CNO Visits TRFB During Visit to the PNW

SILVERDALE, Wash. (Dec. 15, 2020) – Chief of Naval Operations Adm. Mike Gilday (center) and Trident Refit Facility Bangor (TRFB) Executive Officer Capt. Kenneth Holland (right), tour the Delta Pier at TRFB, Dec. 15. Gilday also visited Naval Submarine Support Center Bangor, Unmanned Undersea Vehicle Squadron (UUVRON) 1 and other Pacific Northwest units to see first-hand how the Navy’s undersea and submarine forces are advancing in key mission areas related to warfighting readiness. (U.S. Navy Photo by Mass Communication Specialist 1st Class Andrea Perez)
Happy New Year! Before we look to the future, I’d like to take a moment to reflect on all of our great accomplishments in 2020. We have a lot to be proud of. Everyone adapted and persevered through various changes and new policies at TRFB due to COVID-19. You did this while continuing to meet the mission and accomplished great things in spite of the global pandemic.

In calendar year 2020, the command worked 21 total availabilities: nine Waterborne Repair Department (C/700), seven Explosive Ordnance Disposal (EOD), two Explosive ordnance Disposal (EOD), and many others across Budget, Funds Management System – Consolidated (CFMS-C), which brought significant improvements to nearly all aspects of TRFB Comptroller operations. The team masterfully adapted and persevered through various challenges associated with the COVID-19 pandemic, but continued improving processes essential to effective TRFB operations at EHW2, formerly conducted at the Delta and Marginal Piers. This totaled 254,714 direct man days (civilian and military) executed.

It was a total team effort for the Administrative Department (Code 100) to coordinate, process, and indoctrinate an unprecedented 100 plus Reserve Sailors within a 3-month period for an extended mobilization during a pandemic. In addition, MILPERs rated TRFB #1 of all major commands in the Region and in the top 10 of 46 total commands for timeliness of pay and personnel actions for three consecutive years.

Lifting and Handling (C/200), with a 33% new workforce, maintained zero process-related injuries and zero increase to the crane and rigging accident rate.

During a global supply shortage of Personal Protective Equipment (PPE), Repair Department (C/300), 320, 330, 340, and the Chemistry Lab (C/640) along with various shops collaborated to fabricate 14 hand sanitation stations, manufactured 7,425 face coverings, more than 100 gallons of disinfectant and hand sanitizer, more than 3,500 punch cards, 200 PPE signs for the command, three glove bags requested by CONSUSGRU 9 for use with their COVID-19 test kits, and sanitized tips by adding alcohol to regular wipes that were already on hand, providing TRFB personnel safety during the COVID-19 environment, but continued improving processes essential to effective TRFB operations such as, non-standard material procurements, and safety shoe reimbursement. These accomplishments, and many others across Budget, Funds Administration, Accounting, Travel, Payroll, and Asset Management functional areas provided a strong, and adaptive financial backbone to ensure uninterrupted operations of TRFB’s mission.

The entire command contributed, in a relatively short amount of time, to improving performance to “Satisfactory” in 2020 SUBSAFE functional and re-entry control audits. Additionally, TRFB passed the 2020 NAVSEA SUBSAFE Functional audit with a grade of Satisfactory in all areas for the first time since becoming a standalone NAVSEA NOTE5000 company. This significant accomplishment can be attributed to SUBSAFE (C/600) expertise and your dedication and professional efforts. (Note: NAVSEA NOTE5000 is a list of organizations that are allowed to perform SUBSAFE work).

In addition, due to travel restrictions during the pandemic TRFB supplied the seven onsite auditors for support of the USS Jimmy Carter (SSN 23) NAVSEA SUBSAFE certification audit at PSNS & IMF. Their efforts directly led to the successful certification of the ship, allowing it to return to service and prepare for its missions vital to national defense.

Finally, in 2020, our Public Affairs Office (C/011) launched both a TRFB Facebook page and our own webpage, significantly improving TRFB’s communication capabilities.

While this is not an all-inclusive list, it highlights some of the great work accomplished for the past year. Your expertise, quality work, and spirit of innovation continue to prove TRFB is an organization of excellence.

Simply put, I am proud of the men and women who continued to come to work every day and the effort you have put forth to accomplish the mission of the command, all while simultaneously dealing with the hardships caused by the COVID-19 pandemic. I appreciated and thank you for your work ethos and commitment to duty.

I am excited to embark into 2021 and proud to serve alongside each and every one of you.

Warm regards,
Capt. Robert D. Figgs
Commanding Officer
TRF Bangor
**Bravo Zulu!**

SILVERDALE, Wash. (Dec. 15, 2020) - TRFB's Executive Director Ed Ingles (left) presents the TRFB Supervisor of the Year award to Manpower Division Officer Steven Ray in a virtual awards ceremony, Dec. 15. Ray successfully managed and motivated a diverse multi-generational division. He encouraged and fostered process improvement, innovation, creativity and, most importantly, the accountability and ownership of the team's work products. Ray has served as the Manpower Division Officer since 2019. (U.S. Navy photo by Mass Communication Specialist Chief Rebecca Ives)

SILVERDALE, Wash. (Dec. 15, 2020) - TRFB's Executive Director Ed Ingles presents TRFB Comptroller Dalibor Jurcevic a Special Act Award during a virtual awards ceremony, Dec. 15. Jurcevic received the award for building and independently operating the comptroller department to support financial management realignment to TRFB beginning in October 2018. In addition, he guided accounting and budget personnel through line of accounting rollover challenges, resolving issues and preventing disruptive work stoppages. Jurcevic has served in this role since July 2018. (U.S. Navy photo by Mass Communication Specialist Chief Rebecca Ives)

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**TRFB News Briefs**

**Combined Federal Campaign**

Last call for our annual season of giving through the Combined Federal Campaign and you are invited to show some love to your favorite charity or nonprofit organization. Until Jan. 15, 2021 you can access the CFC donation portal at https://cfcgiving.opm.gov/welcome and make the change you want to see in the world. For any questions or concerns please contact your local CFC Coordinator at sean.l.riebel@navy.mil.

**New Leader Program, Deadline Jan. 19**

Applications for the Graduate School’s New Leader Program (NLP) 2021-1 are now being accepted. Through assessment, experiential learning and individual development opportunities, this program builds on critical competencies and, through hands-on experience, enhances leadership skills. Interested employees must fill out an application with their supervisor’s endorsement. Application, along with the applicant’s current resume (signed and dated by the applicant), must be routed through their chain of command for concurrence. All endorsed applications need to be submitted to C/520 NLT Jan. 19, 2021.

For more information, please contact Kelly Bennett 315-7602 or kelly.bennett@navy.mil.

**TRFB disciplinary report**

In an effort to inform the TRFB team of the local discipline actions, we are publishing a roll-up of these actions. To protect the identity of those involved, no specific details are provided. The report is produced by the Department of Defense’s phased distribution plan, are getting vaccinated to prevent the spread of the coronavirus and to protect the health of the TRFB workforce and their families in an effort to combat the pandemic. (U.S. Navy photo by Mass Communication Specialist Chief Rebecca Ives)

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**E5-E6 Active & Reserve Advancement Results**

BM1 Brian Bonilla
EN2 Shondaries Webster
ETV1 Ashley Collazo
ETV1 Michael Hanks
ETV1 Fontenrell Silveri
FCA1 Stephen Dixon
GMM2 Ana Zepeda
GSM1 Carlos Mairena
GSM1 Rosharonjoy Maringas
GSM2 Adam Manshel
HT1 Robert Aguirne
HT1 Pablo Ramos
HT2 Jonathan Munoz
HT1 Matthew Son
HT2 Kellyaira Guinto
HT2 Jeanaul Sanchez
MM1 Minh Phung
MM2 Nolani Rohde
MM1 Gregory Edwards
MM1 Kyle McCurdy
MM1 Andrew Moreland
MM1 Christopher Williams

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**National Blood Donor Month**

**January is National Blood Donor Month**

1 suspension (non-supervisor) for drug use.
1 removal (non-supervisor) breach of a last chance agreement, failure to follow instructions.
11 enforced leave letters – non disciplinary.
1 Performance Improvement Plan.
Is the vaccine required?
No.
- Presently, COVID-19 vaccines are administered under an Emergency Use Agreement (EUA) from the Food and Drug Administration (FDA).
- This means the vaccines are voluntarily used until full licensure by the FDA which is not expected until April 2021.
- The COVID-19 vaccines are highly encouraged across the DoD.

Is the vaccine safe?
Yes.
- Medical Experts and DoD leadership are confident the vaccine is safe.
- The FDA used the same rigorous safety standards it would use for any new medical technology.
- The vaccine does not contain live virus. A vaccinated individual will not get COVID-19 from the vaccine.
- There is no risk to the close contacts of the person vaccinated.
- Screening questions by those administering the vaccine will ensure you are not administered a vaccine if it would be unsafe for you do so because of an existing medical condition or prior reactions to vaccines.

Can I still get COVID-19 after being vaccinated?
Yes.
- The Pfizer and Moderna COVID-19 vaccine was demonstrated to be 95% effective at keeping vaccinated individuals from becoming ill. This is one of the highest efficacy rates of any established vaccine.
- For maximum protection from this vaccine, two doses will ensure you are not administered a vaccine if it would be unsafe for you do so because of an existing medical condition or prior reactions to vaccines.
- Building “herd immunity” through vaccination is how we get COVID-19 under control and begin our return to normal.
- Although the vaccine protects the vaccinated individual, researchers still do not know if the vaccinated person can catch the virus and pass it on to another individual, even though they are not ill.

If I’ve already had COVID-19 do I still need to get the vaccine?
Yes.
If you have already had a COVID-19 infection, experts still recommend that you receive the vaccine as a boost to your immunity, to help prevent re-infection.

Is the vaccine required?
No.
- Masking, physical distancing, and good personal hygiene will continue to be necessary until COVID-19 cases are well under control.
- The COVID-19 vaccines are highly encouraged across the DoD.
- If symptoms persist, contact your healthcare provider.

Are there side effects?
Yes.
- In the vaccine trials and early experiences of your personnel who have already been vaccinated, about 50% of study participants experienced the same kinds of side effects many people experience from flu vaccine, such as:
  - Injection site soreness and mild flu-like symptoms.
  - Serious reactions to the vaccine are possible, but rare.
  - If symptoms persist, contact your healthcare provider.

Additional Resources
CDC: Benefits of Getting a COVID-19 Vaccine

CDC: Frequently Asked Questions about COVID-19 Vaccination

TRF Bangor Establishes Special Emphasis Programs and Selects Champions

By Kristin L. Carver
Trident Refit Facility Bangor Public Affairs

SILVERDALE, Wash. (Jan. 4, 2020) – The Equal Employment Opportunity (EEO) team at Trident Refit Facility Bangor (TRFB) recently established its own Special Emphasis Programs (SEP) and selected three Champions to represent the required programs.

Bruce Girkin, TRFB Security Director, was selected as the Champion for the Federal Women’s Program; Robert Hankinson, TRFB Lifting and Handling Director, was selected as the Champion for the Hispanic Employment Program; and Richard White, TRFB Occupational Safety and Health Office Director, was selected as the Champion for the Individuals with Disabilities Program. These three programs are a mandatory part of the Affirmative Employment Program (AEP) and required by the Department of the Navy regulation.

I volunteered for this program and I am honored to have the opportunity to support so many valuable members of our workforce, said Hankinson. I’m looking forward to working with the SEP team and moving this program forward.

This will be the first time TRFB has had its own SEP program and representatives, creating a new and exciting opportunity for the incoming SEP Champions. The program was previously managed by Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF) until an organizational realignment occurred on Oct. 1, 2018.

Tamara Wood, an EEO Specialist at TRFB, explained the purpose of SEPs is to remove equal employment opportunity barriers and bring awareness to the strengths of employees who may not be traditionally represented in the workforce.

SEP leaders are placed in the lead position in the workplace, said Wood. “In addition to SEPs being required by law, the efforts of the SEPs can lead to a more engaged, diverse, and innovative workforce. Employee engagement leads to innovation and employee retention.”

The newly appointed SEP Champions will hold their collateral duty positions for two years. In that time, they will work to uphold the values of the program and identify equal opportunity barriers and develop recommendations to remove them.

It is important to ensure there is an ear at the senior management level for legitimate issues and concerns as well as possible “perceived” issues, said Girkin. “I hope to be able to ensure women feel valued and equal, and that they truly understand their importance to the TRF Bangor mission.”

White chose to apply for the role because he wanted the opportunity to work on and resolve issues for his program while promoting dignity, respect and equality within the TRFB workforce.

Everybody has something to add to our command, said White. “I wanted to be part of the solution to ensure each person has the tools needed to unlock opportunities. Our people make our command successful – each person, regardless of situation, plays a valuable role to reach that goal.”

The SEP Champions are part of the SEP Team, which also includes SEP Managers, SEP Coordinators and other members of the management team. All of the team members serve as advisors, mentors, advocates and subject matter experts in support of the Special Emphasis Programs.

Today’s workforce looks for employers that demonstrate a commitment to equal opportunity, diversity, and inclusion,” said Wood. “Active SEPs ensure employees can see that commitment while also allowing commands to evaluate their recruitment, recognition, and retention practices. I enjoy working the proactive side of the EEO program and assisting commands in attracting and retaining a workforce that can support their mission and innovate for the future.”

TRFB was established in the Pacific Northwest on July 1, 1981, as the primary maintenance facility for the West Coast Ballistic Missile Submarines (SSBN) fleet. TRFB’s principal mission is to support the nation’s strategic deterrence mission by repairing, incrementally overhauling, and modernizing the Ohio-class and the future Columbia-class until the end of service life. The TRFB team is comprised of approximately 500 military and 1,500 civilians.
We challenge you to design the next TRFB challenge coin!

Mail your designs to the WRC or email trf.bangor.wrc.fct@navy.mil

Prize $100 worth of TRFB Gear

Submissions due by 1/31/21