



DEPARTMENT OF HOMELAND SECURITY
U.S. COAST GUARD

YARD NEWS

BALTIMORE, MARYLAND

AN EQUAL OPPORTUNITY EMPLOYER

VOLUME 62 NUMBER 05 SEPTEMBER/OCTOBER 2013

A Majestic Entrance

EAGLE Arrives at Yard



The 77-year-old Coast Guard Barque EAGLE arrived at the Yard on September 23rd to begin a fifteen week dock-side repair availability. Items on the work list include overhaul of the foremast, superstructure painting and renewal, select space deck covering renewals, machinery maintenance and inspections, and repair of various riggings.

EAGLE last came to the Yard in the fall of 2011, departing in February 2012 after completion of a 75-item job list that included work on the tall ship's 75,000 riveted steel hull. During that availability, the Yard's Rigging Shop "served" over six miles of roping on the historic square-rigger. In the fall of 2012, a 17-member Yard road team travelled to EAGLE's homeport in New London, Connecticut, at the Coast Guard Academy to support a dock-side availability that included, among other work items, overhaul of the ship's mizzen mast.

It is the privilege of the men and women of the Yard to host America's Tall Ship through the upcoming holidays. Welcome aboard!

**THE U.S.
COAST GUARD YARD**

**SINCE 1899,
SERVICING THE FLEET
THAT GUARDS
OUR COASTS**

The Commanding Officer's Column

by Captain George A. Lesher



Greetings, Shipmates! Lots of great work going on at the CG Yard as detailed in this newsletter. EAGLE has made her annual trek to the shipyard, and we are overhauling her forward mast, among the other work in her availability package. The shiplift is full with the MEP 270' WMEC MOHAWK, SAPELO, and VIGILANT. The OAKRIDGE is coming back to life after completing repairs and the second of two successful raising and lowering evolutions.

On the people side, you will notice an article on one of our command

initiatives which is to improve the workplace climate at the CG Yard. I'll save the details; you can read the complete story later in this letter. As you have heard many times before, the Coast Guard is about the people. Without them, we can't perform a single one of our missions. No different here in the shipyard or with our base operations. Speaking of people, sadly we lost one of our own a few weeks ago. ET1 Kelly Murphy, from the C3CEN Electronics Repair Facility located here in Baltimore, passed away as a result of an automobile accident. His family's request was to get to know some of his Coast Guard shipmates that culminated in a memorial service held at the gym and attended by over 400 people from every command in the area. Although it was a very sad occasion, I could see that his family very much appreciated getting to know the people that were part of his Coast Guard family and hear them talk about ET1.

There is a short article below about a strategic planning session conducted by members of the CG Yard Executive Steering Committee. We still have a lot of work to do, but the group mapped out seven goals for us to be successful in the near future (2-5 years) as an organization. In the coming months, we will be developing these goals into our business routine and measures, modifying the previous plans developed back in 2009.

By the time you read this, we will be approaching the holiday season. Please take extra time and caution in your travels, whether long distance or locally. Be especially cautious about drinking and driving – best thing is to not do it. Designate someone as the driver so the others in your party can safely have fun. My holiday wish is that everyone comes back to work in the New Year safe and sound.

Thanks for all you do,

Semper Paratus!

2013 Yard Strategic Planning Session

Members of the Yard Leadership Council and Executive Steering Committee attended a three-day strategic planning session at the Maritime Institute for Technology and Graduates Studies in Linthicum, Maryland, on October 29, 30, and 31. The team identified the following seven goals for further development; 1) Develop a skilled workforce to complete ISVS and Depot Maintenance, 2) Modernize the Yard organization and business processes, 3) Execute ISVS project on-schedule and within budget, 4) Maintain and update the Base and Industrial facilities to meet the mission, 5) Complete depot maintenance projects at best value to the Coast Guard, 6) Maintain Base support to the Yard, Tenants, and public service, while complying with regulations, 7) Create awareness of the value of the Yard. These goals will be further developed and implemented as the Yard's Strategic Plan.

See *Strategic Planning*, pg 3



*2013 Combined Federal Campaign
Concludes November 29th*

Please contribute.

"Together We Will Help a Neighbor"

“We’re Working On It!”



(left to right) CGC HOLLYHOCK (WLB 214) – Port Huron, Michigan; CGC ESCANABA (WMEC 907) - Boston, Massachusetts; CGC THUNDER BAY (WTGB 108) - Rockland, Maine



CGC SAILFISH (WPB 87356) - Sandy Hook, New Jersey



CGC PENOBSCOT BAY (WTGB 107) - Bayonne, New Jersey

Strategic Planning, cont from pg 2

Participants attending the session included: (seated front row-left to right) Eric Linton, Business Manager; Teri Byrd, Administrative Assistant to the Commanding Officer; Dottie Mitchell, Communications Manager; (standing front row-left to right) CDR Patrick Dozier, Executive Officer; CDR Matthew Lake, Industrial Manager; CAPT George Leshner, Commanding Officer; Doug King, Chief Shop Steward, AFGE Local 1923; CDR Stephen Roncone, Chief, Facilities Management Department; (standing back row-left to right) Jody Turner, Chief, Planning & Estimating; Mr. Phillip Miedema, Facilitator, CG-OPC Detachment Alameda; Don Shields, General Foreman, Group 20; Walter Brooks, President, BAMTC; Roger Taylor, Safety Manager; Ron Viands,

General Foreman, Group 30; Charlie Zerbe, Production Manager; CDR Brian Melvin, Chief, Project Management. (Not

included in the photo were Bob Hayden, Yard Financial Manager, and Dr. Lydell King, Facilitator, CG-09541).



Yard Accomplishes Critical Repairs on OAKRIDGE

Past: The OAKRIDGE is a steel floating dry-dock built in 1944, capable of lifting a 7500 ton vessel. The docking facility was the Navy's first medium-class auxiliary dry-dock. Built by the Pacific Bridge Company in Alameda, California, OAKRIDGE was originally commissioned as the ARD-19 in 1944. During World War II, on November 27, 1944, ARD-19 was moored in San Pedro Bay, Philippines, with the USS ROSS (DD-563) in its dock when the Japanese launched an air attack. A "Tojo" fighter crashed into the dry-dock, penetrating through its starboard wing wall and causing gasoline fed flames to cover the deck basin, searing the USS ROSS as they spread. As the fire was being fought, another Japanese plane began a strafing run, but was destroyed by gunfire from the OAKRIDGE, ROSS, and the LST-666. After repairs were completed, OAKRIDGE soon resumed its dry-docking and repair role in the Philippines until the end of World War II.

OAKRIDGE was inactivated in 1949 and reactivated in 1962 when it was converted to the first mobile single-unit dock capable of docking Fleet Ballistic Missile (FBM) submarines, and re-designated ARDM-1. OAKRIDGE supported the FBM fleet in Rota, Spain, and Kings Bay, Georgia, until 1997 when it was towed to New London, Connecticut, where it primarily supported the SSN688 LOS ANGELES Class submarines.

The Navy struck OAKRIDGE from the Naval Vessel Register in 2001. The dry-dock was designated for disposal.

In 2002, the Navy and the Coast Guard completed a title transfer of OAKRIDGE. The Coast Guard towed the dry-dock from New London to Baltimore, arriving at the Yard in February 2002. The Yard completed the first scheduled lift of a Coast Guard Cutter in OAKRIDGE that year. In 2003, the Yard used OAKRIDGE to lift the Cutter GALLATIN, a 378' high endurance

cutter in the shipyard for a routine repair availability

Present: OAKRIDGE has served the Yard for the past ten years, supplementing the Yard's state-of-the-art shiplift for vessel dry-docking and repair. But due to its age and use, OAKRIDGE required needed repairs in FY 13. The Yard's shops accomplished temporary repairs, investing over \$3 million in the 69-year-old dry-dock.

Yard tradesmen replaced over 1700 sq ft of steel plate and 2100 linear feet of pipe. They are currently working on replacing 50 keel blocks out of 12'x12' oak blocks, totaling over 15,000 board feet of lumber.

The Yard rebuilt the four main dock pump/motor assemblies that are comprised of a 125 horse power motor driving a 15,000 gallons-per-minute

pump. When all four pumps are energized, OAKRIDGE will pump 60,000 gallons of water per minute.

Additional plans for OAKRIDGE include inspections and certification. Once certified, it will be able to lift 6,000 long tons. (As a reference, a 210' WMEC weighs in the neighborhood of 1,100 long tons.)

Future: Discussion is currently underway about the future of OAKRIDGE, the cost of additional maintenance and its capability to provide needed support for the Coast Guard's new Offshore Patrol Cutters. In the meantime, the Yard plans to use OAKRIDGE to dry-dock a 270' medium endurance cutter during the first week of December, continuing OAKRIDGE's nearly seven-decade long motto, "Strong Arm of the Fleet."



USS OAKRIDGE on the Yard's waterfront

COCHITO, cont from pg 4

recently completed Yard availability. He complimented the Yard for their quality of workmanship, willingness to adapt to changing scope of work, and every Yard employee's pride in their work. His excitement was most apparent when speaking of how proud he was going to be as he pulled into his homeport in Portsmouth, Virginia, showing off the appearance of his cutter to the other five 87' Cutters in Portsmouth. I told him that it was a celebration of a successful team

effort, due to the fact that the support, assistance, and influence that his crew offered were a huge part of the success. The part that excited me the most was the fact that Master Chief Lombard and his crew members individually thanked each and every shop employee the morning of their departure. The only request I made of Master Chief Lombard was to share his thoughts and experiences here at the Yard with the rest of fleet."

Captain Lesher Addresses Workplace Climate Improvement With Yard Workforce

“I want the Yard to be as enjoyable a place to work as it can be. This is one of my command goals – to improve the workplace climate at the Coast Guard Yard.” These were the opening remarks made by Captain Lesher in 13 individualized meetings throughout the summer and fall, covering each of the 600 military members and civilian supervisors/employees of the Yard. The Captain communicated his expectations for an improved workplace climate, concluding every meeting with his primary expectation, “Respect. Understand that your frame of reference must be that of a U.S. Coast Guard and Federal Government employee. Show respect, and you will receive it.”

Captain Lesher explained that when he took command of the Yard on June 7th, Admiral Robert Papp, Commandant of the Coast Guard, addressed a letter to him that included the Admiral’s congratulations and challenges. The Commandant said, “Congratulations on your assignment as a Commanding Officer. You should inspire, mentor, and encourage your people to greater levels of performance, while cultivating and creating a command climate of care and concern. Set the example and communicate expectations. Hold subordinates accountable for lapses in performance and/or behavior. Take care of your people. Put them first and look out for their professional and personal interests.”

Workplace climate is defined by how employees feel about their work - the emotional environment and morale of their shops and offices. The more positive the climate, the more productive, energetic, and creative the workforce is. But when the emotional environment is challenged with offensive or hostile behavior and words; discrimination or harassment, the workplace climate is out of balance.

“You need to talk to each other at the work unit level and listen. Understand that we are a diverse group and people have many different perspec-

tives,” Captain Lesher commented. “Call it out when you see or hear something inappropriate.”

The Captain continued his remarks with recognition that employees sometimes have outside work concerns with family, finances, etc, and these concerns can affect one’s morale at work. “Talk to someone. We have resources available right here at the Yard who can address your issues and help you deal with life’s challenges.”

Specialists in the fields of workforce relations, equal employment opportunity, and work life are available to all military and civilian employees at the Yard. “These professionals are here to help solve problems; help employees get along better, and help create a welcoming workplace,” remarked the Commanding Officer.

The discussions with each work area included representatives from each program as well as the Yard command staff. “Each one of these programs is after the same thing; a positive workplace climate,” commented Captain Lesher.

The Captain’s one-on-one communications with his troops and the blue

collar/white collar Yard workforce emphasized the Coast Guard’s anti-discrimination/anti-harassment policy. This creates a command climate that promotes inclusion, equity, and respect. The policy states: “Performing our duty to act responsibly and respect our shipmates will create a work environment in which every member of the workforce has an equal opportunity to achieve their full potential, contribute to the Coast Guard’s mission, and thrive.”

In her book “Handling Diversity in the Workplace,” author Kay DuPont writes: “Act as a force for change. Everyone is responsible for workplace behavior. If you encounter an example of discrimination or prejudice, speak up. Tell the people involved why you think the behavior was inappropriate. You may not be able to change attitudes overnight, but you can change behavior, and that’s the first step.”

Captain Lesher’s initiative over the past few months to improve the workplace climate at the shipyard paralleled many recommendations in the DuPont book and supported the Coast Guard policy to develop a workforce that will thrive.



Captain Lesher (left) poses with his “resources” team at the conclusion of his final Workplace Climate Improvement meeting where he emphasized the professional resources available to address work life concerns at the Coast Guard Yard. Team members include (left to right of the CO): Gloria Townes, Coast Guard Equal Employment Manager; Cleveland Hall, Human Resources Specialist for Labor Management & Employee Relations; CDR Patrick Dozier, Yard Executive Officer; Les Delney, Yard EEO Specialist, and Jennifer Hensley, Yard Work Life Office. Not available for photo were FSCS Donald Welch, Command Senior Chief; Melissa Sidebottom, Human Resources Specialist, and Anitra Green, SFLC EEO Specialist.

Baltimore Area Coast Guard Commands Honor Fallen Shipmate



The Baltimore Area Coast Guard Commands honored ET1 Kelly Murphy, a First Class Electronics Technician at the Command, Control, Communications Center (C3CEN), Electronics Repair Facility (ERF), during a memorial service held at the Columbus Recreation Center on Wednesday, November 6. C3CEN ERF is a tenant command detachment at the Yard.

Petty Officer Murphy was involved in a tragic car accident on Friday, November 1 near his home in Carroll County, Maryland. He passed away on

Saturday, November 2.

Over 400 military and civilian personnel from the Yard and its tenant commands joined ET1 Murphy's family and friends at the memorial service. RADM Robert Day, Assistant Commandant for Command, Control, Communications, Computers, and Information (C4&IT) provided remarks. Chaplain Gary Weeden, Chaplain of the Coast Guard, and LCDR Edward Bass, Chaplain of the Fifth Coast Guard District, joined the Admiral in prayer. Several of ET1 Murphy's co-workers provided eulogies for their fallen ship-

mate.

ET1 Murphy, a native of San Antonio, Texas, joined the Coast Guard in 2000. He served at Training Center Petaluma, CA; Electronics Support Unit Portsmouth, VA; CGC BEAR; C2CEN Support Branch, Portsmouth, VA, and CGC CYPRESS before reporting to the C3CEN at the Yard in 2010.

Petty Officer Murphy was the Yard's Point of Contact for the Baltimore Area Coast Guard Color Guard. He loved his family, flag football, sports, and playing guitar.

Civilian Employee of the Quarter



*Eddie Torres, Pipe Shop
FY 13, Third Quarter*

Enlisted Member of the Quarter



*SN Gregory Rice, MWR
FY 13, Third Quarter*

Yard Clinic Selected Coast Guard “Health Care Facility of the Year”

Rear Admiral Maura Dollymore, Director of Health, Safety and Work-Life for the U.S. Coast Guard, travelled to the Yard in late spring to present the coveted “Michael J. Cristy Health Care Facility of the Year” Award to the Yard’s Clinic for fiscal year 2012. The Admiral cited the Clinic’s commitment to provide the highest quality health care possible for its patients. The Yard Clinic is one of 42 health care facilities in the Coast Guard.

Under the leadership of Captain Michael Boquard, Chief, Yard Health Services Division, the Clinic is the primary care manager and has an area of responsibility for over 1000 active duty and 200 reserve personnel in the Baltimore-Washington, D.C. area. The health facility is staffed with two medical officers, one dental officer, one occupational health registered nurse, one dental hygienist, one medical administrator, ten Health Service Technicians, and four contract personnel. Clinic personnel service three major commands on the Yard campus, three homeport ships, and 22 outlying Coast Guard units.

The numbers speak for themselves. The Clinic achieved the highest immunization readiness and medical test readiness in the entire Coast Guard in FY 12. The medical staff accomplished over 5800 medical and 2200 dental visits. The Pharmacy Technicians processed over 5000 prescriptions. And the radiology technicians completed 812 radiologic exams. The Health Care Facility also provided medical and dental support

for 28 visiting cutters undergoing repair at the Yard. Noteworthy statistics for these customers included 120 periodic health assessments, 80 dental exams, 34 immunizations, 210 blood tests, and 88 flu shots.

Among other achievements leading to the Award, Yard Clinic personnel received a three-year term of accreditation from the nationally recognized Health Care Quality Assurance Team (AAHHC) for the Clinic’s 100% compliance to AAHHC standards. The Yard Clinic was also the first Coast Guard clinic to receive the Certificate of Medical Home Accreditation.

The “Michael J. Cristy Health Care

Facility of the Year” Award is named after retired Captain Michael Cristy, U.S. Public Health Service, and former Coast Guard Dental Officer. Dr. Cristy was instrumental in establishing the Coast Guard’s medical/dental quality improvement plan among many other contributions and accomplishments during his over 30-year distinguished career in the Public Health Service.

Recipient of the Coast Guard’s “Health Care Facility of the Year” Award in 2006, the Yard Health Services Division’s 2012 award continues the Clinic’s achievement of being the best of Team Coast Guard. Congratulations!



RADM Maura Dollymore (left) joins Dr. Michael Cristy (center) and Captain Michael Boquard (right), for presentation of the “Michael J. Cristy Health Care Facility of the Year” Award to the Yard Clinic.

Lean Update: X31/32 Tool Rooms

By Eric Linton, Yard Business Manager

As part of an overhead reduction initiative, the Yard is combining the Electrical and Electronics Tool Rooms. This will reduce the inventory of shop consumables and the amount of special test equipment. At the same time, the shops are conducting a 5S (Sort, Sweep, Set-In-Order,

Standardize, Sustain) event to reorganize their spaces and get control of their materials. This will free up space to improve the shop work environment. Barbara Rodekohr (X31) is leading part of the project with Rick Heilman (EOPMB), Rich Geohagan (EOPMB), and Jim

Snyder (X31).

When the team was going through the Electronic Shop Tool Room, they identified over \$100K of consumable material that could be combined with the Electrical Shop. This material was not well organized and not readily available for general shop use. By

Milestones

Retirements

CAPT Lisa Cayous, USPHS
Yard Clinic
22 years

HSC Jillynda Williams
Health Services Division
24 years

William Smith
Painter
24 years

FSCS Dwayne Strong
Command Senior Chief
25 years

MEC Frederick Dolbow
Security Department
21 years

Charles LeBrun
Planner/Estimator (Shipfitting)
24 years

FSC Christopher Stewart
MWR
18 years

David Magrogan
Electro Supervisor
44 years

William Schweigman
Electrician
15 years

Advancements/Promotions

MEC William Lahey, Security Department

Jeffrey McHale, Electrical Engineering Tech,GS-802-10

ME1 Corey Cole, Security Department

William Hunt, Sheetmetal Joiner Mechanic, WG-4701-10

ME2 Cory Bloch, Security Department

Eric Alexander, Sheetmetal Joiner Worker, WG-4701-8

DC3 Mitchell Iavarone, Firehouse

Patricia Amtmann, Marine Tool Operator, WG-3414-9

Fred Souder, Marine Machinery Mechanic Leader,
WL-5334-10

Matthew Powers, Electrician Supervisor, WS-2805-11

Alexandre Brinke, Accountant, GS-510-7

Jacob Kawecki, Shipwright Leader, WL-5220-10

Stephen Fleck, Shipwright Supervisor, WS-5220-10

Michael Griffith, Planner/Estimator (Shipfitting),
WD-3820-8

Don Riddle, Secretary (OA), GS-318-5

Wade Lai, Electrical Engineer, GS-850-12

Michelle Camara, Accountant, GS-510-12

Keith Jordan, Painter Supervisor, WS-4102-9

Yard Welcomes Aboard FSCS Welch



FSCS Donald Welch

The Yard recently welcomed FSCS Donald Welch as the new Command Senior Chief. He replaces Senior Chief Dwayne Strong who retired from active duty with 25 years' service in the Air Force and Coast Guard.

A native of Cincinnati, Ohio, Senior Chief Welch served in the Navy for eight years and has been in the Coast Guard for 15 years. His Coast Guard assignments include: CGC GALLATIN (WHEC-721), Charleston, SC; CG Training Center Petaluma, CA; CGC DECISIVE (WMEC-629), Pascagoula, MS; Coast Guard Station Tybee Island, GA; CGC TAMPA (WMEC-902), Portsmouth, VA.

Senior Chief Welch holds a Master's Degree in Human Resource Management and a Bachelor's Degree in Accounting and in Management. He is the second oldest of six children. During his "off-time," he enjoys photography and graphic arts.

Welcome Aboard!

On behalf of the Baltimore Area Chief Petty Officers Association (CPOA), ETC Brian Moller presented a check for \$1817 from the CPOA to Ramona Vazquez, Baltimore Area Coast Guard Spouses Association, representing funds raised from the annual Nate's Memorial 5k Run.

CPOA Donates to Nate's Pantry

The 5k Run, named in honor of the late DC1 Nathan Bruckenthal, was held at the Yard last spring. The CPOA donation will be used to purchase diapers, wipes, and other baby items distributed by Nate's Open Door Baby Pantry for Coast Guard families and those in need.

DC1 Nate Bruckenthal was killed in the Persian Gulf in 2004. He was the first Coast Guardsman lost in combat since the Vietnam War. The Spouses Association founded Nate's Pantry in his honor.

Lean, cont from pg 8

creating a larger shared inventory, the project actually reduced the overall inventory required. The Lean event reduces the number of near term procurements required as the "found" material is used, and finally, because the shops use a great deal of the same materials, the initiative also reduces the amount of inventory required to support work.

The combination of the tool rooms has added shop floor space. The extra space supports the shop's 5S project. The shop plans to create a dust free environment that can be used to relocate sensitive shop

equipment that will reduce maintenance and improve productivity. The extra space also provides a controlled location to store project materials that have been "stashed" in various locations.

During the project, the shop identified 39 special test equipment items that are no longer needed. This isn't just a case of getting rid of "extra" items. The shop is upgrading to multipurpose test equipment that renders some of these items obsolete. But, the net result is that the Yard has 39 fewer items requiring calibration than before. The shop estimates that

this will reduce overhead labor requirements by about 8 hours each week, labor that will now be used to complete ship maintenance.

YARD NEWS		
Printed on Recycled Paper		
<p>The YARD NEWS is an authorized publication published bi-monthly for active and retired employees of the U.S. Coast Guard YARD and selected Coast Guard offices. The views and opinions expressed are not necessarily those of the Department of Homeland Security nor the U.S. Coast Guard. Address contributions and inquires to: Editor, YARD NEWS, U.S. Coast Guard YARD, 2401 Hawkins Pt Rd, Baltimore, MD 21226; Tel. (410) 636-7238; dotie.e.mitchell@useg.mil</p>		
Captain George Leshner <i>Commanding Officer</i>	Dottie Mitchell <i>Editor</i>	
Jennifer Walter <i>Collateral Duty Graphic Designer</i>		

Department of Homeland Security U.S. Coast Guard Yard

Mail Stop #5
2401 Hawkins Point Road
Baltimore, MD 21226-1797

Official Business
Penalty for Private Use \$300