Support Services team is ready to assist

The Support Services Division now provides a full array of services to support the Trident Refit Facility Bangor (TRFB) team, replacing what was once a tired, understaffed, and dysfunctional mailroom. Support Services Division takes on special projects in order to allow the TRFB workforce to focus on repairing, incrementally overhauling, and modernizing Pacific Fleet Trident Submarines, in support of the nation’s strategic deterrent mission.

“We are here to help people drop the pens and pick up the wrenches,” said TRFB Administrative Officer, Warrant Officer Brian Curran, who spearheaded this expansion when he first arrived, two and a half years ago.

As a result of the realignment from Puget Sound Naval Shipyard & Intermediate Maintenance Facility (PSNS & IMF), the Support Services Division was expanded, and its capabilities fleshed out; moving from two staff members to five plus a supervisor, to fully support TRFB’s administrative needs. Just don’t call it the mailroom, you will

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TRFB welcomes the new CMC

It is my proud pleasure to join this command as your command master chief. After 22 years of serving Sailors in the Navy, I am excited to be a part of this team, share my experiences and knowledge with you, in order to move our mission forward and make TRFB even better.

We are the greatest nation on the planet. What we do matters and you matter. Ensuring a safe and efficient environment for you to work is my top priority. How we work as a team to get things done is just as important. Below are some things I briefed with you, in order to move our mission forward and make TRFB even better.

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. This report is produced by the Northwest Human Resource Office.

June: During the month of June, the command had two disciplinary actions resulting in one suspension and one reprimand. One non-supervisor was suspended for unacceptable conduct. The employee made disparaging remarks regarding employees and management. One supervisor was issued a letter of reprimand for unacceptable conduct. The supervisor made unacceptable comments to employees.

During the month of June the command had four non-disciplinary actions resulting in letters of caution; and eight disciplinary actions resulting in five letters of reprimand, one suspension, one indefinite suspension, and one removal. The following is a general description of the misconduct resulting in these actions:

One non-supervisor was issued a letter of caution for failure to follow instructions by not wearing personal protective equipment. Two non-supervisors were issued letters of caution for failing to follow technical work document and work step tracking. One non-supervisor was issued a letter of caution for behaving in an inappropriate manner on several occasions making a co-worker feel uncomfortable. Four letters of reprimand were issued to non-supervisors who failed to follow technical work document and work step tracking. One non-supervisor was issued a letter of reprimand for entering an incorrect date into the logistic data system when performing a 90 day verification. One non-supervisor was given an indefinite suspension for failure to follow technical work document and work step tracking. One non-supervisor was suspended for failure to follow technical work document and work step tracking. One non-supervisor was issued a letter of reprimand for entering an incorrect date into the logistic data system when performing a 90 day verification.

The former secretary of state and chairman of the Joint Chiefs of Staff once said, “All work is honorable. Always do your best because you never know if the person next to you is right, someone is always watching. And that’s you! Are you watching yourself doing your best and being your best, or are you seeing your own half-hearted and lazy workmanship? Forget who else might be watching. If you see yourself doing poorly and acting poorly, your self-esteem will suffer. How can you impress others if you don’t impress yourself? Be willing to take on challenges and mess up, but learn from your mistakes. My tip of the boat “COB” tour was the hardest and most rewarding thing I have done in the Navy. The operational challenges that I faced were lifelong lessons.

Finally, be a “Chief Energy Officer”. Don’t be a positive energy vampire. Be the leader that your people need. Care about them like you would a brother or sister. Like some of you I find support in my family, and I try hard to find that work/life balance. I enjoy coaching and hiking with my family. I like coaching and playing basketball with my son, making social media videos with my daughter, and doing yard work with my wife. I encourage all of you to make the time to step away from work and take care of yourselves and your family.

Thank you for the warm welcome! CDMC (SS) T.R. Glazner

Commanding Master Chief

Trident Refit Facility Bangor
Last plankowner receives LOS for 40 years service

Trident Refit Facility Bangor (TRFB) Commanding Officer Capt. Robert Figgis presented Thomas Cox Jr., the last plank owner and Federal Civilian, with the Repair Department (Code 350), the Federal Length of Service Award for 40 years of employment during a ceremony at Naval Base Kitsap-Bangor, Aug. 5. Due to COVID-19, the ceremony was a small, in-person event held at TRFB and was extended to friends and family via video conference.

“When I was a sophomore at North Kitsap High School, I heard about a program at Bangor to work on submarines,” said Cox. “I was so comfortable working in the electric shop knowing all the ins and outs of my work and was a little nervous to make a change,” said Cox. “Once again, a lady, my wife of 29 years, convinced me to transition into the work control group.”

After his rotation through the different shops, Cox chose to work in the electrical shops for the next 25 years because he found the work fascinating of working on submarines, and the knowledge that comes with it.

“Tom is very comfortable in all things electrical on the Trident class submarine and put hands on the equipment.”

Trident Refit Facility, Bangor (TRFB) plankowner, Thomas Cox, with the Repair Department (Code 350), is recognized for his 40 years of honorable service to the U.S. Government by the Repair Department Superintendent Mike Carpenter, in a small ceremony Aug. 5. Carpenter gave Cox a copy of the USS Ohio Class product line fact-book, an artifact from the launch of the submarine that Cox has spent his career maintaining.

“Tom stepped up and adopted the non-radiation weapons thermoluminescent dosimeter (TLD) program enduring the health and safety of TRFB personnel, and enabling TRF to keep their permissions and certification to continue to provide TLD to workers, otherwise work stoppages would have occurred. In addition to this new takes Lund continued managing her normal duties and took on the training of six sailor and two new civilian employees into the Support Services staff.

Electricians Mate 1st Class Ryan Bronton, Naval Electrical Division (Code 330) was recognized as the Trident Refit Facility, Bangor Sailor of the Quarter (2nd quarter) for managing seven leading petty officers across four shops, encompassing 4,400 production hours. In addition, as the command sponsorship coordinator he organized two command-wide sponsorship training for 37 sponsors, ensuring the smooth effortless subboarding of 49 new personnel; as well as mentoring 14 Sailors in earning their inside electrical Navy Enlisted Classification U-40A.

55 people recognized for Length of Service milestones with a total of 1,125 years
50 Time-off awards, totaling 466 hours
197 Special Act Awards in the amount of $109,000
433 Thank You bucks worth $3,316.16
Support Sept. selves for suicide awareness, prevention

As the Command Suicide Prevention Program representatives, we are committed to giving people the opportunity and ability to reach out for help for themselves and others. As each person is unique, we have a multitude of paths and sources available.

September is Suicide Prevention month, with COVID-19 restricting our ability to join together as groups (in close quarters at least), little acts go a long way. The TRFB team is promoting the 1 Small Act’s “Small ACTS Selfies” available through www.suicide navymil, Every Sailor, Every Day. The 1 Small ACT Photo Gallery allows you to post selfies of the little things that can help keep you and others going.

Take a moment to verify and update your disability status using the DPDS MyBiz+ self-service portal or by filling out hard-copy of the Standard Form (SF) 256. All information regarding disability status is strictly confidential and is used only in aggregate form for statistical analyses. If you have questions please contact Anya Fishbaugh at anya.fishbaugh@navy.mil.

Voluntary Leave Transfer Program

The VLP permits employees to donate annual leave to other employees experiencing medical or personal difficulties. If you wish to transfer annual leave or have questions for the Human Resources Office please contact: TRFB HR 360-315-2008. Bldg. 7000, 2nd floor, room W202.

TRFB employees who are seeking leave donations are: Jeff Hall, Heather Squeri, Kristina Castillo, Ashley Clark, Kimberly Carpentier, Ashley Clark, Kimberly Castillo

Election Season Hatch Act Reminder

Federal employees, supervisors, and elected officials acting in their official capacity in the political arena

The Hatch Act allows most federal employees to actively participate in political activities on their own time and outside of the federal workplace. There are, however, significant restrictions on fundraising, running for office in partisan election and using one’s official authority in the political arena

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quickly be corrected, as the team now provides support for numerous things, such as, directives, forms, key control, naval messaging, correspondence, print service requests, all TRFB phone support, work orders and one of the most common tasks, the common access card (CAC) reset capability.

“...a lot of people are very happy with CAC reset. On average we save the command the equivalent man-hours equaling two FTE [full-time equivalent or full-time employees] per year from not having to go to the CAC [Personal Support Detachment],” said Curran. As a further improvement upon the initiative, Kathleen Dorr took on the ad-hoc support services supervisor throughout the last year, and official TRFB support agreements manager, said the next phase will include a CAC reset machine at Bldg. 7455, the Delta Pier.

Support Services strives to make customer service a cornerstone of their function, although it did not happen overnight. Dorr, who is also the TRFB 2019 Supervisor of the Year, logged more than 300 hours of compensation time while working side-by-side with Curran, to lay the foundation of those services.

“Their example was tremendously helpful,” said Dorr. “We had pretty high expectations when we first started, and budget was the number one concern.”

“When we are in need, it’s all about customer service. We exhaust every possible means to take care of the customers,” said Support Services Supervisor Clemmie Williams, who noted there are now multiple people trained on TLD issuance and message distribution. After establishing the command records manager, Curran and his team sought a big win that would positively affect nearly everyone at TRFB. That win was the common access card (CAC) reset capability.

“...a lot of people are very happy with CAC reset. On average we save the command the equivalent man-hours equaling two FTE [full-time equivalent or full-time employees] per year from not having to go to the CAC [Personal Support Detachment],” said Curran.
Are you or someone you know on a path to suicide?

Know the WARNING SIGNS!

| I | Ideation       | Thoughts of suicide (expressed, threatened, written). |
| S | Substance Abuse| Increased or excessive alcohol or drug use. |
| P | Purposelessness| Seeing no reason for living, having no sense of meaning or purpose in life. |
| T | Anxiety        | Anxiousness, agitation, nightmares, inability to sleep or excessive sleeping. |
| H | Trapped        | Feeling as though there is no way out of current circumstances. |
| R | Hopelessness   | Feeling hopeless about oneself, others or the future. |
| W | Withdrawal     | Isolating from friends, family, usual activities, society. |
| A | Anger          | Feelings of rage or uncontrollable anger, seeking revenge for perceived wrongs. |
| M | Recklessness   | Acting without regard for consequences, excessively risky behavior. |
|   | Mood Change    | Dramatic changes in mood, unstable mood. |

What to do:

**ASK**
Ask your shipmate questions that will help you get help: “Are you thinking about killing yourself? Do you have a plan to kill yourself?”

**CARE**
Tell your shipmate that you are concerned about him or her. Without judgment, express why you’re concerned. They may not show it, but they likely appreciate that someone cared enough to say something.

**TREAT**
Take your shipmate to get help immediately by seeking a Navy chaplain, medical professional or trusted leader. Call 911 if danger is imminent.

You don’t have to see every sign to ACT.
Help is always available through the Military Crisis Line. Call 1-800-273-TALK (press 1), text 838255 or visit www.militarycrisisline.net

Follow Navy Operational Stress Control online

Facebook: facebook.com/navstress
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