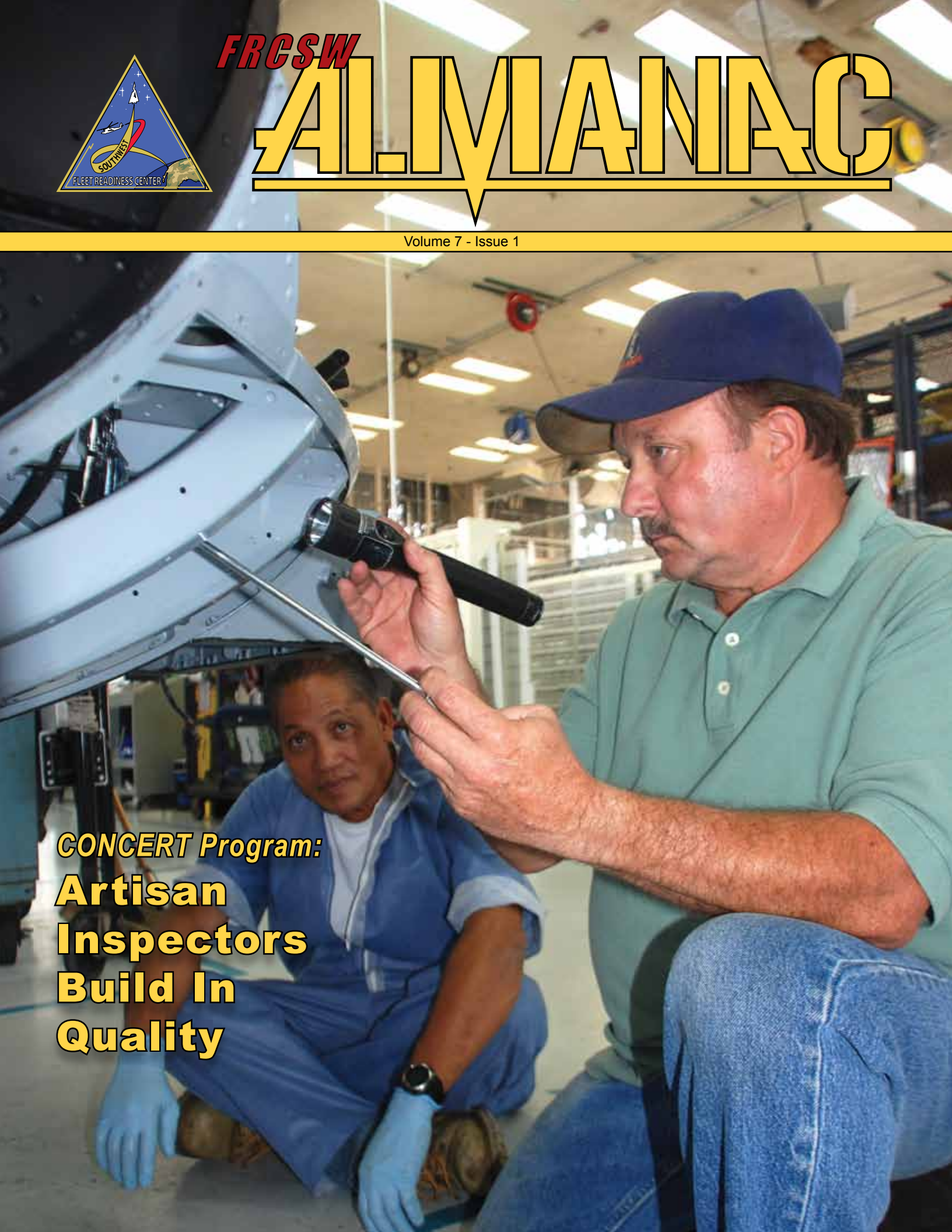

Volume 7 - Issue 1

CONCERT Program:

Artisan Inspectors Build In Quality

Skipper's Corner:

Challenging Times

Capt. Don B. Simmons, III

On Friday July 12th, our civilian workforce joined more than 600,000 other dedicated Defense Department employees in the first of up to 11 days (now six) of furloughs that have been mandated by the sequestration budget cuts enacted by Congress.

In addition to affecting our people this fiscal year, sequestration forced the Navy to curtail deployments and delay vital maintenance to many of our fleet's assets.

In mid-July the CNO pointed out that the Navy conducted 10 fewer deployments than last year, and that with fewer funds available for ship and aircraft maintenance and training, this means fewer battle groups will be combat ready.

As our senior Navy leadership works with Congress to pave the financial course ahead, it is imperative we remain aware that the threats to our nation and interests have not changed, and most likely will not diminish.

I can think of no other scenario where our production and support staffs have been called upon to do more with less in support of the warfighter. We are being asked to perform our work under an unprecedented evolution of terms and conditions limiting our abilities, however, my confidence in each of you is unshakable. The FRCSW civilian workforce is unquestionably the most innovative, experienced and reliable within the naval aviation MRO enterprise.

As we adjust our workload requirements and priorities to enable FRCSW to accomplish its mission, I am well aware that the same basic principles are being applied in your own households.

While there is no "silver bullet" to end sequestration or its effects, in-depth information is available through our intranet at: https://horizon.navair.navy.mil. The link contains valuable resources to help you through these times, including information on the Civilian Employee Assistance Program (CEAP).

In the event of further changes in policy or procedure I promise you that I will pass along any pertinent information, including anything associated with sequestration or the status of the furlough.

DON B. SIMMONS, III
Captain, U.S. Navy
Commanding Officer

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FRCSW Mission, Vision & Values

Mission

Deliver responsive maintenance, repair and overhaul products and services in support of Naval Aviation and National Defense objectives.

Vision

Be the provider of choice for aviation maintenance, committed to customers, partners, workforce and community.

Values

Honor, Courage, Commitment.

FRCSW ALMANAC

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FRCSW ALMANAC

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Features

About the Cover
Artisan inspector Richard Krasko, right, inspects repairs completed to the forward nose panel of an SH-60 Seahawk helicopter in Building 306 while aircraft mechanic Danny Sarsoza looks on. *Photo by Jim Markle*

Sailors aboard the aircraft carrier USS *Ronald Reagan* (CVN 76) prepare to disembark an F/A-18 Hornet fighter aircraft.
Photo by Jim Markle

CONCERT Program Enhances Production Quality

To improve the quality and speed of its maintenance, repair and overhaul services, Fleet Readiness Center Southwest (FRCSW) developed the Concurrent Certification (CONCERT) program in late 2005 using the Navy's Collateral Duty Inspector (CDI) program as a model.

Artisan inspector Richard Krasko, foreground, inspects repairs completed on the forward nose panel of an SH-60 Seahawk helicopter in Building 306 while aircraft mechanic Danny Sarsoza looks on. *Photo by Jim Markle*

After training, Sailors completing the CDI program are authorized to inspect the work of other Sailors. Under CONCERT, the CDI counterpart is called an "Artisan Inspector (AI)".

"CONCERT is a change in our Quality Assurance (QA) method of providing verification by allowing specially trained artisans to perform a 'second set of eyes' verification in lieu of QA specialists," said Chief Quality Officer Cmdr. Kyle Turco.

By "ensuring quality at the source," he said, the program frees QA specialists to develop new process improvements.

AIs first appeared in February 2007 at the E-2/C-2 line in Building 460. Since, the program has expanded to include the FRCSW F/A-18 Hornet, avionics, surfaces, and the Vertical Lift program.

"We're (AIs) another form of Quality Assurance (QA) and do what they used to do in terms of inspecting artisan work. But ours goes one step above that; when we look at a component we're verifying that the equipment is installed correctly, the correct hardware is up to specifications, and is in accordance with the maintenance manuals," said Richard Krasko, an AI assigned to the H-60 Seahawk helicopter line in Building 306.

Turco said that upon selection, AI candidates complete a two-day basic fundamentals course before a six to eight-week on-the-job training assignment under the respective area QA.

"The conclusion of the program is a final evaluation with the QAs who would go to our supervisors to let them know their results. From there we have a board with the commanding officer, the QA officer and others associated with the program. They are given the opportunity to ask us questions to test our knowledge, and if satisfied, the CO signs our certification," Krasko said.

AIs must maintain certification as it may be revoked due to failure to meet the program's performance standards.

"QA monitors the work that we're performing," said AI mechanic James Cady who is assigned to the F/A-18 Hornet center barrel and PMI line.

"They make sure that we don't miss anything, and if we do, we get a discrepancy report against us. Not against the artisan who did the work."

AIs may approve work only for the trades they are authorized to perform, as documented in their individual qualification record.

"As a mechanic I'm not certified to perform operational checks on the aircraft. That is, running the aircraft to power, checking the speed brake, the nose gear steering. I'm not certified to do that as a mechanic, so I can't do that as an AI," Cady explained.

Though AIs continue to perform their regular artisan jobs, they cannot approve their own work; another AI must approve their work for them.

In assessing work, Krasko said that AIs adhere to an '18-inch rule,' which means they include roughly an 18-inch area beyond where a job was completed. If other issues are found, examinations and evaluations (E&E) are notified and, if necessary, a work order or an aircraft discrepancy record is created. Otherwise, the AI may generate a discrepancy work order.

Before an aircraft is returned to its squadron, the AI is joined by a QA representative and a final walk through is completed to verify that the aircraft is safe to leave. The aircraft's maintenance books are also reviewed to ensure that all required categories are stamped and signed.

"As an AI, you look at things in a different light. There's a difference between an artisan assembling something and an artisan selling it to QA. Because now, as an inspector, you're the set of eyes; you say it's good. If the aircraft fails or the squadron finds a fault, they go back to the maintenance logbook and see my stamp is on the line. I have to defend what I did," Krasko stated.

A former aircraft mechanic and an AI for two years, Krasko is one of three mechanic inspectors within the H-60 assembly/disassembly line. There is also an electrical inspector who primarily works with the H-60 in-service repairs; and three sheet metal inspectors.

The H-60 AI schedule may be divided between one to six aircraft at any time, and sometimes requiring 35 to 40 inspections a day, he said.

E-2/C-2 overhaul and repair supervisor Vincent Kaparic, right, and aircraft mechanic Mario Quintana inspect the rotodome coupler to an E-2 Hawkeye in the aircraft disassembly cell in Building 460. *Photo by Jim Markle*

The F/A-18 production line currently employs 28 AIs encompassing all trades: seven mechanics, seven electricians, 11 sheet metal mechanics, and three machinists. AI events on the F/A-18 line are generally dependent upon how fast the production lines are moving, Cady stated.

"The most calls I've had in one day was 48. The mechanic QA cells are roughly 60 percent of the calls performed on the aircraft," said Cady who has worked as an AI for more than one year.

Prior to his current position as E-2/C-2 overhaul and repair supervisor in Building 460, Vincent Kaparic joined CONCERT in October 2010 while working as a sheet metal mechanic on the CH-53 Super Stallion line.

Kaparic not only served as an AI, but as an AI work lead, as well.

"An AI work lead is a combination of an AI and a regular work leader: You're handling the paper work, the job functions making sure the artisans are doing what they're supposed to be doing, as well as doing the QA inspections, and still working on the aircraft," he said.

"The CONCERT program opens up the eyes of the artisans to different aspects aside from just building the aircraft. Whatever your trade, you're more involved in the overall quality process that goes into the aircraft. For me it gave me more sense of fulfillment because I was helping to produce a higher quality of aircraft," he said.

"The AI program is great for the command. There's a lot of good that came out of it. And as the right people enter the program, there's a lot more to come from it," Kaparic added.

Though programs similar to CONCERT exist at Boeing Co., and Northrop Grumman Corp., FRCSW is the only readiness center to operate in such a fashion.

LM2500 PROGRAM SHIFTS GEARS, INDUCTIONS TO INCREASE

Photos by Jim Markle

Artisans assigned to the Fleet Readiness Center Southwest (FRCSW) LM2500 engine program can expect an increase in business starting in Fiscal Year 2014.

That's what FRCSW maritime program manager Lt. Cmdr. Timothy Tuschinski said because of a change in philosophy from repairing engines that are driven to failure, to inducting engines for preventive maintenance.

The new policy was spurred by a drop in inventory of LM2500 engines beginning in 2011 during Operation Tomodachi, when more than 20 Navy ships took part in a massive humanitarian relief effort following the earthquake and tsunami that devastated northern Japan.

Machinist Tuan Nguyen uses a vertical turret lathe to prepare a bearing aft stationary oil seal as part of the overhaul of an LM2500 engine. The LM2500 engine program will expand in Fiscal Year 2014, as FRCSW begins to perform preventive maintenance on the gas turbine engines.

Mechanic Daniel Lessard removes the fuel tubes of an LM2500 engine in Building 472.

Mechanic Daniel Gebremeskel performs a visual inspection on a low-power turbine seal used between the engines rotors.

"The rate of LM2500 inductions will begin to increase in FY 2014. The rate in which we induct engines right now is about one every three weeks. And we will see about one every two weeks starting around October 2013 (FY 2014)," Tuschinski said.

LM2500 production began in1969 by the General Electric Co. The gas turbine engines were first used to power the Spruance and Kidd-class destroyers in the 1970s, and their use expanded in the 1980s to include Oliver Perry-class frigates, Ticonderoga-class cruisers and Arleigh Burke-class destroyers. They are also used to power oil platforms and pipeline pumping stations.

Since 1976, FRCSW has remained the only naval depot to service the LM2500 single and twin shank, and low-power turbine engines.

Tuschinski said that a labor plan is in place to address the incoming workload.

"Of course, everyone is affected by the hiring freeze, and so we are looking at innovative ways to bring in additional labor; some from the (FRCSW) Pt. Loma site possibly coming back to North Island, as well as through the new competency alignment to get more of our artisans from other areas."

LM 2500 supervisor James Gilbert said the program may bring in machinists who will be trained to perform specific tasks on the engines.

"For now, we have 16 artisans in the LM2500 program: four contractors and 12 civil service personnel. Two are machinists, two are evaluators and the rest are mechanics," Gilbert noted.

Field work on the engines is performed by Shore Intermediate Maintenance Activity which also removes and transports them to FRCSW when repairs exceed their capabilities.

LM2500 engine repairs average 3,000 manhours per engine, and the command typically overhauls up to 22 engines annually.

FRCSW's primary customers are Naval Sea Systems Command (NAVSEA) and their liaisons, and foreign navies who have purchased U.S. ships powered by the engines.

"Right now we have 16 engines, but we have 20 in process due to some significant constraints that we are working through," Tuschinski stated. "These constraints aren't quality issues as our artisans do a fantastic job with the challenges they have; it's more on the equipment and material side."

One crucial piece of equipment is the vertical turret lathe which is used to cut or machine the stator cases of the LM2500. Steps are in place to ensure its operation until it is replaced with a new one in FY 2015, Tuschinski said.

Further, approximately one-third of the work servicing the LM2500 engines is overseen by the manufacturing program in Building 472. And many of those processes such as cleaning, metal spray, test stands and non-destructive inspections, use older equipment which is not always reliable.

To address the issue, Tuschinski said that a NAVSEA Black Belt project is underway to analyze and improve the manufacturing portion and their processes within the engine's program.

Efficiency improvements are not limited to the manufacturing end of the program; and with the FY 2014 increased engine workload, the program is redefining its requirements.

"Our focus is in decreasing our turn-around time as much as possible. We've had a lot of different AIRSpeed events, and we're looking at individual processes that will help our overall efforts," said Tuschinski.

A value stream analysis, or separating wasteful functions from those that contribute, was recently conducted by a NAVSEA Black Belt, Tuschinski added.

The FRCSW AIRSpeed Department completed an engineering paper work Green Belt project, and funding for a tool control Kaizen (continuous improvement) event targeting point-of-use tooling and tool box shadowing is underway in Buildings 472 and 397. That analysis is about 40 percent complete, Tuschinski said.

"Much of Building 472 may appear cluttered with work in process and that's due to the amount of engines we have held up due to equipment issues. But once we get the equipment fixed and all of our Continuous Process Improvement projects are in effect, we'll be pumping out engines like we never have in the past," he said.

FRCSW Repairs Seahawk Downed by FOD on Maiden Flight

Two years ago, an MH-60R Seahawk helicopter suffered foreign object damage (FOD) on its maiden flight October 1 from Owego, N.Y., to Naval Air Station North Island. The helicopter crashed in Jefferson City, Mo., approximately 20 hours after takeoff.

A plastic plug that was used in the painting phase of the manufacturing process of the helicopter had made its way into one of the aircraft's tail gear boxes, interfering with the lubrication of the bearings.

Fire crews inspect the MH-60R Seahawk helicopter after the crash in Jefferson City, Mo. No one was injured. *Courtesy Photo*

"The tail rotor seized and the aircraft came down on an angle and landed on its left side. This sheared off the left-hand main landing gear causing damage to all the lower skins, caved in the aft tail landing gear, through the top of the A/C tearing out all of its support fittings," said Pete Fuentes, In-Service Repair (ISR)/ Special Rework sheet metal leader.

Fleet Readiness Center Southwest (FRCSW) was notified of the mishap, dispatched planner and estimator David Triglia to Missouri to assess the aircraft's condition, and had the helicopter delivered by flatbed truck to Building 308 for further analysis and repair.

The Seahawk was initially destined for Helicopter Maritime Strike Squadron (HSM) 41, but since the incident is under a special rework status by authority of Naval Air Systems Command.

H-60 Deputy Program Manager Steve Coffey noted that the transition section and approximately 12 feet of the aircraft, suffered frame damage and that the aircraft's cockpit window frames were damaged and cracked due to the impact.

"Working with H-60 engineers Denny Morris, Rodney Madsen and Matt Higgins, we should be able to repair every frame on the helicopter except one because it's a machine-fitting main bulk head frame," said Fuentes. "For that one we will work with engineering and try a `tub repair,' which is to insert a pre-formed machine part that has the original shape before the damaged to the part, and then fasten inside to complete the repair of this frame."

Meanwhile, three sheet metal artisans and three mechanics, lead by Rey Velunta (who will be handling the disassembly and reassembly phases of the repair) were assigned to the aircraft, but have been reassigned to the PMI line to keep up with PMI inductions due to the furloughs.

Coffey said that the evaluation of the Seahawk required more than 13,443 hours of repair, including disassembly and preservation of the airframe components. The total estimate to complete this evolution is estimated to cost $1.4 million.

Many repairs to the aircraft's skins and stringers have already been completed. They include the transition upper skins, left and right upper transition stringers, the transition interior stringers, and some of the cockpit external lower skins.

Addressing other cockpit damage, artisans performed fiberglass repairs to both sides of the left and right upper cockpit support members which had cracked, and repaired the cockpit's lower internal angles and formers.

New left, right and center windshields of the cockpit were also installed, along with left and right observation windows.

Crucial components like drive shafts and gear boxes will be removed and installed from a donor helicopter received from Aerospace Maintenance and Regeneration Group (AMARG).

The donor aircraft required completion of all the urgent technical directives, phases and specials so HSM-78 could perform a functional check flight on the donor aircraft before use of any of the components, Coffey said.

"This older, donor aircraft was a `Bravo' (H-60B) converted into a `Romeo' (H-60R); one of the very first ones. And though it doesn't have all of the airframe changes and new wiring needed to conform to the new Romeo, our doing this will save the government million of dollars," Coffey said.

Complete repair to the MH-60R helicopter will cost approximately $1.4 million, he said, whereas a new, fully-equipped replacement aircraft exceeds $35 million.

"We're going to use all of the dynamic components, meaning the main gear box, the blades, intermediate gear box, tail rotor gear box, the tail pylon and the main landing gear, struts and tires from the donor aircraft that we pulled out of AMARG," said Coffey.

The damaged MH-60R Seahawk helicopter arrives at FRCSW via flatbed truck. *Courtesy Photo*

The aft landing gear shows the damage caused by the force of the crash, above.

Structural layout for repairs began almost immediately, below. *Courtesy Photos*

The lower frame portion of the modified donor H-60B/Romeo tail cone has been spliced in to the H-60R aircraft. Artisans also manufactured and installed a new power supply support for the tail cone.

In addition to the modified donor Bravo/Romeo, the aircraft will require about 15 structural components from Sikorsky, the manufacturer of the helicopter, Coffey said.

Prior to sequestration and consequent furlough of employees, an initial target deadline of April 14, 2014, had been set to repair the aircraft and return it to the fleet.

According to FODNews.com, Foreign Object Damage costs the Navy approximately $90 million annually.

Editor's Note: FRCSW would like to thank Ken Venable and the staff from CHSMWP, and Squadrons HSM-41 and 78 for their support in this endeavor.

FRCSW Sailors emulate the proverb "Speak no evil" in their poster to encourage and lend a voice to victims of sexual assault. Created by QM3 Yessenia Lotta and EN3 Brad Medina, the poster will compete as the most effective sexual assault awareness and prevention product within Navy Region Southwest.

FRCSW Sailors "Break the Silence"

"Breaking the Silence" is the message conveyed by a group of Fleet Readiness Center Southwest (FRCSW) Sailors in a poster created to promote the Navy's campaign to prevent and eliminate the threat of sexual assault among its ranks.

April was the DOD's Sexual Assault Awareness Month, whose campaign this year is, "We Own It...We'll Solve It...Together." The campaign promotes raising awareness and prevention of sexual violence through use of special events and education.

One event encouraged teams to submit posters which best illustrated the Sexual Assault Prevention and Response (SAPR) theme and campaign.

The poster selected by the FRCSW SAPR Team was created by EN3 Brad Medina from Auxiliary Resale Outlet division and QM3 Yesenia Lotta from the AIR*Speed* Division.

"I received an e-mail one morning about a sexual assault awareness poster contest for FRCSW. I was inspired to enter the contest and with so many ideas, I knew I could not do it alone, so I asked EN3 Brad Medina for his help," Lotta said.

The poster's theme was inspired by AT1 Nicolas Lingenfelter, who wanted to reiterate the SAPR program's theme of "Breaking the Silence."

"In regards to the format of the poster," Lotta said, "I was inspired by a 'Hear no evil, Speak no evil and See no evil' AIDS campaign ad."

The effort to combine those concepts truly reinforced the SAPR program's efforts in empowering all survivors of sexual assault to come forward.

The poster features FRCSW active duty personnel from different ranks, ethnicities, ages and work centers. Each Sailor is displayed with either their hands or tape covering their mouths.

"This impacting display symbolizes the victims who have yet to speak, are afraid to come forward and those who have witnessed sexual misconduct and are afraid to speak out," Lotta said.

The poster was submitted as a sexual assault awareness and prevention product for Navy Region Southwest.

The intent is that all efforts empower survivors of sexual assault to contact the DOD Safe Helpline, which grants 100 percent anonymity at 1-877-995-5247 or online at www.safehelpline.org.

FRCSW personnel may also contact Sexual Assault Prevention and Response Liaison ASC Kristy McGaffick at 545-6713, or ATC Heather Brown at 545-2538 for more information on policy, prevention and awareness efforts.

FRCSW Earns Navy Honor Roll Pennant

Fleet Readiness Center Southwest (FRCSW) Commanding Officer Capt. Donald B. Simmons, III (right) is joined by FRCSW Command Master Chief Pablo Cintron, as NC1 Cindi Craig and AS2 Jamie Harbor prepare to raise the Navy Honor Roll Pennant for Retention May 7 at the FRCSW quarterdeck flag pole in front of Building 94. The pennant is awarded to commands which achieve a high level of personnel retention during Sailors' first, second, and later terms of enlistment during the previous fiscal year. In addition to Craig and Harbor, FRCSW's successful retention rates were gained through the work of PR2 Brian Le and AO2 Derek Morado.

Photo by Scott Janes

FRCSW EEO Advisory Committee

Capt. Donald B. Simmons, III, commanding officer of Fleet Readiness Center Southwest (FRCSW), leads the monthly meeting of the FRCSW Equal Employment Opportunity Advisory Committee (EEOAC). The Committee serves as a "sounding board" to the EEO Officer (Capt. Simmons) and advises on EEO-related matters affecting the FRCSW workforce. According to its charter: "The Committee establishes informal, two way lines of communication between employees and management and vice versa, through which employees' views on EEO issues may be brought to the attention of management, and management perspectives can be informally communicated, via the EEOAC, to employees. The Committee's activities promote awareness of EEO and cultural diversity in the workforce and community; in particular through planning and coordinating special emphasis events and activities as requested by the EEOO, such as the multicultural American Heritage Day and the Martin Luther King, Jr. Commemoration."

Photo by Joe Feliciano

The Arleigh Burke-class guided-missile destroyer USS Preble (DDG 88), right, passes USS Dewey (DDG 105) as it departs homeport in San Diego for a six-month deployment to the U.S. 7th Fleet area of responsibility. The Preble and Dewey are both powered by four LM2500-30 Marine Gas Turbines that are serviced at Fleet Readiness Center Southwest. See story, page 8. *Photo by MC2 Rosalie Garcia.*