

# Trident Refit Facility, Bangor Refit Review



August 2022

Volume 33, Issue 7

**NEW KIDS  
ON THE WALK** Annual  
Safety &  
Health Walk



**+PLUS**  
**DEOCS: LET YOUR  
VOICE BE HEARD**  
**&**  
**FIGHTING ZOMBIES  
WITH SURGEMAIN**



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## REFIT REVIEW

Commanding Officer.....Capt. Michael D. Eberlein  
Executive Director.....Mr. Ed Ingles  
Executive Officer.....Cmdr. Zachary D. Harry  
Command Master Chief.....CMDM Chase M. Krause  
Public Affairs Officer.....Ms. Kristin L. Carver



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Public Affairs Specialist .....Mr. Nicholas Scott  
Mass Communication Specialist 2nd Class Adora Okafor  
Mass Communication Specialist 2nd Class Sarah Christoph

# CAPTAIN'S CORNER

## Team TRF Bangor,

Summer is now half over and we are already more than halfway through 2022. Looking forward, I want to emphasize our pivotal role here at our unique command. We are one of only two TRFs and the only one on the West Coast. I have been impressed with the dedication I have seen from this team so far. This command is truly impressive.

This decade will be critical for the Navy and for the submariner community. Maintaining the world's finest Navy is an investment in the security and prosperity of the United States. The rules-based international order depends upon free and open oceans. Our role in this is crucial.

The Navy's unique responsibility to execute the National Defense Strategy laid out by Adm. Gilday require a larger, more ready, more capable and more lethal fleet. To deliver that fleet, we will continue to focus on four priorities: readiness, capabilities, capacity, and our Sailors.

We must courageously self-assess, deliberately self-correct and continuously learn.

We owe it to our uniformed and civilian personnel to create an ecosystem that recruits and retains a diverse and talented workforce, educates them to outthink our adversaries, trains them to work with new technology, and provides them with the resources to prevail in competition, crisis, and conflict.

Supporting our Sailors with fully manned, maintained, and sustained platforms is critical for credible deterrence. We will not field a hollow fleet that cannot provide for the Nation's defense.



We will modernize the fleet for Joint Warfighting Concepts.

As we move forward toward 2023, we must continue to operate at 100% efficiency to ensure our nation's success across the continuum of day-to-day competition, crisis, and conflict.

V/R,

CAPT Mike Eberlein  
Commanding Officer  
Trident Refit Facility Bangor

## DISCIPLINARY REPORT

### July Discipline

Removal – Conduct Unbecoming of a Federal Employee, Failure to Follow Instructions, and Disrespectful Conduct to a Supervisor (non-supervisory)

To protect the identity of those involved, no specific details are provided. This report is produced by the Northwest Human Resources Office.

3-Day Suspension – Unacceptable Conduct (non-supervisory)  
Letter of Reprimand – Unacceptable Conduct (non-supervisory)  
Letter of Reprimand – Failure to Follow Directions (non-supervisory)



# DEOCS: LET YOUR VOICE BE HEARD

Article by MC2 Adora Okafor, TRFB Public Affairs

## DEOCS YOUR VOICE MATTERS

The Defense Organizational Climate Survey (DEOCS) is available for all Trident Refit Facility, Bangor (TRFB) team members, both civilian and military from August 2nd through August 22nd. This annual survey is a voluntary and confidential opportunity to provide feedback to improve the command. It is also an opportunity for leadership to access the climate of the command and recognize any issues their workforce may be facing.

Chief Machinist's Mate Submarine (Auxiliary) Russel Drost serves as the command managed equal opportunity (CMEO) program manager. As the CMEO program manager, Drost's responsibilities include serving as the coordinator for the command climate assessment, organizing a DEOCS data analysis team to identify trends and possible risk factors, and other duties geared toward creating a positive work environment for the TRFB workforce.

The questions in the DEOCS will focus on both organizational climate topics and equal opportunity climate topics. This year, TRFB is striving for optimal input and setting a goal of 80 percent participation amongst the command.

"Eighty percent participation is ideal because it's a good sample of the command," said Drost. "If we get very few responses to the survey, the information that we get is skewed due to the lack of volume. If we have higher volume, it's easier to focus on the concerns we repeatedly see. The more input we get, the more we can better understand the feedback that the command is giving us."

Drost stated that while TRFB has other methods of communicating feedback to leadership, such as CO's Calls and the CO's Suggestion Box, the DEOCS is unique. Not only is the survey a direct way for the

workforce to provide input, it's also 100 percent anonymous, and leadership outside of the command, often referred to as "Big Navy", also monitor the results of the survey.

"The DEOCS is similar to our other forms of submitting feedback," said Drost. "During CO's Calls, all the comments are anonymous if you choose to be anonymous. The DEOCS is completely anonymous. There's no way for it to be traced back to you unless you put your name in the comments. It's an honest way to provide change for the command. If you see room for improvement, the DEOCS is a great tool to use to voice your feedback."

The survey is available for all shifts. All TRFB team members will receive an e-mail with the DEOCS link and the code for the survey. "There will be tablets around the command for those who may not have easy access to a computer," said Drost. "The Delta conference room, the pier, building 7000's cafeteria and the 7001 classroom will all have tablets set up, already logged in, so you can just go to those tablets and take the survey in about 15 minutes or less."

Feedback from past DEOCS were used to improve command morale. Some of those improvements include more command events and recognition programs for team members.

Drost stated that he would like to thank everyone for their participation in advance and reiterates, the survey is completely anonymous.

"If you're fearful of saying something, don't be because it's completely anonymous," said Drost. "You can provide any feedback, positive or negative. Taking 15 minutes or less time out of your day to provide meaningful input to help impact and improve the command will be worthwhile." 🌟



### Code 08 Safety Briefing

August 2022

Topic: **Working from Fixed Ladders at TRFB**

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# SAFETY FIRST

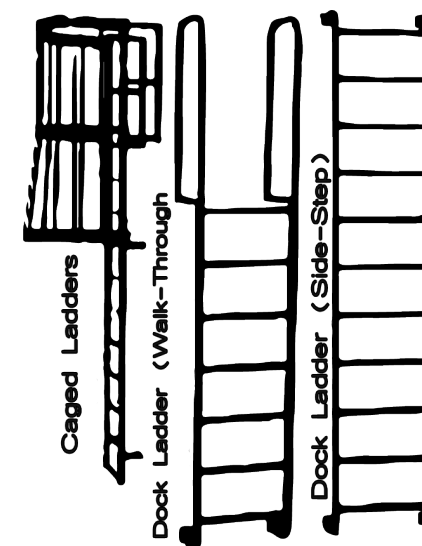
## FALL PROTECTION: Working from Fixed Ladders

New Revision of NAVSEA Fall Protection Chapter:

Chapter 220 "Fall Protection" of the NAVSEA Occupational Safety, Health and Environment Control Manual is finalized and implementation is beginning. The new revision contains changes that will be challenging for the command but ultimately make TRF Bangor and other NAVSEA commands safer regarding fall protection. One of the changes is the requirement for working from fixed ladders.

### What is a Fixed Ladder?

A ladder that is permanently attached to a structure, building, or equipment.



### What is a Portable ladder?

A ladder that can be readily moved or carried, usually consisting of side rails joined at intervals by steps, rungs, cleats, or rear braces.

Ladder Types



## Requirements for Working from Fixed Ladders

### Prior Requirement:

Personnel performing work from a fixed ladder must utilize a fall arrest system. When work requires the use of both hands, personnel will utilize a fall arrest system and a work positioning system.

### Current (NEW) Requirement:

Personnel performing work at any height from a fixed ladder must utilize a fall arrest system in conjunction with a work positioning system.

### What's the change?

Previously if you were using one hand to install or move something from a fixed ladder, all that was required was a fall arrest system. Now, you will need both a fall arrest system and a work positioning system.

### What's the plan moving forward?

The TRF Bangor Safety Office (Code 08) is currently working with shops to determine the best course of action for your shop. If you work in a shop that conducts work from fixed ladders, please contact the Fall Protection Program Manager, Patrick Gleason at 360-315-1422 so we can get started on the path forward. This will take time to make the appropriate adjustments and decisions.

We are working towards the successful implementation of the new instruction. The TRF Bangor Fall Protection Manager will contact appropriate management to begin implementing the changes.



## August is Back to School Month

This observance helps parents, students and teachers navigate the transition to a new academic year.

- Minimize first-day-of-school chaos by practicing your morning routine several days in advance, particularly with younger children.
- Regardless of your child's age, review safety guidelines for getting to and from school.
- Set a good tone for your child by adopting a positive, non-anxious attitude.

Call your DON CEAP at 1-844-DON-CEAP (TTY 711) or visit [MagellanAscend.com](http://MagellanAscend.com) for helpful resources.

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For questions contact the Fall Protection Program Manager Patrick Gleason (360) 315-1422



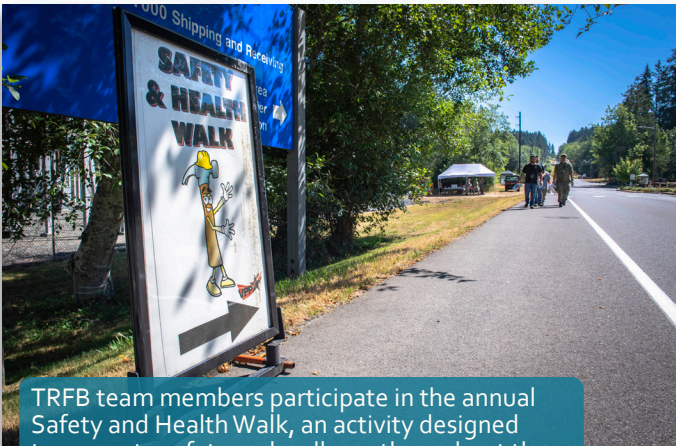
# NEW KIDS ON THE WALK

U.S. Navy Photos by MC2 Sarah Christoph  
and MC2 Adora Okafor, TRFB Public Affairs



On Tuesday, July 26, 2022, Trident Refit Facility, Bangor (TRFB) team members participated in the command's Safety and Health Walk, an annual activity with the mission of promoting safety and wellness throughout the command.

Along the walk, which was nearly two miles round trip, 10 learning stations were available that helped participants learn both wellness tips and how to create a safer work environment for TRFB. Lunch was provided for participants courtesy of TRFB's chiefs mess and Welfare and Recreation Committee (WRC).



TRFB team members participate in the annual Safety and Health Walk, an activity designed to promote safety and wellness throughout the command.



TRFB team member spins a prize wheel during the annual Safety and Health Walk, an activity designed to promote safety and wellness throughout the command.



TRFB team member is served food during the annual Safety and Health Walk, an activity designed to promote safety and wellness throughout the command.



U.S. Navy Capt. Michael D. Eberlein (left), commanding officer of TRFB and CDR Zachary D. Harry (middle), executive officer of TRFB, have lunch after participating in the command's Safety and Health Walk.



TRFB team members participate in the command's Safety and Health Walk, an annual activity with the mission of promoting safety and wellness throughout the command.



TRFB leadership triad, U.S. Navy Capt. Michael D. Eberlein (left), commanding officer of TRFB, CDR Zachary D. Harry (middle), executive officer of TRFB, and Command Master Chief Chase M. Krause (right), participate in the command's Safety and Health Walk, an annual activity with the mission of promoting safety and wellness throughout the command.





# SURGE MAIN: FIGHTING THE ZOMBIE APOCALYPSE

Article and Photos by:  
Mike Hatfield, TRFB Public Affairs  
Additional Photo courtesy of:  
Wendy M. Hallmark

If you're like most people, one of the top concerns on your mind [after the welfare of your family and whether the Game of Thrones prequel is going to suck or not] is: What do we do when the zombies come?

Back in 2020 when the world seemed to be falling apart due to the COVID-19 pandemic it really felt like the zombies had come. Many Sailors came down with COVID-19 and scores of people with pre-existing conditions couldn't come to work for fear of catching the virus and ending up in the hospital on a ventilator or worse.

Those were pre-vaccine days, and they were scary times.

During crisis situations, governments always get blamed for not responding faster, better or with more foresight. It's human nature to cast blame.

Lake Meade's running dry? Why does the Vegas desert have green grass and swimming pools anyway?!

Well, one thing that our fine Navy did prepare for properly is what to do when a crisis situation develops and lots of skilled tradesmen are needed in the fleet fast.

SurgeMain, short for Surge Maintenance, is a Navy Reserve activity created for just this scenario. It was established in 2005 as the brainchild of Capt. Charles "Chuck" Fiddler and Rear Adm. Alma Grocki, both of whom together could be considered the Rickovers of SurgeMain...well, if Adm. Rickover had

been more than one person...or a two-headed hydra.

SurgeMain mobilizes Damage Controlmen, Electricians Mates, Enginemen, Electronic Technicians, Gas Turbine Technicians, Hull Maintenance Technicians, Machinist Mates, Machinery Repairmen and Engineering Duty Officers to shipyards and regional maintenance centers to backfill gaps in manning or to support a surge in fleet maintenance requirements.

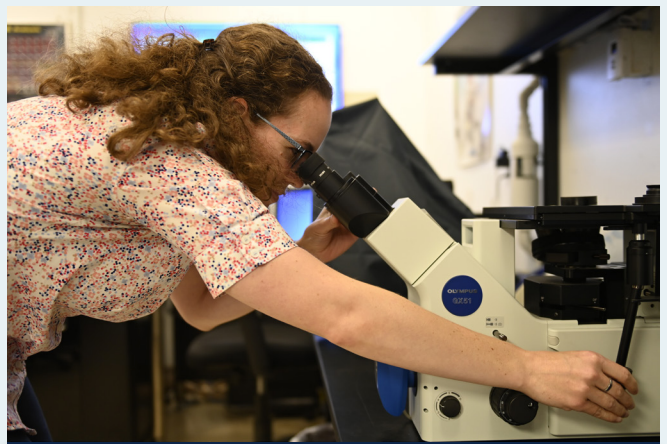
Imagine that forward-deployed naval forces are damaged, and Trident Refit Facility personnel are required to deploy overseas to repair them. This creates a huge manning gap here at TRF, Bangor.

SurgeMain can mobilize and backfill to support the ongoing refit mission here until the forward-deployed TRF personnel return home. It's a concept that's simple, effective and was used brilliantly during the height of the COVID-19 pandemic.

Lt. Cmdr. Ashley Maxson is an engineering duty officer who is the commanding officer of SurgeMain, Denver - part of what's affectionately known as the Mile High Navy. She also happens to be the Materials Engineer at TRFB in her civilian full-time job.

Maxson explained how SurgeMain works and how it is evolving to better meet the needs of the Navy.

"Today, when SurgeMain Denver mobilizes, we could end up supporting efforts in Japan, San Diego, Puget Sound Naval Shipyard, TRF Bangor or Everett,"



Ashley Maxson, materials engineer for TRFB, is also a Lt. Cmdr. and commanding officer for Surgemain, Denver.



HT2 Andrea Pamo performs liquid penetrant testing for quality assurance.

she said. "But at the beginning of the fiscal year, SurgeMain Denver will be solely dedicated to supporting TRF Bangor first. And this gives the Sailors continuity and familiarization with the command they are supporting when mobilized."

That continuity and familiarization developed by supporting the same command allows TRF managers to get to know the SurgeMain Sailors over the course of their careers, and it fosters the desire to invest in the SurgeMain Sailors' futures because they directly support TRF Bangor.

Hull Technician 2nd Class Andrea Pamo is a SurgeMain Sailor who was mobilized for 10 months in response to the COVID-19 pandemic in 2020. She started out in the Shipfitters' shop but grew interested in some of the work being done in Quality Assurance (Q.A.). When she completed her daily tasks with the Shipfitters she'd go to Q.A. and try to learn all that she could.

"I felt more passionate about the work I was learning in non-destructive testing (NDT)," she said. "I knew I'd be of better use to the Navy by becoming fully

qualified at NDT."

The Q.A. shop embraced her initiative and began training her to become fully qualified. Full qualification requires her to qualify in magnetic particle testing, visual testing, liquid penetrant testing, and ultrasonic testing. Once fully qualified she will be able to work without direct supervision, which is her goal.

As a full-time student studying electrical engineering, she had a lot on her plate and could have justified going home once her Shipfitting duties were completed each day. Instead, she used her own time to learn something she is passionate about, and in doing so she has benefited herself as well as TRF Bangor by becoming more qualified.

She has now completed two of the four qualifications needed to become fully qualified and is interested in joining the TRF Bangor Q.A. team as her full-time civilian job in addition to supporting as a SurgeMain Sailor.

SurgeMain Sailors also help TRF Bangor by bringing an abundance of experience and a fresh set of eyes from their day-to-day jobs.

"At SurgeMain Denver we have Sailors that come from all different backgrounds and many of them work fulltime in defense industries," added Maxson. "So they are able to bring an outside perspective which can improve how we do things here."

It's not too often that a government entity is devised to accomplish a specific task and it works out perfectly from inception to mobilization, but SurgeMain is one of those shining examples where the stars seem to have aligned.

The zombies don't stand a chance. 🧟‍♂️



# BRAVO ZULU! & OBSERVANCES

## PROMOTIONS:

Paul Amora  
April Lyn Antazo  
Doug Bailey  
Jack Barker  
Nicole Brenner  
Jeremiah Calder  
Rebecca Castilleja-Gomez  
Willem Cox  
Chelsea Dame  
Leopoldo Davilacorrea  
Jared Dyer  
Larry Garchow  
Damon Gillespie  
Samuel Henden  
Jesse Herring  
Nicholas Heying  
Tyler Kerle  
Zahra Khalil  
Amanda Lockett  
Gage Mayer  
Harley Morton  
Alexandra Pittman  
Daniel Renteria  
Avery Roscoe  
Justin Sala  
Benjamin Stillwell  
Scott Trulli  
Gavin Whiteaker  
Todd Wicklund



U.S. Navy Capt. Michael D. Eberlein, commanding officer of Trident Refit Facility, Bangor (TRFB), addresses the team during a departmental picnic. (U.S. Navy photo by Mass Communication Specialist 2nd Class Sarah Christoph/Released)



U.S. Navy Capt. Michael D. Eberlein, commanding officer of Trident Refit Facility, Bangor (TRFB), and Paul Cardona, a TRFB team member, pose for a photo during a departmental picnic. (U.S. Navy photo by Mass Communication Specialist 2nd Class Adora Okafor/Released)



U.S. Navy Capt. Michael D. Eberlein, commanding officer of Trident Refit Facility, Bangor (TRFB), congratulates Chelsea M. Dame, a TRFB team member, during a departmental picnic. (U.S. Navy photo by Mass Communication Specialist 2nd Class Adora Okafor/Released)



BZ to all Participants and Volunteers who joined us at the Annual Safety and Health Walk! Trident Refit Facility, Bangor (TRFB) Department of the Navy Civilian Employee Assistance Program (DON CEAP) members volunteer during the annual Safety and Health Walk, an activity designed to promote safety and wellness throughout the command.

## Summer Sun Safety Month

Summer Sun Safety Month is observed as a reminder to keep yourself safe and healthy in the sun during the summer. Sunlight is essential for your body to produce vitamin D. But, too much of it can cause harmful effects to your skin and eyes. Excessive exposure to ultraviolet (U.V.) light causes most skin cancers. It can also lead to cataracts and eye cancer. So, precautions are necessary to reduce the risk of getting skin or eye diseases while you're having fun in the summer. You need to make sure to stay hydrated because your body tends to lose fluids quickly in the sun. Now you can enjoy your summer at ease.

## National Back to School Month

Back to School Month in August gears up parents, teachers, schools, and students for a season of education. With shorter days, it's time to dust off the backpacks, fill them up, and plan for a new school year. Preparing children for the new year includes everything from supplies, clothes, checkups, planning schedules, and making new friends. Teachers develop their lesson plans and ready their classrooms for the new, smiling faces. National Back to School Month has been observed since the 1960s. The school year has traditionally begun in the fall and ended in late spring allowing the children of farmers in our agricultural society to help with planting and harvesting. Though today most families have moved to a more urban and suburban lifestyle, most schools in the United States still function on this system. However, a trend toward a year-round school year is gaining steam.

## National Sandwich Month

August is National Sandwich Month. The basic concept of the sandwich long predates the Earl of Sandwich, the real-life 18th-century aristocrat who reportedly loved them, and gave them their modern name. According to the U.S. Department of Agriculture, a sandwich must have at least 35% cooked meat and be no more than 50% bread. In 1952, the Wheat Flour Institute established August as National Sandwich Month. Newspapers across the country filled their pages with recipes fit for the Earl of Sandwich and picnics alike. The annual observance continues today.

Looking for portrait or photo support, public affairs guidance, graphic or flyer design, or other command-related media requests? Stop by the Public Affairs office to make a request or appointment today!

Studio portrait walk-ins are held on Wednesdays from 0800-0900. Studio times may be adjusted to suit your schedule. Remember to bring the prescribed uniform, cover, and package instruction for the specific type of studio portrait requested.





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- Identify strategies to help create calm and manage your work-life flow.

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