



Yard Aids In Hurricanes' Response and Recovery

November 30, 2017 marked the end of one of the most devastating Atlantic hurricane seasons in modern times. It was the seventh most active in recorded history dating back to 1851 and the worst to hit the Atlantic coast area since 2005. The 2017 season produced 17 named storms of which 10 became hurricanes, including six major hurricanes of Category 3, 4 or 5.

Hurricanes Harvey, Irma and Maria impacted nearly 25.8 million people. Hurricane Harvey (August 17 – September 3) pounded the mid-Texas coast, including the Houston area. Hurricane Irma (August 30-September 16) concentrated on Florida and the Virgin Islands. Hurricane Maria (September 16-October 3) ravaged Puerto Rico and the Dominica.

Throughout the storms, U.S. Coast Guard cutters and aircraft continued to respond, saving lives and property, bringing humanitarian aid, and keeping ports open for maritime commerce.

Included in this response were several cutters that had undergone maintenance or renovation at the Yard recently and over the past few years, as well as ships repaired for other government agencies. The Yard's service of these craft allowed them to perform their operational missions and in many circumstances, saved lives.

In an All-Yard e-mail to the workforce on September 29th, the Yard Commanding Officer recognized the Yard's work that daily allows the Coast Guard to do its job – in the best and worst of times.

Captain Lake wrote:

As we are all aware, there is a large-scale federal response to the humanitarian disasters in Puerto Rico and Florida in the wake of

recent hurricanes in the region.

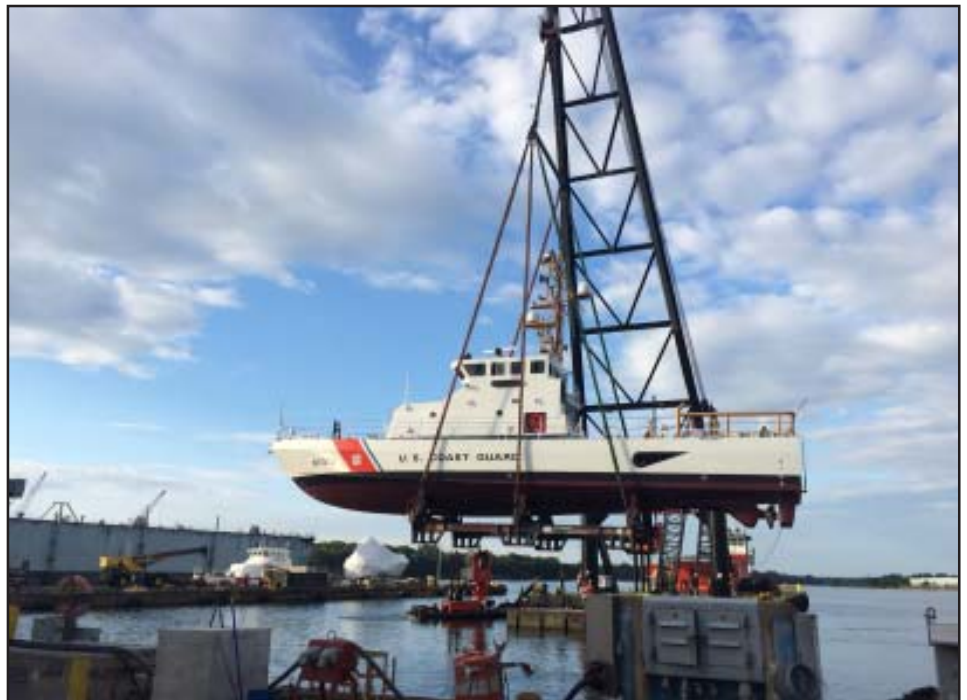
Although it is not as well highlighted in the media as the recent DoD surge and the response from FEMA, the majority of early search and rescue operations (and many ongoing response efforts) include Coast Guard cutters and crews.

Of particular note, nearly all of the cutters actively involved in the Puerto Rico & Florida response were maintained/overhauled at the Yard within the past several years. These include 87's that recently underwent RDAP, several 225' WLBs, and numerous 210' WMECs and 270' WMECs. The support has included search and rescue operations, port security, and humanitarian aid including the delivery of

tons of food and water, and medical support.

Also of note, the NOAA Ship THOMAS JEFFERSON was recently tasked with helping to re-open several critical Florida ports. THOMAS JEFFERSON is using her new sonar systems (that Yard employees designed and installed last year) to perform detailed bottom surveys and identify submerged objects in waterways approaching key ports, and in the ports themselves. This work will allow the Coast Guard to safely re-open major U.S. ports for commerce and other activity.

Thanks for all the work that you continue to do in service of the Coast Guard, our Coast Guard crews, and the U.S.



The Yard lifts the Cutter YELLOWFIN in June 2016 as the 87' patrol boat gets ready for a 60-day planned maintenance under the Coast Guard's 87' Recurring Depot Availability Project. Thirteen months later after completion of repair by the Yard, YELLOWIN would play a major role in response to the devastation of Hurricane Maria in Puerto Rico in September 2017.

The Commanding Officer's Column

by Captain Matthew W. Lake



Season's greetings from the Coast Guard Yard! With the close of 2017, I reflect back on all the incredible accomplishments by the men and women of the Yard, and I look forward to bearing witness to more of this great work in 2018.

At the close of 2017, we're trending under budget, on-time, or ahead of schedule for all of our In-Service Vessel Sustainment Projects, including the CGC EAGLE Service Life Extension Project (SLEP), each of the 225-foot Seagoing Buoy Tender Midlife Maintenance Availabilities and each of the 140-foot Icebreaking Tug SLEPs. We also continue to deliver high-quality 87-foot Coastal Patrol Boats on-time as part of our Recurring

Depot Availability Program. Most importantly, members of the Yard are breathing new life into these cutters so that they may go out to sea and serve our Nation reliably for years to come.

This past year, numerous members of the Yard received national-level and Coast Guard-wide recognition for their incredible professional achievements. Just this month, the Yard was awarded the prestigious 2017 *American Society of Naval Engineers Lucas Award* for outstanding achievement. In 2017, the Yard also reduced its pricing for the first time in twelve years, and achieved the highest production output and workforce productivity in two decades. Concurrently, the Yard began new internship programs and long-term community investment efforts to strengthen our workforce and give back to our community. Importantly, we began to grow and substantially re-structure the Yard workforce for the first time since World War II – in order to complete “booked” cutter renovation projects and other critical work.

In 2018, we will continue our efforts to bolster productivity, lower our

operating costs, further restructure our workforce, increase our project throughput and provide even greater value to the workforce, improve our quality assurance programs, improve our project management processes and systems, and invest in our future. Of note, in 2018 we will begin a series of major capital investments in the Yard that will substantially improve the efficiency and effectiveness of our work. This includes a multi-year construction project to replace the floating dry-dock OAKRIDGE with an expansion of our existing ship-lift facility. We also enjoy growing support for a future investment in our infrastructure to accommodate depot-level maintenance on the new fleet of Fast Response Cutters.

Looking back at our past 118 years, it is clear to me that there are few other units in the Coast Guard that can lay claim to having such an enduring impact on Coast Guard operations. This long-lasting impact is made possible by the incredible people that serve here at the Yard. Looking to 2018 and the future, I'm excited about what I see.

Commandant Congratulates Richard Raker On 53 Years Federal Service

Richard Raker, Yard Facilities Management Department, received a surprise phone call on July 7th from Coast Guard Commandant Admiral Paul Zukunft congratulating him on an



Richard Raker

upcoming anniversary. Raker celebrates 53 years combined military and civilian service on December 23, 2017.

Richard Raker is the Yard's Boiler Plant Operations Inspector and is as a Quality Maintenance Inspector. He served in the U.S. Navy from 1964-1967. He came to the Yard in 1968 and worked in the boiler plant for 21 years until transferring to the Yard Pipe Shop. After 7 years, he returned to the Facilities Management Department to date, supporting a variety of facilities maintenance tasks.

A native of Wilmington, DE, Richard Raker and his family reside in Anne Arundel County, MD.

Congratulations from the Yard family on this milestone career anniversary!



YARD NEWS

Printed on Recycled Paper



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; dottie.e.mitchell@uscg.mil

Captain Matthew Lake
Commanding Officer

Dottie Mitchell
Editor

Jennifer Walter
Graphic Designer (Collateral Duty)

“Our Country Counts On You and Your Workmanship!”

U.S. Senator Van Hollen Addresses Yard Workforce

The Yard hosted U.S. Senator Chris Van Hollen of Maryland (see photo below) for his first official visit to the shipyard on Monday, November 6th. Morning briefings and a waterfront tour concluded with an all-hands address by the Senator to the military and civilian employees of the Yard and SFLC, filling the south end of the historic Fabrication Shop to capacity.

see the work of the Coast Guard around the United States and around the world,” commented the Senator. “Helping dig out lives of citizens recently ravaged by hurricanes, the Coast Guard is there during these disasters and makes us proud. It is your work here at the Yard that serves those Coast Guard vessels that help out others in need.”

ciation for the Yard’s work on other maritime assets like renovations of the NOAA vessel FERDINAND HASSLER and the U.S. Naval Academy’s YP boat project. He also congratulated the Yard for its outreach to local schools such as the New Era Academy in Baltimore. “We need to make sure the next generation of employees will have the necessary skills to continue the Yard’s work.”

The Senator concluded, “Thank you for what you do every day for the men and women of the Coast Guard and for our nation. Our country counts on you and your workmanship!”

Senator Van Hollen was elected to the U.S. Senate in January 2017, filling the seat vacated by the retirement of U.S. Senator Barbara Mikulski. Before his election to the U.S. Senate, Senator Van Hollen was the U.S. Representative for Maryland’s 8th Congressional District from 2003 to 2017. Prior to federal service, the Senator served in both the Maryland State Senate and Maryland House of Delegates from 1991 – 2003.



The Senator referenced his appreciation for the Yard’s work on other maritime assets like renovations of the NOAA vessel FERDINAND HASSLER and the U.S. Naval Academy’s YP boat project.

“YARD NEWS” CELEBRATES 65TH ANNIVERSARY



The November-December 2017 issue of the “Yard News” celebrates the 65th Anniversary of the internal newsletter since its inaugural publication in December 1952. The “Yard News” began as a four-page news & feature “house organ” and expanded to six, eight and ten pages throughout the years. Today, the “Yard News” is an eight or ten page newsletter.

The Yard initially published the “Yard News” twice a month from 1952 to 1960, going to monthly distribution in 1961. The first bi-monthly edition was the July-August 2001 issue and has remained bi-monthly since then.

The Yard Industrial Relations Division (today’s Human Resource Service Center-Northeast) composed the “Yard News” for the first 27 years of publication. In 1979, the Yard Public Affairs Office (today’s Business Communications Office) took over production, to date. The Yard published the first all-color edition in March/April 2013.

The “Yard News” is written for current Yard civilian and military personnel, retirees, Yard customers and partners, and selected Coast Guard offices nationwide. The purpose of the newsletter is to establish open communication between the Yard Commanding Officer and family and friends of the shipyard. The ultimate goal of the “Yard News” is to provide balanced information of personnel news with news of mission accomplishments for the Yard’s internal and external readers.

Over the past 65 years, your readership of one of the Coast Guard’s oldest internal newsletters has been invaluable. The “Yard News” is an informative voice for the Yard, and as it says in the Volume 1, Number 1 edition, “We hope you like it!”

Editor, Yard News

The Yard published the first edition of the “Yard News” on December 23, 1952.

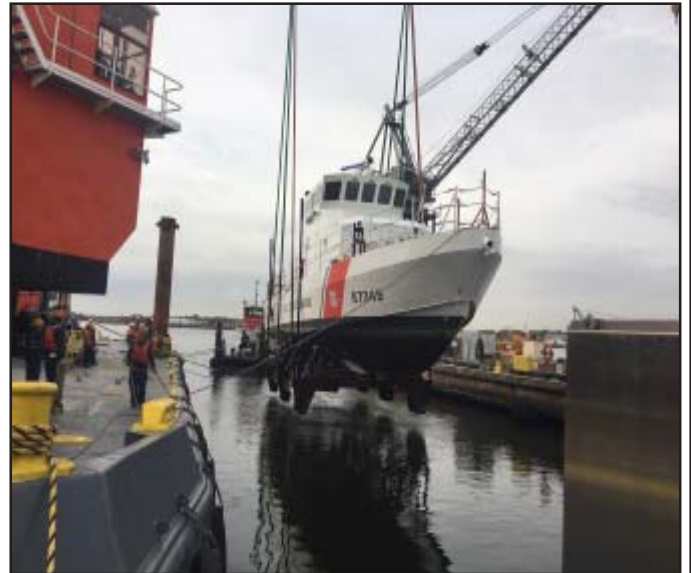
“We’re Working On It!”



National Security Cutter’s MK 110 57mm gun overhaul



CGC MAPLE (WLB 207) - Atlantic Beach, NC



CGC SHEARWATER (WPB 87349) - Cape May, NJ



U.S. Navy Yard Patrol (YP 688) - Annapolis, MD

Recruiting and Training the Next Generation of Shipyard Employees

By CAPT Matt Lake

Fifty years ago, Baltimore was a hub of the global shipyard industry. Regional trade schools graduated thousands of entry-level craftspeople employed in these shipyards, and entire neighborhoods were built around the industry.

For the past 20 years, the Yard has had approximately 500 wage grade employees (shipyard workers). At one point, the average employee was 46-years old, with nearly a quarter the workforce retirement-eligible. The aging workforce was unsustainable and expensive. This was the result of an insufficient pipeline of new, junior employees to replace retirees, and a dominant strategy of hiring master craftspeople from neighboring shipyards – often as these shipyards closed down.

Today, the Yard is among the last remaining shipyards in the region. As shipyards closed, supporting trade schools shifted focus elsewhere, and the pool of experienced workers were no longer available. Unfortunately, this picture isn't unique to Baltimore - U.S. shipyard capacity has been in steady decline for years, and experienced craftspeople are now a rarity. Consequently, the Yard made several attempts at establishing organic apprenticeship programs to “grow our own” craftspeople, and they were met with some success.

The Yard's first program involved hiring apprentices through regional trade schools. This program was successful, but was resourced outside the Yard's working capital fund – and therefore unsustainable as budgets were trimmed. The second program entailed hiring new employees and paying them to take trade classes through a local community college, while simultaneously providing job training. This program was successful in developing new employees, but was expensive (\$50,000/person), and paid for out of the Yard's working capital fund – adversely impacting the Yard's labor rate. Both programs failed to adequately improve diversity in the



A New Era Academy student intern (left) works with a Yard tradesman (right) to learn decking installation during the 2017 summer internship at the Yard.

workforce, and neither did quite enough to attract new employees that lived right outside the Yard's “fence-line.”

As one of five remaining public shipyards in the U.S., it is important that the local community “owns” the Yard. Ownership yields robust political support, making a difference in tight budget environments. It also means the local community is committed to investing in education, training and other resources to ensure future generations are employed at the Yard.

Using past lessons learned, the Yard

established two new internship programs making use of the Yard's unique statutory authorities to adjust workforce composition: DHS' *Pathways* program, and partnerships with local government. These new programs are intended to improve diversity, attract a larger pool of new employees, and increase the proportion of employees sourced “right outside the gate” – engendering community support.

In May 2017, the Yard began hosting interns from New Era Academy, a

See **Recruiting**, pg 8



Yard employees undergo training and practice welding skills using the Yard's welding training booths.

Yard Welcomes Aboard New Managers

Tim Howard
Yard Financial Officer



Tim Howard has been the Financial Officer of the Coast Guard Yard since Oct 2017. He is responsible for the financial operations of the Yard and the fiscal health of the Yard Fund; a working capital fund with annual revenue of \$100 million. As the Department Head for the Yard's Financial Operations Department, he leads a team of 18 financial and accounting professionals.

Mr. Howard came to the Yard from the Surface Forces Logistics Center (SFLC) Asses Logistics Division where he was the Budget Section Chief in the Fiscal Operations Branch. In this role, he developed the annual budget for over \$400M in Operating Expense funding and over \$100M of Acquisition Construction and Improvement funding. This funding supported maintenance activities on the Coast Guard's entire surface fleet of 244 ships and 1800 small boats.

Mr. Howard is a retired Coast Guard Reserve Officer having served over 12 years on active duty. Active duty tours included Financial Officer for the SFLC Long Range Enforcer Product Line in Oakland, CA; Executive Officer on Coast Guard Cutter SPAR in Kodiak, AK; Project Officer for First District Waterways Management Branch in Boston, MA, and Operations Officer on the Coast Guard Cutter BRISTOL BAY, a Great Lakes

See Howard, pg 8

LCDR John Adams
Yard Facilities Engineer



LCDR John Adams reported to the Yard in October 2017 to assume the position of Yard Facilities Engineer. A native of Newburg, Pennsylvania, LCDR Adams graduated from the United States Coast Guard Academy in 2005, earning a Bachelor of Science degree in Civil Engineering. Upon commissioning, he served as the First Lieutenant aboard CGC DECISIVE (WMEC-629) in Pascagoula, MS where he was directly involved with Hurricane Katrina recovery efforts. Following his initial afloat tour, he served as Executive Officer of two crews on four different WPB hulls in Key West and Miami, FL as part of the High Tempo High Maintenance project. His most recent afloat assignment was as Executive Officer aboard CGC WILLOW (WLB-202) in Newport, RI.

LCDR Adams served as the Housing and Small Arms Firing Range asset lines manager as well as the ATON coordinator at CEU Oakland where he earned the Society of Military Engineers Oren Medal in 2012. He came to the Yard from his assignment as the Facility Engineer for Base National Capital Region.

LCDR Adams earned a Master of Science Degree in Civil Engineering from the University of Illinois in 2010 and is a licensed Professional Engineer in the State of Illinois since 2014.

Brandie DeRemer
Yard MWR Director



Brandie DeRemer is the new Director of Morale, Welfare and Recreation (MWR) at the Yard. Ms. DeRemer has over 16 years experience managing multiple programs with the US Army MWR. She began her MWR career as a Management Trainee at Redstone Arsenal, Alabama. Since then, she has held multiple management positions at joint Base Myer-Henderson Hall, Arlington, Virginia and at Fort Meade, Maryland. She has extensive experience leading sports, fitness, aquatics, outdoor recreation, special events, automotive skills, tickets and tours and other recreation services.

Ms. DeRemer received her Bachelor's Degree from Penn State University in Recreation and Park Management where she was a student-athlete in Track and Field (throws). Her most accomplished duty was her deployment to Baghdad Iraq where she had a major impact on servicing, supporting and assisting thousands of service members via entertainers, professional athletes and VIPs at small minute forward operating bases.

Her goals are to use her experience, education and passion for recreation to enhance the Coast Guard MWR program at the Yard and remain an avid supporter of the MWR worldwide community.

**Milestones
Retirements**

Richard Rasinski
Electro Group Ordnance Equipment Mechanic, 28 Years

Bob Hayden
Yard Financial Officer, 20 Years

Advancements/Promotions

Todd Bowser, Rigger Worker, WG-8
 Brian Dash, Rigger Supervisor, WS-10
 Myles Schucker, Sheetmetal Joiner Leader, WL-11
 Michael Cullings, Rigger Helper, WG-5
 Timothy Howard, Financial Manager, GS-14
 Brett Umstead, Structural Helper, WG-5
 Brian Smith, Electrician Helper, WG-5
 Robert Powers, Electrician Helper, WG-5
 Cody Bare, Electrician Helper, WG-5
 Brandon Miller, Electrician Helper, WG-5
 Daniel Edie, Electrician Helper, WG-5
 Lonnie Cuffley, Electrician Helper, WG-5
 Michael Graham, Electrician Helper, WG-5
 Aaron Bolling, Electrician Helper, WG-5
 Christopher Jenkins, Structural Leader, WL-10
 Christopher LaPorte, Structural Leader, WL-10
 Tanner Wills, Electrician Helper, WG-5
 Anthony Bernacki, Rigger Leader, WL-10
 Shawn Riley, Production Machinery Mechanic, WG-10

Jayceson Gordon, Ships Inspector, WG-11
 Ivan Dorsey, Ships Inspector, WG-11
 Stevie Young, Painter, WG-9
 Felipe Gonzalez, Painter, WG-9
 Allen Taylor, Painter, WG-9
 Bryan Palen, Painter, WG-9
 Alvin Kuhn, Sheetmetal Joiner Leader, WL-10
 Daniel Stum, Sheetmetal Joiner Leader, WL-10
 Brett Umstead, Structural Worker (Welder/Ship), WG-8
 Jacob Schumacher, Structural Worker (Welder/Ship), WG-8
 Jason Cuffley, Sheetmetal/Joiner Worker, WG-8
 Kieran Welling, Sheetmetal/Joiner Worker, WG-8
 Michael Jarrad, Sheetmetal/Joiner Worker, WG-8
 Lawrence Page, Sheetmetal/Joiner Worker, WG-8
 Kenneth Johnson, Sheetmetal/Joiner Worker, WG-8
 Michael Mason, Sheetmetal/Joiner Worker, WG-8
 Ryan Sackalosky, Rigger Leader, WL-10
 James Blueford, Structural Supervisor, WS-11
 William Bittner, JR, Painter Leader, WL-9

Yard Enlisted Member of the Quarter



*YN2 Jacquelyn Smith, SPO
FY 17, Fourth Quarter*

Yard Civilian Employee of the Quarter



*John Weddle, Electro Group
FY 17, Fourth Quarter*

Yard Dry Dock Club Manager Assists White House Culinary Staff for the Holidays

By Brandie DeRemer, Yard MWR Director

CSC Arnold Braun, Yard Morale, Welfare & Recreation (MWR) Dry Dock Club Manager, was invited to be a part of the prestigious White House Culinary Staff from November 27 to December 1, 2017. Working alongside chefs from the U.S. Navy and U.S. Army, CSC Braun assisted the White House Executive Chef in preparing meals for holiday parties.

The U.S. Coast Guard Special Command Aide (SCA) Manager invited Chief Braun to assist the White House Culinary Staff. The SCA program manager selects Coast Guard chefs with remarkable reputations and career paths for such prestigious assignments at the White House.

When Chief Braun was asked what this opportunity



CSC Arnold Braun

Recruiting, cont. from pg 5

Baltimore transportation trade school. This program is funded by Baltimore through private donations. The interns work summers at the Yard, undergoing training and job skills development. The Yard recruits the most successful and promising students for employment at the Yard upon graduation.

The Yard is now hiring WG-01 year-long part-time interns at the Yard through the *Pathways* program.

Pathways enables the Yard to hire and train part-time employees while they

attend school. As high-school or community college students, the Yard doesn't pay tuition or other expenses. Consistent with the *Pathways* authorities, successful graduates may be offered non-competitive appointments to the Yard in entry-level positions. Concurrent with this program, the Yard has targeted intern recruiting efforts to several Baltimore trade schools, and to students that live in close proximity to the Yard.

Concurrently, the Yard increased investment in shop training mock-ups,

certification and other training activities that come with developing a new workforce. The Yard also made use of its working capital fund authorities to restructure the workforce, increasing the ratio of lower-graded to higher-graded employees. This yielded a 4% reduction in the labor costs, and re-invigorated the workforce with new employees, while re-establishing a sustainable workforce "pyramid."

The result of these efforts is a more cost effective and sustainable workforce, with renewed community commitment to the Yard.

Howard, cont. from pg 6

icebreaker stationed in Detroit, MI. Mr. Howard also served in the Marine Corps Reserve as a small arms repairman and an ammunition technician.

Mr. Howard earned his Bachelor of Science Degree from the Bob Jones University in 1999 and his Master of Business Administration with a concentration in accounting from the American Military University in 2011. He is a Certified Government Financial Manager (CGFM) and Certified Defense Financial Manager (CDFM).

White House, cont. from pg 7

meant to him, he replied, "To be able to serve the President of the United States in the White House is a tremendous milestone for my career. It is an honor to be part of such an awesome experience that validates all the hard work I have done in my 17 years of active duty service. Not many can say they had the chance to cook for our President, and I am very glad I got the opportunity. It has been something I wanted to do for years, and when I received the email asking if I wanted to work in the White House this holiday season, I couldn't pass it up."

CSC Braun was most excited to learn from the White House Executive Chef and her staff. He commented, "I am eager to see how operations are run in the White House and how I can take new ideas and use them in the Coast Guard to further my culinary skills and develop my staff."

Since CSC Braun's arrival to the Yard in July 2017, he and his staff have worked diligently and extremely hard to keep improving the Dry Dock Club and community relations.

"We are thrilled to have CSC Braun here along with his knowledge, work ethic and positive attitude in our MWR Program," commented Brandie DeRemer, Yard MWR Director.

CSC Braun enjoyed his culinary adventure and when asked how this experience has enhanced his career, he said, "I know that I will never forget this unbelievable experience that was offered to me. The days were long but well worth the bragging rights. The White House Culinary Staff are some of the best to work for, and I hope one day I may get a chance to serve alongside them in a more permanent position."

Congratulations, CSC, on this opportunity, and thank you for representing the Coast Guard, the Yard, and MWR this holiday season.



CSC Braun stands at the main hallway of the White House overlooking the White House Christmas tree as he prepares to join the White House culinary staff for an upcoming yuletide event.