

THE MAINTAINER

900
in action
Pg. 10

Hull Technician Fireman Johnathan Gasser grinds deck grating at Mid-Atlantic Regional Maintenance Center's (MARMC) Building CEP-200 as part of a ship repair project. (U.S. Navy Photo by Derry Todd/Released)

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Capt. Tim Barney, commanding officer of Mid-Atlantic Regional Maintenance Center, and Bill White the Facilities Division Head, cut a ribbon marking the opening of a new office space in Building CEP-200. (U.S. Navy photo by Derry Todd/released)

Command Conversations *WITH CAPTAIN BARNEY*

Greetings MARMC Family,

In case you haven't noticed, we are fast approaching the holiday season! I'm sure it is as an exciting time for you and your families as it is for me and my family. My wife, Linda and I enjoy this time of year. It is a time to reflect on all blessings of the past year, and give thanks for all we hold dear – that being our family. MARMC, I want to thank you for allowing us to be a part of your family. We have a lot of events planned for the next few weeks, and I can't wait for the opportunity to enjoy the season with all of you. I am hoping to meet as many of you as I can, so I want to take a moment to talk about what we have in store to celebrate the season.

Our annual MARMC Thanksgiving Luncheon is Nov. 21. This is the fifth year we are having this wonderful event. We are having lunch in Buildings LF-18 and CEP-200. The menu will include all the traditional holiday fixings; turkey, ham, chicken and plenty of desserts. The theme as always is, "Come out and have lunch with a MARMC employee you don't know." Last year, we had more than 270 employees attend, and we're planning for more than 300 this year. This is something you do not want to miss.

Our Children's Holiday Party, sponsored by the First Class Petty Officer Association, will be Dec. 3, at the Haygood Skating Rink in Virginia Beach. The theme is "Superheroes," so get the kids ready and come out dressed as your favorite characters. There will be all you can eat cheese pizza and drinks, but more importantly, this is a free event. Our first class petty officers do an outstanding job every year to make sure the kids have a great time.

Finally, the MARMC Annual Holiday Party at the Virginia Beach Convention Center Dec. 6. This year's theme is the 70s and 80s, so start going through your closets – for some of you, your parents closets – and pull out the bell-bottoms and get ready for a great time. The MWR team has planned an awesome event with plenty of prizes to give away. I am looking forward to showing off my dancing skills too! Tickets are on sale through the MWR.

While we prepare to celebrate the season with our families, let us not forget how our job impacts many other families around Hampton Roads. Think about it for a moment. When a ship is delayed or in

some cases not deploying on-time, it puts a strain on not just that crew, but the crew that is deployed and waiting to return home. Their families have to deal with the uncertainty as well. Remember, our mission ensures they are able to accomplish their mission on-time and safely.

Last month, we had the honor of hosting Vice Adm. Tom Moore, and he met many of our Sailors and civilians as he toured Building CEP-200. When he gathered the crew on Maine Street for an All Hands Call, he talked about the Chief of Naval Operations Priorities – Warfighting; Warfighters and Building the Future. As the admiral put it, "one of the first things under warfighting is improving depot maintenance of ships and submarines, and MARMC is ground zero with the ability to get ships out to sea." I could not agree more. MARMC has continuously upheld and set the standard in ship maintenance. But more importantly, we must continue to overcome challenges presented by the

industry and push the urgency of "Fixing Ships" on-time. Let's continue to raise the bar and provide our commanders the assets they need in a timely manner. That is our mission and why we are here.

Finally, I want to take a moment to acknowledge Veterans Day, which was this past Monday. The day we thank our veterans for their sacrifices and their service to our country. In many cases, their service doesn't end with a military discharge. Here at MARMC, at least nearly three-fourths of our work force has served our country and continue to do so every day. Simply put, these men and women are heroes and true patriots. I just want to say thank you for all you do and the service you provide for our great nation!

Sincerely,

Tim Barney
CAPT USN



Naval Sea Systems Command (NAVSEA) Commander Vice Adm. Tom Moore holds an all hands call on Maine Street at Mid-Atlantic Regional Maintenance Center's (MARMC) Building CEP-200 on Naval Station Norfolk. Moore visited MARMC and discussed MARMC's role in sustaining the Navy's operational capability and the importance of consistently returning ships to the fleet on time. MARMC provides surface ship maintenance, management and oversight of private sector maintenance and fleet technical assistance to ships in the Mid-Atlantic region. (U.S. Navy Photo by Hendrick Dickson/Released).

CHALLENGE THE **NORM**



Notes from the Executive Director

It has been all eyes on strategic business planning for the last couple of months and as we head toward winter, there will be a continued drive and focus on the Chief of Naval Operations (CNO) priority of On-Time Delivery of ships from availabilities. This means we need all hands on deck doing their part to help define and execute the Critical Path using the guiding principles and SMART Goals set forth in our Strategic Business Plan (SBP).

At the end of October, I traveled to Washington D.C. to meet with Executive Director's from Southwest and Southeast Regional Maintenance Centers, Deputy

on Independent Government Estimate (IGE) training and are focusing on Level of Effort to Completion (LOETC) and Small Dollar Value Change (SDVC) tracking, which is right in line with where our leadership believes we need to be focused. We want to continue to give training that will focus on soft skills such as mindfulness, conflict management and critical conversations. The better you are at approaching your work with the right attitude and ability to de-escalate stressful situations, the better our projects can be refocused to the task at hand. We also reviewed the Naval Sea Systems Command's (NAVSEA)

ship at the end of the month to continue these discussions and hone in on the most vital resources needed to meet the CNO FRAGO that was released last month. As you can tell, there is a lot more interest in what we are doing on the waterfront at the flag level, which means we not only have to execute wisely, we need to show our leadership why we are the gold standard of maintenance and modernization.

Starting with several of our upcoming availabilities, that are currently in their planning phase, we are going to use the skillets, tools and training that we have built upon over the past year to meet the goal of On-Time Delivery. We have talked about it a lot, we have found our weaknesses and are turning them into strengths and we are defining the Critical Path to success with a renewed effort to be the best at what we do – fixing ships!

This means we need to be focused and disciplined. Staying true to our process and fixing issues as they arise to avoid delays is going to be your charge. There will still be growing pains along the way and we will continue to learn new things about our business and the best way to approach obstacles. I need all of you at your best in the coming months. This means not only taking care of ship maintenance, but it also means taking care of yourself. We are getting toward the end of the calendar year and many of you may not have taken time-off to recharge. It is very important that you give yourself time to rest and relax. We operate in a stressful environment and your mental health is essential to the command's overall success. In order to be the best, we have to persevere through the challenges ahead. As I have reminded you all many times this year, when situations present themselves that impede our progress, never fail to forget that you can always – CHALLENGE THE NORM!

“The better you are at approaching your work with the right attitude and ability to de-escalate stressful situations, the better our projects can be refocused to the task at hand.”

Program Managers from SEA21 and leadership from Commander, Navy Regional Maintenance Center (CNRMC) including their new Executive Director, Senior Executive Service Giao Phan. Our discussions focused on SBP priorities that are very familiar to us at MARMC – People, Cybersecurity and Culture of Affordability. Throughout those conversations, MARMC was given a lot of praise for our efforts to capture those elements in our current SBP and our ability to tie them into the Critical Path Methodology that we have also implemented at the command. As many of you know, one major focus area for us has been to provide training to our workforce to reinforce the skillsets that are most critical to our ability to manage work on the waterfront. We have also ramped up

fusion tool, which is a web-based knowledge sharing application that can be used to document lessons learned amongst all NAVSEA tenant commands, which we were encourage to investigate and utilize. Overall, it was a great meeting to reinforce our path ahead over the next year.

The second week of November, Capt. Barney and I attended the annual NAVSEA leadership forum. CNRMC Rear Adm. Thomas Anderson spoke to the ongoing merger of CNRMC and SEA21 and the way ahead for the ship repair side of business in calendar year 2020. He also focused on his 90-day review and wants to see a continued effort to collect and use metrics to assist our availability planning and execution. MARMC leadership will attend a follow-up meeting with CNRMC leader-

Command Master Chief *NOTES*

Team MARMC,

Coalition of Sailors Against Destructive Decisions (CSADD) and I want to extend our congratulations to the Halloween Door Decorating Contest winner. The Gun Shop took home first place honors! Thanks for all the participation as this made the judging very hard. The Gun Shop will receive a pizza party by way of CSADD.

The Command Holiday Party will take place at the Virginia Beach Convention Center from 6 p.m. to 11:59 p.m., Dec. 6. Please contact the MWR folks if you have any questions or would like to buy tickets. Remember the deadline for all ticket purchases is Nov. 22. Get your tickets while they last!

The Super heroes are coming - we have the children's holiday party coming up Dec. 3, at Haygood Roller Rink located in Virginia Beach. All children of Sailors and civilians are invited. This event is sponsored by the FCPOA. This is going to be a very fun event for our MARMC families.

If you plan on traveling during the holidays, ensure you utilize the Travel Risk Planning System report via Navy Knowledge Online. This report is a planning tool to ensure you have prop-

er rest, proper maintenance and proper driving practices to ensure you have a safe trip while traveling with your families and more so if you are going home alone.

I now have an office located in Building LF-18 in VIP #4. I will float back and forth between buildings. I have office hours posted on my office door in Building LF-18. LF-18 hours are from 8 a.m. to 11 a.m. Monday & Friday and from 10 a.m. to 3 p.m. on Tuesdays. The Command Career Counselor will share my office (LF-18) on Wednesdays from 9 a.m. to 3 p.m.

CMC Final Word:

As we move closer to the holidays, the pressures of our daily financial responsibilities may sometimes begin to weigh on us as we look ahead to purchasing gifts for loved ones. You can always visit the command financial specialist to help you keep within your budget. Finally, the holidays can cause extra emotional stress as well. You are never alone, do not suffer in silence. MARMC is here to help! For any questions, please do not hesitate to stop by and see me or call 400-2488. Be safe and happy holidays to all.



The Arleigh Burke-class guided-missile destroyer USS Ross (DDG 71) transits the Black Sea, April 25, 2019. Ross, forward-deployed to Rota, Spain, is on its eighth patrol in the U.S. 6th Fleet area of operations in support of U.S. national security interests in Europe and Africa. (U.S. Navy photo by Mass Communication Specialist 2nd Class Krystina Coffey/Released)



FDRMC Rota Completes On-Time Delivery of USS Ross (DDG 71)

By Forward Deployed Regional Maintenance Center Public Affairs

ROTA, Spain – A selected restricted availability (SRA) was successfully completed aboard the USS Ross (DDG 71) at the Forward Deployed Regional Maintenance Center (FDRMC) Detachment Rota on October 31.

The USS Ross is one of the Navy's four forward deployed guided missile destroyers homeported in Rota, Spain that supports regional security initiatives and ballistic missile defense efforts. FDRMC Rota is the Naval Support Activity that had oversight of the availability and the work that was performed under the prime contractor, Navantia.

"The collective dedication and drive of the entire team resulted in on-time delivery of this critical BMD asset to DESRON 60 and the Commander, 6th Fleet," said Captain Gus Vergara, FDRMC Commanding Officer. "Many factors, including our co-operation and continuous communication with the prime contractor, facilitated the timely completion of the work," added Cmdr. Luis Socias, FDRMC Officer in Charge.

The 101-day SRA that began on July 22, was comprised of significant hull, mechanical and electrical work and combat system upgrades. Critical structural and preservation work on both

forward and aft gas turbine exhaust stack tops, along with full preservation and non-skid replacement on both forward and aft Vertical Launch Systems was conducted. Important modernization work to the Battle Force Tactical Trainer and an upgrade to the shipboard video distribution system was also performed. Lead FDRMC Detachment Rota Project Manager Chris Musgrove spearheaded these efforts.

The USS Ross availability completed four days after the FDRMC Bahrain Detachment team completed a docking phased maintenance availability for the Cyclone-class Patrol Craft, USS Firebolt (PC 10), returning her to the fleet on-time for operational tasking.

FDRMC is a Naval Sea Systems Command Field Activity under the Commander, Navy Regional Maintenance Center and was established to provide intermediate and depot-level maintenance and modernization support for U.S. Navy ships forward deployed. Manned with highly specialized technicians and support staff, the detachment provides sustainment, fleet technical assistance and voyage repair of naval ships and craft in the 5th and 6th Fleet AORs.

USS FIREBOLT

COMPLETES MAINTENANCE AVAILABILITY ON-TIME

By Forward Deployed Regional Maintenance Center Public Affairs

Forward Deployed Regional Maintenance Center Detachment Bahrain completed USS Firebolt's (PC 10) Docking Phased Maintenance Availability (DPMA) on Oct. 27, returning the ship to the fleet on-time.

The ship, a Cyclone-class Patrol Craft (PC), arrived at Bahrain Ship Repair and Engineering Company (BASREC) on April 17, to start its 195-day maintenance availability. The availability included replacing the main engines, stern tubes and multiple upgrades to combat systems and navigational equipment.

"Extensive work was completed on the ship to maintain her readiness and return her to the fleet fully mission-capable," said FDRMC Det Bahrain Program Manager Gordon Henderson, who led the Project Team.

"We focused on ensuring the work was properly planned and executed," said Henderson.

"During the docking period, the Project Team worked with the contractor to clearly identify and prioritize critical path work to undocking. Our success is directly linked to non-stop execution of all structural hull repairs and removal of the propellers and shafts to allow for the replacement of the ship's four stern tubes."

According to Henderson, this was the fourth stern tube replacement on a PC in Bahrain, and by applying lessons learned, the Project Team was able to gain efficiencies and optimize schedule performance, reducing the timeline almost in half from the first time this work was performed.

"Throughout the availability, the team overcame a number of challenges to stay on schedule," said FDRMC Commanding Officer Capt. Gus Vergara. "A number of work items were added to the availability; however the Project Team was able to minimize schedule impacts by working with the contractor and Fleet Logistics Center using a new contract initiative to decrease the cycle time of Requests for Contract Changes (RCCs)."

The contract change allows for expedited approval of modifications to the work package by having pre-negotiated prices established at the time of contract



The Coastal Patrol Ship USS Firebolt (PC 10) transits the Arabian Gulf during Exercise Spartan Kopis 17. The Task Force 55-led exercise between the U.S. Navy and Coast Guard is designed to increase tactical proficiency, broaden levels of cooperation, enhance mutual capability and support long-term security and stability in the region. (U.S. Navy photo by Mass Communication Specialist 1st Class Joshua Bryce Bruns/Released)

award thereby reducing the time required to negotiate the changes during execution of the availability. This process helps maintain schedule by keeping the focus on the execution of work items on the deckplate.

The FDRMC team also collaborated closely with BASREC to ensure the proper sequencing of work. In addition to incorporating approved RCC items, PCs have unique welding restrictions due to their hull thickness that require welding and shafting work to be executed sequentially instead of done simultaneously. The FDRMC team maximized the amount of work that could be done in series, and captured those best practices for application in future availabilities.

"Communication and cooperation were key to Firebolt's success," said

FDRMC Det Bahrain Officer-in-Charge Cmdr. Carole Etherington. "The USS Firebolt availability is the start of a new trend of returning ships back to the fleet on-time."

The mission of FDRMC DET Bahrain is to provide engineering and technical services in support of the maintenance and modernization of naval ships and craft in the 5th Fleet Area of Responsibility. FDRMC DET Bahrain provides intermediate- and depot-level maintenance for nine forward deployed naval force ships, which includes Chief of Naval Operations and Continuous Maintenance Availability/Continuous Maintenance planning, execution and oversight. The detachment also provides Voyage Repair planning, execution and oversight for ships operating in the 5th Fleet Area of Responsibility.

USS THE SULLIVANS

AVAILABILITY COMPLETES ON TIME

By Southeast Regional Maintenance Center Public Affairs



The Arleigh-Burke class guided-missile destroyer USS The Sullivan (DDG 68) returns to homeport at Naval Station Mayport, Fla. The Sullivan completed a seven-month deployment to the U.S. 5th and 6th Fleet areas of operations. (U.S. Navy photo by Mass Communication Specialist 2nd Class Anderson W. Branch/Released)

The Arleigh Burke-class Destroyer USS The Sullivan (DDG 68) successfully completed sea trials and her Chief of Naval Operations (CNO) availability Oct. 24, one day ahead of schedule, despite the project losing two weeks in September due to Hurricane Dorian.

“Planning and teamwork were instrumental,” said Capt. John Lobo, Southeast Regional Maintenance Center (SERMC) Commanding Officer. “All the stakeholders, including our industry partners BAE Systems and Jacksonville Ship Repair, came together right after the contract was awarded, and their continuous dialogue and teamwork allowed the team to resolve issues quickly and maintain the planned schedule.”

“Before the avail even started we had the crew moved off the ship, the barge tied up and the network migrated, so when day one hit we had no interferences and were able to hit it hard,” said Rob Williams, Project Manager for The Sullivan at SERMC.

The five-month availability included 110 depot and numerous intermediate level work items, including a major Vertical Launch System cooling upgrade, Ballistic Missile Defense package installation, Consolidated Afloat Network and Enterprise Services communications upgrade and several major structural improvements.

“We replaced both forward fuel stations, rebuilt the sliding pad eye on the starboard side, installed all new lube oil hoses for the engines and completely rebuilt the slewing arm davit. Another major project was all new structural work on the castleways on the port and starboard sides. We blasted, repaired all the metal, repainted it, installed new actuators and cargo doors, it’s completely revamped,” Williams added.

The SERMC Maintenance Team (MT) applied lessons learned from similar CNO availabilities to increase the overall efficiency and effectiveness of the team. “On USS Lassen (DDG 82) and USS Roosevelt

(DDG 80) we replaced the entire overhead above the bridge, it’s all new steel. We had a lot of data and experience from the removal of the topside equipment and their remounting, which definitely helped us complete the evolution on The Sullivan without incident,” said Lt. Joshua Bowling, USS The Sullivan Project Officer.

“A key to success with The Sullivan availability was providing our CNO MT with the agility and flexibility to rapidly keep work moving. The success of maintaining a schedule is to keep the mechanic working - that needs to be the focus. The Fleet needs war ready ships and we need to provide the financial and contracting tools to foster the uninterrupted flow of work,” said Lobo.

The SERMC MT was also able to accelerate the time required to approve work package changes through a new contractual process that allows for expedited approval by having pre-negotiated prices. “Our Request for Contract Change cycle time was five days when averages on other availabilities are typically much longer. This contracting improvement will help us significantly on future availabilities as it allows us to keep our focus on completing the work on the deckplate, saving valuable time and energy,” Williams said.

“The focus on the mission and culture of collaboration between the government project team, private industry partners and ship’s force was a key factor in addressing and overcoming a number of challenges that came up during the availability,” said Williams. “(This) allowed the team to complete highly successful and on time sea trials and to deliver the mission-ready ship back to the fleet one day early and on budget.”

The Sullivan is named in honor of five brothers from Waterloo, Iowa who served together aboard USS Juneau during World War II. The Sullivan brothers - George, Francis, Joseph, Madison, and Albert, lost their lives during the Battle of Guadalcanal on November 13, 1942. The ship is the second U.S. warship to be named in honor of the brothers.

Bravo Zulu to Dean Delemos for Tech Assist Aboard USS Ford

Information Submitted by Ted Kolhagen, Command Control & Intelligence (C2I) Branch Head, Code 281

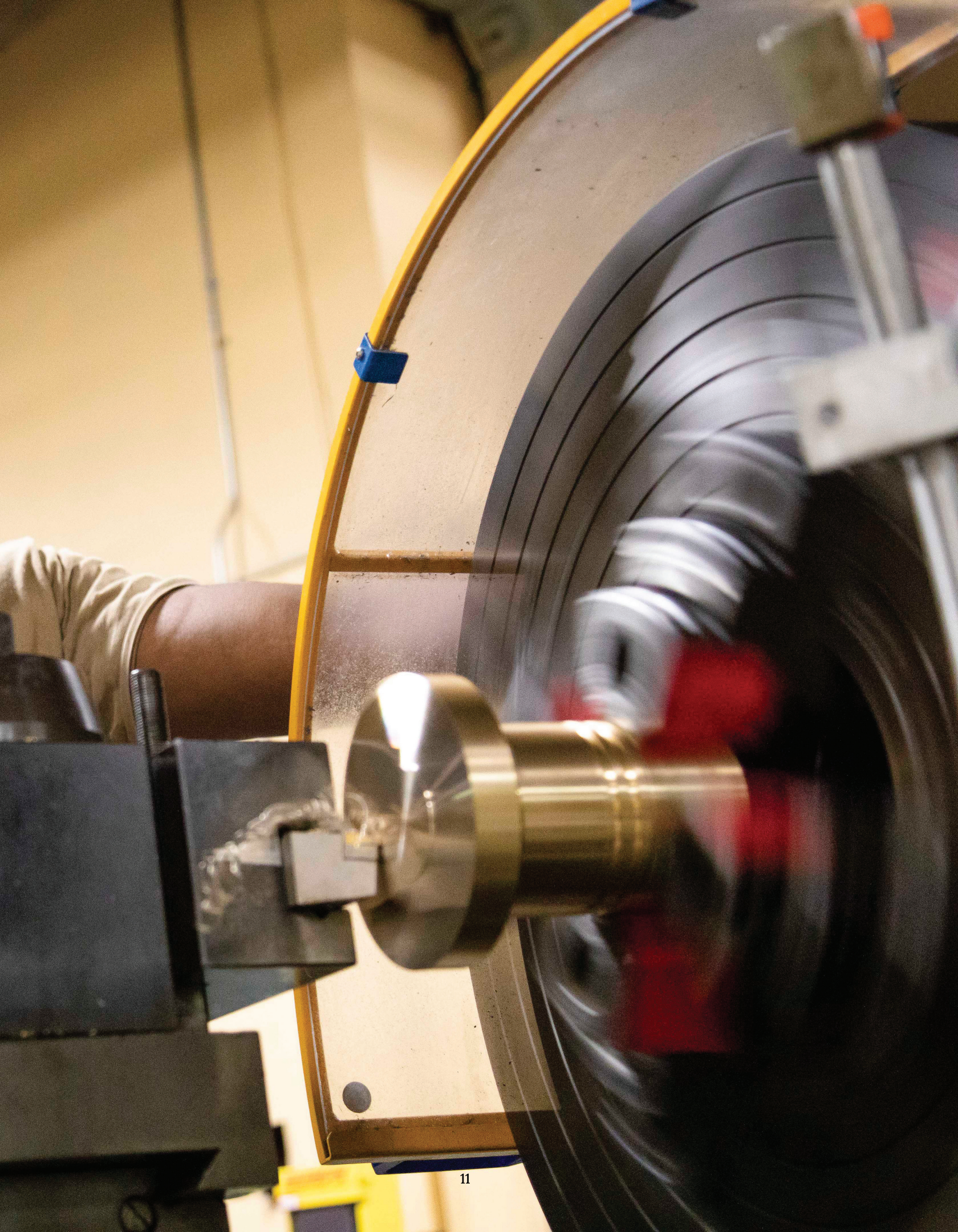


The aircraft carrier USS Gerald R. Ford (CVN 78) conducts high-speed turns in the Atlantic Ocean, Oct. 29, 2019. Gerald R. Ford is at sea conducting sea trials following the in port portion of its 15-month post-shakedown availability. (U.S. Navy photo by Mass Communication Specialist 3rd Class Connor Loessin/Released)

During the month of October, USS Gerald R. Ford (CVN 78) released a Casualty Report (CASREP) detailing their unclassified network was degraded and required an immediate onboard technical assist to restore network connectivity prior to departing Newport News Shipyard for sea trials. Mid-Atlantic Regional Maintenance Center Engineering Technician Dean Delemos (Code 281) provided assistance from Oct. 17-21, restoring the ship's unclassified network. Delemos spent many hours, including the weekend correcting Host Based Security System (HBSS) policy issues, Microsoft Exchange database corruption and card reader software installation problems. He received a "BZ" from the USS Ford's Commanding Officer for his outstanding support and expertise while correcting numerous unclassified network issues onboard the Ford. Job well done!

Machinery Repairman 2nd Class Shafieq Nanton, assigned to the Mid-Atlantic Regional Maintenance Center (MARMC), machines a part for shipboard use in the Inside Machine Shop at Building CEP-200 on Naval Station Norfolk. MARMC provides ship maintenance, management and oversight of private sector maintenance and fleet technical assistance to ships in the Mid-Atlantic Region. (U.S. Navy Photo by Derry Todd/Released)









Hull Technician 2nd Class Matthew Owen uses a grinder to repair a structure for shipboard use at Building CEP-200 on Naval Station Norfolk. MARMC provides ship maintenance, management and oversight of private sector maintenance and fleet technical assistance to ships in the Mid-Atlantic Region. (U.S. Navy Photo by Derry Todd/Released)

LET US MAKE YOU FAMOUS

By Chris Wyatt, Public Affairs Specialist



Have you ever received an award or been recognized in front of your shipmates and wished your family and friends in your hometown could share in the excitement?

Mid-Atlantic Regional Maintenance Center's (MARMC) Public Affairs Office (PAO) has a plan in place to help 'Make You Famous.' Working in coordination with the Navy American Connections Media Outreach (NAVCO) program your hometown media outlets can be notified of your accomplishments. These media outlets include the local newspaper, radio

and television stations.

MARMC PAO will pair your award-photo along with a MARMC Outreach Release form and a short write up, which will be shared with NAVCO who will send the stories to the respective Sailor or Civilian's hometown media outlets and post the stories to their blog at <http://navyoutreach.blogspot.com>.

NAVCO tells your story through the eyes of individual Service Members and Department of Defense civilians by leveraging the ties they have to their hometowns across the country.

While there is no guarantee local hometown new media will run our stories. We have had tremendous success already.

MARMC's very own 2019 Sailor of the Year award recipient Machinist Mate 1st Class Stephanie Faenza is a prime example of the success of this new process.

"So the reception I got back home was nothing short of incredible because I didn't tell anyone that I received this award," said Faenza. "My local hometown newspaper ran the story and all of a sudden my phone started blowing up. Friends and old neighbors posted the stories on their Facebook pages. I was really touched by all the love I got."

According to Faenza, every Sailor should take advantage of this opportunity to show family and friends in your hometown your achievements.

"Programs like these show your family, friends and shipmates that you can accomplish anything you put your mind to," said Faenza. "It's so good for our families and friends to see the good work and the difference you are making."

Community and public outreach, like participating in NAVCO, is a crucial activity that reinforces trust and confidence in the Navy and its people, while educating the American public about the capability, importance and value of today's Armed Forces.

The Hometown Outreach program is available to both Civilian and Sailors here at MARMC.

Civilians and Sailors *OF THE QUARTER*

Please join in congratulating MARMC's Civilian and Sailor of the Quarter Awardees for 4th Quarter, FY19. The following individuals have been singled out for outstanding performance, positive attitude, leadership and customer service. Congratulations and a job well done!



Armando "Sam" Samonte (Code 300)
Senior Civilian of the Quarter



George Tellefsen (Code 900)
Junior Civilian of the Quarter



GSE1 Anna J. Sereno (Code 261) Senior
Sailor of the Quarter



EM2 Daynae Robinson (Code 958) Junior
Sailor of the Quarter



MRFA Jonic Torres (Code 900)
Blue Jacket of the Quarter

Spotlight on

The Business Office

By Derry Todd, Public Affairs Specialist

This month Mid-Atlantic Regional Maintenance Center (MARMC) shines its spotlight on the Business Office, which is a division of the Corporate Operations Department.

The Business Office is working to be the big picture division; the 20,000 foot view. They analyze data, research and use information to help MARMC operate efficiently, and defend our budget.

The Business Office is made up of analysts diligently delving into miles of data, led by Pat Bassett, business office manager. The office isn't necessarily the "tip of the spear" or more accurately, "wrench," but they are the eyes of the command.

Perhaps the largest part of Business Office's operation is Workload Forecasting. Every year they take a look at mountains of data and make a new plan for what MARMC can expect to happen in the next five years.

Since the Business Office is responsible for defending MARMC's workload requirements, and therefore the budget analysts use an enormous amounts of data to accurately add up how much MARMC's mission will cost, which is in turn used in requirement funding conversations with OPNAV. The Business Office uses historical and data projections to defend those claims.

"We have some real subject matter experts here that know the SMM database like the back of their hand because they have been involved with it for years," said Pat Bassett. "If someone asks fundamental questions like, 'why did you estimate your labor for FY20 at a particular amount?' we can give those facts and data-based answers."

MARMC's Business Office doesn't always know what the final budget amount is going to be, so they will make several versions of the budget. The first is a best-case scenario. The second is if funding falls a bit shorter than projected and the last Pat Bassett described as "draconian." It would involve some very harsh measures up to and including deep reductions in funds that would

seriously affect our mission.

Checks and balances exist within this system, however; Fleet Forces Command recognizes MARMC's Business Office's budget requirements and help make up the difference, keeping everything running smoothly.

As part of the Business Office, the Metrics Branch tracks and records a plethora of MARMC ship availability, critical path milestones, key events, operational days, schedule adherence and other data points.

"At this command we can have as many as 55 ships out at the waterfront at one time, we could have 15 – 20 ships in a CNO Maintenance Availability," said Pat Bassett. "Our Metrics Branch is vital to having effective oversight ability."

Right now the Metrics Branch's major project is to "Define the Critical Path" aspect within the Strategic Business Plan's On-Time Delivery focus. The Critical Path is the sequence of events that has the greatest potential to effect key milestones with a ship's availability.

"The Metrics team have used this system to develop a semi-automated process for project managers, and two ships in November will start fully piloting these systems," said Bassett.

"The Business Office also obtains and uses data in a number of other

ways. For instance, monitoring labor expenditures is also in their repertoire and contributes to a vast collection of information.

"Every pay period we run reports and sort them and put them in a certain format so it can be determined how many hours per pay period it's taking on each ship and how many hours for each project. It's fairly complicated, but it's a way we can effectively break down maintenance cost in man-power hours," said Bassett.

The Business Office is collecting this information through the Drive Database developed by now Commanding Officer, Capt.



Jamie Saunders and Oscar Pope—Management Analysts

Tim Barney when he was the Waterfront Operations Department Head. It was created as a system to help ships achieve on-time delivery. Project managers put expanding information directly into the database, helping present leadership with a more accurate view of what may have gone wrong, what went right and what can be done better.

“When a naval message gets out that a ship is being extended in an availability, it has an abbreviated set of reasons that don’t go into a lot of detail,” said Bassett. “The Drive Database is a way to provide a much more detailed look at what happened for those that need it, but because of brevity, you couldn’t really provide in a naval message.”

Bassett, when asked what the Business Office does best, one of his answers was the Mission Execution Review.

“We are always trying to improve the communication between us and MARMC’s Finance Department, trying to deliver a better product, and trying to have more concise answers about

trends that are not conforming to the plan. Those are all things we thoroughly address in the Mission Execution Review.”

Bassett’s long term vision of the Business Office is one where they become ingrained with the Finance Department through the sharing of databases and becoming a part of a more efficient, effective and elegant system of data analysis. He believes solutions like this will make MARMC’s Business Office the command’s ‘Big Picture Department.’ If the secret to knowledge is data, then the Business Office certainly has the answers.

“My role is to make sure when leadership is implementing the vision, it fits into the strategic goals,” said Bassett. “These subject matter experts here in the Business Office have a vision on how to improve the process and it’s my job to explain their vision to leadership as well, and make sure it’s clearly understood by all parties involved.”



**NATIONAL
AMERICAN
INDIAN
HERITAGE MONTH**

Information Submitted by Timothy Russell, Public Awareness Chair (Inclusion and Diversity Committee)

The observation of National American Indian Heritage Month has its roots in Public Law 99-471. Over several years, the observation was moved to different months but in 1990 Public Law 101-343 set the month long observance in November. Each year the President issues a Proclamation in recognition of the observance. National American Indian Heritage Month is observed from 1 - 30 November of each year. The observance month recognizes American Indians for their respect for natural resources and the Earth, having served with valor in our nation’s conflicts and for their many distinct and important contributions to the United States. Please note that the title of this observance varies between the various documents listed and DEOMI uses that title set forth in the 1990 and subsequent Public Laws. After 100 years of efforts to establish it, National American Indian and Alaska Native Heritage Month is celebrated to recognize native cultures and educate the public about the heritage, history, art, and traditions of the American Indians and Alaskan Natives.

Fun Facts:

- Did you know that there are 573 federally recognized Tribes? Each with their own rich and beautiful cultural background.
- In 1924, Congress enacted the Indian Citizenship Act.
- In 1986 Congress passed and President Ronald Reagan signed the proclamation authorizing American Indian Week.
- In 1990, President George H. W. Bush designated November as National American Indian Heritage Month.

WHAT IS A HAZARDOUS CHEMICAL AND HOW DO I PROPERLY DISPOSE OF HAZARDOUS WASTE? AT MY WORKPLACE? AT MY PERSONAL RESIDENCE?

By Lisa Kingsbury, Safety & Occupational Health Specialist, Code 106

Occupational Safety and Health Association's (OSHA) Hazard Communication Standard (HCS) defines a hazardous chemical as "any chemical which can cause a physical or a health hazard."

What are some commonly used workplace chemical hazards?

Acids, caustic substances, cleaning products (such as toilet cleaners, disinfectants, mildew remover and chlorine bleach), glues, heavy metals (including mercury, lead, cadmium, and aluminum), paint pesticides, petroleum products, solvents, photo-copier toner.

What is hazardous waste?

Hazardous waste is waste that has substantial or potential threats to public health or the environment. Characteristic hazardous wastes are materials that are known or tested to exhibit one or more of the following hazardous traits: ignitability, reactivity, corrosiveness or a toxicity listed hazardous waste, which are materials specifically listed by regulatory authorities as hazardous wastes that are from non-specific sources, specific sources or discarded chemical products.[2]

Hazardous wastes may be found in different physical states such as gaseous, liquids or solids. A hazardous waste is a special type of waste because it cannot be disposed of by common means like other by-products of our everyday lives. Depending on the physical state of the waste, treatment and solidification processes might be required.

How do I properly dispose of a hazardous waste?

Contact MARMC's Environmental Safety & Health Department (Code106), Glenda Scott, Environmental Supervisor @ 757-400-0169 or 757-618-6495.

What happens if I accidentally spill a hazardous material?

Contact your Supervisor and the MARMC Command Duty Office (CDO) and Technical Services Duty Officer (TSDO) at 757-400-0000.

Can I bring hazardous chemicals to my workplace that I purchased?

Government civilians, active duty military and embedded MARMC contractors are not allowed to purchase their own hazardous material and bring it onto a military installation. (MARMC INSTRUCTION 5100.19B)

Can I transport hazardous chemicals in my personal vehicle?

MARMC employees are not allowed to transport hazardous material in their personally owned vehicles.

In my personal residence, what are some common used chemical hazards at home?

Adhesives, aerosol sprays, antifreeze, auto batteries, batteries, drain openers, engine cleaners, fuel, glues, kitchen cleaners, lighter fluids, medications, oil and oil filters, oven cleaners, paint (all kinds), paint thinners, pesticides, pool chemicals, solvents, syringes, weed killers and wood finishes.

For information about hazardous chemicals at work, please reference MARMC Instruction 5100.19B.
Website: <https://navsea.navy.deps.mil/field/cnrmc-marmc/106/Pages/Home.aspx>

To find out how you can dispose of your own hazardous material, contact your local facility:

Virginia Beach: Re-source Recovery Center (757) 385-3111
City Landfill 1 989 Jake Sears Road Virginia Beach, VA 23464

Chesapeake: Southeast Public Service Authority (757) 420-4700
723 Woodlake Drive, Chesapeake, VA 23320 | <https://spsa.com/our-locations/suffolk-landfill>

Portsmouth/Suffolk/Hampton: SPSA Regional Landfill (757) 539-9373
1 Bob Foeller Drive, Off Route 58 Suffolk, VA 23432 | <https://spsa.com/our-locations/suffolk-landfill>

Norfolk: Southeast Public Service Authority (757) 961-3981
3136 Woodland Avenue, Norfolk, VA | spsa.com

Newport News: City of Newport News Household Hazardous Waste (HHW) Facility (757) 886-7947
550 Atkinson Way, Newport News | <https://www.nngov.com/906/Household-Hazardous-Waste>

County of Pasquotank, NC (Elizabeth City): Pasquotank County C&D Landfill (252) 335-4105
983 Simpson Ditch Road; Elizabeth City

Currituck (Moyock): Soundside C&D Waste Transfer & Recycling Center (252) 202-5247
7565 Caratoke Highway

ANTIVIRUS HOME USE PROGRAM (AV HUP)

Information Submitted by Carrie Souslin, MARMC Information Systems Security Manager

The DoD Antivirus Software License Agreement with McAfee allows active DoD employees to utilize the antivirus software for home use. Home use of the antivirus products will not only protect personal PCs, but will also potentially lessen the threat of malicious logic being introduced to the workplace and compromising DoD networks. Contractors are excluded from using the software at home or on any other system not belonging to the DoD.

McAfee Internet Security

As a member of the DoD, you can now take advantage of a free 1-year subscription to McAfee Internet Security for your PC or MAC at no cost to you. This subscription gives you proactive security for your home PC by preventing malicious attacks and keeping you safe while you surf, search and download files online. McAfee's security service also continuously delivers the latest software so your protection is never out-of-date.

By installing McAfee software on your home system, you'll not only be protecting your PC from malicious threats, but you'll also help your organization strengthen its IT security against transferable viruses and spyware.

Instructions on how to download your copy of McAfee Internet Security

1. Navigate to the website for your applicable platform, either PC or MAC, listed below. In addition, enter the associated "Company Code" in the appropriate field on the webpage:

Platform	URL	Company Code	Expiration
PC	http://www.mcafee.com/mis/dod	DODFDD02C8	Dec. 31, 2019
MAC	http://www.mcafee.com/mim/dod	DOD97F84AC	Dec. 31, 2019

2. Enter Your PERSONAL Email Address.
3. Click "Get Email."
4. You will receive an email from McAfee Subscriptions with your unique license key and download link.

****Note - DO NOT download the software on your Government Furnished Equipment (GFE).****

AV/AS Home Use

- DISA Home Use Program instructions can be found here: <https://patches.csd.disa.mil/Metadata.aspx?id=79775> (CAC Required)
- DoD does not provide any technical assistance to home users. Home users seeking technical support can contact McAfee directly on the support website: <http://home.mcafee.com/Root/Support.aspx?page=Support>

