

KEYNOTES

"KEEPING AMERICA'S NAVY #1 IN THE WORLD"

KEYPORT, HAWAII, SAN DIEGO, HAWTHORNE

NAVAL UNDERSEA WARFARE CENTER DIVISION, KEYPORT

January/February 2004

Volume 40, No. 1

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Keyport Welcomes Commander, U.S. Fleet Forces Command

By Marietta Atwater, Keynotes Editor, Code TOMC



▲ (Center): ADM William J. Fallon, Commander, Fleet Forces Command (CFFC); CDR James Flatley, Deputy Executive Assistant, CFFC; and CAPT Dan Looney (right, foreground) discuss the MK 48 Torpedo propulsion assembly with Gary Boedecker (seated) and Mike Klover, Code 3312. Background: Paul Fukuhara, Code 30A, and Glen Bale, Supervisor, Code 3312.

Realignment – Surge Capability – Right Readiness were on the top of the list for ADM William J. Fallon, Commander, U.S. Fleet Forces Command (CFFC) during his first visit to NUWC Division, Keyport, on January 29. ADM Fallon was accompanied by RDML Len Hering, Commander Navy Region Northwest.

Regarding **Realignment**, ADM Fallon said the Fleet Forces Command and Pacific Fleet are in transition. Fleet Forces Command has recently assumed Navy-wide responsibility to organize training, equipping, readiness, maintenance, and requirements for the entire Navy. CAPT Dan Looney discussed the NAVSEA and NUWC alignments, the establishment of Product Area Directors (PADs), and introduced Gary Cooper as the Deputy PAD for USW Fleet Material Readiness.

Surge Capability involves breaking an old paradigm, ADM Fallon said. The challenge is to change from a Fleet-oriented to a deployment-oriented focus. "...Everything has been geared to just-in-time readiness, just-in-time manning...grooming to get ready for it...We were very good at 6 months...but when we really needed to surge...it took a long time to get ready," he said. Changing the maintenance schedule is one way to reduce lay-down time. "We've demonstrated we can put this force out....Last year, 70 percent of the Fleet was underway....We want to be able to replicate that when required."

Right Readiness is the way to achieve surge capability. Traditionally, the goal has been to get people to the highest readiness level—"more is better"—but the problem

CFFC

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▲ CAPT Daniel Looney, Commander, Naval Undersea Warfare Center Division, Keyport

Since our return from the holiday standdown, we have been very busy with the implementation of the next phase of our realignment efforts, responding to our first Base Realignment and Closure

(BRAC) data call and building our investment plans for the future. On January 25, we stood up a new NUWC organization that better aligns our line departments with Product Areas. It puts in place a construct that provides cross-divisional focus on meeting mission requirements and developing the capabilities needed to deliver our products as efficiently as possible, through the use of Mission Capability Managers and Communities of Practice. Much of the information related to our realignment efforts is included in the new NUWC Concept of Operations (CONOPS) that has been posted on Keyport's Website for your use. I encourage everyone to take the time to review the new CONOPS and become familiar with it since it provides the basis for our efforts to come up with innovative ways to perform our mission more efficiently. It also supports the goals provided to us in both the CNO's and COMNAVSEA's guidance for 2004, which we will be using to build our new strategy and business plans during the upcoming months. These are also posted on our Website.

In January we marked the remembrance of Dr. Martin Luther King, Jr., with a ceremony attended by RADM Melvin Williams, Jr., Commander, SUBGRU NINE, and Mr. John James, Deputy Director for Submarines. Both of our guest speakers emphasized that people are our most valued assets and make our Navy the greatest Navy in the world. (See article below.) Recently, I signed a new NUWC Keyport command policy for Equal Opportunity and Diversity, titled *Human Goals Charter*. This policy expands our commitment of managing for zero tolerance of harassment and discrimination, to a culture where every person is valued and respected for their efforts and service to our great nation. We must recognize that each person contributes to our mission in their own way through diverse skills, backgrounds, viewpoints, and experiences. Our diversity in these attributes is what drives innovation and is critical towards successfully achieving our mission of Fleet readiness. It is everyone's responsibility to read and understand our

Command Corner
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Martin Luther King, Jr., Ceremony: It's All About People

By Diane Jennings, Public Affairs Officer, Code 00P



▲ RADM Melvin Williams, Jr., COMSUBGRU NINE, introduces Mr. John James, keynote speaker.

"Act - Get Involved" and "It's All About People" were the two predominate messages at this year's commemoration of Rev. Dr. Martin Luther King, Jr.'s 75th birthday. The Naval Undersea Warfare Center Division, Keyport, Workforce Diversity Council invited neighboring commands and the community to take part in honoring Dr. King during a ceremony

held at the Naval Undersea Museum Jack Murdock Auditorium on January 15.

RADM Melvin Williams, Jr., Commander, Submarine Group NINE reflected on the actions we could take to celebrate the holiday in keeping with the theme "A Day On...Not a Day Off." "Consider service as a way to act," he challenged. "Get involved in a youth organization that teaches self-discipline and respect for authority....Assist young people in their formal education. Dr. King believed education is key....Set a positive example of basic human kindness—treat people fairly....Honor our differences but also know where we are the same." Quoting Dr. King, he said, "Service is the soul's highest purpose," adding, "All you need is a heart full of grace and soul full of loveMonday, let's act!"

Keynote speaker, Mr. John James, Executive Director for the Undersea Warfare Submarine Directorate, Naval Sea Systems Command, recalled being struck by Dr. King's youth and vulnerability. "He was young—26 when he first engaged in



▲ Mr. John James, Executive Director, USW Directorate, NAVSEA, serves as keynote speaker.

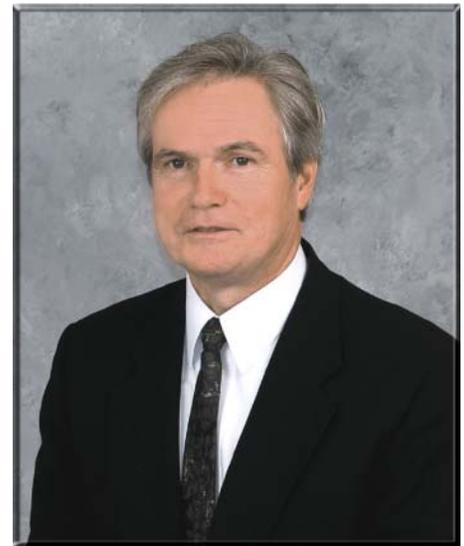
civil rights." Impressed by Dr. King's vulnerability and bravery, he was compelled to ask himself, "What have I done?" Keeping that question in mind throughout his career, he said, "In the end it always comes down to people and it

Martin Luther King, Jr.
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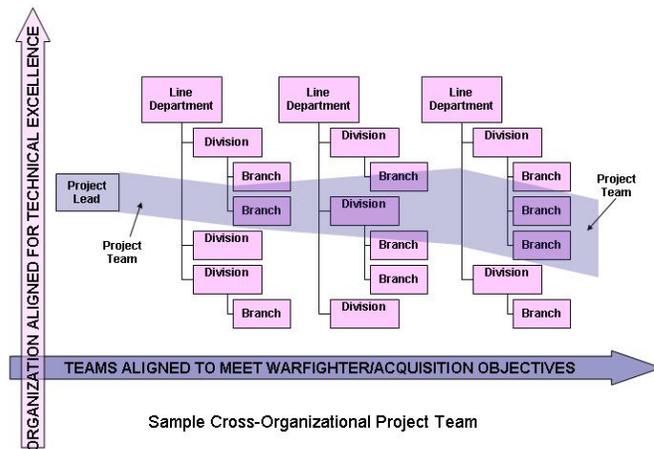
Concept of Operations for Keyport

By now each of you should know that NAVSEA has issued the draft Warfare Centers Concept of Operations (CONOPS) and that NUWC has issued the NUWC CONOPS. Both of these documents can be found on the Keyport Intranet under “Warfare Center Alignment” or “NUWC Realignment” (see: www.kpt.nuwc.navy.mil/home/). The Keyport CONOPS will be issued by early March. Each level of CONOPS goes into greater detail and is the reason you are seeing them being issued in a serial approach—each builds on the previous iteration.

gets work done. Keyport’s structure is organized by aligning similar functions/skills that represent the nature of the work that is conducted at Keyport (USW Readiness). The Project Teams are built with skills residing within each of the appropriate functional codes to focus on a common warfighter or acquisition customer requirement—a project. The composition and objectives of the Project Teams change yearly depending on the specific requirements of the warfighter. This allows Keyport to remain flexible and maintain an efficient organization by



Steve Lunde
Technical Operations Manager (Acting)
Naval Undersea Warfare Center
Division, Keyport



▲ Work Performance is accomplished horizontally across the NUWC Keyport organization. Technical Excellence is accomplished vertically.

For many of you, CONOPS may be an unfamiliar term. In the past during any realignment, we spent a considerable effort on organizational structure, which we have done this time as well. This time, however, that effort is embodied in the CONOPS, which has now become the critical foundation of our realignment efforts; it is the document that explains how our work gets done.

The NUWC CONOPS presents new ideas such as Communities of Practice (CoPs) and Mission Capabilities Managers (MCMs). You will be hearing more about both of these in the near future. Along with Customer Advocates, these concepts become the “horizontal integrators” of the organizational structure, both at Keyport and across NUWC. When you have the opportunity to read the Keyport CONOPS, you will also see another horizontal integrator—the Project Team.

At Keyport, the Project Team is the primary organizational mechanism that

employing our technical skills for all of our customers rather than dedicating organizational units to specific customers. It also allows each organization, and the managers within, to continuously develop and build technical excellence at all levels. From a visual construct, then, Work

Performance is accomplished horizontally across our organization and Technical Excellence is accomplished vertically. Many parts of our organization are already employing these concepts successfully while others are still migrating to them. We expect we will reach full implementation in FY05.

If you haven’t already done so, please take some time to read the NAVSEA, NUWC, and Keyport CONOPS. These are important resources to help all of us understand how we get work done and where you fit in the bigger picture.

STEVE LUNDE
Technical Operations Manager (Acting)

Keynotes

Volume 40, No. 1
January/February 2004

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Published monthly by the Naval Undersea Warfare Center Division, Keyport, this newsletter is an authorized publication for members of the military services and its civilian employees. Contents do not necessarily reflect the official views of the

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Keynotes is available via email to personnel unable to access the Keyport Intranet. Requests for hardcopy or electronic distribution must be made in writing or by email.

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COMNUWC Reinforces Commitment to Alignment and Answers Tough Questions

By Marietta Atwater, Keynotes Editor, Code TOMC



▲ “Sea Power 21” is a recurring theme every time the NAVSEA and NUWC Alignment or Division Reorganization is mentioned. That is because this CNO initiative is the driving force behind the changes we are experiencing.

RADM William G. Timme, Commander, Naval Undersea Warfare Center, and CDR Dave Fowler, USN, NUWC Chief of Staff, visited Keyport on February 5-6. RADM Timme addressed the Keyport workforce during an “All Hands” session regarding how far we have come with the NUWC Realignment and how far we have yet to go.

Reviewing the four primary tenets of Sea Power 21: Sea Shield, Sea Strike, Sea Basing, and FORCENet—and the three supporting elements: Sea Trial, Sea Warrior, and Sea Enterprise, RADM Timme said right now he is focusing on Sea Enterprise because it relates to business efficiencies. Even though the Navy budget has increased 25 percent, we are still well below our 300-ship goal. ADM Vern Clark, CNO, and VADM Philip Balisle, COMNAVSEA, are looking for ways to shift money from infrastructure to be able to buy more ships and airplanes so critical to recapitalizing our Fleet.

Regarding NUWC Alignment, RADM Timme reiterated VADM Balisle’s goals to make NSWC and NUWC a seamless, collaborative organization. “We were site focused,” he said. “The concern is that cottage industries duplicate effort. Our goal is to not work as competitively as we have in the past...but to work cooperatively.” The thrust is to shift the focus of product management from the site level to the national level. “We are also trying to combine Warfare Centers to operate as more efficient businesses.” He noted that

Sharie Bourbeau, Warfare Centers Business Executive, is heading the effort to make our business systems more standardized. Other NUWC Alignment goals include: accelerating the delivery of products to the Fleet; increasing how much money goes toward the product; fostering our partnering efforts by helping private industry get their products to the Fleet; and penetrating stovepipes by encouraging synergy throughout the workforce.

Reviewing how far we have come, RADM Timme reflected on a timeline that started in October 2002 with Alignment Leadership Meetings; the Concept of Operations (CONOPS) development that culminated in August 2003; the NAVSEA Warfare Center Alignment that stood up in October 2003; and implementation of the NUWC Alignment that began in January this year. He talked about the disestablishment of Executive Directors at field commands; the establishment of Technical Operations Managers; the creation of 12 Product Area Directors (PADs) to manage product lines; the addition of three Work Area Executives to manage business practices; a refocus of the roles of the Warfare Center Policy Board; and the formation of two new boards: (1) The Board of Visitors, comprised of external private industry members to provide an objective review to improve business efficiencies, and (2) The Warfare Center Board of Directors to strengthen the seamless organization, provide an “across-the-top view,” and drive standardization of common business practices across all divisions.

“We are breaking down the fence lines,” RADM Timme said. Part of that involves looking at where work is being done, if it is at the right location, and are the right people working on it in an effort to eliminate redundancy. One of the advantages of the PADs being removed from individual commands is they can now evaluate efficiencies across the Warfare Centers, including industry and the appropriate Navy site, without bias because of a particular command’s budget. He went on to discuss the criteria for acceptance of work.

RADM William G. Timme COMNUWC – Promoted



RADM William G. Timme, Commander, Naval Undersea Warfare Center, received a permanent promotion to Rear Admiral (Lower Half), effective January 1, 2004. RADM Timme assumed command of NUWC on January 10, 2003. He was selected for promotion to Rear Admiral (Lower Half) in May 2002. RADM Timme also serves as the Deputy Commander for Undersea Warfare, Naval Sea Systems Command (SEA 07).

“The perception is Warfare Centers should be as small as possible,” he said. “We need to characterize why we need to do the work we are doing.” Referring to the “bridge illustration” and “Main Thing” conceptualized by Mr. Dick Bonin, NUWC Technical Director, RADM Timme emphasized our major effort has to be delivering products across the bridge to the Fleet. Acknowledging Keyport’s direct Fleet Material Readiness support, he added, “Of any of the sites...you [Keyport] are the closest to the Fleet...You have people on site out in Hawaii who have direct contact with the Fleet.” He commended our efforts and challenged all of us to continue to be good, honest brokers to them.

We have been engulfed in change this past year and it was good to be reminded of the things that won’t change: our USW mission, customer and Fleet focus,

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COMNUWC

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NUWC Operating Principles

1. Teamwork
2. Integrity
3. Accountability
4. Initiative
5. Respect

Adherence to these principles enables us to achieve the main purpose of NUWC—our Main Thing—“Working together to deliver best solutions quickly.”

employee focus, innovation and affordability, teaming and partnering, and clear supervisory reporting relationships.

Communities of Practice (CoPs) and Mission Capabilities were introduced as new concepts being implemented to improve efficiency. There are 32 CoP categories that have been established to bring people together who share common expertise. Resources, mentoring, and sharing lessons learned affords the opportunity to look for a better way of doing any number of processes and procedures. Categories include such topics

as Fleet Test and Evaluation, Maintenance Processes and Engineering, Signal Processing, Information Processing, and Business Processes, to name just a few. If you are a member of the Keyport workforce, you will be encouraged to join a CoP that best suits your expertise. Initially, eight CoPs will serve as pilot programs to pave the way for others to be added later. You will be hearing much more about CoPs in the near future. The Mission Capabilities Manager will take a look at end-to-end product delivery and will evaluate the budget to determine if there are any incompatibilities that might result in wasting money.

After reviewing the results of the GENESYS Survey that we were encouraged to complete before the holidays, RADM Timme indicated we will have another opportunity to repeat the survey in the near future so VADM Balisle and all Commanders can see if there is a disconnect between how the organization thinks they are doing and how the workforce says they are doing. The strongest message reflected by the survey is that approximately 80 percent of the workforce is saying, “I believe leadership is trying to do the right thing—just explain

it to me.” The many “All Hands” emails we are receiving and the high-level “All Hands” briefings, in addition to CAPT Looney’s “Brown Bag Sessions,” are just a few of the ways management is trying to help people understand not only what is changing, but why we must change. RADM Timme asks, “Please don’t auto-delete the ‘All Hands’ emails.” He said, “Be involved—be active—communicate, communicate, communicate! We have come a long way, but we still have a ways to go.”

In a continued effort to communicate, RADM Timme opened the floor to questions and they came at him in rapid-fire succession. To view RADM Timme’s entire presentation, the Q&As that followed, and results of the GENESYS Survey, see the Keyport Intranet Home Page, “Warfare Center Alignment,” <http://www.kpt.nuwc.navy.mil/home/>.

Military Recognition

Sailor of the Year – 2003



HT1(DSW/SW) Scott Valentine, Keyport Dive Locker, distinguished himself by being named Sailor of the Year – 2003 while serving as the Lead Diving Supervisor for the MK 3 Dive System from January to December 2003. CAPT Dan Looney presented a plaque and citation during a ceremony held earlier this year. The citation reads in part, “Petty Officer Valentine consistently performed his demanding duties in an exemplary and highly professional manner. He demonstrated exceptional leadership ability, in-depth technical knowledge, and dedication as the Petty Officer in charge of the MK 3 System during the safety

Sailor of the Year
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Questions Asked Following “All Hands” Briefing

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| <p>Q: Why were the Customer Advocates put under the Product Area Directors instead of the Commander and Technical Operations Manager?</p> <p>Q: Has the Board of Visitors been chartered? Do we have a list of names yet?</p> <p>Q: Are the Program Executive Offices on board with the Work Assignment process? It’s not the way it’s been done in the past—do they understand how things will change?</p> <p>Q: Could you speak to the timeline for implementing Work Assignment changes in FY05 since that is coming up real soon and we are putting the budget together?</p> <p>Q: I read the Pentagon wants to shift 300,000 military jobs to the civilians. Do you know what type of jobs those are and do you expect an impact on the NAVSEA workforce?</p> <p>Q: There is obviously a lot of effort going into the preparation for Base Realignment and Closure (BRAC). Newspaper articles keep inferring that Keyport is the most vulnerable in the Region. It’s not clear how the Alignment can help or affect BRAC consideration. Could you comment?</p> | <p>Q: Communities of Practice (CoPs) – What’s in it for NUWC and for us as employees? What’s the benefit? Will resources be made available to support setting up CoPs?</p> <p>Q: How do we gain external credibility for work outside our Core Equities?</p> <p>Q: Why did it make sense in the Realignment with CNI to move Supply to FISC?</p> <p>Q: What about the level of duplication within NUWC?</p> <p>Q: If a Keyport engineer has a good idea that is unique but not in their domain, can it be sent around?</p> <p>To read the answers or to ask more questions: See Keyport’s Intranet home page under the heading “Important Information” and click on “Warfare Center Alignment.” If you are unable to access the home page, request a copy from the <i>Keynotes</i> Editor via email: atwater@kpt.nuwc.navy.mil. If you are a member of the NAVSEA/NUWC workforce (past or present), a copy will be emailed or mailed to you.</p> |
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COMNUWC Technical Director Welcomes Realignment Questions

By Marietta Atwater, Keynotes Editor, Code TOMC



▲ (Left): Mr. Dick Bonin, NUWC Technical Director, held several informal Q&A sessions at various locations to discuss the NUWC Realignment. This session was held in Building 1050 with Code 40 employees. Other sessions were held in Buildings 82, 514, and 1003.

Mr. Dick Bonin, NUWC Technical Director, held several Question and Answer Sessions on the topic of NUWC

Realignment during his visit to Keyport on February 12. In addition to informal group sessions, he also visited various work areas

greeting employees, thanking them for their support of NUWC alignment and other efforts, and encouraging them to ask questions or make comments. The questions covered a wide range of topics and received very thoughtful, insightful answers.

Mr. Bonin prefaced his remarks by saying there is a difference between Realignment and Reorganization. "We really changed our alignment and not just our organization. We are increasing our value to the Navy by making ourselves more effective for our customers." He went on to say Division Keyport and Division Newport today cooperate in ways beyond all expectations. "The power of Keyport and Newport together is incredible!" We are also seeing a more open exchange between the Warfare Centers like never before. "The barriers are coming down," he said.

Ask the NUWC Tech Director

See the Keyport Intranet home page: www.kpt.nuwc.navy.mil/home/ and click on the "NUWC Realignment" link for complete Q&As.

Q: What is the biggest challenge regarding Alignment?

A: We must instill a culture that is open to conflict resolution. We must be able to tell the boss we have a problem and get help when we need it, but we have been indoctrinated over the years to try to solve problems ourselves. The new alignment will help us overcome that challenge because it reallocates responsibilities for our operations among new executive positions and oversight groups, and defines and imposes new processes that make this kind of conflict resolution easy to accommodate through collaboration.

Q: Regarding Communities of Practice (CoPs), could we encourage people to go out and look for Best Practices when they are building communities? We are in the process of assigning ourselves to CoPs. What is your vision—what does it mean to you?

A: Whether Communities of Practice work or not depends on the leader's effectiveness. We will win the Navy over if they are convinced we are doing CoPs productively. Success sometimes comes more easily to smaller groups. Because Keyport is smaller, you are able to move faster and my challenge to you will be to keep it up! I expect Keyport will be

a leader in developing Best Practices. We cheat our employees if we don't give them a mechanism to share Best Practices—we can't expect them to get it by osmosis. CoPs are a vehicle for sharing Best Practices; they can also be a resource when something gets you into trouble. In the past we have waited for individuals or isolated work groups to solve their problems themselves. CoPs can also be a big part of succession planning. It is important that Best Practices and lessons learned are available to those who replace us. CoPs can facilitate all of these things.

Q: You talked about making improvements in how we tell our story to visitors and customers. Can you review what we need to do to get better at doing that? Is there a mechanism other than viewgraphs to track improved efficiency and reduced cost? It seems to be a key element to convincing our customers of our value.

A: The Warfare Center Board of Directors has been chartered to put together Warfare Center metrics and we are working that task. I will also be asking for metrics that relate to our progress "across the bridge." When we brief our customers, we must tailor our information to their interests and anticipate their conclusions. ONR would want to know how fast we get products to the Fleet. The mean time between failures or the number of units we produced would not impress them. A Fleet customer, however, would want information on the mean time between failures

and number of units produced. If we aren't doing something useful for the warfighter, we need to stop and find more meaningful work for our people to do. Our existence is justified only by serving the Fleet, this one or the next.

Q: Will the Realignment of the Warfare Centers help Keyport (or all of the Warfare Centers) position for Base Realignment and Closure (BRAC)? Do you think it has helped us?

A: When there is competition for work, it implies excess capacity—redundancy—two activities with the same capabilities vying for work. The implication of excess capacity can quickly gain attention whether it really exists or not. By aligning along Product Areas, the competition dissolves. Then it becomes a matter of not where the work is being done, but how much work needs to get done. Sonar work is an example. We can't do all sonar work at one location—it wouldn't be efficient because of the number of different platforms that use sonar and the volume of work out there, but it can come under a single Product Area. Navy leadership will get a vote on the outcome of BRAC and they need to understand why we do what we do. We must quantify how much we have saved and will save over time. Lean Production is one example, to be able to say, "We turned around 6,000 units and not one failed."

Tech Director

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▲ “With technology research and development on the left side of the bridge and acquisition and Fleet support on the right, NUWC’s goal is to get the best solutions over the bridge quickly....” – NUWC CONOPS (25 Jan 2004)

Referring to the “Bridge” illustration showing how solutions are delivered to the Fleet, he emphasized that we, NUWC, are the bridge. We rely on our industry and university partners to provide solutions across the bridge to the Fleet. Our role is unique, as we must concentrate on

moving the best products and services to the Fleet, irrespective of their source. Our responsibility is also unique as we serve the honest broker and smart buyer interests of the Navy. The time it takes to get new technologies from their inception into the hands of the Fleet is significant. We must measure the effect of our alignment to reduce this time. Regarding industry partners, he said, “We do not do anything alone—teaming is everything.... We are a government trust, not a corporation.... We are not competing with industry; we are helping industry get their products to the Fleet.”

Mr. Bonin welcomes open communication. You are encouraged to send any questions you may have to Marietta Atwater, NUWC Ombudsman and *Keynotes* Editor, or directly to Mr. Bonin. Several of your questions and Mr. Bonin’s answers will be printed in *Keynotes* in a column titled “Ask



▲ (Left): Larry Hodge, Code 3312, asks Mr. Bonin questions (right) while Will Morgan, Code 30, looks on.

the NUWC Tech Director” (see sidebar, page 6). They also will be posted in their entirety on the NUWC Keyport Intranet Web site under the “NUWC Realignment” link so everyone may benefit from the information exchange. See: www.kpt.nuwc.navy.mil/home/.

Martin Luther King, Jr.

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▲ Rev. Dr. Martin Luther King, Jr.

comes down to a diverse group... designing, fixing, installing.... I need people to cover my blind spots....” He recalled that he had many mentors over the years from diverse backgrounds and commented on how they aided him as he progressed through his career. Asking how many had read the book *Theory of Chaos*, he stopped to explain that what appears to be random, isn’t. “Your service while it appears to be random has a purpose. You affect people’s lives,” he said. He illustrated his point with a story.

Speaking of the many rules on a submarine—how you operate, the type of paint, the torque on a screw, the type of grease you use—he related an incident where the crew was preparing to launch a flare and just as the breech was closed, a pyrotechnic explosion occurred. He said that at that moment, “It all mattered.” A pipe bomb had exploded on a submarine, and the breech door held—they were safe. Mr. James attributed this to the designers, maintainers, and operators—people from diverse backgrounds whose work came together and mattered in that moment. “This is a tough business we’re in, not everyone can do it.” He went on to compliment the audience of military and civilian personnel by saying, “I’m amazed at what you do every day.”

Mr. James concluded by encouraging the audience to look out for others with less experience and to take opportunities to mentor those following in our footsteps because, “In the end, it’s all about people.”

CAPT Daniel J. Looney, Commander, NUWC Division, Keyport, concluded the ceremony by reminding the audience, “...It’s how we treat one another and the immeasurable freedoms we enjoy that

make this country great.” Quoting Dr. King, he said, “... We all need to help ensure we keep the dream alive because if the dream should die, what’s the sense in even waking up?”

CAPT Looney and Sue Campana, Workforce Services Division thanked RADM Williams and Mr. James for coming. Mr. James was presented a certificate of appreciation and picture of Division Keyport. CAPT Looney also thanked Mr. Tony Murkins, Workforce Diversity Council, for his role in coordinating this event. Ms. Patti Lent, Kitsap County Commissioner, was among the dignitaries who attended the ceremony.

Following inspirational music played by the Navy Band Northwest, Chief Staff Officer Tom Carpenter read a tribute titled “In Memory of Fallen Sailors.” MU3 Antonio Rice, Navy Band Northwest, played *Taps* as the audience reflected on those who have served in the cause of freedom and what they might do to make Dr. Martin Luther King, Jr., Day “A Day On...Not a Day Off!” to “Act” and to remember “It’s all about people—all people!”

CFFC

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▲ (Right): Mike Lehman, Code 32, discusses Obsolescence Management and demonstrates Custom Engineered Solutions for ADM Fallon, CFFC, and CAPT Dan Looney (left). Background (left to right): Mike Newberry, Code 70; CDR James Szerba, ADM Fallon's aide; and Will Morgan, Code 30.

is once you get them there, it is difficult to sustain—it costs money. ADM Fallon explained it this way: “The Fleet is not shooting for the highest readiness.... We are now resetting the sights to lower levels, to appropriate levels to the situation we are about to find ourselves in.... Targeting levels of readiness is key to understanding what it will take to get to higher levels if we have to and what the major building blocks are.... We have to work within our resources.” He defined the CNO’s term *Right Readiness* as a difference between *Surge* and *Pulse*. “Surge is a ‘no-kidder,’” he said, “something’s going on and we need firepower.” Referring to *Pulse*, he gave an example of a Battle Group deploying to the Gulf to serve as backup to the main force. Since they are in a backup position and will have time on their hands, they can use that time to train and do further tests on ship systems.

ADM Fallon was very interested in Keyport’s Obsolescence Management Program by which Keyport identifies parts that are no longer available or supported by the vendor, but are critical to maintaining military systems. By custom engineering a solution to fit the circumstances, whether that be fabricating a replacement part or finding an alternate source, or adapting another commercial or military part, we are able to save money and increase the life of the system. Mike Lehman, Code 32, and Mike Newberry, Code 70, provided several obsolescence success stories, such as the F-18 Rate

Gyro that was no longer supported by industry. Using commercial off-the-shelf components, Keyport identified and assembled a new rate gyro that lasts 100,000 hours compared to the original’s 10,000-hour operation lifetime. “We gain huge savings from this,” CAPT Looney said, adding, “We look at components that are used in the Navy that may also be used by the Army and Air Force. We make every effort to ensure our solutions are available across the board.”

The Mobile Target and Unmanned Underwater Vehicle (UUV) tour, which included a briefing on Keyport’s hosting of the Autonomous Unmanned Vehicle (AUV) Fest in August 2003, prompted ADM Fallon to request an invitation to our next AUV Fest.

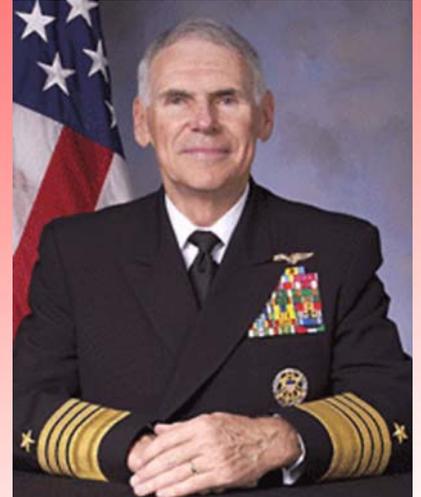
The transition to the MK 30 Mod 2 Target and Keyport’s partnering initiative with the Fleet UUV Cadre, Submarine Development Squadron FIVE were also discussed. Other areas ADM Fallon toured included the Torpedo Depot, where he observed both off-line and on-line torpedo preparation. A tour of the Carrier Tactical Support Center and Integrated Warfare Commanders Cell Laboratories concluded the visit.

Keyport was honored to have the opportunity to discuss key issues with ADM Fallon and members of his staff, and we look forward to future visits.



▲ (Right): Debbie Hisayasu, Code 23, discusses UUV partnering with DEVRON FIVE and MK 30 Targets with ADM Fallon, CFFC (center, left), as CAPT Dan Looney and Steve Lunde, Technical Operations Manager (Acting), look on.

ADM William J. Fallon U.S. Fleet Forces Command



ADM William J. Fallon, a graduate of Villanova University, received his commission through the Navy ROTC Program and was designated a naval flight officer in December 1967. He began his Naval Aviation service flying in the RA-5C Vigilante with a combat deployment to Vietnam and continued serving with Attack Squadrons and Carrier Air Wings for 24 years. He has logged more than 1,300 carrier arrested landings and 4,800 flight hours in tactical jet aircraft.

In addition to commanding combat deployments to the Arabian Gulf for *Operation Desert Storm* in 1991 and *Operation Deliberate Force* in Bosnia in 1995, he also served as Commander, Second Fleet and Commander, Striking Fleet Atlantic from November 1997 to September 2000.

His first flag officer assignment was with NATO as Assistant Chief of Staff, Plans and Policy for Supreme Allied Commander, Atlantic. He was then assigned as Deputy and Chief of Staff, U.S. Atlantic Fleet followed by assignment as Deputy Commander in Chief and Chief of Staff, U.S. Atlantic Command. ADM Fallon served as the 31st Vice Chief of Naval Operations from October 2000 to August 2003.

ADM Fallon is a graduate of the Naval War College, Newport, RI, the National War College in Washington, DC, and has a Master of Arts Degree in International Studies from Old Dominion University.

To read ADM Fallon’s complete biography, see: <http://www.atlanticfleet.navy.mil/commandersbio-printable.htm>.

Detachment Pacific Celebrates 30-Year Anniversary!

By Stuart Nishimura, Staff, Code 24



▲ Happy Anniversary Detachment Pacific! (Left to right): Herb Nakamura, Ron Siu, Gary Sakumoto, and Jim Martin, the Detachment's Plank Owners, who have been at the Detachment since 1974, are joined by CDR Dahlke (right). Other Plank Owners (not shown): Henry Ajitomi, Stan Kimura, Masa Matsuoka, Wesley Nanamori, Mike Takahashi, Dean Yamamoto, and Earle Zinn.

ALOHA! Detachment Pacific celebrated three decades as a Detachment of the Naval Undersea Warfare Center Division, Keyport, on January 16. It was a great party!

More than 165 people attended the event held at the Hale Koa Hotel in Waikiki. CDR Mark Dahlke, Officer in Charge, welcomed distinguished Detachment retirees, VIP guests, program office representatives, NUWC visitors, Team Keyport managers, and friends of the Detachment. He gave special recognition to the Detachment's dedicated employees and contractors who are sustaining the tradition of high-quality support to the Fleet. RADM Timme and CAPT Dan Looney, both unable to attend, recognized the Detachment by sending congratulatory notes, which were read at the ceremony.



▲ (Right): Mr. Aubry Causey, Technical Director, Group Business Development, AMSEC, presents a plaque commemorating the Detachment's anniversary to CDR Dahlke, Officer in Charge, and Herb Nakamura, Site Manager.

Serving as keynote speaker, Herb Nakamura, Site Manager, included a timely comment on change. "The Chinese word for change is Gai Bien, which consists of two characters," he said. "The first means *opportunity* and the second means *risk* or *danger*. We must recognize the double-edged challenge of change." He emphasized that this is very appropriate as the Navy goes through its transformation and as we realign ourselves to the Fleet of the future.

As the evening came to a close, old friendships were renewed and new relationships were built. Everyone had a very enjoyable evening and all are looking forward to celebrating the Detachment's



▲ (Center): Maj. Gen. Robert Lee, Adjutant General for the State of Hawaii, presents a Commendation Letter from the Honorable Linda Lingle, Governor, State of Hawaii.

35th anniversary. Aloha and Mahalo to all who attended.

Detachment Pacific – Short History

The Detachment started in the 1950's when the Quality Evaluation Laboratory (QEL), Naval Ammunition Depot (NAD), Oahu, was established to support the Navy's Nuclear Weapons Stockpile Quality Assurance Program and Submarine/Surface Launched Missiles. Within the walls of the QEL was a small group of "renegades" known as the Fleet Support Branch. This branch, headed by G. Estes Grade, who eventually became Executive Director of Keyport, performed submarine and shipboard testing throughout the Pacific and was the humble beginnings of Detachment Pacific.

On January 6, 1974, shore establishment realignment actions disestablished the Naval Ammunition Depot, Oahu. The ammunition functions were assigned to Naval Magazine Lualualei; the QEL functions were consolidated at QEL Seal Beach, CA; and the remaining Fleet support functions were transferred to the Naval Torpedo Station, Keyport, WA, where the Fleet support effort was re-established as the Hawaii Detachment. Over the next 30 years, the San Diego Detachment and Submarine Torpedo Intermediate Maintenance Activity (IMA) Detachment were merged with Hawaii to form Detachment Pacific as it stands today.

Command Corner

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Human Goals Charter and apply these goals to all aspects of our day-to-day operations. In applying these goals, we must seek continuous improvement in developing strong working relationships that support a quality work life.

This year we are also expanding our Workforce Diversity Council to become the Worklife/Diversity Council (WDC). The WDC consists of volunteers from the workforce who work in conjunction with our EEO and Work/Life programs to provide support and services that address the needs of the whole employee. This includes providing an effective means of communication and feedback between employees and management, recommending actions to improve our EEO Program, and looking for ways to achieve a balance between our people's needs at

home and at work. I recently sent a letter to all managers and supervisors requesting they support the WDC and recruit additional members for the council. Although I am grateful for the current and new members that have volunteered their service to the WDC, I want to encourage others to take this opportunity and join the team that provides this important service to Keyport. The WDC will be vital to our success during these challenging times as we work to achieve the Navy's goals of obtaining the efficiencies and savings needed to build the new ships, aircraft, and advanced weapons systems necessary to support our Sailors and troops on the front lines in a prolonged war on terror.

DANIEL J. LOONEY
Captain, U.S. Navy

Executive Director for Undersea Warfare Visits

By Van Stephens, Command Staff, Code TOMC



▲ Mr. John James, Jr., Executive Director for Undersea Warfare (SEA 07), CAPT Dan Looney, and Debbie Hisayasu, Code 23, discuss future UUV teaming with COMDEVRON FIVE.

Mr. John James, Jr., Executive Director, Undersea Warfare, NAVSEA (SEA 07), visited Keyport on January 15. Mr. James was the keynote speaker at the Rev. Dr. Martin Luther King, Jr., Sunrise Service held at the Naval Undersea Museum Jack Murdock Auditorium (see article, page 2). After the service CAPT Dan Looney provided a Command Overview followed by tours of the Mobile Target/UUV Facility and the USW Weapons Depot and Laser Technology Facility. Briefings and demonstrations on Keyport's capabilities included: Custom Engineered Solutions; Submarine Systems Support; Integrated Warfare Commander Cell; Training Technologies/Human Systems Integration; Remote Technical Assistance Support System; Obsolescence Management Information System; and Test, Training and Evaluation.

Andrew Hunter, Legislative Aide, Visits

By Command Staff



▲ (Left): Mr. Andrew Hunter, Legislative Aide, makes a point during Keyport briefings. Jerry Richards (right), Systems Acceptance & Operational Readiness Department Head, Code 20, assisted in hosting the visit.

Mr. Andrew Hunter, Military Liaison Advisor to Congressman Norm Dicks (WA-6), and LT John Cremins, Congressional Appropriations Liaison, Office of Legislative Affairs, visited Keyport on February 20. The visitors received a tour of Keyport's torpedo retrievers in addition to updates on Keyport's Military Construction projects, Torpedo Depot initiatives, National UUV Test and Evaluation Center (NUTEC), and the Division's ranges. Design of the USW Systems Dependability Center (P-381) is well underway and site work is expected to begin in June. Lean manufacturing initiatives with the potential for significant savings in the Torpedo Depot were described, as well as NUTEC test and readiness initiatives and the status of the

Environmental Impact Statement for the proposed range extension. The status of Keyport's Major Range & Test Facility Base application was discussed—qualification of the ranges is currently under review by the Navy Range Office, OPNAV N433. The Warfare Center alignment was also discussed and the visitors were advised it would be fully implemented by FY05. Mr. Hunter was pleased with the updates provided.

Congressman Jay Inslee Visits

By Command Staff



▲ (Left to right): CAPT Dan Looney; Congressman Jay Inslee; Dennis Jandt, Code 331; and Dennis Christianson, Code 3316, discuss maintenance efforts during a tour of the Undersea Weapons Depot.

Congressman Jay Inslee (WA-1) and Mr. Clarence Moriwaki, Special Assistant for Kitsap County, visited Keyport on January 5. Homeland Security updates and the status of NAVSEA Warfare Center Alignment initiatives were provided. Keyport's response to the Los Angeles firefighting efforts were of special interest. (See *Keynotes* cover story, November 2003.) Lean Manufacturing and Web-Based Planning and Maintenance Engineering efforts were discussed during a tour of the Undersea Weapons Depot. Dr. James Meng, Product Area Director for Fleet Material Readiness, discussed the roles and benefits of Product Area Directors and the Work Assignment Executive and the major processes under their cognizance. A list of Keyport's recent awards and ISO certifications were provided at Congressman Inslee's request.

Los Alamos National Laboratory Representatives Visit

By Mike Lehman, Rapid Prototyping & Fabrication Technology Division, Code 32



Representatives from the Los Alamos National Laboratory visited Keyport on December 19 to learn about

possible partnership opportunities. Dennis Jandt, Code 331 (shown at left), provided a tour of the Torpedo Complex, including the Electronic Depot and the Weapons Depot, where Lean Production, Web-Based Planning, and Computerized Torque Wrenches were highlighted. The visitors were hosted by Puget Sound Naval Shipyard (PSNS) and escorted to Keyport by CAPT Mary Townsend-Manning who is now stationed at PSNS.

Congressional Representatives Discuss Keyport Range Extension

By Diane Jennings, Public Affairs Officer, Code 00P



▲ (Left to right): Mr. Tom Luce, District Director for Congressman Norm Dicks (WA-6); Ms. Ardis Dummett, Director of Special Projects for Senator Patty Murray; CAPT Dan Looney, Commander, NUWC Keyport; Mr. Robert Thoms, Director for Pierce, Kitsap County/Olympic Peninsula for Senator Maria Cantwell; and Mr. Clarence Moriwaki, Special Assistant for Kitsap County to Congressman Jay Inslee (WA-1).

Legislative aides to Representative Norm Dicks, Representative Jay Inslee, Senator Maria Cantwell, and Senator Patty Murray visited Keyport on January 28. They came to learn about the Environmental Impact Statement (EIS) for the proposed extension of the ranges off the Washington coast, in Hood Canal, and along the Keyport shore in Port Orchard Reach.

The briefing, provided by Shaari Unger, EIS Project Lead, Code 23, covered the

purpose of the extension and provided an opportunity for the aides to ask questions regarding NUWC Keyport range operations. Shaari discussed Keyport's mission requirements, our range operations, the proposed actions, and recapped the results of the initial public scoping process, which concluded January 9. Changing technologies and the need for adequate testing area and volume, combined with Keyport's unique range areas and the need for varied marine environments in which to test underwater



▲ Shaari Unger, EIS Project Lead, Code 23, briefed Congressional Representatives on the existing Northwest ranges at Quinault, Keyport, and Hood Canal, and the proposed extension areas. Other EIS Team members (not shown) include: Robert Jusko, Code 00L; Diane Jennings, PAO; Dean Kohn and Carl Haselman, Code 17; Jerry Richards, Code 20; Debbie Hisayasu, Martin Prehm, Code 23; and Amy Monaco, NAFAC EFA NW.

vehicles, prompted the proposed range extension. The EIS process is now in the draft analysis phase. To learn more about the proposed extension of the ranges, visit the Keyport Internet Website <http://www-keyport.kpt.nuwc.navy.mil> and click on "Environmental Impact Statement."

Military Recognition

Sailor of the 4th Quarter – 2003



BM1(DSW/SW/DV) Raymond Miller, Keyport Dive Locker, was named Sailor of the 4th Quarter – 2003 while serving as Alpha Team Leading Petty

Officer (LPO) at NUWC Keyport from October to December 2003. CAPT Dan Looney presented a plaque and citation during a ceremony held earlier this year. The citation reads in part, "Petty Officer Miller... flawlessly coordinated dive team manning of Keyport's ranges in Canada and Washington, meeting every commitment as scheduled....[He] planned, coordinated, and supervised the underwater removal and installation of deep draft fenders in support of the Southeast Alaska Facility Test Range. As diving supervisor and liaison to the Army Corps of Engineers, he coordinated the successful underwater videotaping of the seating surfaces at Chittenden Locks, saving the Army Corps several hundred dollars in civilian contract costs. Petty Officer Miller's dedication, motivation, desire to excel, and

attention to detail were in keeping with the highest traditions of Naval Service and earned his recognition as Sailor of the Quarter...." Well done!

Sailor of the Year

Continued from page 5

survey. His expert management of the Command HAZMAT Program during the year resulted in zero discrepancies during the recent ISO 14000 HAZMAT inspection....[His] distinctive accomplishment, unrelenting perseverance, and steadfast devotion to duty reflected great credit upon himself and were in keeping with the highest traditions of the United States Naval Service." Congratulations!

NUWC Participates in Conference Focused on Warfighter Performance

By Jodi Johnston, Division Keyport, and Gary Streimer, Division Newport



▲ NUWC displays various technologies and concepts at the I/ITSEC 2003 Conference in Orlando, FL.

The Naval Undersea Warfare Center Divisions, Keyport and Newport, participated in the 2003 Interservice/Industry Training, Simulation, and Education (I/ITSEC) Conference, held in Orlando, FL, December 1-4. This year's I/ITSEC theme was "25 Years: Enhancing Warfighter Performance Through Advanced Learning Technology." The conference was put on by the National Training Systems Association (NTSA), an affiliate of the National Defense Industrial Association (NDIA). Approximately 400 exhibitors and over 14,000 participants attended the conference.

According to the I/ITSEC 2003 Program Chair, Steven D. Swaine, "If the last 25 years were all about training as we fight, the next 25 years will be about fighting as we train. This truly is a time of transformational revolution in which the domains of training, analysis, and operation will be unified." This message prevailed throughout the conference in the technical papers presented, tutorials, and technology exhibits.

NUWC sponsored an exhibit booth with the theme "Enhancing Sea Warrior Performance," demonstrating our various contributing technologies. Among NUWC's enablers to Enhancing Sea Warrior Performance are our alignment with Navy strategies and standards, our partnerships with industry and

academia, the Warfare Center virtual organization strategy, and the tailored solutions we provide. NUWC featured these tailored solutions through five key leadership areas: Training Technology, Human Performance Technology, Human Centered Design, Composable Modeling and Simulation, and Training Ranges. NSWC Philadelphia personnel representing the Navy's Distance Support Program also participated in the NUWC booth.

Several technologies and concepts were demonstrated and discussed by NUWC personnel. Keyport demonstrated the Virtual Radio Room and Intelligent Graphics. Under the Human Performance Technology umbrella, the Remote Technical Assistance Support System was demonstrated, along with information on the Navy's Distance Support Program and Joint Distance Support Response. Human Centered Design technologies included the Aviation Maintenance Training Continuum System Software Module.

Newport demonstrated the Synthetic Environment Tactical Integration (SETI) System, which provides virtual targets, synthetic torpedoes, and distributed modeling and simulation to the Fleet to reduce exercise costs and improve training effectiveness. Much interest was generated



▲ The NUWC booth attracted visitors from NASA during the I/ITSEC Conference.

with their Station Keeping Buoy (SKB) that provides the Fleet with portable range capabilities. Newport also demonstrated NUWC's composable simulation tool "Cassandra" that simulates engagements with enemy weapons, targets, and countermeasures; and they highlighted their Human Systems Integration (HSI) experience and capabilities—an area described by the CNO as an important enabler of Sea Power 21.

In addition to the exhibit booth, Keyport personnel authored and presented two papers at this year's conference: "Remote Collaboration: The Next Step in Advanced Learning Delivery" and "Evaluation of Human Performance Design for a Task-Based Training Support System." Of the 462 papers authored for the conference, only 162 were competitively chosen for publishing and presentation.



▲ Jodi Johnston, Code 41, presents a lecture on Remote Technical Assistance at the I/ITSEC Conference.

Newport and Keyport management and the personnel who participated in the conference all agree that the experience was well worth the effort. Demonstration of our leadership areas helped us obtain vital feedback from current and future customers. Furthermore, the effort to display how NUWC-wide technologies contribute to all aspects of warfighter performance will help foster future synergies to maximize our support of the Fleet and enhance the viability of future collaborative efforts among NUWC's divisions.

CAPT Looney Visits San Diego Detachment

By Katie Ventiere, Administrative Assistant, Code 25, AMSEC



▲ (Left to right): Gar Wright, Site Manager, Code 25, and Eric Balancier, MK 30 Target Lead, discuss the MK 30 Target program with CAPT Dan Looney at NUWC's North Island Facility in San Diego.

CAPT Dan Looney visited Keyport's Southern California (SoCal) Detachment on February 11 and 12. He received briefings on the recent Surface Ship Radiated Noise Measurement on forward-deployed ships in Okinawa, Japan, during the WESTPAC 04 exercise; the Navy's Force Protection Testbed on North Island; and the Hawklink testing platform recently installed at the Shipboard Electronic Systems Evaluation Facility (SESEF) Ridgetop site. (See article below.)

A complete tour of the Detachment included the Magnetic Silencing Facility and Deperming Facilities on Point Loma, the Ridgetop and Seaside SESEF sites, the MK 30 Target shop on Naval Air Station North Island, and the main office on

Balboa Avenue. CAPT Phillip Lamonica, Commanding Officer, Fleet ASW Training Center, San Diego, provided a tour of the new Fleet ASW Command and the new Virtual ASW Training Center classroom.

SoCal MK 30 Mod 1 Target Team Members Receive Letters of Appreciation



▲ (Left): Gar Wright, Site Manager, Code 25, assisted CAPT Dan Looney in presenting Letters of Appreciation to 15 San Diego personnel from CAPT Mickey, Commander, NUWC Newport, for their support of the MK 30 Mod 1 Target, ASW Training Program. Recipients are (left to right): Eric Balancier, Code 25; Jack Stapleton, Michael Palacios, Bill Viltz, AMSEC; Ron Major, Code 25; Al Salamanca, AMSEC; and Terry Magana, Code 25. Not shown: Jun Ayson, Michael Bauer, Mike Yerigan, AMSEC; and Michael Brindley, Phil Gaughan, Sylvia Gonzales, Tony Lang, Jeff LeBret, Code 25.

Support for Fleet Hawklink Testing in San Diego

By LCDR Michael Nixon, Fleet Liaison Officer, and John Oleson, SESEF Task Lead, Code 252



▲ A rooftop view of the San Diego Site's Hawklink antenna provides direct line of sight from Point Loma Building 589 to the helicopter squadron hangers located at North Island. This location also allows the San Diego SESEF program to provide valuable communications testing to ships, submarines, and aircraft while they are in port or at sea.

Keyport's Shipboard Electronic Systems Evaluation Facility (SESEF), San Diego Site, recently

completed installation and successful operational testing of a Ship Hawklink Simulator at its Point Loma Ridge Site, Building 589. Hawklink is a high-speed, air-to-ground, digital data link that transmits Forward Looking Infra-Red (FLIR) video and other data from MK III H-60 Helicopters to their host surface ships such as ARLEIGH BURKE-Class destroyers and other ASW combatant ships. This system will allow helicopters to conduct operational and maintenance testing of their Hawklink systems while airborne or on deck at their squadrons located across the bay at North Island. Problems with system operation and crypto can be identified and fixed before going out to support Fleet operations. This unique on-deck testing capability is expected to significantly upgrade the readiness and training of the crews employing this vital Fleet ASW net-centric capability.

Exercises and important test programs like Combat Systems Ship Qualifications Trials will benefit from more reliable Hawklink readiness by being able to meet predetermined schedules for helicopter services.

SESEF Task Lead John Oleson and Marlowe Smith, Code 252, drove the acquisition and installation of the Hawklink Simulator—and the training to enable more effective direct support to the Fleet. They will continue to work out the testing concept of operations with the Fleet Helicopter community to maximize Hawklink operability and readiness. Special thanks also goes to Chris Wall, Code 19, Electronic Key Management Systems Manager, who was instrumental in obtaining CNO authorization for, and delivery of, supporting keying material and cryptologic devices.

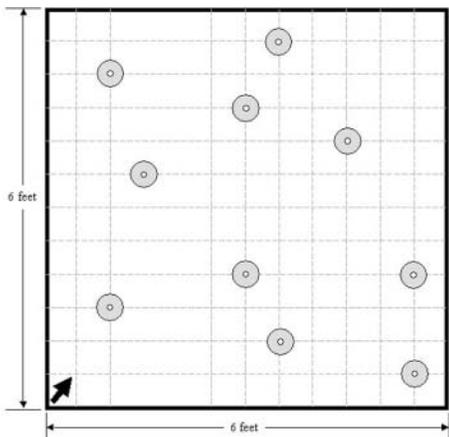
NPS Distance Learning Class Builds “Simulated Mine Area Clearance System”

By Heath Boe, Mechanical Engineer, Code 222



▲ Simulated Mine Area Clearance System (SMACS) built with Legos® building blocks marks CD simulated mines for removal.

The Naval Postgraduate School, Master of Science in Systems Engineering (MSSE) Distance Learning class chose as this year’s Systems Engineering and Integration course project the development of a Simulated Mine Area Clearance System (SMACS) using Lego® building blocks. The goal of the project was to solve a “real-world” problem during the course of the 12-week school quarter (October – December 2003).



▲ Simulated SMACS Mine Field is 6- x 6-foot square.

The class, comprised of 13 NAVSEA Interns from Keyport and 14 Keyport employees (1 from Detachment Pacific and 1 currently assigned at NUWC Newport) and 2 from NSWC Indian Head, was tasked with building a system that could accurately and safely seek out land mines and mark them for removal. The 29 students were divided into 7 teams. Each team was given one Lego Mindstorm® kit that included motors, wheels, rubber tracks, an RCX™ Micro-computer, computer software, touch sensors, and light sensors. In addition to

completing the mine-clearing mission, they were also required to meet Key Performance Parameters that included mission reliability, operational availability, life-cycle cost, vehicle weight, elapsed time to clear the minefield, and storage container size—and they had to document every phase of the development of their vehicle.

The SMACS Limited Objective Exercise (LOE) gave each team the opportunity to test their vehicle and their own ingenuity. Each SMACS was put into the ready state, placed on the minefield at the starting point, and allowed to run its clearance pattern to mark the mines for removal. The exercise was timed and the SMACS ran until all of the mines were detected. When a SMACS detected a mine, it was programmed to stop and remain at the mine until the mine was removed. Then, either through programming or by external control, the SMACS continued until the next mine was located. (If the vehicle hit an undetected mine, it was theoretically blown up!)

The uniqueness of each team’s vehicle was expressed in designs with names such as “The Wheelchair,” “The SMACtor,” “The Bug,” and “The Tank.” The integration of various subsystems in the vehicles continually challenged the teams. One student lamented, “Software destroyed our wonderful design!” At the end of the exercise, it was “The Wheelchair” that won

Winning SMACS Team



▲ NAVSEA Interns: Jennifer Escarez and Lindsey Womeldorf hold the winning SMACS. Team members not shown: Jon Pentzer and Andy Tomascak.

the day by avoiding all undetected mines and completing the mine-clearing run in an amazing 1 minute, 45 seconds!

NUWC Keyport and other participating Navy activities entered into partnerships with the Naval Postgraduate School to make this distance-learning program available. The current class will complete their program in June 2005, graduating with MSSE degrees. The students also earn two Systems Engineering certificates in Military Systems Engineering Fundamentals and Military Systems Engineering Integration; and they receive Defense Acquisition Workforce Improvement Act (DAWIA) training that

NPS Distance Learning Class with SMACS Vehicles



▲ (Back row, left to right): Andy Tomascak, Code 19; Justin Loy, Code 24 (Detachment Pacific); Duncan Stanley, Heath Boe, Code 22; Ace Gonzalez, Code 42; Devang Patel, Code 41; Ray Kobeski, Code 17; Karl Palm, Mike Fitzgerald, Code 44; and Jeff Pfof, Code 17. (Front row): Chris Moll, Code 20; Joel Thompson, Code 21; Lucas Zahara, Code 20; Mike Thompson, Code 32; Jennifer Escarez, NAVSEA On-Site Rep.; Lindsey Womeldorf, Customer Advocate; and Quentin Vaira, Code 321.

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Government-Industry Data Exchange Program

By Chris Wilson, Keyport GIDEP Facilitator, Code 424



The Government-Industry Data Exchange Program (GIDEP) fosters technical information sharing among government and industry partners. Keyport is one of the 5,442 members from over 1,800 government and industry activities in the United States and Canada to benefit from the GIDEP Program. Chartered by the Joint Logistics Commanders, GIDEP has been supporting DoD and the private sector for more than 40 years. The Internet Website for GIDEP is: www.gidep.org.

How Can GIDEP Help You? GIDEP provides a very useful service called Urgent Data Request (UDR). Participants experiencing technical problems can rapidly query the GIDEP community to obtain information to help resolve the problem. Membership in GIDEP is "FREE!!" Utilization Reports showing any cost savings or cost avoidance are required at least annually for Keyport to maintain GIDEP membership. For a new user at an activity, a UDR is sent to Keyport's GIDEP Representative who then emails it to the GIDEP Operations Center. The Center sends the UDR to all the representatives. The Keyport representative faxes a signed form to GIDEP authorizing the new user to submit any additional UDRs without going through the representative. Responses to UDRs are placed in the GIDEP database; they are not sent to members. Several types of UDRs are available for your use. (Websites are provided in the sidebar for your convenience.)

- **Diminishing Manufacturing Sources and Material Shortages (DMSMS) Data.** GIDEP receives notices from manufacturers when parts are being discontinued. GIDEP then forwards this information to subscribers. The part that has been discontinued may be at the component, module, equipment, or other system-indenture level.
- **Engineering Data** contains quality assessment, engineering test, evaluation and qualification test reports, and related engineering data on parts, components, materials, and processes. Data is included on nonstandard parts, parts and materials specifications,

manufacturing processes, process controls, and solderability, as well as energy consumption and environmental information.

- **Failure Experience Data** includes alerts that notify users about nonconforming parts, components, chemicals, processes, materials, safety, and hazardous situations. This data includes failure analysis results and problem information obtained from laboratory analysis.
- **Metrology Data** includes calibration procedures and technical manuals for test and inspection equipment. Engineering information is also provided on calibration laboratories, calibration systems, and measurement systems. The National Institute for Standards and Technology contributes a significant portion of the engineering data related to measurement science.
- **Product Information Data** includes notices on parts, components, and materials when the manufacturer has changed the technical attributes.

- **Reliability and Maintenance Data** includes failure rate, failure mode, and replacement rate information on parts, components, and subsystems based upon field performance and demonstration tests of equipment and systems. Reports on theory, methods, techniques, and procedures related to reliability and maintainability practices are also provided.

A centralized DoD DMSMS Center of Excellence database is available through GIDEP and can be accessed on the Internet Website: www.dmsms.org. This database is a major initiative intended to mitigate obsolescence. Keyport's Obsolescence Management Information System will be included in the DoD DMSMS Center of Excellence.

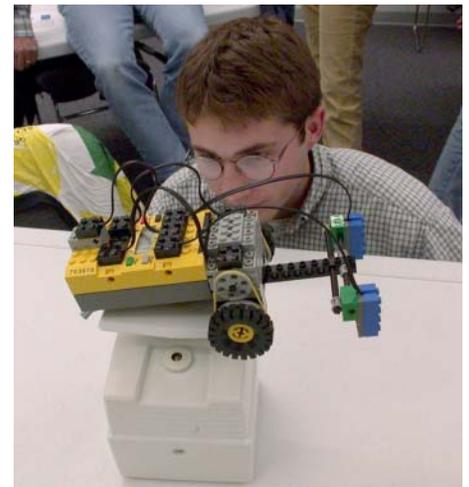
If you would like to become a GIDEP member, contact Chris Wilson, Keyport's GIDEP Facilitator, by calling 360-315-7505 or email: wilsonc@kpt.nuwc.navy.mil.

GIDEP Websites

- **GIDEP Home Page:** www.gidep.org
- **GIDEP Urgent Data Request (UDR):** www.gidep.org/mod_perl/framepage.cgi?pg=/data/udr/udr.htm
 - **DMSMS:** www.gidep.org/mod_perl/framepage.cgi?pg=/data/dmsms/dmsms.htm
 - **Engineering Data:** www.gidep.org/mod_perl/framepage.cgi?pg=/data/engineer/engineer.htm
 - **Failure Experience Data:** www.gidep.org/mod_perl/framepage.cgi?pg=/data/failure/failure.htm
 - **Metrology Data:** www.gidep.org/mod_perl/framepage.cgi?pg=/data/metrology/metrology.htm
 - **Product Information Data:** www.gidep.org/mod_perl/framepage.cgi?pg=/data/pid/pid.htm
 - **Reliability and Maintenance Data:** http://www.gidep.org/mod_perl/framepage.cgi?pg=/data/randm/randm.htm

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▲ Quentin Vaira, Code 321, checks the weight of his team vehicle.

equips them to become Level III certified in the Systems Planning, Research Development, and Engineering Career Field. If you would like more information, contact Sherman Williams, Keyport's NAVSEA Intern Career Field Manager, at 360-315-3129, or by email: swilliams@kpt.nuwc.navy.mil.

Strengthening Ties: The U.S. and Royal Australian Navies' Torpedo Armaments Cooperative Program

By CDR Bob Humphreys, USW PEO-SUB, and Sherman Williams, Command Staff, Code TOME



▲ U.S. Representatives at the Pacific 2004 tradeshow were (left to right): Ned Stewart, NUWC Headquarters, Newport; Mike Alperi, NAVSEA; Dr. Greg Jones, NUWC Newport; Mike Tell, NUWC Keyport, Code 70; CAPT Miles Quigley, NAVSEA; Sherman Williams, NUWC Keyport, Code TOME; and John Mahoney, NAVSEA.

Picturesque Australian Maritime Headquarters on Sydney Harbor was the setting for the second MK 48 Advanced Capability (ADCAP) Common Broadband Advanced Sonar System (CBASS) Torpedo Armaments Cooperative Program (ACP) Executive Steering Committee meeting on February 2. The cooperative nature of the program, and its ultimate success, was evidenced by the joint commitment to fielding the initial CBASS torpedo capability, based on a series of developmental and operational test results in challenging Australian littoral waters against the highly capable Australian COLLINS-Class diesel submarines. The meeting was supported by a productive and widely attended Stakeholders Conference held the week before at the home of the Australian Submarine Group near Perth, Western Australia. The meeting represented an opportunity for the ACP Joint Project Office (JPO) to provide senior leadership from both countries with the status of this important cooperative program, focusing on important recent progress and upcoming milestones.

A cornerstone of the ACP is its cooperative nature. To this end, the Steering Committee was presented a road map for cooperative development efforts, principally between the Australian Defense Science and Technology Organization (DSTO) and NUWC. The JPO has made significant inroads into establishing the

linkages, infrastructure, and processes aimed at providing a seamless developmental connectivity between DSTO and NUWC—even though separated physically by some 10,000 miles. The Steering Committee was also updated on important progress towards a signature event on the ACP calendar—the final Developmental and Operational Test firings in Australia in 2005 in preparation for Initial Operational Capability of the CBASS Phase I capability. Keyport will play a key role in the production of RAN CBASS weapons.

The Steering Committee was briefed in some detail on establishing an ADCAP torpedo maintenance capability in Australia (in which Keyport is again playing a significant role), on rationalizing the separate requirements baselines of both navies, and on the Earned Value Management principles applied in execution of JPO funds. The Stakeholders Conference and Executive Steering Committee briefings are key management events that bring the various program stakeholders together, facilitate cooperative planning progress, document important programmatic decisions, and provide the necessary level of executive program oversight required by both governments. The next series of meetings will be scheduled in the U.S. in late summer.

The meeting, co-chaired by Commodore Trevor Ruting, RAN, Acting Head, Maritime Systems Division, and RADM John Butler, USN, Program Executive Officer, Submarines, was also attended by the principal USN and RAN ACP stakeholders, including Commodore Boyd Robinson, RAN, Director General, Submarines, and Commodore Mike Deeks, RAN, Commander, Australian Navy Submarine Group.

Subsequent to the ACP Executive Steering Committee meeting on February 2, U.S. representatives showcased the latest NUWC products and technologies in the *Pacific 2004 International Maritime Exposition* that was held February 3-6.

High interest was shown by various companies and countries in NUWC projects and programs including MK 54 Torpedo development, MK 48 ADCAP capabilities, Enabling Technologies for Net-Centric Warfare, Portable Range technology, and the National UUV Test and Evaluation Center at Keyport.

On February 6 the meetings successfully concluded with a 1-day Joint U.S.–Australia Maritime Cooperation Conference. This conference highlighted current and upcoming programs, funding, technologies, hurdles to cooperation, and success stories. RADM John D. Butler presented *Underwater Initiatives in Technology Cooperation*. Other presentations included: *Defense and the New Realities, Facilitating Defense Business, Littoral Combat Ship Program, Ship Platform Initiatives, Maritime Surveillance, Aircraft-Ship Interfaces, Deepwater Program Technology, Missile Defense, and Willing Partners*.

As is evident from the series of successful meetings in Australia, the level of U.S./Australia naval cooperation is increasing. Government-to-government, partnerships are transitioning from traditional FMS agreements, whereby RAN purchases USN products, to *Armaments Cooperative Programs*, in



▲ "Working Together to Deliver the Best Solutions Quickly" was NUWC's theme for the Royal Australian Navy's Sea Power Conference and the Pacific 2004 International Maritime Exposition. The NUWC booth was co-located in the Office of Naval Research Pavilion. Over 200 companies and 6,000 attendees participated in Pacific 2004.

Strengthening Ties
Continued on page 17

Innovative Engineer Joins Team Keyport

By Marietta Atwater, Keynotes Editor, Code TOMC



▲ New employee Eric Young, Engineer, Detachment Pacific, Code 24, was recently featured in the University of Hawaii engineering newspaper *Quadrangle* (Fall 2003).

Eric Young, Code 24, is one of Detachment Pacific's newest engineers. Herb Nakamura, Detachment Site Manager, says, "Eric brings with him leading-edge expertise that will be of value to NUWC in the development of new solutions."

Eric's reputation for problem solving is well deserved. Eric and two other students, Ed Yamamoto and Daniel Ling, were featured in the Fall 2003 issue of *Quadrangle*, the University of Hawaii's engineering newspaper, for their work with optical communications. Inviting high school and middle school students to their Optical Communications Lab, they demonstrated the technology by playing music carried by laser beam from the laptop at one end of the room to speakers at the other end. One of the students would block the laser beam with one hand and make the music stop. It was a simple lesson in lasers, but one way of encouraging the students to major in engineering.

Each of the three University students worked on projects in the Optical Communications Lab with innovative possibilities. Ed Yamamoto worked on creating portable optical sensors to detect hazardous chemical warfare agents. Daniel Ling was developing a noninvasive biomedical optical sensor for the detection of glucose in an effort to help millions of people affected by diabetes. Eric Young has a strong background in microwave

technology and integrated circuit design. His project involved using laser technology to communicate between a high elevation to an untethered submerged vehicle, e.g., as a satellite and a submarine. Current technology involves the use of very low radio frequencies. However, the use of these methods provides very slow data transmission. Also, in order to communicate, submarines have to stay near the ocean surface to receive a decent signal, which could jeopardize the submarine's stealth capabilities. "The use of lasers, instead of radio waves, provides several advantages," Eric says. "One advantage is unregulated bandwidth, which means much faster transmission rates. The second advantage is the size of the antenna, which for laser systems is much smaller than current radio antennas. The third advantage is security, because it's a point-to-point communication. Also, because it's point to point, it helps submarines stay at lower depths and maintain their stealth ability." Other applications include communicating with a submerged rover that is looking for sunken ships or other objects on the bottom.

The thousands of hours the three students spent on research were exciting, frustrating, and interesting. "It's research so you don't know what the outcome is and it's not always going to go your way," Eric says. "There are going to be times where something is going to come up and you're not going to know how to handle it and you just have to find a way to get through it. They say research is 99 percent frustration and 1 percent satisfaction, but that 1 percent of satisfaction is worth it."

Eric's tenacity and innovative ideas are certain to benefit Keyport and the greater Navy. Eric joined Team Keyport in October 2003, as an Electrical Engineer. Eric didn't plan on working for the military, but after talking to Stuart Nishimura, Detachment Pacific recruiter, his friends, and his family, he changed his mind. "I can help serve my country by working on military systems to make them safer and more effective, and help facilitate our soldiers in their efforts to protect our country," Eric says. "Several of my friends worked at Keyport and loved the working environment, and my dad is an Electrical Engineer at Pearl Harbor Naval Shipyard

Intermediate Maintenance Facility. He said you can't beat working on something this important while being able to live in Hawaii." Eric is currently working on planning, testing, and analysis of new systems for introduction to the Fleet. "I'm definitely impressed that we are a forerunner in testing support. We are trusted to point out all of the bugs (if any) in the critical last step before new systems are implemented in the Fleet. That puts a lot of responsibility on our shoulders, and it is really a privilege to be in that position." Eric credits his supervisor, Eric Koyanagi, and co-workers Henry Ajitomi and Dean Yamamoto for helping him learn the ropes. "They answer a thousand questions for me," he said.

Eric continues to work on his graduate thesis *Underwater Airborne Laser Communications*. He has already presented at his first conference and is anticipating a second opportunity in the near future. Congratulations, Eric, you are off to a great start. Welcome aboard!

For more information on Optical Communications, see: <http://www-ee.eng.hawaii.edu/~bullock/>. Additional information on Eric's current project with Naval Research Laboratories, a Dual Mode Optical Interrogator (a device that can be mounted on an Unmanned Air Vehicle and interrogated by an infrared laser to extract data such as video surveillance) can be found at: www.nova-sol.com/default.asp?corp=DO&content=DMOI, or contact Eric Young, 808-668-3060, or email: YoungEY@kpt.nuwc.navy.mil.

Strengthening Ties

Continued from page 16

which RAN contributes to the program development phase. The ADCAP CBASS ACP, based on a 10-year USN/RAN Memorandum of Agreement, currently in its second year of implementation, is an excellent example. Another is the pending COLLINS-Class Submarine Combat Systems ACP, with an MOU signing scheduled for May of this year. On the industry side, discussions held during the Pacific 2004 tradeshow made it clear the Australian defense industry is eager to partner with both the U.S. Navy and the U.S. defense industry at large.



Solar



Conservation



Hydro

Backup Power Systems

By Kevin D. Evans, Regional Energy Resource Manager

My power went out recently from high winds; although I don't normally care to save energy so dramatically, I thought of some energy conservation applications. As I wandered through my darkened house with a candlestick in my hand past the glow of the fireplace, I considered, in hindsight, how nice it would be to have a backup power system.

Backup power systems include portable and permanently installed generators as well as batteries. Not only can these systems be used for household backup, but they are also applicable for business and farm applications as well.

The first thing one should do is to identify what you want to operate during a power outage, and then size the backup equipment to meet that need. Many sensitive electronics require "clean" energy. This means energy that is reliable and consistent. It may also drive the decision as to the type of system you choose.

If you are interested in backup power systems, I have a great backup power system brochure from Puget Sound Energy that includes a sizing worksheet, electronic equipment worksheet, and description of various systems with their pros and cons to help you choose the system best suited for your needs. Give me a call at 360-908-6092 or email me at kevin.d.evans1@navy.mil and I'll send you one at no cost.

Keyport Kudos

John Burwell, Code 05; Gary Wright, Code 22; Gary Krancus, Roger Miller, Code 23; and Paul Fukuhara, Code 30A, received letters of appreciation for tutoring Central Kitsap High School students. Subjects included Astronomy, AP Calculus, Pre-Calculus & Discrete Mathematics, Geometry, Physics, and Advanced Placement Physics. "Your willingness to donate your time and effort to help students who are struggling makes a great difference in their progress through school."

Steve Dexter, Code 42, and Ed Manley, Code 42 (BAE Systems), received a letter of appreciation from Commander, Naval Submarine Torpedo Facility (NSTF), Yorktown, for the training they provided to the NSTF Yorktown Supply personnel on the Storeroom Module System. "...Their assistance has already had an impact on how we do business and they were able to clear up several key production support issues. This visit was one of the most valuable I have had since I took command....They both clearly have the best interests of the Torpedo Enterprise."

Jenny Kucera, John Herzog, Jo Ann Christopherson, Code 42; Robert Lauck, Code 42 (BAE Systems); and the entire MK 30 Mod 1 ASW Training Target Team, received a letter of commendation from PMS404 for "...an outstanding

job of planning the closure, packaging, and shipping of MK 30 Mod 1 operational site assets from the U.S. Naval Station at Roosevelt Roads, Puerto Rico, to other commands. PMS404 commends you for the hard work and long hours it took to shut down the Atlantic Fleet Weapons Training Facility while ensuring that the target-related material was properly distributed. The Team Spirit was quite evident."

Sam Culver, Code 3123, and Eddie Mason, Code 33, received Building Operator Certification – Level II from the Northwest Energy Efficiency Council. This yearlong professional development program prepares facility operations and maintenance staff for certification in energy resource efficient operation of buildings. This certification is accredited by the Washington State Department of Labor and Industries.

CAPT Dan Looney received a letter of thanks from the Olympic Peninsula Council, Navy League for serving as the keynote speaker at their January luncheon. "You certainly brought us up to date on the significant changes going on in the 'structure of things' at Keyport and across the Navy. I suspect you could tell from the interruptions with questions how much your remarks found the mark with our membership."

Keyporter's Son Serves in Armed Forces



Mathew Olson, age 19, Crypto Technician Administrative Seaman Apprentice, CTASA, enlisted in the U.S. Navy in November 2003. He will report to Naval Air Station, Whidbey Island, WA, in mid-March.

Both parents served in the U.S. Navy. Michael Olson (Father), Code 3316, served from 1974-1979, Interior Communications (IC2). Betsy Olson (Mother), served as a Boatwain's Mate (BM2), 1978-1984, and as a Chief in the USN Reserve, 1984-1992.

Thank you for your service!

Other sons and daughters of Keyporters were recognized in the May 2003 and July 2003 issues of Keynotes.

Upcoming Events

*Keyport Recreation Association event tickets are sold on Thursdays only, Building 1, 11:30 a.m. – 12:00 noon. See Keyport's Intranet home page for more details.

*Gym Pass Rebates – March 25 and April 29. You can get up to a \$30 rebate if you purchase your gym pass for the months of March and/or April. The receipt or photocopy of your pass must show purchase effective for one, all, or a combination of these months. The name on the pass must match your badge.

*White Pass Ski Area Day Trip – March 19. Join us for a unique ski/snowboard bus trip to the White Pass Ski area. The ticket price of \$30 includes transportation aboard the MWR motor coach and an all-mountain lift ticket. Limit two tickets per employee.

Military Appreciation Day – March 27, 11:00 a.m. – 5:00 p.m., Kitsap Mall. Entertainment includes activities for kids, local business displays, and military exhibits. Come show your support for our military.

*Skagit Valley Tulip Festival – April 17, 6:45 a.m. – 8:15 p.m. Visit antique shops or browse specialty stores in quaint LaConner, then it's off to a Barbecue Salmon Lunch before stopping at the tulip fields. Take pictures, buy cut flowers, or order bulbs for planting. Ticket price of \$25 includes round-trip transportation via MWR bus, ferry tolls, and entry into the Roozengaarde family's Skagit Valley Bulb Farm and Tulip Town. Tickets go on sale March 4.

CAPT Looney Addresses the Navy League

By Diane Jennings, Public Affairs Officer, Code 00P



▲ Mr. John Payne, President of the Bremerton-Olympic Council of the Navy League, presented a token of thanks to CAPT Dan Looney following his address at the Navy League Luncheon.

CAPT Dan Looney addressed the Navy League's Bremerton-Olympic Council at Naval Submarine Base, Bangor, on January 13. CAPT Looney discussed the recent alignment of the NAVSEA Warfare Centers and the importance of the newly established Product Area Directorates that are bringing a national focus to the assignment and performance of work within their product area. The members were briefed on the status of maintenance of undersea vehicles at Keyport and were updated on the growing importance of the Division's Unmanned Undersea Vehicle support mission.

CAPT Looney emphasized that UUVs will support the Sea Shield and Sea Strike initiatives of Sea Power 21 around the world—they are the way of the future. He impressed the audience with Keyport's rapid response to the LA wildfires through the application of CV-TSC technology to track the fires in real time (see *Keynotes* – December 2003 cover story). CAPT Looney closed by thanking the League for their support, saying the League helps instill pride and motivation in our military personnel who are serving their country.

Personnel Notes

Length of Service

Thirty-Five Years

Richard O. Green, Code 212
William G. Hampton, Code 3221

Thirty Years

Jo Ann Christopherson, Code 423
Laurene R. Musick, Code 432

Twenty-Five Years

John G. Burwell, Code 051
Laurence M. Dearinger, Code 192
Gloria J. Mitchell, Code 3221
Terry L. Null, Code 3312
Raymond S. Rice, Code 32A
Stephen W. Shaw, Code 411
Richard D. Thrall, Code 3341

Twenty Years

Helen J. Ely, Code 182
Philip A. Gaughan, Code 251
Joseph W. Phillips, Code 414
Matthew K. Skaggs, Code 2212
Albert L. Smith, Code 2332

Fifteen Years

Wayne E. Jordheim, Code 321
Vinh D. Khuat, Code 2331
Karen N. Kishimoto, Code 34
Scott T. Shimizu, Code 053
Phillip S. Stuart, Code 222

Ten Years

Michael I. Thorne, Code 442

New or Transferred Employees

Michael W. Allen, Code 514
Matthew Fitch, Code 33
Sean Fleetham, Code 514
Joel Galles, Code 201
D. Kichenmaster, Code 423
Alan Neel, Code 31
Andrew M. Walden, Code 431
Todd Wilder, Code 231

Recent Promotions

Tariq S. Al Agba, Code 191, to GS 11
Lucinda K. Allpress, Code 521, to GS 13
Eghia S. Aramian, Code 191, to WG 08
Brandon S. Belgin, Code 173, to GS 09
Denny M. Conrad, Code 2034, to WG 09
Charles E. Currier, Code 2022, to GS 11
John L. Denend, Code 313, to GS 12
Dolores D. Donn, Code 191, to WG 08
Domenic M. Ficarra, Code 2022, to GS 11
Joseph C. Foley, Sr., Code 2022, to GS 11
Alan P. Giang, Code 172, to GS 12
John R. Glenn, Code 2011, to GS 11
Daniel J. Harris, Code 433, to GS 09
Tracy J. Holmoe, Code 522, to GS 09
Kraig D. Mitzner, Code 311, to GS 12
Lee L. Oliphant, Code 422, to GS 09
Michael J. Scheftic, Code 2034, to WG 09
Jason H. Shirley, Code 433, to GS 09
Neal L. Winders, Code 313, to GS 12
Ryan M. Zojonc, Code 3322, to GS 09

Retirements & Separations

Richard L. Boedecker, Code 511
Michael Brockob, Code 2023
Gary C. Grote, Code 412
Israel Kealoha, Code 334
Theodore G. Larson, Code 2024
John R. McLaughlin, Code 512
Robert G. Morrison, Code 2012
Dan E. Phillips, Code 2012
William T. Robinson, Jr., Code 443
Mark Sergi, Code 442
Jerald D. Stansberry, Code 422
Kenneth A. Vos, Code 333

In Memoriam

Ted Larson, 45, died January 17. A 1977 Central Kitsap High School graduate, Ted most recently worked in the Container Refurbishment facility at Naval Undersea Warfare Center Division, Keyport's Undersea Warfare Annex at SUBASE Bangor. He also worked as a painter at Keyport and other government facilities during his 20-year civil service career. His supervisor, Stephen DuPont, says, "Ted was a very popular man and well-liked by his many co-workers. He had a great sense of humor and could always cheer you up; we will all miss him very much." Ted enjoyed farming, working on tractors, tinkering with computers, and woodworking.

Jack Lang, 77, died December 6. He served in the U.S. Army from 1948 to 1950, achieving the rank of private first class. He later worked at the United States Naval Torpedo Station at Keyport for 30 years, retiring in 1978.

Ella Wilton, 94, passed away December 11. During World War II, she worked as an inspector at the United States Naval Torpedo Station at Keyport. She enjoyed civic and school activities in her earlier years and wrote and directed plays for her YMCA senior group.

Vera Martin, 92, passed away December 15. She was employed as a payroll officer at the United States Naval Torpedo Station at Keyport for 40 years. She enjoyed travel and taking care of her grandchildren.

John Thomas "Tom" Jones, 82, died January 5. He served in the U.S. Navy from 1942 to 1945, achieving the rank of torpedoman second class. Following his military service, he worked as a firefighter at the United States Naval Torpedo Station at Keyport and Naval Submarine Base at Bangor, retiring as fire chief in 1979. He volunteered as a firefighter in Silverdale for 18 years and served as a Silverdale water commissioner. He coached Pee Wee baseball in his earlier years and enjoyed playing golf.

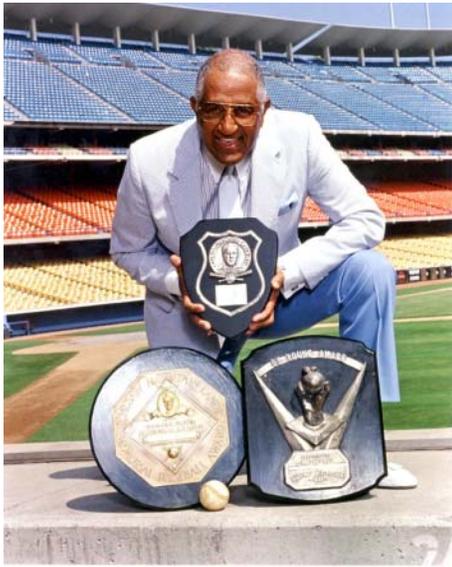
Billie Luker, 64, died January 22. He served in the Navy for 22 years, retiring as a decorated chief petty officer. Following his military career, he worked at the Naval Undersea Warfare Engineering Station at Keyport for 15 years. He enjoyed boating, fishing, baseball, and traveling throughout the United States.

Donald Jones, 69, died January 29. He worked for 22 years at the Naval Undersea Warfare Engineering Station at Keyport and at the Trident Refit Facility at SUBASE Bangor as a senior physicist, retiring in 1994. He enjoyed studying the Bible, playing the piano, listening to classical music, playing chess and ping-pong. He was proud of the "Jones Antenna" that he had designed that significantly improved radio reception.

Oscar Ekstedt, 91, died February 11. He worked at the Naval Torpedo Station at Keyport. He loved fishing, hunting, gardening, and barbershop singing. He was a life-long resident of Keyport.

Black History Month Event Features Mr. Don Newcombe

By Tom Loushe, Workforce Diversity Council Chair, Code 333



▲ Mr. Don Newcombe played for the Newark Eagles from 1944-1945, when the Brooklyn Dodgers called him from their minor league farm club. Mr. Newcombe was the first great African American pitcher to play in the major leagues. In his rookie year, 1949, he went 18-8, 3.17 ERA, started 31 games, completed 9 along with 3 shutouts, and was voted the Rookie of the Year. In 1956, Mr. Newcombe won the Cy Young and Most Valuable Player Awards. He is the only player to win all three awards in his career—Rookie of the Year, Cy Young, and MVP.

In celebration of Black History Month, Mr. Don Newcombe, teammate of Jackie Robinson and a pitcher on the fabled Brooklyn Dodger teams of the late 40's and early 50's, spoke about the early days of breaking the color line in baseball to a crowd of 150 military and civilian employees gathered at the SUBASE Bangor Chapel on February 11. Keyport joined in sponsorship of this event in conjunction with the Pacific Northwest Diversity Council and Lockheed Martin.

Mr. Newcombe provided living history of the desegregation of professional sports and peppered his oratory with stories about events that he and his teammates Jackie Robinson and Roy Campanella experienced. While the rest of their teammates stayed in an air-conditioned hotel in St. Louis, Don, Roy, and Jackie had to travel across town to stay in a hotel with no air conditioning that catered to blacks. He also shared a letter he had received from then President Dwight D. Eisenhower that he had never before read in public. During that time, the press was

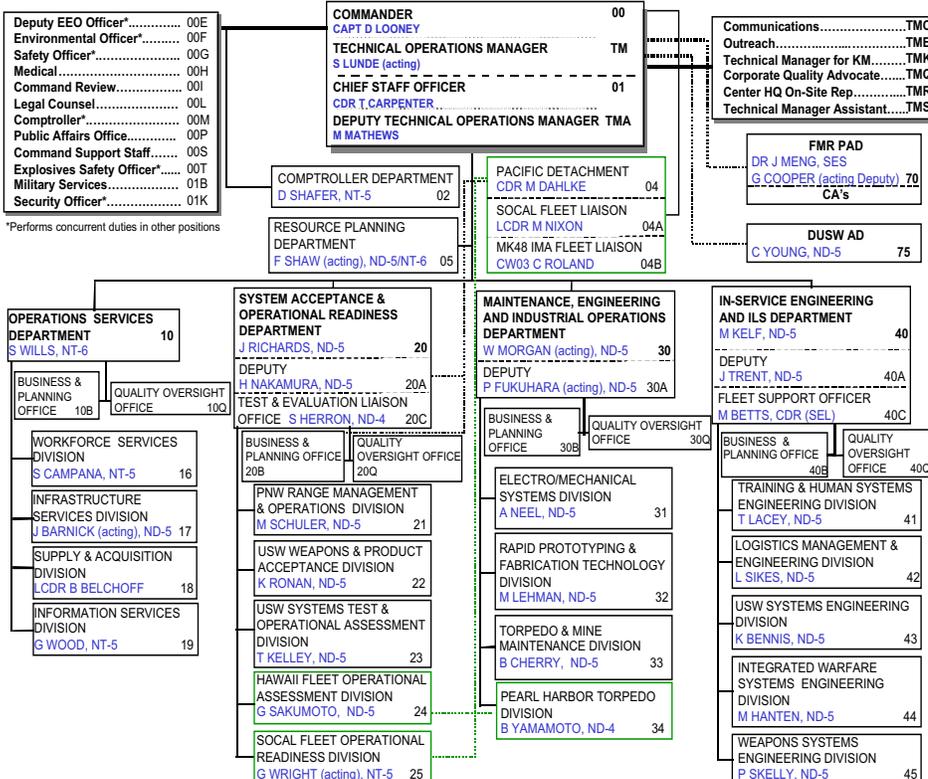
piling on criticism when the Dodgers lost the World Series against the Yankees. They blamed Don specifically even though he had gone 27-7 that year. The President wrote to say he knew exactly how Don must have been feeling and to not lose perspective. Don said he had treasured that letter the most among his memorabilia.

CAPT David Thomas, Commander, SUBASE Bangor, read a letter of welcome from RADM M. G. Williams, Jr., Commander SUBGRU NINE. LCDR (CHC) John Swanson offered a benediction, and "The Chosen Vessels" of Bremerton sang gospel selections. CDR Steve Stevens, Executive Officer, SUBASE Bangor, served as Master of Ceremonies.



▲ Mr. Don Newcombe autographed a baseball for Tony Murkins, Special Emphasis Manager, Code 16.

Keyport Reorganization



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atwater@kpt.nuwc.navy.mil