federation of Professional and Technical Engineers (IFPTE). Mr. Tart has been a PSNBA member since he hired on full-time at PSNS in 2002. He works in the Nuclear Engineering and Planning Department as a Nuclear Engineer. He started his career at the shipyard in 2000 as a summer engineering intern.

Raised in Western Washington, he graduated from Peninsula High School in 1997 and obtained a Bachelor's of Science in Mechanical Engineering from the University of Washington in 2002. He and his wife, Spring, live in Port Orchard with their new twins, Austin and Sarah.



Wendy Miles, PSNBA 2nd Vice-President



Wendy Miles is the Director of Military and Continuing Education at Olympic College, where her programs support the Navy in several capacities: helping individuals achieve academic goals, providing “A” school training, and assisting active duty personnel in starting their own business. She joined PSNBA in 2005 and became the Second Vice President in October 2006.

Previously, Ms. Miles established an award winning telecommuting program for the Seattle-based Holland America Cruise Line where she worked for 17 years. She later worked in the high tech industry in Seattle as a Senior Project Manager.

Ms. Miles has a masters degree in Organizational Leadership from Chapman University. She serves on the board of Mayor Bozeman’s Economic Roundtable and has served on the boards of the Kitsap Community Resources Capital Campaign and the Bremerton Symphony Association. She is married to Ed Wolfe, an attorney and community leader. Their son Steven is a junior in college.

Chelsea Grace, PSNBA Director



Chelsea Grace recently joined PSNBA as the second labor representative of the International Federation of Professional and Technical Engineers (IFPTE). Ms. Grace started work at PSNS/IMF in 2006 as an Environmental Engineer in the Hazardous Waste Program. She is now the Pollution Prevention Program Manager for PSNS/IMF. Raised in Minnesota, she graduated from Watertown-Mayer High School in 2002 and obtained a Bachelor’s of Science in Chemical and Biological Engineering from Montana State University-Bozeman in 2006. She lives with her boyfriend, Pete and their dog, Harley, in Bremerton.

Josh Brown, Kitsap County Commissioner, District #3



As the senior member of the Kitsap County Board of Commissioners, Josh Brown represents the Central Kitsap District, which includes the communities of Silverdale, Tracyton, Seabeck, Illahee, Brownsville, Crosby, Holly, and Rocky Point. He also represents the majority of the residents in the City of Bremerton.

The son of a PSNS worker, Mr. Brown graduated from North Kitsap High School in Poulsbo and the University of California, Berkeley, earning a degree in Interdisciplinary Studies and a minor in City and Regional Planning. After working as a commercial real estate broker for five years, he settled back home and has since dedicated himself to serving as County Commissioner.

Mr. Brown has distinguished himself as a regional leader, serving as Kitsap County’s representative on the Executive and Transportation Boards of the Puget Sound Regional Council (PSRC). Since 2007, he has represented the County on the Legislative Steering Committee of the Washington State Association of Counties (WSAC). He is the current President of WSAC’s Western District, serves as Chair of the Coastal Counties Caucus, and is on the Transportation Committee for the National Association of Counties.

Locally, Mr. Brown serves on the boards of Kitsap Transit, Kitsap County Consolidated Housing Authority, Kitsap Regional Coordinating Council, Hood Canal Coordinating Council, Kitsap County Health District, Cencom and Emergency Management. He owns a home in Silverdale and enjoys fishing, camping, and baseball.



Monday, March 2, 2009 in Norfolk, VA

Fleet Forces Command

On Monday, March 2, the PSNBA delegation was pleased and privileged to make an office call on the following representatives of the US Fleet Forces Command.

RDML Joseph Campbell – Atlantic Fleet Maintenance Officer
CDR Gregory Burton – Deputy, Atlantic Fleet Maintenance Officer
Mr. Tom Honecker – Executive Director, Fleet Forces Command
Ms. Jeanette Milton – Shore Readiness Assessment

The PSNBA delegation included:

Ms. Anna Lee Todd – PSNBA President, EHT Enterprises
Mr. Jim Nall – PSNBA Past President, Paladin Data Systems
Mr. Guy Stitt – PSNBA Past President, AMI International

Highlights

- According to Ms. Milton, the Military Construction (MILCON) project for the Explosives Handling Wharf #2 (EHW #2) is currently estimated to cost \$695 Million. (Refer to Issue: Vital MILCON for Strategic Defense on page 21.) The Navy plans to fund the project over 4 years beginning in 2011. The project will be finished and operational in 2015.
- The Environmental Impact Statement (EIS) for EHW #2 will be starting soon. RADM Vitale will be requesting the EIS from Congress.
- The nuclear aircraft carrier that the Navy plans to homeport in Mayport, FL will mark the formation of the 4th Fleet, which will support the US Southern Command (SOUTHCOM).



Tuesday, March 3rd, 2009 in Washington DC

On Tuesday, March 3, the PSNBA delegation spent the day meeting with senior Navy leadership and members of the Washington State Legislative Delegation. The PSNBA representatives were:

Ms. AnnaLee Todd – PSNBA President, EHT Enterprises
Mr. Jim Nall – PSNBA Past President, Paladin Data Systems
Mr. Guy Stitt – PSNBA Past President, AML International
Mr. Michael Tart – PSNBA 1st Vice President, IFPTE
Ms. Wendy Miles – PSNBA 2nd Vice President, Olympic College
Mr. Josh Brown – PSNBA Delegate, Kitsap County Commissioner
Ms. Chelsea Grace – PSNBA Delegate, IFPTE

Navy Leadership Meetings

VADM Michael Loose (Deputy CNO for Fleet Readiness and Logistics)

Highlights

- VADM Loose and his deputy, Mr. Pat Tamburrino are advocates of EHW #2
- We discussed our proposed changes to the Joint Travel Regulations (JTR). (Refer to Issue: Revising JTR to Align with Shipyard Missions on page 24.) The admiral stressed the importance of balancing two important objectives. The first is to invest funding to achieve a high, positive morale of the workforce. The second is for the fleet to be fiscally responsible. Striking the right balance between spending money on personnel and moderating their workload will lead to a low turnover rate for PSNS/IMF employees.
- When ADM Roughead, the Chief of Naval Operations (CNO), visited Naval Station Everett, he was very impressed with the professionalism and expertise he found there.
- The Navy's goal is to keep work coming to the Pacific Northwest, which delivered high quality support using a stable workforce with high retention rates.
- Bangor Obsolescence Discussion
 - There was consensus that EHW #1 needed refurbishment, especially the pilings and siding. Similarly, EHW #2 was considered a priority requirement.
 - The new administration has been working on their budget. The planned issue date was April 21, 2009. Since the budget documents were unavailable, the Navy deferred substantive discussions until the President approved their content.
 - The Program Objective Memorandum (POM) for fiscal year 2010 (POM-10) and the MILCON budget are unlikely to be as robust as they have been in past years.
 - VADM Loose noted that 25 flag officers would convene in the next few weeks to discuss and review these topics.
 - EHW#2 is a \$700 Million project. In a normal year, the Navy spends \$700M on all MILCON projects. The Navy expects to spread this project over 2 or 3 years.
 - In the Program Review for Fiscal Year 2011 (PR-11), the Navy outlines the proposed projects for the Strategic Weapons Facility – Pacific (SWFPAC)
- The American Recovery and Reinvestment Act of 2009 (ARRA)
 - PSNBA believes that the “Stimulus” presents opportunities for the Navy in the Pacific Northwest. The POM-10 budget, which proposes cuts in procurement rather than reductions in maintenance, demonstrates the importance of maintenance to



- operational readiness. PSNBA recommended that fleet or ship maintenance projects qualify as “shovel-ready” projects.
- We learned that when the CNO advocated this concept, Congress disagreed; explaining that funding these public sector projects was not their legislative intent.
 - VADM Loose agreed that ship maintenance appeared to be a strong, “shovel ready” candidates in the Pacific Northwest. However, our delegates found that the Navy was only authorized to spend stimulus money on projects concerning Energy, Barracks, or Childcare Facilities. The Navy highlighted and referred us to their policy guidance that addresses schools, energy, roads, and infrastructure. The administrative reviews of stimulus projects (www.recovery.org) will ensure that this legislative intent is fulfilled.
 - The Navy suggested that PSNBA contact the Military Legislative Aides (MLA) for Senators Mark Warner (D-VA) and Jim Webb (D-VA) to discuss whether ship maintenance could be reconsidered as “shovel ready” project.
 - Funding for tuition assistance:
 - VADM Mark Ferguson, the Deputy CNO for Manpower, Personnel, Education, and Training is devoting time to the GI Bill, tuition assistance, and related issues.
 - As in years past, the Navy stressed the importance of realistic sonar training. (Refer to Issue: Realistic Sonar Training, Page 28). They are committed to providing technical information for public education and taking action to address public concerns.
 - The Navy requested our support in educating the public on the essential role of sonar in naval operations, noting that this is an international issue.
 - To address public concerns, the Navy is working on an EIS for training operations in Alaskan waters.

Action Items

- PSNBA is pleased to support dissemination of the technical and educational material on this important topic. Further, we support the efforts of the speakers bureaus of our local Navy League councils to interact with various community groups in the Kitsap region. The Navy appreciates these efforts and welcomes expert speakers at public meetings.



Figure 1 – Conference with VADM Loose and Mr. Pat Tamburrino

RADM Michael Mahon (Deputy Director, Surface Warfare Division)

- Keeping in front of the threats facing our country is a paramount concern. The Navy employs an aggressive modernization program to accomplish this goal.
 - Modernization of the USS Arleigh Burke (DDG-51) Class destroyers is vital to the surface combatant fleet. The program funding begins in FY12. Each DDG-51 class



destroyer will undergo two 6-month long availabilities (one for Hull, Mechanical and Electrical upgrades and one for Combat Systems). The plan is to perform the availabilities at the ship's homeport, providing opportunities for Todd Pacific Shipyards and other ship repair businesses around Puget Sound.

- There is concern over the delivery of the MK-54 Lightweight Torpedo.
- The employment of the ScanEagle Unmanned Aircraft System on ships is going well. Recently, USS Mahon (DDG-72) used the onboard ScanEagle to hunt pirates near the coast of Somalia.
- While the Anti-Submarine Rocket (ASROC) needs to remain in the Navy inventory, a more robust version should be developed. One important upgrade is the integration of ASROC to capitalize on the improvements in the AN-SQQ-89 Combat System.

Action Items

- The PSNBA delegation appreciated this informative discussion with RADM Mahon. We invited him to Seafair next year.



Figure 2 – Conversing with RADM Mahon

RDML Cecil Haney (Director, Submarine Warfare Division)

- The admiral stressed the importance of the MK 54 Lightweight Torpedo Program and its delivery schedule.



Figure 3 – Confering with RDML Haney



Strategic Systems Program Office

- Nuclear Deterrence, Ballistic Missile Systems, Conventional Disaster
- Authorization for EHW #2 is nearly complete. The CNO level briefing, which is scheduled for 16 March, should be approved. A public scoping meeting could happen within 6 weeks and a public meeting held by the end of April. The funding resource is identified. A cement plant would not help security improvement at SWFPAC now but could reduce the price of EHW #2.
- Barracks for Sailors: The number of Marines assigned to the base increased to 450. A number of junior enlisted personnel (E-1 through E-3) were added. While this presents a challenge for the base, they have accommodated the changes.
- The strategic deterrence platform replacing the Ohio class submarine is in the CNO's shipbuilding plan for 2019. There is immediate emphasis on extending the service life of the D-5 missile system.
- The Strategic Systems Program Office asked if there had been any complaints about Dabob Bay. In particular, there was interest in how well the submarine escorts interacted with small boats and recreational vessel traffic. Kitsap County Commissioner Josh Brown said he would ask the Jefferson County Commissioner for feedback.

RDML Terry Kraft (Deputy Director, Air Warfare Division)

- The P-8 Poseidon aircraft will fly from Renton to Boeing Field next month. The P-8 acquisition is going very well.
- The P-3 Orion aircraft are in heavy demand due to their important role they play in the war on terror. P-3 aircraft may be re-winged to address unforeseen combat corrosion.
- Addressing the shortfall of strike fighters is a priority. Measures include:
 - F-18C modernization to extend flight hours from 8,600 to 10,000 hours
 - Integrating the Marine Corps tactical air assets into carrier squadrons
 - Starting early productions of the Joint Strike Fighter (JSF)
 - The current Initial Operational Capability for the Navy JSF is 2015
- The Navy plans to operate 10 carriers with 44 fighters each.
- The Naval Air Station on Whidbey Island may expect additional work when the P-8 aircraft arrive. The increase in reserve units will also increase the workload.
- The order book for helicopters is strong. The Navy is building 200 SH-60R Seahawks and 200 SH-6 Knighthawks.
- RDML Kraft noted that the USS Ronald Reagan (CVN-76) completed her recent availability one day early. (RDML Kraft is a former Commanding Officer of the carrier. He was relieved by CAPT Kenneth Norton, the current CO.) The personnel from PSNS and IMF delivered high quality support during the availability at Point Loma, CA.
- RDML Kraft remarked upon his visit to the Naval Air Station on Whidbey Island during which he toured a refurbished hangar, which was half the cost of the new hanger originally contemplated. He complimented the quality of the work.
- Quality of Life Issues
 - We discussed ways to lessen the hardships associated with changes in duty station. Moving families from one location to another can impose undue hardships on personnel. We recommended that the Navy consider reimbursing personnel for homes that have to be sold at a loss when changing duty stations.
 - Emphasizing education opportunities for service personnel, we noted that sailors were eligible for resident tuition rates. Many states, including Washington do



authorize in-state tuition for service personnel stationed there. Ten states do not. The Navy favors a policy that encourages and provides incentives for education.



Figure 4 – Meeting with RDML Kraft

Office of the Secretary of the Navy

- The PSNBA delegation was honored to share a working lunch with the Mr. B.J. Penn (Assistant Secretary of the Navy for Environment and Installations), Mr. Donald R. Schregardus (Deputy Assistant Secretary of the Navy for Environment), and Mr. Howard Snow (Deputy Assistant Secretary of the Navy for Installations and Facilities). We briefed these Navy leaders on this year's issues and thanked them for their graciousness in listening and working to address each topic.



Figure 5 – Working Lunch with Messrs. Penn, Schregardus, and Snow

ADM Kirk Donald (Naval Reactors) and Mr. Trautman (Deputy)

- The maintenance work in Yokosuka, Japan is going well. The USS George Washington (CVN-63) is hosting tours regularly and building positive community relationships. Protests over the carrier's presence have died down. The professional department of the ship's crew and the shipyard workers has promoted good relationships with the town. The mayor made a brave political decision to allow the George Washington to call Yokosuka her homeport. The mayor will run for re-election in two years. PSNS/IMF and Navy personnel are working to keep the ship's presence from being a campaign issue.



- The carrier and submarine work performed by PSNS/IMF was rated highly. ADM Donald was very pleased with the outstanding work done on George Washington.
- However, Naval Reactors (NR) is concerned about our workforce. They wonder how much stress the workforce can sustain and how long we can keep up the pace.
- NR advocated that Congress use stimulus funds for Navy maintenance, pointing to the benefits to all parties.
- The scope of all the work we have performed and the effort required to achieve it has helped the Navy understand how changes in ship schedules affects the Shipyards and the Navy as a whole.
- NR was very interested in how Olympic College (OC) education programs are going and whether service members and shipyard workers were using the programs.
- NR wants to help us with our JTR issues. They suggest that we prioritize our top three JTR issues and provide that summary to them.

Action Items

- Prioritize top three JTR issues and present to NR.



Figure 6 – The 2009 Delegation outside Naval Reactors Office

VADM Kevin McCoy (Commander, NAVSEA) and RADM Mark Hugel (Deputy Commander, Logistics, Maintenance, and Industrial Operations, NAVSEA)

- The PSNBA was honored to spend a working lunch with VADM McCoy, Commander, Naval Sea Systems Command (NAVSEA), and RADM Hugel, Deputy Commander, Logistics, Maintenance, and Industrial Operations, NAVSEA) to discuss our members' perspectives and their relevant issues.
- We were pleased to learn that NUWC Keyport had received authorization to increase their workforce by an additional 2-3%.
- VADM McCoy expressed concerned about the loss of manufacturing jobs, skills, and capabilities and the long-term impact it will have on the industrial base. These skills are difficult to recover or reconstitute once they are lost.
- The deferral of surface ship maintenance is also worrisome. NAVSEA plans to stand up an organization in Norfolk (with a small detachment in San Diego) to plan and coordinate maintenance activities for each class of surface ships. As they uncover and validate the maintenance requirements and their cost, they will work with CNO to obtain funding.
- The material quality issues with torpedoes cost the Navy money. The FY10 budget for the MK54 Lightweight Torpedo Program includes incentives designed to seek more torpedo suppliers.



- The Navy leadership considers Jim VanAntwerp to be a great addition to NUWC Keyport management team. NAVSEA believes in rotating NUWC Keyport employees through temporary duty assignments at Headquarters.
- JTR: The PSNBA delegation was reminded to make sure that others in Government are aware of the special work our members do and what unique travel problems they endure. NAVSEA admires the creative solutions that PSNBA advocates to solve some of these issues. NAVSEA takes a cautious approach to JTR changes since revisions would be effective for all Government travelers, including civilians in Iraq or Afghanistan. NAVSEA seeks thoughtful changes that relieve inequities at low cost. The Navy realizes that modest investments can yield big returns. We will schedule a meeting with RADM Hugel to align our JTR priorities with his.
- The Navy leadership was curious about the economy of downtown Bremerton.
- University Center – Education: The Navy needs electrical engineers with skill in power generation, conversion, and distribution. Education programs that target improving necessary technical skills should make it easy for students to attend. For example, the Apprentice Association classes are held on base to eliminate commuting time. Students can start at 1600, immediately after the end of the day shift. Further programs should be developed with PSNS-IMF cooperation or partnering with NUWC Keyport.
- The Navy leadership supports our desire to advertise NUWC Keyport's capabilities. ADM Johnson supports the Engineering MILCON (See Page 23). He seeks to make NUWC better known to other Systems Commands, such as NAVAIR. NUWC has many exciting and useful capabilities that can be of great benefit to the Navy as a whole. Further promotion of NUWC Keyport provides additional job security for their workforce.

Action Items

- Schedule follow up meeting with NAVSEA on common JTR issues.



Figure 7 – Visiting with RDML Johnson, RADM Hugel, and VADM McCoy



Legislative Delegation Meetings



Figure 8 – The PSNBA Delegation: Ready for the Legislative Day

Rep. Jay Inslee (Washington State’s First Congressional District)

- The PSNBA delegation was grateful to spend time talking personally with Representative Inslee about the issues from our membership.
- Fleet Maintenance: Rep. Inslee does not sense that anyone is pursuing maintenance dollars in the budget. If procurement money is reduced, we can argue that NOT buying new ships means that we must maintain what we have. We must help people understand that KEEPING jobs is just as important as CREATING jobs.
- Childcare: Rep. Inslee advised us to work with Mendy Droke, his Special Assistant for Kitsap County. Rep. Inslee asked why the local childcare facilities were closing down.
- University Center: Rep. Inslee wondered what they requested of the State Legislature. He stressed the importance of access to education and its benefit to the entire system. Rep. Inslee wondered if there was any help from the DOD budget. He recommended talking to Rep. Dicks and VADM Ferguson.
- Rep. Inslee believes that there is a legitimate defense/security issue regarding the GI Bill and is pleased that the bill is being readdressed. Rep. Inslee is in favor of all states allowing Navy personnel to qualify for in-state tuition prices.
- PSNBA briefed Rep. Inslee on the great work being done by NUWC Keyport.

Action Items

- University Center: Rep. Inslee asked PSNBA to keep him apprised of progress and how he can help.

Office of Rep. Adam Smith (Washington State’s Ninth Congressional District)

- Representative Smith was not available. However, the PSNBA delegation spent dedicated time with members of his staff.
- We learned that there might be up to \$30M of funding for childcare facilities in the stimulus package. Once the final numbers are set, we will have 60 days to respond with our need. Dave Senacky coordinates MILCON topics for Rep. Smith.

Action Items



- The delegation committed to sending demographic data, particularly where workers at the Shipyard, Bangor, and Keyport live. Rep. Smith's office would find it useful.

Office of Sen. Patty Murray (US Senator for Washington State)

- Sen. Murray was not available. However, the PSNBA delegation had the privilege of meeting with Dion Roland Flynn, who reported on the excellent, thoughtful exchange between Sen. Murray and the CNO.
- Sen. Murray has always been gracious to our delegates, attentive to our issues, and strongly supportive of PSNBA.

Office of Rep. Rick Larsen (Washington's Second Congressional District)

- Rep. Larsen was not available. However, the PSNBA has the opportunity to meet with members of his staff, including the Military Legislative Aide, who reported on the Congressional Delegation (CODEL) the representative led to Everett and Bangor.
- Everett has a new, state-of-the-art childcare facility. The naval reserve center north of Everett is looking to expand childcare center.
- All praised the CNO's recognition of the Navy's value in the Pacific Northwest and remarked on how good it is for the personnel on the ground to see the CNO here.
- Rep. Larsen's Office reiterated that an effective partnership with the MLA leads to mutual success for constituents and associations.

Sen. Maria Cantwell (US Senator from Washington State)

- When Sen. Cantwell learned that 200 would be hired at NUWC Keyport, she was surprised and pleased.
- Alternative energy technology and development has yielded significant economic benefits for Washington State. The senator is interested in keeping this positive momentum moving forward.
- Sen. Cantwell acknowledged that getting another carrier home ported in Bremerton depends on providing a sufficient number of barracks. Ft. Lewis solved a similar predicament through a private housing solution. The success of this pilot program led to its expansion. Sen. Cantwell referred us to Rep. Dicks for additional information.

Action Items

- Sen. Cantwell asked that PSNBA follow up with Jonathan Hale on the childcare issue.
- The senator suggested that we review how installations might benefit from the stimulus package and recommend candidate programs or projects.



Figure 9 – Discussion with Senator Cantwell

Legislative Follow Up

In our dinner meeting with Representative Norm Dicks (Washington State's Sixth Congressional District), the PSNBA delegation related the following significant points from our meetings:

- We reviewed the opportunities for Navy use of stimulus funding for ship maintenance and MILCON projects.
- We discussed the Navy support for our JTR issues and promised to press on. We thanked him for his continued support in resolving them.
- We agreed that strengthening the MK-54 program funding would encourage other companies to bid on the production contract.
- We applauded the Navy's intention to hire 2-3% more civilian employees at Keyport.
- We reported on the uniformly positive feedback we received from the Fleet, NAVAIR, and NAVSEA on PSNS-IMF performance.
- We found interesting the briefing we received on the submarine force, its requirements, and future.
- Rep. Dicks expressed sincere interest in solving the childcare challenges of our military and civilian membership.



Figure 10 – Dining with Rep. Dicks and Staff Members



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 and Congressional officials. This year's delegation included:

President Anna Lee Todd, Immediate Past President Jim Nall, Ambassador Guy Stitt, First Vice-President Michael Tart, Second Vice-President Wendy Miles, Kitsap County Commissioner Josh Brown, and PSNBA Delegate Chelsea Grace.

The PSNBA meetings with Navy officials spanned over two days with over ten hours of detailed meetings.

Every official visited received the PSNBA briefing issues prior to the meetings. The briefing book included twelve formal issue papers (included with this report), a history of PSNBA, and biographies of the delegation.

The following were important events:

- PSNBA stressed to all of the Navy Leadership, the importance of ensuring quality of life for Puget Sound Naval Shipyard and IMF workers as they enter a period of greater travel to do work in other parts of the Nation. In particular, much discussion centered on the challenges that face our federal employees as they travel to Japan to perform work on the USS George Washington.
- PSNBA also brought forward to Senior Navy Leaders and Congress issues gathered from our preparatory meetings in January and February.
- The PSNBA delegation revealed in our regions' status as arguably the submarine capital of the world with more submarines home ported in Kitsap County than anywhere else in the country.



Issue: Acknowledging Success

PSNBA notes with pleasure the success of our members, who support the Navy's mission as Active Duty Military or Civil Service Personnel.

Background

- Puget Sound Naval Shipyard and Intermediate Maintenance Facility:
 - Navy Meritorious Unit Commendation (MUC) – for superior performance on USS GEORGE WASHINGTON (CVN 73)
 - SECNAV Energy Award – Platinum
 - Corporate University Best In Class (CUBIC) Leadership Award – First Runner Up
 - NAVSEA Engineer of the Year Award – Robert Thompson
 - CHINFO Internal Media Award Competition – Michele Fletcher, Larry Parkhurst
 - Combined Federal Campaign Innovator's Award – Kitsap and Mason County
 - Combined Federal Campaign Heroes Award – Rick Wilson, David Fenton
 - DOD Women's History Month Recognition Award (Trailblazers) – Mary Lou Baille
 - NAVSEA Women Moving Forward – Colleen Hamling
 - Navy Distinguished Civilian Service Award – Barry Divine, Kenneth Koemmpel
 - Navy Superior Civilian Service Award – Frank Burke, Dirk Close, Susan Standley
 - Navy Meritorious Civilian Service Award – Susan Bence, Dirk Close, Leslie Cole, David Fenton, Timothy Ferguson, Myla Gardner, Gerald Nyland, Ignacio (Ted) Ramirez, Richard Tift, Mark Adelman, Sam Doubleday, Eric Gillespie, Devin Johnson, Kenneth Koemmpel, Jenna McGrath, David McPherson, Edward Mulherin, Dwight Otis, Don Rackley
 - Navy and Marine Corps Achievement Medal – LCDR Ian Hoag, LT Jay Burnette
- Naval Undersea Warfare Center – Keyport:
 - SECNAV Energy Award – Platinum – Tom Wellner, Phil Beste
 - Top Navy Scientist and Engineer of the Year Award – Doug Ray
 - NUWC Technical Excellence Award – Douglas Ray
 - Sailor of the Year – ND 1 Benjamin Hill, Keyport Dive Locker
 - Navy Meritorious Civilian Service Award – Jerry Richards
 - Warfare Center Collaboration Awards
 - Warfare Center Business Process Alignment Team – Dave Shafer, Paul Fukuhara
 - NSWC Crane/NUWC Keyport Partnership Team – Mike Newberry, Robert Taylor, Steve Osburn
 - Obsolescence Management Team – James DeCamp, John Tilton, Kim Bennis, Charles McQuillan, Pat Skelly
 - SEAWOLF AN/BSY-2 Systems/Platform Engineering Team – Jeffrey Stock, Jeff Ericson, John Cacioppo, Robert Hopkins, James Bleich
 - NUWC CO/TD EEO & Diversity Award – Laurie Musick, Frances Shaw, Jodi Johnston, Joy Butler
- PSNBA recognizes the support and achievements of our civilian personnel 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)



Issue: Vital MILCON for Strategic Defense

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

Background

The overall condition of the Pacific Fleet's Strategic Weapons Facility's only Explosive Handling Wharf (EHW) is currently jeopardizing the SSBN Fleet and Strategic Systems Program's requirements due to a number of factors including:

- The risk of pier failure due to age and known piling deterioration is too great for the nation's only west coast facility responsible for supporting 60% of the Navy's strategic deterrence mission.
 - Maintenance requirements associated with the EHW are necessary to replace deteriorating pilings to resolve structural concerns.
 - EHW does not comply with current seismic codes, which makes it vulnerable to failure due to future seismic events.
- EHW workload is currently at 90%, leaving little flexibility for emergent work.
 - Current major events requiring workload management are: Extended Refit Periods, Refueling Overhauls, Follow on Commander Evaluation Tests (FCET), Demonstration and Shakedown Operations (DASO), strategic on-loads & off-loads, STRATCOM Reconfigurations, routine work, EHW overhaul and maintenance, START inspections, etc.

Capability to support fleet deployments, maintenance, and weapon system requirements must be re-acquired and sustained to support the planned life of the SSBNs and TRIDENT weapon systems. Taking the actions necessary to address the vital strategic support capability to handle weapons and maintain availability will require close coordination between Fleet, SSP, NAVSEA, and NAVFAC in order to minimize deleterious effect on current and future strategic readiness.

Recommendation

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



Issue: Sustaining NUWC Technical Capabilities

PSNBA is committed to support the continued efforts of the Naval Undersea Warfare Center Division, Keyport to sustain their core technical capabilities to enable delivery of required products and services to the Fleet.

Background

- NAVSEA Warfare Centers are assigned stewardship responsibilities for assigned technical capabilities. Technical capabilities are comprised of the skills, experienced personnel, facilities, and equipment needed to meet current and future naval readiness requirements for a given capability. The Naval Undersea Warfare Center Division, Keyport is accountable for sustaining and adapting local resources and capabilities to meet current and forecasted needs for 10 distinct undersea warfare technical capabilities.
- Naval Undersea Warfare Center Division Keyport's ability to sustain these critical undersea warfare technical capabilities is impacted by:
 - demands that exceed current workforce capacity,
 - high workforce attrition, and
 - Limitations of facilities as currently configured.
- Keyport, like other Federal activities, is faced with a workforce that is becoming more retirement-eligible and is finding gaps in talent because of changes in the knowledge, skills, and competencies in occupations needed to meet today's mission and to steward technical capabilities toward future Fleet requirements.
- Keyport has a disciplined process for assessing the health of their technical facilities in meeting current and future Fleet material readiness requirements. This assessment identifies gaps and drives the need for future year equipment, facility maintenance and repair, and MILCON investment planning.

Recommendation

- PSNBA strongly endorses the Navy's emphasis on development and sustainment of Warfare Center technical capabilities, specifically Keyport's capabilities.
- PSNBA recommends that the Navy support hiring programs that aggressively mitigate workforce gaps and support sustainment of Naval Undersea Warfare Division Keyport technical capabilities. Sustainment of a stable workforce helps promote efficient workforce development processes for recruiting, hiring, training, and diversity.
- PSNBA recommends that the Navy support investments in Naval Undersea Warfare Division Keyport facilities to promote stewardship of critical undersea warfare technical capabilities for current and future Fleet material readiness.



Issue: Investing in NUWC Infrastructure

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. The purpose of this project is to build a new engineering center. The requested MILCON is in FY12.
 - Key Elements of the project:
 1. Houses life-cycle support functions and Obsolescence Management of Undersea Warfare Systems
 2. Supports ASN, RD&A Diminishing Manufacturing Sources and material shortages management initiative
 3. Employs predictive technologies to forecast failure and develops solutions to extend the life of war-fighting-systems

MILCON P501: Dependability Center Phase 2

- Center for conducting test, training, and evaluation of USW Technologies. The requested MILCON is in FY13.
 - Key Elements of the project:
 1. Real-time connectivity with TT&E Ops
 2. Anytime, anywhere TT&E Enhancements
 3. Collaborative Test & Evaluation Center (CTEC)
 4. Consolidate operations

Recommendation

PSNBA endorses the above listed MILCONS as essential investments for the Navy. This will provide the Navy with effective and affordable supportability solutions for aging fleet USW systems.



Issue: Revising JTR to Align with Shipyard Missions

PSNBA encourages a revision to the Joint Travel Regulations to better support shipyard employees.

Background

- Current regulations do not authorize per diem for any day in which an employee uses annual leave or compensatory time for that whole workday.
 - Request a JTR waiver that allows travelers on temporary duty for 60 days or more to be allowed to take one day of leave for every 30 days TDY without the loss of per diem.
- There are two different per diem rates in the area surrounding Yokosuka, Japan.
 - For ease of lodging and equability, recommend that all travelers to Yokosuka, Japan be awarded the greater rate for those of the outlying areas surrounding Yokosuka.
- Current regulations state that an employee may/should be authorized a rest period when their scheduled flight time with layovers exceeds 14 hours. PSNS & IMF employees traveling to Japan normally travel in excess of 18 hours when considering flight, wait and ground transportation times.
 - To ensure safe arrival of employees and sufficient rest before commencing production work in Japan after an 18-hour trip we request a waiver of the JTR rule, which will allow a rest period after 14 hours of travel time instead of flight time.
- Current regulations allow for only single occupancy room reimbursement. PSNS and IMF have arranged commercial and apartment-style lodging for long-term travelers. Currently, personnel desiring two bedroom accommodations pay the difference between the single bedroom and double bedroom rates, even though both rates are less than the full per diem rate.
 - Request a JTR waiver to allow reimbursement up to the full per diem rate for specially arranged lodging when an individual is on TDY for more than 60 days, even if for a two-bedroom apartment.
- Current regulations in the JTR require that any TDY in excess of 180 days warrants only 55% of the standard per diem.
 - With an increasing amount of the work performed by PSNS & IMF occurring off-station in San Diego and Japan, PSNBA requests a waiver to allow long-term TDY at 100% per diem rate for up to 365 days. This allows the shipyard maximum flexibility and enables the strongest work team to travel.

Recommendations

PSNBA recommends that an official review of the Joint Travel Regulations be made at the DoD level to ensure the regulations evolve in step with the mission of the Puget Sound Naval Shipyard.



Issue: Improving TDY Pay Incentives

PSNBA supports offering the following benefits to workers who will travel to live and work in Japan.

Background

- Many issues face our civil servants who will be sent to Japan on TDY. Primary among them is how to care for their family while in Japan.
 - Recommend extending commissary privileges to dependants traveling with the employee on TDY.
 - Schooling in Japan is paid for when an employee has been assigned there via PCS. For those families traveling to Japan TDY schooling can be a very expensive burden (~ \$7800/semester).
- Current regulations create a financial disincentive for senior employees who may consider traveling to Japan for a PCS position.
 - Locality pay is considered in the calculation for determining an employee's "High Three" years of pay toward their retirement. When traveling to Japan, employees receive a significant bonus. However, this bonus does not count as income calculated toward their retirement. Traveling to Japan can cost a worker 19.75% (locality pay in the Seattle/Tacoma area) of their highest income levels in the retirement calculation. Employees who are within close proximity of retirement would lose this money. Recommend incorporating the bonuses awarded to employees traveling to Japan into the calculations toward retirement pay.

Recommendation

PSNBA strongly supports the Navy's mission in Japan and recommends the above changes to provide additional incentives for employees to travel and work away from home.



Issue: Establishing a University Center for Workforce Opportunity

PSNBA encourages the Navy's support in establishing a university center in Kitsap County.

Background

- A Kitsap County based four-year college specializing in technical disciplines would greatly enhance the Puget Sound Naval Shipyard's and Naval Undersea Warfare Center (NUWC) Keyport's ability to recruit and train future employees. A university center would also significantly expand degree options for home ported sailors and their families, which would contribute to sailor retention. In November 2008, the Washington State Higher Education Commission released the results of their study. It supports the development of a higher education center to be located on the Olympic College campus in the Kitsap Region.
- The advantage of a university center at a community college: A university center at a community college creates a "center of learning", which offers access to widely respected universities closer to home for local residents and employees thereby providing opportunities in getting a two-year degree or completing a master's degree.
 - A university center offers degrees that complement the needs of the local region and programs at the local community college. If there is high-demand in one area, the university can offer degrees in that field.
 - The local workforce receives more opportunities to take classes within their district, giving them options to improve their educational level and develop intellectual leadership.
 - University centers attract students from all over the state and beyond, bringing in and developing talent that increases the employment pool.
 - A university center offers ways to retrain existing workers and attract and retain the brightest talent.
 - University centers give two-year college students and residents opportunities to increase their educational level, increasing the skill level and employability of local workers and decreasing the need to recruit employees outside the region.
 - A university center offers numerous options to develop partnerships with business and government to develop innovative solutions.
 - The center uses infrastructure of the two-year college campus (such as libraries) to decrease overall costs.

Recommendation

PSNBA encourages the Navy to support the Washington State Higher Education Commission's report and recommendation to develop a university center in the Kitsap Region. PSNBA anticipates that a university center may increase the number of qualified applicants for positions at PSNS and NUWC Keyport, particularly in engineering disciplines, and will further support the voluntary educational goals of sailors and family members located in the Naval Base Kitsap area.



Issue: Investing in PSNS/IMF Infrastructure

PSNBA advocates investment in Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS&IMF) to meet modern maintenance demands.

Background

MILCON P419: Integrated Dry Dock Treatment System

- This project will replace the existing dry dock floor troughs & trenches, upgrade existing system capacity, and provide on-site storage and treatment of all dry dock storm and process water. It is designed to reduce discharges from PSNS Dry Docks and is necessary for PSNS & IMF to comply with its next National Pollutant Discharge Elimination System (NPDES) permit. The system allows bypassing City sewer system and discharging clean water directly to Puget Sound.
- Value to Fleet benefactors:
 - Minimizes probability of Clean Water Act (CWA) violations & resultant impacts including:
 - Additional EPA Enforcement Actions
 - Potential third Party Lawsuits including court-imposed fines & additional environmental control procedures.
 - Maintains all dry docks at full readiness
 - All are heavily utilized & mission critical
 - Both the 2007 USE GSIP and 2008 NAE GSIP recognize the increasing demands and importance of PSNS & IMF's six dry docks to support Pacific Fleet.
- Current Mission Impacts:
 - PSNS & IMF having to enter into a Federal Facility Compliance Agreement (FFCA).
 - Requires cessation or dramatic reduction in discharge of pollutants
 - Causes major adverse impacts in terms of cost and schedule on all work performed in the dry docks.
 - Includes upcoming work on SSN, CVN, and SSBN.
 - Potentially disrupts deployment schedules of entire Pacific Fleet

Recommendations

PSNBA endorses the above MILCON as essential investments in the Navy transformation of Pacific Fleet maintenance to support the 21st century demands of mission, budget, and environment.



Issue: Realistic Sonar Training

PSNBA is committed to ensuring the US Navy's ability to operate sonar as required to guarantee our sailors receive the most realistic training and experience at sea, which enables them to protect our nation's ships, shores, and allies.

Background

- Dozens of Navies around the world possess and continue to obtain modern submarines, which pose a serious threat to national security, the safety of our armed forces, and our nation's economic vitality. Active sonar is the only effective means available today to detect, track, and target modern submarines under all ocean conditions.
- We applaud the U.S. Navy for setting the standard as one of the foremost stewards of the ocean environment to date, with strict compliance to environmental laws and proactive measures in place to minimize the potential effects of sonar on marine mammals.
- Our Nation owes our sailors every opportunity and tool available to ensure they are ready to defend our interests at sea against an evolving enemy.

Recommendation

PSNBA encourages our legislators and lawmakers to continue to focus on the scientific facts surrounding the potential effects of sonar on marine mammals and ensure that the U.S. Navy is not hindered in preparing for current and future threats. We must be allowed to train as we expect to fight.



Issue: Enhancing the Naval Mission in Puget Sound

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 the civil leadership and community support that embraces Navy ships, officers, 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 are significantly lower than that of any other major US Navy port in the Pacific providing significant cost savings to the Navy for any home ported 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 Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS&IMF), Submarine Base Bangor, Naval Base Kitsap and Naval Undersea Warfare Center (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.

Recommendation

- PSNBA welcomes any additional Navy presence in the Puget Sound and would like to see a second CVN home ported 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.



Issue: Community Efforts for Improving Service Retention

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

Background

- Current and planned personnel system modifications and additional travel demands may cause additional pressure on workforce retention.
- 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)

Recommendation

- PSNBA supports strong retention efforts to improve the success of Navy transformation and enhance 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.



Issue: Childcare for Deployed Service and Civilian Families

As the lack of available childcare is mission limiting to both military and civilian personnel, PSNBA requests Navy advocacy for MILCON priority and sufficient program funds to expand childcare facilities and services around Kitsap County and at the remote locations supported by PSNS & IMF (i.e., Naval Base Coronado and Naval Base Yokosuka).

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, 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, Commander Naval Installations, 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 hour childcare facilities allow employees to work extended and emergent shifts to support the Navy's mission.
- Employees are regularly sent TDY with little time to prepare. Navy Childcare facilities often have a waiting list months long and therefore, employees are not able to access them in regions they are sent to the most (i.e., Japan and San Diego). If civilian priority was increased from fourth on the waiting list or if the Command could reserve spots during the planning phases of a project, the availability of childcare would ensure that the right employees are sent off-site to accomplish the job.

Recommendation

PSNBA requests Navy advocacy for MILCON priority and sufficient program funds to expand childcare facilities and services around Kitsap County and at the remote locations supported by PSNS & IMF (i.e., Naval Base Coronado and Naval Base Yokosuka).