

The Center Post



Vol. 45/No. 2

PWC/RE Norfolk's official employee newsletter

May/June/July 2003

In Memory: Capt. Kenneth P. Butrym

Capt. Kenneth P. Butrym, who became the new commanding officer of PWC/RE Norfolk on June 6, passed away on June 26.

Executive Officer Capt. Frank Aucremanne announced the death in an *All Hands* that read:

“Men and women of PWC Norfolk and Regional Engineer, Mid-Lant, it is with great sorrow that I inform you of the death of our Commanding Officer, Capt. K. P. Butrym.

Capt. Butrym died yesterday of unknown causes while on official travel to Port Hueneme, Calif. He is survived by his wife, Mary, his two sons, Ken and Brad, and daughter, Samantha.

Please take a moment this morning to join me in a moment of silence to say a prayer for our Skipper, and more importantly, his family and friends as they struggle with the loss of a son, a father, a friend, and a shipmate.

Thank you for your patience, understanding and support as we cope with this sad and tragic event.”

A local memorial service was held on July 2 at the Naval Station Chapel, Naval Station Norfolk, and a funeral service held at Quantico National Cemetery on July 8. Capt. Butrym was buried with full military honors.

Donations to Capt. Butrym's memory may be made to the Seabee Memorial Scholarship Association, Inc., P.O. Box 6574, Silver Spring, Md. 20916.



Capt. Kenneth P. Butrym accepted the colors from Capt. James W. Hollrith during the PWC/RE Norfolk change of Command Ceremony on June 6.



Rear Adm. Architzel, Capt. Butrym and Capt. Hollrith relaxing for a moment after the Change of Command ceremony.

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Captain Kenneth P. Butrym
Commanding Officer

From the Editor—Capt. K. P. Butrym prepared the following message to share with PWC/RE Norfolk employees just before his death on June 26:

It is my privilege and honor to be your new Commanding Officer and to have this tremendous opportunity of working with all of you. As I said at the Change of Command, I would like to thank everyone who supported the most professional and well-organized Change of Command ceremony I have been to. It made the day truly special for me, my family, and Capt. Hollrith.

I would also like to thank Capt. Hollrith for his support and professionalism during this turnover period. Capt. Aucremanne, Department Heads, and many others also worked very hard to bring me up to speed and I thank all of you for a great job.

I'd like to reiterate the thoughts about my philosophy that I shared with those who attended the Change of Command. The three cornerstones of my approach to this job are: *Our People, Our Customers, and Our Team.*

Our People: We will always put people's well being and "Safety First." We will treat everyone with dignity and respect. We will be loyal to each other, the Region, the Navy, and the United States of America. None of us should tolerate anything less. We will look for and value new and different ideas from all of our people.

Our Customers: We exist for our customers whether they be Navy, Marine, Army, Air Force or any other branch requiring our services. We need to help them accomplish their mission. We must strive to find better, more efficient ways to accomplish our mission.

Our Team: Our People, the Region, the Engineering Field Division, and our customers must work as one with a common purpose to maximize the performance of all. We cannot succeed any other way.

But let's not forget why we joined the Navy team — pride, service to our country, professionalism and, of course, to have fun. We can have fun, but it has to be both in a professional and safe manner.

These are the cornerstones on which we will build.

I look forward to being on your team and working with all of you.

K. P. BUTRYM

In Memory

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Capt. Butrym was born in Long Beach, Calif. He received an NROTC Scholarship and graduated from Marquette University, Milwaukee, Wis., in May 1979 with a Bachelor of Science Degree in Mechanical Engi-

neering. He was then commissioned as an Ensign in the Surface Line.

Capt. Butrym's first tour of duty was as First Division Officer, then CIC Officer and later Operations Officer on the USS Plymouth Rock (LSD 29).

In 1983, he applied and was ac-

Continued on Page 3

In this issue

Do you have a PWC co-worker or manager deserving of recognition? Please consider using one of the inserts provided in this issue (or the e-mail form recently sent out to All Hands) to nominate that someone. Your candidate may be a winner on All American Day, Sept. 16.

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The Center Post is the official newsletter of the Navy Public Works Center (PWC), Norfolk, Va., published for PWC personnel and printed in compliance with NAVSOP-35, Rev. May 1979. Views and opinions expressed are not necessarily those of the Department of Defense. Circulation: 3,000. *The Center Post* is a member of the American Forces Press Service. The content of *The Center Post* is edited, provided, and prepared on a desktop publishing system by the Public Affairs Office, Code 09B. *The Center Post* is also featured on the PWC homepage at <http://www.norfolk.navy.mil/pwc> and the PWC employee intranet at <http://fs119/intranet/>

The Center Post welcomes **Letters to the Editor**, **Ask the CO** questions, and **suggestions** for future articles. *The Center Post* also encourages employees to submit original articles for publication. Articles should include the name and phone number of the author and are subject to editing for clarity and length. Send mail to the Public Affairs Office, Code 09B, 9742 Maryland Ave., Norfolk, VA 23511-3095. Phone numbers are: (757) 445-8732 (ext. 3096) and 445-4495 (ext. 3095); DSN 565-8732. Fax is (757) 444-7989. E-mail is Willisra@pwcnorva.navy.mil.

Commanding Officer
TBA

Executive Officer

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FRAUD/WASTE/ABUSE HOTLINES:
PWC Hotline **444-2273**
DoD Hotline **1-800-424-9098**

DISASTER/EXTREME WEATHER INFORMATION HOTLINE:
444-4406, 7, 8, 9

The Center Post is printed on recycled paper.



In Memory

Continued from Page 1

cepted for Line to Staff conversion to the Civil Engineer Corps (CEC). His first tour in the CEC after CECOS was the Housing Activity Civil Engineer and PWC Activity Civil Engineer at PWC Yokosuka, Japan. He split-toured and became the AROICC for OICC Far East.

His next assignment was Naval Post Graduate School, Monterey, Calif., where he received a Master of Science Degree in Financial Management. After graduate school, Capt. Butrym was assigned as PWO/OICC/ROICC Naval Air Station, Atlanta, Ga. Upon completion of this tour, he went to Amphibious Construction Battalion Two as Operations Officer, where he deployed to Operation Desert Shield/Storm. He also completed the first successful operational test of the Navy's Off-Shore Petroleum Discharge System (OPDS).

Capt. Butrym's next assignment was the first Production Officer of the newly established Navy Public Works Center, Jacksonville, Fla. Upon completion of this tour, he was assigned as ROICC Jacksonville/Orlando, Fla. area. In this position he stood up Southern Division's first NAVFAC Consolidated Contracts Office. His next assignment was to the OPNAV staff for N85 Expeditionary Warfare Division as the Naval Support Element/Maritime Preposition Force Requirements Officer.

Capt. Butrym then assumed command of Amphibious Construction Battalion One, Naval Amphibious Base Coronado, San Diego, Calif., in August 1999. He became Vice Commander, Southwest Division, Naval Facilities Engineering Command, San Diego, Calif., in July 2001.

Capt. Butrym's decorations included: Two Legion of Merit medals, three Meritorious Service Medals, two Navy Commendation Medals, the Army Commendation Medal and the Navy Achievement Medal.

Capt. Butrym was a Registered Professional Engineer in the state of Texas, and a member of the Acquisi-

tion Professional Community. He was affiliated with the Society of American Military Engineers. □



The Change of Command ceremony on June 6 included invocation and benediction poems by Navy chaplain Capt. Bill Weimer, music by the Atlantic Fleet Band, a 13-gun salute, and patriotic songs sung by the PWC Chorale Ensemble. Here, members of the PWC Chorale Ensemble sing the National Anthem to open the Ceremony. The Ensemble also sang hymns at Capt. Butrym's Memorial Service on July 2. From left to right: Claude Chavis, Joseph Perry, Dennis Fleetwood, Bernard Spencer, and Irene Williams.



Capt. James W. Hollrith accepts the Navy Legion of Merit Award (Gold Star in lieu of second award) from Rear Adm. David Architzel during the Change of Command Ceremony. Capt. Hollrith was cited for his outstanding leadership, commendable innovation, and inspiring dedication to duty. He was also commended for institutionalizing a culture of continuous improvement and innovation that included such initiatives as the use of truck-mounted global positioning systems, centralized dispatch, and data mining. Through these initiatives, the command achieved a stunning \$45 million per year in recurring savings.

PWC/RE Norfolk and Vo-Tech Partnership in the news

The successful partnership between PWC/RE Norfolk and the Virginia Beach Technical and Career Education Center (Vo-Tech) is being recognized by local news media and Virginia Beach City Schools.

To date, an article about the partnership was published in the Virginia Beach Beacon on April 11 (see reprinted article on Page 12); the partnership was recently honored by Virginia Beach City Schools with a Model Partnership Award; and Vo-Tech's School-to-Work Coordinator, Bill Graham, interviewed PWC Production Officer Cmdr. Mark Jackson and PWC Training Specialist Joyce Murphy on May 22 for Vo-Tech's news program, "Check the Tech."

"Check the Tech," produced in-house by Vo-Tech students, is aired in the Virginia Beach Area on VBT Channel 48 four times a week. The partnership interview aired the first week of June and will be shown in reruns later this summer.

The partnership will also be highlighted in "News Scan," a TV program anchored by Bill Graham and also shown on VBT Channel 48 this summer.

What's the partnership all about?

The partnership is good news for both PWC and students at the Vo-Tech center, helping them make a seamless transition from school to work.

In return, the internships provide PWC Norfolk with a potential pool of trained employees. Trades range from Electricians, Plumbers and HVAC Technicians to Welders, Automotive Mechanics and Engineering Aides.

Through an application process, two rising seniors in each of these areas are matched with Journeyman mentors from PWC.

The Tech Center staff conducts mentor training and facilitates orientations for mentors, interns, and



The partnership between PWC/RE Norfolk and Vo-Tech is honored with a Model Partnership Award presented to PWC Executive Officer Capt. Frank Aucremanne and School-To-Work Coordinator Bill Graham at an appreciation breakfast on May 15. From left: Richard Webb, Vice President of the Bank of the Commonwealth, Production Officer Cmdr. Mark Jackson, Bill Graham, Gail Maund, E. Wayne Sykes, Maintenance Department Head George Kuhn, HRO Director Ron Menia, Capt. Frank Aucremanne, and Dr. Timothy Jenny, Superintendent of Schools, Virginia Beach.

teachers at the school, while PWC offers tours of their site.

The interns work full-time at PWC in the summer and, upon graduation, are hired as full time employees, with full benefits, as positions become available.

The interns attend night courses at local community colleges to fur-

ther their training and are reimbursed for the cost of the courses upon successful completion of each.

"We have seven students in the program now and are picking up 10 more this summer," said Cmdr. Mark Jackson. "This is a great 'win-win' for PWC Norfolk and the Community." □

Happy Birthday, PWC Norfolk!



***Fifty-five years of Service to the Fleet
June 15, 1948 - June 15, 2003***

New 'Client Friendly' website now online

A new and improved website for PWC/RE Norfolk went online June 6, thanks to the efforts of a "Client Handbook/User Friendly Website" team.

The team initiated the redesign in February 2003 based on a directive in the command's Strategic Plan, and completed the first phase of the site with the help of all the PWC/RE Norfolk commodities, Business Support Office, Public Affairs Office, and SPAWAR.

The new interactive technology used to create the site will make it more "user friendly" for clients.

New features include: a Drop Down Menu, a Search Engine, and a Site Map for quick reference, as well as a Side Menu for more detailed navigation on specific pages.

Command clients will receive training on the use of the website's navigation systems in the near future.

The site also introduces the PWC/RE Norfolk logo, designed by Lt. Eileen D'Andrea for the Command Coin, which commemorates the 1998 establishment of the Regional Engineer organization.

Special thanks go to contractor Ricardo Marques in the Business Support Office who worked hard to make the site look the way it does.

Though a few areas are still under construction, the main body of work is done.

Please be patient with the team in this initial stage as adjustments still are being made. If you see items to correct on the site (phone number updates, etc.), please use the feedback button to contact Public Affairs Officer Robin Willis.

The PWC/RE Norfolk Homepage may be accessed at www.norfolk.navy.mil/pwc. □

All American Day 2003

Once again, plans are underway for PWC's annual All American Day. All American Day provides an opportunity for each group to educate others about their heritage or culture.

This year's multicultural event will be held on Tuesday, Sept. 16, 2003, at the Virginia Zoo, 3500 Granby Street, Norfolk, from 9:30 to 2:30. PWC will provide employees with bus transportation from all the PWC sites.

If you wish to create a subcommittee, join a subcommittee, volunteer to help, or share your ideas for making the day a success, contact chairpersons **Tony Kealy** (444-3009 ext. 353) or **Kelli Williams** (322-3016). Join us in making this year's event bigger and better than ever!

Committee chairpersons are: **Hispanic:** Pat Valentine, Jerry Blau and Venus Rivera; **European:** Robin Willis; **African American:** Luke Kirby III; **Native American:** Anne Lloyd; **Asian Pacific Islander:** Socorro Folkes; **EPDP:** Dianne Edwards; **Decorations/Publicity:** Regina Davis; **MWR:** Eddie Fleener.



Tony Kealy,
Chairperson,
All
American
Day



Kelli Williams,
Co-Chairperson,
All
American
Day

All American Day Theme Contest

All American Day is looking for a theme! If you have an idea for a theme that will help inspire this year's event, please send it in.

I think the theme for this year's All American Day should be:

" _____ "

because _____

Name _____ Code _____ Phone No. _____

Please guardmail or e-mail your entry to Tony Kealy, Code 980, Z-140 or Kelli Williams, Code 20, Lafayette River Annex, by COB Aug. 1, 2003.

Hurricane Season 2003

Here at PWC, we're working to be ready for Hurricane Season (June through November). It's predicted to be a busier than usual season! Some of the things we've done include our regional exercise (HUREX03); updating destructive weather plans and Alpha/Bravo recall lists; and scrubbing electric generator lists.

Hurricanes that can affect Norfolk usually develop along the African coast in the warm summer months and come across the Atlantic towards the East Coast of North America. If one comes our way, we'll use our destructive weather plan to brace ourselves and recover services as soon as we can.

PWC is vital to Regional Operations before, during and after a major storm. Our priorities during a disaster response are to:

1. Save human life
2. Save Government property
3. Provide essential work
4. Return facilities and operations to normal

If we have a hurricane, Commander Navy Region Mid-Atlantic (CNRMA), will order commands to set conditions of readiness (CORs). These CORs are based on the amount of anticipated time until the destructive winds hit. CORs range from Condition V to Condition I. For example, at Condition I (the highest level of readiness), the hurricane is less than 12 hours away.

Based on the COR, subarea Commander (Norfolk NAVSTA, Little Creek NABLC, Oceana NAS, Portsmouth NAVSHIPYD, Newport News SUPSHIPS and Yorktown WPN STA) will set Alpha/Bravo personnel requirements to best meet the needs of their area.

To find out Alpha/Bravo reporting requirements and updated storm information, **PWC employees must call any of our four Em-**

ployee Information Lines 444-4406/7/8/9. These lines give PWC personnel a single consistent point of contact for information. For example, the line will provide information like, "...we are currently in hurricane condition III. All Alpha personnel working at Little Creek report to the base." It's important to keep up with the latest information since each base could have different reporting requirements.

The information line numbers are posted on the PWC Home Page and Intranet, and published on Page 2 in each edition of *The Center Post*. Local radio stations will announce storm information and electronic billboards located at gates 2, 3 and 4 NAVSTA will also put out the word.

For more information contact the PWC Disaster Preparedness Officer, at 444-7050. □

Asian Pacific Heritage Month

May 2003 marked the 24th annual national observation of Asian Pacific American Heritage Month. Over 11 million Americans of Asian Pacific Heritage are helping to build a vibrant nation today.

It is projected that this number will double by 2025. Asian Pacific Americans are making notable contributions in the military as well as in industry, science, education, government, and every other human endeavor. This year's theme of "Salute To Liberty," is an appropriate reminder of how the collective contributions of all Americans strengthen the fabric of our nation. □

Environmental Services Website

By Merrill Ashcraft

If you are looking for information on environmental operations in the region, the place to go is Environmental Services under Products & Services on the PWC Homepage at <http://www.norfolk.navy.mil/pwc>.

There you will find a wealth of information about our services and other helpful client information. You will be able to find a description of the work, the rates (cost for services), and the routine turnarounds for the following commodities: Hazardous Waste & Material Disposal Operations, Industrial & Oily Wastewater Treatment, Sampling & Laboratory Services, Oil Recovery, Asbestos & Insulation Services, Pest Control, and Spill Response.

In addition, you can find the following helpful information:

- CMAR policy guidance document for Hazardous Materials, Hazardous Waste Minimization, Reutilization and Disposal Guide.
- Forms to help you collect information during a spill event.
- Guidance on how to submit funding documents to establish PWC job order numbers.
- Phone numbers to our service desk and our after-hours operations center desk.
- A weblink link to the California Department of Pesticide Management which has a great search engine for information about pesticides.
- Client feedback forms which will allow you to post your questions, recommendations, commendations, or complaints to the appropriate personnel.
- We are constantly looking for ways to help our clients. Please feel free to send any recommendations for improvements to our website to the Environmental Services Operations Director.



These PWC personnel from Sewells Point, Little Creek, and Yorktown labored 24-hour days, working in shifts seven days a week (including holidays), from Oct. 6,

2002 to Jan. 17, 2003, in support of Operation Enduring Freedom in Earle, N.J. They received recognition from Capt. James W. Hollrith on March 21 for a job well done.

(From left:) Randall Wiele, Jerry Noell and Kenny Lahaye wear the jackets they received from PWC Earle, N.J., for their exemplary performance while TDY there in support of Operation Enduring Freedom.



Team readies building for new Mobile Security Group

By Greg Sawyer
Deputy PWO, Portsmouth Site

In FY02, the Navy stood up a new Mobile Security Group that grew from zero to a force of over 300 within eight months. The Regional Engineer organization was challenged to find office space for 300 personnel, covered storage for their support equipment and cruiser boats as well as berthing facilities with boat lifting capabilities, all in less than six months.

The group approached PWC with their requirements and, after canvassing the region, it was determined that the shipyard could support their short-term requirements using a combination of buildings 1575, 60, 42 and wetslip #1.

Plans were quickly put in place to start the necessary repairs on each of the facilities. However, after the time lines were finalized on each of the buildings, it became apparent that they could not support the personnel numbers that were quickly coming on board each day.

The PWC Portsmouth Site started to look for other options and found that the second floor of building 14 could be repaired to support their personnel requirements until the other buildings could be com-

pleted. The scope of the work needed the involvement of people across the full spectrum of PWC as well as the LANTDIV ROICC office and outside contractors.

It was clear from the outset that the only way building 14 could be ready to support the new personnel was with a complete team effort by all parties involved. Many details had to be accomplished before work could begin: Planning, historical considerations, environmental investigations, funding, and design, just to name a few.

The actual work was done by a combination of various workforces from PWC shops as well as both maintenance service contracts and construction contracts.

These proceedings took a supreme coordination and communication effort that at times saw as many as five different work forces working side by side. The whole team focused on the goal of getting the building ready by the required date and everyone pulled together as a unit to make it happen. A strong "help in any way I can" approach was taken by all to help remove any obstacle for each successive phase.

Each individual went far beyond the "business as usual" routine, often working to help the next person or working that extra hour or weekend to ensure that work flowed evenly to

completion. In our normal atmosphere of slow moving processes, it was truly an amazing accomplishment that could not have been achieved without the strong team atmosphere that was instilled.

Turning over the office spaces in B14 to MSG2 on the desired date has been critical to helping them meet their important operational mission goals, and is an achievement of which the whole NAVFAC family, and contracting community can be justifiably proud.

The following personnel from Codes 21, 150, 410, 500, 600, 900, and the LANTDIV ROICC (photo below) received awards from Capt. James W. Hollrith on May 8 during an All Hands meeting for their exemplary team effort: Juanita Babb, Patti Hanes, Jeff Lavender, Kim Wharam, John Brickhouse, Susan Smith, Archie Blythe, Ben Burgess, Ronald Ricks, Dottie Knott, James Meadows, Ben Pittman, William Corbell, Ed Beachum, Ron Wiggins, Marcus Robbins, Paul Kenas, Charles Crawford, Minnie Freeman, Terry Baker, William Moore, Ed Tillery, Fransico Lopes, Bill Piner, Diane Norris, Ensign Blake Burket, Nathan McNair, Dennis Smith, Keeny Stallings, Mark Outman, Jack Sheets, George Ennis, Joe Harrell, James Almons and Debbie Sarazan. □



Unsung Heroes of the Navy Public Works Center

Photos by
John Land



Production controller Wilma Burch in the Engineering Dept. provides critical Production Control support for the Virginia Beach Site and regional support for contract specification preparations. Her professionalism is well-known.



Engineering technician Calvin Lillard in the Engineering Dept. provides government estimates and detailed scopes of work for contracts at the Portsmouth Site. His technical expertise is greatly valued by management.



Civil engineering technician Jerry Collins provides critical support on many large demolition projects at Yorktown NWS and Cheatham Annex, totaling in the millions of dollars. He is known as a dedicated professional and an asset to PWC.



Engineering technician Edward Andreassen in the Engineering Dept. provides FSC engineering support for customers throughout the Sewells Point region. With his extensive experience, he provides clients with exceptional service.



Purchasing agent Lea DeSmet in the Transportation Department uses her superior knowledge and experience to process purchase orders and funding documents at the Oceana Site. She consistently delivers quality service to customers.



Motor vehicle operator Robert Jones, Jr., is responsible for the collection and disposal of all refuse assigned to the waterfront and CEP areas. His dedication to excellence enables him to meet all customer driven completion dates every time.



Electrician William Smith provides critical support for emergency and urgent service work orders. He efficiently updates and repairs electrical systems at Cheatham Annex and the Yorktown NWS. His technical expertise is a credit to PWC.



Mechanical engineer Robert Zachia provides engineering services for facilities, utility systems and waterfront structures at the Portsmouth Site. He consistently takes the initiative to quickly investigate and resolve problems.



Heavy mobile equipment mechanic Ashley Smith provides support to the mobile fleet hospital at Cheatham Annex. He is relied upon daily for critical decisions affecting fleet hospital support. His quality of work sets a standard.



Program analyst and team leader Glen Delk in the Funding and Administration Dept. is cited for working long hours on numerous COM-LANTFLT funding data calls, a GAO audit and other projects. She is a proven asset to PWC.

Mentoring that works

By Janet Yarbrough Meyer
Beacon Correspondent

West McLaughlin readily admits that traditional high school courses bored him. The 17 year old wanted to take a different path. He just didn't know what it was.

McLaughlin is one of 700 students enrolled in over 20 different fields of study at the Virginia Beach Technical and Career Education Center, who is finishing up a two year program in electronics. Recently he got the opportunity to put his practical training into a real life career.

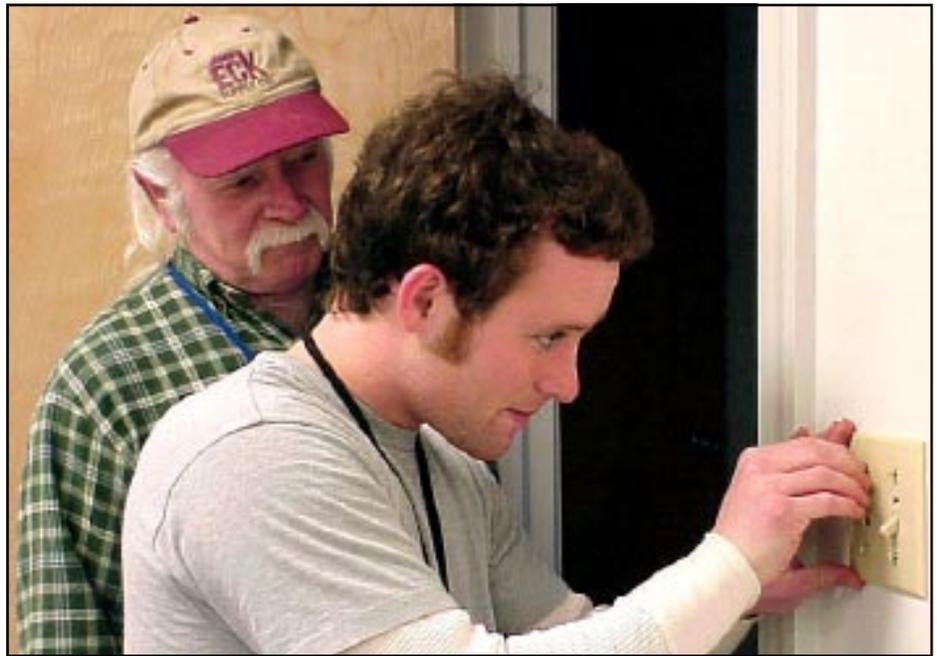
McLaughlin is one of seven students in four courses of study, HVAC, auto services, drafting and electronics, selected by the Navy's Public Works Norfolk, to be a part of the new partnership between them and the Tech Center.

"I feel very fortunate," said the Back Bay resident, "because I haven't had many doors in my life open for me. Now the opportunities for the future excite me. This is awesome!"

The program, which was officially launched in the Summer of 2002, and is called the New Work Force Readiness Program, started in the Spring of 2002 when the PWC toured the school to see what programs they could use. The results of that day inspired Ron Menia, of the PWC's Human Resource Department who is also on the school's planning council and advisory board. He knew his work force needs and saw the Tech Center as a fertile environment for the resources he required.

With the concept forming, the school went to its teachers and asked them to refer students. Once that was done, the PWC selected mentors, trained them and introduced them to the students they would be working with in the program.

The joining of resources became a partnership and internship which guarantees its participants a career when the one on one training with a



West McLaughlin and mentor Lou Pezzella finish electrical work in a newly renovated building at Norfolk Naval Station.

mentor is completed during the student's senior year.

"This working model internship program is designed to aid students in making a seamless transition in the work force," said Graham, the school to work force transition coordinator at the Tech Center. "It meets our mission of providing quality employment and life long learning."

Unlike other optional internships at the school where students can choose to get job experience, this partnership allows the participants to jump start their careers said Bill Graham. The program fulfills two needs.

"The Navy, which is currently under a hiring freeze, has an aging work force which has been reduced from 3,500 to 2,200 over the last five years," said Graham. "They wanted to find a way to incorporate new blood into the system to fill the gap as their work force retired."*

The other need that is being met through the program is the on the job training the students are receiving as they prepare for a career. They get that every day after attending their home school in the morning for core courses like English and History. When those graduation requirements are met, they students are released to work full time for above average pay, at the PWC

in Norfolk.

"The students work one on one with a mentor," said Graham. "As they learn the trade, they can rise up the ranks. When they graduate, they will be guaranteed a full time job on a regular pay scale. They are starting their careers before they even graduate from high school. That's very beneficial."**

Graham said this partnership is a new path for the Tech Center where about 60 percent of the graduates go on for further training. The idea of getting the skills and becoming part of a program that will continue to train them for positions where there is upward mobility is very attractive to their graduates.

"We are adapting to changing needs in the work force," said Graham. "The students at the Tech Center are more career oriented and we are finding ways to meet those needs in the community. The old stereotype of votech no longer applies."

Melvin Woolard, the HVAC instructor from the Tech Center has two students at the PWC on Naval Station Norfolk. He said he selected the candidates by looking at their attendance, behavior and motivation because he knew they would be representing the school.

"Even though there are more jobs than there are technicians," said the Malibu resident, "these students will start out in a career with a better than minimum wage and all the benefits. This program will give them an edge."

As his students go through the training on Naval Station Norfolk, Woolard monitors their progress through regular correspondence and communication with the mentor. He gets an update on their progress about every nine weeks.

"The PWC loves these kids," said Woolard, who wrote the HVAC program for Advanced Technology Institute in 1993. "This partnership opens up more doors to our students for employment. This is an excellent opportunity and program."

One of Woolard's students Tore'l Turner said he was interested in the program because he had several family members retire from the base. He knew if he could get his foot in the door, he would be guaranteed a career in a trade where everybody needs his services.

"Being here has taught me about commercial HVAC. That's where the money is," said the Thoroughgood resident. "Before this experience, all I learned about at the Tech Center was residential. Being here has expanded my knowledge base of a real good trade."

Lee Atkison, Turner's mentor, said he can see the value of the program since he was forced to learn his trade the hard way.

"I had to figure a lot of things out for myself," said the Indiana Technology School graduate. "Tore'l is with me all day long and can ask questions because no matter what I am doing, he's got his hands on it."

For Atkison, who is used to working by himself, the other advantage for him is the company.

"It's nice not to be out there by myself," said the Ocean View resident. "When I get ready to retire in about seven years, I'll feel great if I see Tore'l standing there in my place."

Another advantage that Nickolas "Lou" Pezzella, who has been working with McLaughlin, sees to the partnership is a meshing of the mentor's practical experience with the new high tech knowledge that the young men are learning in their school work.

"When we are done," said the Ocean View resident who is ready to retire, "he'll have the old phase I'm teaching him and the new phase that he brings to the job. That will be beneficial all the way around."

With the partnership not quite one year old, Jay Edwards, the maintenance foreman for nine trades on the base said he has been very pleased with the results so far. As the young men complete work on a building renovation where a warehouse has been converted into executive offices, he is certain he chose the right men to be mentors.

"I chose these men as mentors," said the Chesapeake resident, "because if we are going to mold these young men to be like someone, these are the men I want them to be like. They are the best I've got."

Edwards said he has been so impressed with the Tech students that he would like to see the program expanded to other trades that he needs, mainly ceramic tile people and



Tore'l Turner, a student at the Virginia Beach Technical and Career Education Center, works with his mentor, Lee Atkison.



Student Kevin Elliott works with his mentor, Joe Rudolf.

pipe fitters. After a yearly review, Graham said, welding and plumbing have been added to the PWC internship program.

"Send me more young people like them," said Edwards, "because they produce quality and quantity. They listen and they learn. Their future is bright because they have been taught right."

For information about the program call the Tech Center at 427-5300. □

—Reprinted with permission.

*Disclaimer: Neither the Navy nor PWC is in a hiring freeze and the numbers of personnel quoted refer only to PWC Norfolk.

**Disclaimer: Jobs are not guaranteed, but based on workload; however, every effort will be made to place interns who meet all the requirements.

Civilian Service Awards

The following PWC personnel were recently awarded the *Department of the Navy Superior Civilian Service Award* by the Naval Facilities Engineering Command (NAVFAC) for substantially improving Navy operations:

Frank Strike, for superior service while serving as Head of the Utilities Department from 1996 to 1999 and Business Manager from 1999 to the present.

Teresa Isenhour, for superior service while serving as the Thermal Commodity Branch Manager, Utilities Department, from July 1985 to the present.

Anita Polen, for superior service while serving as Command Counsel from 1997 to the present.

Eunice Hutchings, for superior service while serving as Comptroller from 1996 to the present.

Capt. James W. Hollrith recently awarded the following personnel with the *Navy Meritorious Civilian Service Award* for their exemplary performance of duty that substantially improved operations at PWC/RE Norfolk:

Milton A. Best, for outstanding performance of duty while serving as Division Director, Technical Support Division, Information Resource and Management Department, from January 2001 to the present.

John Brickhouse, for outstanding performance of duty while serving as Operations Officer, Public Works Office, Portsmouth Site.

Kathleen V. Brinck, for outstanding performance of duty while serving as Facilities Management Specialist from January 2001 to January 2003.

Barry Connolly, for outstanding



Capt. James W. Hollrith presents Navy Superior Civilian Service Awards on June 5 to: (from left) Frank Strike, Teresa Isenhour, Eunice Hutchings and Anita Polen.



Capt. James W. Hollrith presents Navy Meritorious Civilian Service Awards on June 3 to: (from left) Dick Jones, Al Farrow, John Brickhouse, Dwight Towler, Frank Ferraro, Milton Best and Kathleen Brinck.



Capt. James W. Hollrith presents Navy Meritorious Civilian Service Awards on April 17 to: (from left) Art Tate, Raeanne Reece, Jim Smith, Courtland Thompson, Allan Johnson, Beverly Thompson and Barry Connolly.

performance of duty while serving as Superintendent, Maintenance Department, from January 2000 to December 2002.

William Drewer, Jr., for outstanding performance of duty while serving as Facilities Management Specialist, Sewells Point Site, from January 2002 to May 2002.

Al Farrow, for outstanding performance of duty while serving as Facilities Planner, Public Works Office, Little Creek Site, from February 1999 to April 2003.

Frank Ferraro, for outstanding performance of duty while serving as Deputy Public Works Officer, Public Works Office, Sewells Point Site, from June 2001 to June 2003.

Suzanne Hale, for outstanding performance of duty while serving as the command Telecommunication Specialist.

James Hoyt, for outstanding performance of duty while serving as the Regional Pollution Prevention Program Manager for the Regional Environmental Group, from December 2001 to December 2002.

Alan Johnson, for outstanding performance of duty while serving as an Architect in the Engineering Department from October 2001 to September 2002.

Richard Jones, for outstanding performance of duty while serving as Head, Regional Engineer Funds Management Department, from January 2001 to January 2003.

Curtiss Johnson, for outstanding performance of duty while serving as Division Director, Regional Production Management, from May 2001 to December 2002.

Elizabeth (Betty) Lee, for outstanding performance of duty while serving as a Resource Analyst and Budget Officer, from September 1992 to May 2003.

Stephanie L. McManus, for outstanding performance of duty as the Little Creek Storefront Compliance Department Head for the Regional Environmental Group, from September 2001 to September 2002.

Sandy Myers, for outstanding performance of duty while serving as an Information Technology Specialist Database Administrator.

Raeanne Reece, for outstanding performance of duty while serving as Head, Administration Department, from January 2001 to January 2003.

James M. Smith, for outstanding performance of duty while serving in the Engineering Department from October 2001 to September 2002.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to Suzanne Hale on March 17.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to Betty Lee on June 3, with Larry Lee close by.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to John Salley on June 3.

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Civilian Service Awards

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Beverly Thompson, for recognition as PWC/RE Norfolk Civilian Engineer of the Year for 2003.

Courtland Thompson, for outstanding performance of duty while serving as Head, Information Resources Management Department, from January 2001 to Oct. 2002.

Dwight Towler, for outstanding performance of duty while serving as Operations Officer, Public Works Office, Portsmouth Site, from March 2002 to April 2003. □



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to Sandy Myers on March 17.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to J. J. Hoyt on March 17.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to Curtiss Johnson on March 17.



Capt. James W. Hollrith presents a Navy Meritorious Civilian Service Award to Stephanie McManus on March 17.

Safety Awards

These employees in the Weight Handling and Support Services Division (WHSS), Little Creek, earned performance awards for their achievement of going 500 days without an accident. From left to right: Jeff Killian, WHSS Division Director, Robert Bailey, John Washington, Merton Wilson, John Barrett, Robert Vaughan, Vernon Bennett, Joseph Kelly, Steven Lentz, Robert Schratwieser, John Rash, and Lt. Cmdr. Robert Fairbanks, Transportation Department Head.



These employees in the Weight Handling and Support Services (WHSS) Division, Sewells Point, earned performance awards for their safety achievement of going 100 days without an accident. Kneeling (l - r): Jeff Killian, WHSS Division Director, Capt. Frank Aucremanne, Executive Officer, Jerry Davis, Rowland Harper and Mike Brown. Second row (left to right): Russell Jones, Adrian Williams, Kevin Jossie,

Willie Newkirk, Donald Ward, Bill Merton, Jerry Noell, Joe Hamlin, Randall Weile, Kenneth Lahaye, Ted Eiban, Joe Lynch and Richard Davis. Third row (l - r): David Crear, Bob Bailey, Robert Sawyer, Paul Kienlen, Robert Cain, Bradley White, Richard Jones, Rick Schulte, Wallace Harris, Charles Sheppard, Charles Adamson and David Marriner.

News from Earle



Gary Emerick, Earle Employee of the Month for January.

Gary Emerick was selected as January's Employee of the Month for the PWC Earle Area Site. Emerick is the Pipefitter Leader for the Maintenance & Utilities Division.

Recently, the station experienced a major leak in an underground waterline at the waterfront and a leaking sewage line on trestle 4. Emerick was the key person leading both repair efforts. Repairs were completed quickly and service was restored, thanks in large part to Emerick's leadership, knowledge, and skill.

Julio Silva earned the honor of Employee of the Month for February at the PWC Earle Area Site. Silva is an Electronics Mechanic for the Industrial Services Branch of the Maintenance & Utilities Division.

The Industrial Services branch was tasked by the Naval Undersea Warfare Center, Newport, to perform new manufacture inspections of the Tomahawk Up-All-Round Simulators manufactured by a private contractor.

These new simulators will sup-

port the Navy's Virginia class attack submarine.

During inspections, it was found that the contractor's process for bonding rubber pads was flawed. NUWC directed the manufacturer to send key employees to Earle to learn how to properly bond the rubber. Silva provided this training.

Recent inspections of newly manufactured simulators indicate that the problem has been corrected.



Julio Silva, Earle Employee of the Month for February.

Randy Blake was selected as PWC's Earle Site Employee of the Month for March 2003. Blake has done an exceptional job managing the installation of cargo containment rails in 125 boxcars.

He observed the operation, consulted with the workers doing the job, and developed new procedures, which have improved the production rate by fourfold. This will result in the project being completed on time and well within budget.

Blake will be retiring in May after over 30 years of government service, almost 24 of which were at NWS Earle.

We wish him "fair winds and following seas" as he moves on to his next career as a building inspector.



Randy Blake, Earle Employee of the Month for March.

Mike Bianco has been selected PWC Earle Site Employee of the month for April 2003. He was also the EOM for October 2002. In addition to his duties as Customer Service Representative (CSR), Bianco assisted in the inspection and repair of railroad track. He has done a fantastic job both as a CSR and rail inspector.

In his capacity of CSR, Bianco has provided exceptional customer support while successfully securing additional funding for work performed in prior years, which was under funded.



Mike Bianco, Earle Employee of the Month for April.