PUGET SOUND NAVAL SHIPYARD & INTERMEDIATE MAINTENANCE FACILITY

Bremerton, Washington
PUGET SOUND AREA

Puget Sound Naval Shipyard & Intermediate Maintenance Facility

Bremerton
Seattle
Spokane
SHIPYARD HISTORY

- 1891- Naval Station established
- Key role in WWI, WWII & Korean War
- Naval Nuclear Propulsion Program began in 1965

Lay of the Land
- 732 acres, 313 on land
- 2.3 miles of shoreline
- 9 piers, 6 dry docks
- 382 buildings
Displacement Statistics

- Nimitz class carrier: 102,000 tons
- Trident submarine: 18,750 tons
- Semi truck: 40 tons
WHY WORK FOR PSNS & IMF?

- ~2,500 engineers
- You will grow and be challenged
- Pay and benefits are competitive
- Field, Office & Management opportunities
- Pacific Northwest is an amazing area!
Command’s Mission: We exist to maintain, modernize and retire our Navy’s fleet.

Employ +15,000 (2,500 engineers) DOD Civilians

Multiple engineering departments
- Nuclear Engineering
- Non-Nuclear Engineering
- Crane Engineering
- Ocean Engineering

Typical hiring goal: ~ 120 - 200 engineers
We offer Ample skill training

You have a choice between Urban vs. Rural

Why we come here to recruit engineers?
CHOOSE A TOPIC...

- What will we DO?
- Pay/Bonuses/Promotions
- Benefits
- Retirement
- Annual leave/sick leave
- Overtime/Shift Work
- Citizenship/Security Clearance
- Continuing Ed/Training
- Internship Program

- Repair and Maintenance vs. Design
- Office vs. Field work
- Pacific NW
- Travel
- Student Loan Repayment
- Recreation
- Volunteer Opportunities
WHAT DO WE DO?

- Testing
- Troubleshooting
- Technical Expertise
- Process Improvement
- Industrial Safety/Health
- Potential to move into other areas, management
Technical Departments
- Cognizance of components in a system
- Troubleshoot problems
- Write technical direction for the work to be completed

Testing Departments
- Test components/systems at operating conditions
- Isolate components to support technical departments

Reactor Servicing Department
- Replace spent fuel or defuel submarines
PAY

- Entry level GPA $\geq$ 2.95 (GS 7)
  $61,500 + \text{bonus}^*$

- Masters degree (GS 9) or $>1$ year Post-Undergrad Engineering Experience
  $71,400 + \text{bonus}^*$

- GPA 2.6 - 2.94 (GS 5)
  $49,000 + \text{bonus}^*$

* Bonus up to $10,000
based on degree/position/commitment
Bachelor’s GPA 2.5 – 2.94 (GS 5)
- Start ~ $49,000
- Working level $84,000 in 3.5 yrs, pending performance and qualification.

Bachelor’s GPA ≥ 2.95 (GS 7)
- Start ~ $61,500
- Working level $84,000 in 2.5 yrs, pending performance and qualification.

Master’s (Nuclear GS 9)
- Start ~ $71,400
- Working level $84,000 in 2 yrs, pending performance and qualification.
Moving Expense Reimbursement

- Moving expenses reimbursed if currently living greater than 50 miles from PSNS & IMF
- Ability to receive a travel advance in some cases
**Health Insurance** – multiple options
- Gov pays ~70%,
- Employee pays ~30% ($45 - $490 every 2 wks)

**Life Insurance**
- Gov pays ~30%,
- Employee pays ~70% ($9.50 every 2 wks) for basic

**Long Term Care Insurance**
- Eligible for various coverage (family included)

**Flexible Spending & Health Savings Accounts**
- Pre-tax dollars to pay for out of pocket expenses
Federal Employees Retirement System (FERS)
- Retire as early as 57, with 30 years government service
- FERS lifetime check, Social Security, Thrift Saving Plan

Thrift Saving Plan (TSP)
- Federal governments version of 401(k)
- Government matches up to 5% - starts immediately
- Employee contributions immediately
13 - 26 days paid vacation per year (Annual Leave)

13 days of sick leave per year

10 paid holidays per year
OVERTIME

- Engineers earn overtime when working more than 8 hours per day and/or more than 40 hours a week.

- Employees have the option to earn overtime pay or to earn compensation time when working extra hours.
SHIFT WORK

- 24/7 facility – Mission Driven
- Varying Shifts throughout day:
  - Day Shift
  - Swing Shift
  - Graveyard shift
- Generally, it is known ahead of time when a specific project is assigned shift work
PSNS is an equal opportunity employer

Must be a **U.S. Citizen**, no dual citizenship

Security clearance

- Personnel Security Office does interim clearance check
- Office of Personnel Management does in-depth background check (records check, letters sent to references)

Process for an interim clearance can take up to 2-3 months
  - Process for final clearance can take over a year
CONTINUING EDUCATION

- Application based opportunities for Continuing Education Funding Assistance:
  - Fundamentals of Engineering (FE/EIT) and Professional Engineering (PE) licensing
  - PSNS & IMF sponsors Shipyard related coursework/Education programs
  - Corporate University partnership with local Community College
Leadership development is available to employees at all levels
SKILL TRAINING

- Radiological Fundamentals
- Nuclear Reactor Systems
- Propulsion Plant Training
- Submarine and Surface Ship Orientation
- Cleanliness Control
- Mentoring
ENGINEERING INTERNS

- Pay is between $14-$18/hr
- Shipyard assists with tuition and books
- 1 year school assistance = 1 year service
- Interns earn annual leave (vacation) and sick leave while working
- Interns are eligible for same benefits as full time employees
- Must be a full-time student
We maintain, upgrade and repair Aircraft Carriers and Submarines

We are not a ship design facility

During maintenance and upgrades we face many unique problems that often require innovative solutions

Creativity is the key!
KITSAP PENINSULA

Green Mountain Summit

Waterfront Sunrise at PSNS & IMF

Pt. Townsend
THE SCENIC NORTHWEST

3rd Beach near Forks, WA

Marrowstone Island, Ft. Flagler

Tulip Festival, Mt. Vernon
OFF STATION WORK LOCATIONS

- United States
  - Everett, WA
  - Bangor, WA
  - San Diego, CA
  - Pearl Harbor, HI
  - Portsmouth, NH
  - West Milton, NY
  - Pittsburgh, PA
  - Norfolk, VA
  - Little Creek, VA
  - Newport News, VA
  - Pascagoula, MS

- Europe
  - London, England
  - Gaeta, Italy
  - Toulon, France

- Middle East
  - Bahrain
  - Dubai

- Pacific
  - Yokosuka, Japan
  - Sasebo, Japan
  - Guam

Highlighted locations are primary work sites for shipyard employees
YOKOSUKA, JAPAN
Currently up to $45,000 in student loan repayment!

- Shipyard will pay up to $5,000/year for 3 year service agreement
- Must work in the shipyard for 1 year prior to applying
- Employee must work for Shipyard for 3-years in return
- Renewable for two additional 3-year terms, as funding allows
SEATTLE

Benaroya Symphony Hall

Space Needle

5th Avenue Theater

Seattle Art Museum
FOR THE OUTDOOR MINDED

- Skiing, Scuba Diving, Hiking, Snowshoeing, Kayaking, Sailing, Whale Watching, Fishing, Camping, Biking, Running
PRO SPORTS
VOLUNTEER OPPORTUNITIES

- Local Schools
- Environmental
- Community
- Sports Coaches
- Local organizations
- Professional organizations