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Anniston, Alabama

June 19, 2014

Commander updates workforce on depot staffing, workload

by Jennifer Bacchus

ANAD PAO

Anniston Army Depot Commander Col. Brent Bolander held a town hall meeting broadcast live from the training building June 11.

During the meeting, Bolander discussed hiring, the depot's workload, safety and many other topics.

He encouraged employees whose questions were not completely answered during the session to utilize their chain of command to seek answers or the Commander's Hotline button on the Intranet, which is available if the employee does not believe the issue is being addressed in the proper manner.

Hiring

Bolander said the depot is still constrained in its ability to hire. The hiring freeze is no longer completely in effect, but hiring decisions must be made at the TACOM Life Cycle Management Command or Army Materiel Command level.

"When you hear there is a hiring freeze and no one is being hired, that isn't necessarily true, but the box isn't wide open," said Bolander. "I have to go up through my chain of command for hiring decisions."

In the past year, the depot has been about to hire more than 300 temporary employees and additional temporary positions are in the process of being filled.

Bolander said he has request-

ed through TACOM to be able to retain, for another year, the first 71 term employees who were hired, but has not received an answer yet.

Editor's note: At the time of printing, approval to extend the 71 term employees for a year has been granted.

He acknowledged personnel shortages throughout the installation often mean employees are fulfilling additional duties.

"This means some of you are doing a little more than you used to," said Bolander. "I thank the folks who continue to pick up the pieces and move forward because it is the right thing to do."

Workload

Workload, according to the commander, has stabilized for the remainder of fiscal year 2014, which ends Sept. 30.

During the next fiscal year, Bolander anticipates a lower amount of work for the installation.

"Right now, we are at about three million direct labor hours," said Bolander. "Next year, right now, it is programmed for 2.6 million direct labor hours."

Bolander said he didn't know whether the reduction in work would mean less people or less overtime, but the effect on the workforce is being discussed by the leadership.

Climate survey

An Organizational/Command Climate Survey was

• See TOWN HALL, page 4



Photo by Jennifer Bacchus

Anniston Army Depot Commander Col. Brent Bolander speaks to the workforce during his June 11 town hall session. Bolander discussed the installation's status on workload and hiring among other topics.

Inside TRACKS

WG, NAF pay schedules updated

The Office of Personnel Management has released new pay schedules for WG and NAF employees.

See graphs on page 2.

Change of Command

Lt. Col. Robert Rouse relinquished command of DLA Distribution Anniston to Lt. Col. Hattie Richardson in a June 4 ceremony.

See articles on page 3.

Army birthday

The U.S. Army celebrated its 239th birthday June 14. ANAD commemorated the event with cake cutting ceremonies.

See article on page 6.

Fireworks safety

As the July 4 holiday approaches, thoughts turn to fireworks. Put safety first if you choose to have your own display.

Information on page 8.

OPM releases WG, NAF pay schedules

from OPM.gov

The Office of Personnel Management provides policy leadership and expertise on a variety of Government-wide pay programs for Federal employees, including the General Schedule, Law Enforcement Officer Pay Schedules, and the Federal Wage System.

For more information on the pay tables and related materials posted on our website, agencies may e-mail Pay-Leave-Policy@opm.gov.

Federal Wage System Overview

The Federal Wage System is a uniform pay-setting system that covers Federal appropriated fund and nonappropriated fund blue-collar employees who are paid by the hour.

The system's goal is to make sure that Federal trade, craft, and laboring employees within a local wage area who perform the same duties receive the same rate of pay.

The FWS includes 132 appropriated fund and 118 nonappropriated fund local wage areas. Successful labor-management partnership is the hallmark of the FWS, with labor organizations involved in all phases of administering the pay system.

Under this uniform pay system your pay will be the same as the pay of other Federal jobs like yours in your wage area, and your pay will be in line with pay for private sector jobs like yours in your wage area.

If you have questions about the system and how it affects you, please contact your local personnel office.

| AC- 104 Defense Civilian Personnel Advisory Service Alexandria, Virginia 22350-1100 | NL-NS Grade | NA - Rates | | | | | NL - Rates | | | | | NS - Rates | | | | | |
|--|----------------|------------|-------|-------|-------|-------|------------|-------|-------|-------|-------|------------|-------|-------|-------|-------|-------|
| | | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | |
| Issue Date: 29 May 2014 | 1 | 7.89 | 8.23 | 8.53 | 8.87 | 9.18 | 8.66 | 9.03 | 9.41 | 9.73 | 10.09 | 10.31 | 10.73 | 11.17 | 11.57 | 11.99 | |
| | 2 | 8.46 | 8.83 | 9.16 | 9.48 | 9.90 | 9.32 | 9.67 | 10.06 | 10.48 | 10.83 | 10.83 | 11.29 | 11.76 | 12.19 | 12.64 | |
| | 3 | 8.99 | 9.40 | 9.71 | 10.09 | 10.50 | 9.95 | 10.30 | 10.71 | 11.16 | 11.54 | 11.41 | 11.88 | 12.33 | 12.82 | 13.28 | |
| | 4 | 9.60 | 10.00 | 10.38 | 10.79 | 11.19 | 10.54 | 10.98 | 11.44 | 11.87 | 12.30 | 11.94 | 12.45 | 12.92 | 13.44 | 13.92 | |
| | 5 | 10.15 | 10.56 | 10.98 | 11.41 | 11.85 | 11.17 | 11.61 | 12.08 | 12.55 | 13.03 | 12.51 | 13.03 | 13.53 | 14.05 | 14.58 | |
| | 6 | 10.70 | 11.15 | 11.57 | 12.00 | 12.47 | 11.76 | 12.25 | 12.73 | 13.21 | 13.71 | 13.05 | 13.57 | 14.11 | 14.67 | 15.22 | |
| | 7 | 11.25 | 11.70 | 12.18 | 12.64 | 13.11 | 12.37 | 12.88 | 13.40 | 13.89 | 14.42 | 13.60 | 14.14 | 14.73 | 15.29 | 15.87 | |
| | 8 | 11.81 | 12.28 | 12.77 | 13.26 | 13.74 | 12.94 | 13.50 | 14.04 | 14.58 | 15.11 | 14.12 | 14.73 | 15.32 | 15.90 | 16.49 | |
| | 9 | 12.33 | 12.86 | 13.38 | 13.87 | 14.40 | 13.56 | 14.12 | 14.71 | 15.27 | 15.82 | 14.79 | 15.40 | 16.02 | 16.63 | 17.27 | |
| | 10 | 12.89 | 13.43 | 13.97 | 14.48 | 15.01 | 14.16 | 14.76 | 15.35 | 15.94 | 16.54 | 15.47 | 16.09 | 16.73 | 17.37 | 18.02 | |
| | 11 | 13.45 | 14.01 | 14.55 | 15.12 | 15.67 | 14.77 | 15.38 | 15.99 | 16.61 | 17.23 | 16.12 | 16.80 | 17.46 | 18.13 | 18.81 | |
| | 12 | 14.00 | 14.58 | 15.15 | 15.72 | 16.32 | 15.37 | 16.00 | 16.66 | 17.31 | 17.94 | 16.78 | 17.48 | 18.17 | 18.86 | 19.56 | |
| | 13 | 14.54 | 15.15 | 15.75 | 16.36 | 16.96 | 15.98 | 16.66 | 17.33 | 17.99 | 18.65 | 17.44 | 18.16 | 18.88 | 19.61 | 20.35 | |
| | 14 | 15.08 | 15.71 | 16.34 | 16.97 | 17.60 | 16.58 | 17.28 | 17.96 | 18.65 | 19.35 | 18.10 | 18.85 | 19.59 | 20.36 | 21.09 | |
| | 15 | 15.62 | 16.29 | 16.93 | 17.59 | 18.23 | 17.19 | 17.91 | 18.62 | 19.34 | 20.05 | 18.77 | 19.53 | 20.31 | 21.08 | 21.87 | |
| | | | | | | | | | | | | NS-16 | 19.53 | 20.35 | 21.15 | 21.96 | 22.79 |
| | | | | | | | | | | | | NS-17 | 20.31 | 21.15 | 21.99 | 22.85 | 23.69 |
| | | | | | | | | | | | | NS-18 | 21.08 | 21.96 | 22.85 | 23.71 | 24.60 |
| | | | | | | | | | | | | NS-19 | 21.87 | 22.79 | 23.69 | 24.60 | 25.51 |

JAMES R. BRADY
Chief
Wage and Salary Division

Order Date: 2 April 2014
Effective Date: 5 June 2014

AC- 0001R

Defense Civilian Personnel Advisory Service Alexandria, Virginia 22350-1100

Issue Date: 10 June 2014

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated September 10, 2008, subject to the limitations contained in CPM 2014-02, dated 27 January 2014. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

| WG WL-WS Grade | WG-Rates | | | | | WL-Rates | | | | | WS-WD-WN Rates | | | | | WD-WN Pay Level |
|----------------------|----------|-------|-------|-------|-------|----------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | |
| 1 | 12.19 | 12.69 | 13.20 | 13.71 | 14.19 | 13.41 | 13.98 | 14.50 | 15.07 | 15.63 | 18.29 | 19.03 | 19.81 | 20.59 | 21.33 | |
| 2 | 13.09 | 13.65 | 14.16 | 14.72 | 15.26 | 14.39 | 14.98 | 15.59 | 16.19 | 16.79 | 19.19 | 19.99 | 20.78 | 21.59 | 22.37 | |
| 3 | 14.08 | 14.69 | 15.27 | 15.86 | 16.44 | 15.51 | 16.15 | 16.79 | 17.44 | 18.08 | 20.18 | 21.03 | 21.87 | 22.70 | 23.56 | 1 |
| 4 | 15.07 | 15.70 | 16.33 | 16.96 | 17.59 | 16.58 | 17.28 | 17.95 | 18.65 | 19.34 | 21.25 | 22.14 | 23.02 | 23.91 | 24.78 | 2 |
| 5 | 16.02 | 16.69 | 17.36 | 18.03 | 18.68 | 17.63 | 18.34 | 19.07 | 19.81 | 20.56 | 22.18 | 23.09 | 24.03 | 24.95 | 25.88 | 3 |
| 6 | 16.95 | 17.65 | 18.33 | 19.02 | 19.73 | 18.63 | 19.40 | 20.15 | 20.97 | 21.73 | 23.08 | 24.05 | 25.01 | 25.96 | 26.94 | 4 |
| 7 | 17.81 | 18.57 | 19.31 | 20.04 | 20.78 | 19.60 | 20.42 | 21.24 | 22.05 | 22.87 | 23.99 | 24.99 | 25.96 | 26.98 | 27.98 | 5 1 |
| 8 | 18.72 | 19.53 | 20.30 | 21.07 | 21.85 | 20.62 | 21.46 | 22.32 | 23.17 | 24.04 | 24.89 | 25.92 | 26.96 | 28.00 | 29.06 | 6 2 |
| 9 | 19.63 | 20.46 | 21.27 | 22.11 | 22.90 | 21.60 | 22.50 | 23.40 | 24.31 | 25.19 | 25.81 | 26.88 | 27.95 | 29.02 | 30.09 | 7 3 |
| 10 | 20.55 | 21.41 | 22.26 | 23.10 | 23.97 | 22.58 | 23.54 | 24.48 | 25.43 | 26.36 | 26.70 | 27.80 | 28.91 | 30.04 | 31.13 | 8 4 |
| 11 | 21.44 | 22.34 | 23.22 | 24.11 | 25.01 | 23.58 | 24.57 | 25.55 | 26.54 | 27.52 | 27.58 | 28.72 | 29.86 | 31.02 | 32.16 | 9 5 |
| 12 | 22.35 | 23.28 | 24.20 | 25.14 | 26.07 | 24.59 | 25.60 | 26.63 | 27.66 | 28.68 | 28.60 | 29.80 | 30.99 | 32.17 | 33.37 | 10 6 |
| 13 | 23.26 | 24.22 | 25.19 | 26.18 | 27.12 | 25.58 | 26.65 | 27.71 | 28.78 | 29.84 | 29.98 | 31.23 | 32.48 | 33.73 | 34.98 | 11 7 |
| 14 | 24.23 | 25.24 | 26.25 | 27.26 | 28.27 | 26.66 | 27.76 | 28.87 | 29.99 | 31.09 | 31.51 | 32.82 | 34.14 | 35.46 | 36.77 | 8 |
| 15 | 25.21 | 26.26 | 27.33 | 28.36 | 29.42 | 27.73 | 28.89 | 30.05 | 31.20 | 32.37 | 33.44 | 34.82 | 36.21 | 37.61 | 39.02 | 9 |
| | | | | | | | | | | | WS-16 | 35.61 | 37.09 | 38.59 | 40.05 | 41.55 |
| | | | | | | | | | | | WS-17 | 38.05 | 39.67 | 41.23 | 42.81 | 44.41 |
| | | | | | | | | | | | WS-18 | 40.79 | 42.47 | 44.17 | 45.88 | 47.57 |
| | | | | | | | | | | | WS-19 | 41.97 | 43.72 | 45.47 | 47.22 | 48.97 |

JAMES R. BRADY
Chief
Wage and Salary Division

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Rouse recognized for achievements

from Staff Reports

DLA Distribution PAO

Army Lt. Col. Robert Rouse has been awarded the Defense Meritorious Service medal for achievements while serving as commander, Defense Logistics Agency Distribution Anniston, Ala.

Since coming to DLA Distribution in June 2012, Rouse has aggressively supported DLA Distribution command's five strategic goals of standardization, personnel, customer solutions, optimization, and operations.

To prepare the distribution center for audit readiness, directly supporting the goal of standardization, Rouse worked ahead of the curve in the site's Weapons Division, where the team spent approximately four months creating process maps for each mission procedure. They then used the maps to create a large visual wall, enabling employees to internalize important procedures.

Focusing on safety, Rouse was committed to ensuring the working environment remained as safe as possible. He helped the Anniston team get to Phase III of achieving the Occupational Safety and Health Administration Voluntary Protection Program Star site status, awarded to those employers and employees who demonstrate exemplary achievement in safety.

In the area of customer solutions, Rouse met the challenge of incorporating a Retail Division into Anniston - bringing the customer right to the front door. This initiative enables customers to directly pick up orders, allowing Anniston Army Depot artisans to stay in the shop, saving time and money.

In the Weapons Division, Rouse has

helped the distribution center implement a new heat-seal process to meet Army's new packaging requirement. The process is efficient in reducing the number of personnel required to pack the M2A1 from eight to four.

Another area DLA Distribution is concentrating on is optimization. In the Vehicles and Artillery Division, Rouse helped to implement a program called Vehicle Tracking, or VTRAC, which inputs serialized information into the system. VTRAC has a database field that links back to DLA Distribution's main warehousing system,



Photo by Mark Cleghorn

Lt. Col. Robert Rouse, right, receives the Defense Meritorious Service Medal from Brig. Gen. Richard Dix, commanding general of DLA Distribution.

as the system does not hold serial numbers. As a result of this initiative, DLA Distribution Anniston can now track a vehicle easily through receipt, maintenance, and storage in one location, and can quickly find vehicles in the large storage fields.

In the area of operations, Rouse worked to usher new business to the distribution center after "cleaning out the attic" from optimization efforts.

Anniston recently added the Stryker secondary material business in the Retail operation, and has close to 400 more vehicles coming to the wholesale side over the next 16 months. The team also recently added the M160s Robotic Vehicles and Fox Recon Vehicles, and retooled to accommodate the M2A1 .50 caliber machine gun. This fall, the Anniston team will welcome a new Apache helicopter helmet system.

"I commend Rob for his leadership and his efforts. He has truly positioned this distribution center for the future," said Army Brig. Gen. Richard Dix, commander, DLA Distribution.

Rouse relinquished command of DLA Distribution Anniston to Lt. Col. Hattie LaFay Richardson in a ceremony June 4.



Photo by Mark Cleghorn

Lt. Col. Hattie Richardson speaks to the DLA Distribution Anniston workforce after assuming command June 4.



DLA Distribution Anniston welcomes new commander

from Staff Reports

DLA Distribution PAO

Army Lt. Col. Hattie LaFay Richardson assumed command of Defense Logistics Agency Distribution Anniston, Ala., in a ceremony June 4. The ceremony was officiated by DLA Distribution commander Brig. Gen. Richard Dix.

Richardson received her Reserve Officers Training Corps commission as a second lieutenant in June 1996. She holds an associate's degree in Applied Science from Georgia Military College, Milledgeville, Ga.; a Bachelor of Science in Political Science from Augusta State University, Augusta, Ga.; and a master's degree in Management from Webster University, Saint Louis, Mo.

Her military schooling includes the Transportation Officer Basic Course, Fort Eustis, Va.; Combined Logistics Captains Career Course, Fort Lee, Va.; and Army Command and General Staff College, Fort Leavenworth, Va.

Richardson served as platoon leader and company executive officer, 21st Transportation Company, 34th Area Support Group, Camp Yongsan, Korea; and as executive officer, Delta Company, 3/13th Infantry Regiment, 1st Basic Combat Training Brigade, Fort Jackson, S.C. She commanded headquarters and headquarters company, Task Force Victory Brigade at Fort Jackson.

Following the Captains Career Course, she participated in training with industry at LandStar in Springfield, Va.;

and later served as executive officer to the director of Force Protection and Distribution, and director of Strategy and Integration, Assistant Chief of Staff, G-4, Headquarters, Department of the Army, the Pentagon.

Richardson also served as logistics management officer and deputy branch chief, Equipment Readiness Division, Deputy Chief of Staff, G-4, Forces Command, Fort McPherson, Ga.; and chief, Defense Logistics Agency, Troop Support - Pacific, Korea Area Office, Camp Humphreys, Korea. Her most recent assignment was secretary of the general staff, Army and Air Force Exchange Service, Dallas, Texas.

Richardson deployed to Operation Iraqi Freedom in 2007, serving in Kuwait as integration operations branch chief, mobility division, operational sustainment, G-4/C-4, Army Central/Coalition Forces Land Component Command.

Her awards and decorations include the Defense Meritorious Service Medal, Meritorious Service Medal with four oak leaf clusters, Army Commendation Medal with three oak leaf clusters, and Army Achievement Medal. Her badges include the Parachutist Badge, and Army Staff Identification Badge.

During the ceremony, Dix welcomed the new leader, saying, "With over twenty years of experience, there's no better person to take the reins of DLA Distribution Anniston than Lieutenant Colonel Hattie Richardson."

Group Award Program payout update

from ANAD DRM

Measurement for Anniston Army Depot's Group Award Program payout includes five areas.

For eligible personnel to receive the maximum GAP payout, all five metrics must be met. Everyone must do their part each day to achieve these goals. These goals are attainable and are important in executing ANAD's mission. Current status indicates a payout of \$975.

| | |
|---------------------------------|--------------|
| Direct labor hours. | \$150 |
| Indirect labor hours. | \$.00 |
| ISO certification. | \$150 |
| Quality improvement. | \$.00 |
| Recordable injury rate. | \$.75 |
| Lost time rate. | \$150 |
| Performance to promise. | \$300 |
| Inventory turns. | \$.00 |
| Excess material. | \$150 |
| Current total. | \$975 |



Photo by Mark Cleghorn

Mario Moffa, right, was named the DPW safe employee of the quarter. Here, DPW Director Mike Mathews, presents Moffa with a hat.

DPW honors safe employee

As a pipefitter for Anniston Army Depot, Mario Moffa's job takes him to almost every area of the installation.

"He continually encounters jobs that require he be not only focused on the job at hand, but also to be safety mindful," reads Moffa's justification for being named the Directorate of Public Works' safe employee of the quarter for January through March of 2014.

Moffa always watches for safety issues and has been trained by CH2MHill, a contractor working on the depot's Voluntary Protection Program initiative, to prepare hazard analyses. He has put this training into use not only in his shop, but another DPW facility where he assists with safety.

"Mario Moffa has a positive attitude about almost everything, but especially about work and work-related activities," said Danny Craft, chief of DPW's Plants Division. "He constantly searches for a better and safer way to do what could be a very hazardous duty assignment – welding and pipefitting."

From TOWN HALL, page 1

recently held online and 17 percent of the depot's workforce participated.

"For the 17 percent who took the time, good on you," said Bolander. "For those who didn't, I can't understand where the challenges are or where we are doing well if you don't tell me."

The commander said he and the other depot leaders are reviewing the survey results to see what changes can and should be made to improve the work environment. The biggest issue arising so far in the analysis is communication.

"Communication is really a two-way process. It isn't just the speaking aspect. It is the receiving aspect as well," said Bolander. "The better communicators are those who listen."

He asked employees to take the time to fully communicate with each other – discuss issues and find ways to create a better work environment.

Safety

"Safety continues to be a challenge for us and I think it has been a challenge since the beginning – about 72 years ago," said Bolander.

He encouraged each employee to focus on safety each day, not only for their own sake, but their coworkers as well.

"The only way we can ensure everyone who comes to work leaves work in the same manner is if everyone in the organization is doing something to ensure that takes place," said Bolander.

Each employee should be aware of hazards around them and should know whether or not the proper safety equipment is in use in the shop and by their coworkers.

Bolander gave examples of ways employees could make a difference themselves, such as pushing a piece of equipment instead of pulling it and using a partner or a hoist to lift a heavy part.

"I ask you again to look at what you are doing to make a difference," he said.

Group Award Payout Program

If the installation has met or exceeded certain metrics and funding is available, a Group Award Payout, or GAP, may occur for eligible recipients.

In order for this to happen in fiscal year 2014, five metrics must be met or exceeded. They are: productive yield, performance to promise, quality efficiencies, safety efficiencies and inventory management.

"The key is that we come to work and we work," said Bolander, stressing that the installation must continue to keep its promise to customers of having products on time and to standard.

LMP

The Logistics Management Program was insti-

tuted at ANAD in 2010. Since that time, the impact it has on the workforce has grown. Bolander said employees should expect LMP to eventually affect every employee on the installation.

SHARP

Sexual Harassment/Assault Response and Prevention has become a focus for the Army. Depot employees have been trained to identify incidents of sexual harassment and to know signs to look for in their coworkers.

The intent of this training, according to Bolander, is to make everyone understand how to treat each other with respect and to understand what behavior is allowed and what is not.

"I ask that we continue to have respect for one another," said Bolander.

Upcoming events

The installation will soon be home to additional

uniformed personnel. With the retirement of Depot Sgt. Maj. Jeffrey Marcon, a new sergeant major has been chosen and will join the depot's ranks this summer.

Also this year, two chief warrant officers will be assigned to the depot.

"Our Army is working through ways to continue to educate leaders. This is another way to do that," said Bolander.

Chief warrant officers are technical experts in the Army and individuals within the warrant officer ranks are being selected to learn how depots work in order to share that knowledge with their fellow Soldiers.

Also this summer, the installation will hold its Employee Appreciation Day. The event, which will follow a morning safety stand down, begins at noon on July 24 at Capron Field.

Various contests for employees to showcase their talents and abilities are planned and all depot employees are encouraged to participate.

Question session

Questions following the town hall meeting included such topics as safety and environmental conditions in the shops, which Bolander assured employees would be addressed by the appropriate personnel.

Additionally, an employee asked about converting term employees to permanent positions. Bolander said this was always a possibility whenever there is an appropriate permanent opening to be filled.

In response to another query, the commander addressed the issue of the Voluntary Early Retirement Authority and Voluntary Separation Incentive Program. He said he does not anticipate offering VERA/VSIP during the next fiscal year.

"I ask you again to look at what you are doing to make a difference."

Col. Brent Bolander
Depot Commander



Depot employees assist with FMX in Fort Benning

by Jennifer Bacchus

ANAD PAO

Fifteen Anniston Army Depot employees deployed to Fort Benning, Ga., to assist TACOM Life Cycle Management Command with their Fleet Management Expansion program.

The augmentation team worked alongside TACOM maintenance personnel to reduce a backlog with the Heavy Track (M1 Abrams) maintenance operation at the Maneuver Center of Excellence.

On June 12, as the team completed their work, members were presented with certificates and coins from Jim Logan, the Fort Benning FMX director on behalf of the TACOM FMX program.

"I appreciate everything that took place here," said Logan in his remarks to the ANAD employees.

Logan detailed the cost savings depot employees helped TACOM achieve, such as:

- 19 completed services on M1 Abrams tanks
- 210 unscheduled faults worked during the services
- Four full-up power packs repaired or returned to service

• 56 Direct Support Electrical Test System Line Replacement Units repaired at a cost avoidance to the Army of \$2,719,056

The team lead, Mike Rogers, was praised by the TACOM FMX leaders for being very professional and working well with the TACOM services supervisors.

The ANAD employees were commended for being an "adaptive and flexible team."

According to the group's award justification, a maintenance backlog, which may have adversely affected training of Soldiers, was averted through ANAD's assistance.

"Their contributions had a direct and significant affect on FMX-Fort Benning's ability to return tanks to the fleet and increase availability of equipment for use in Programs of Instruction," reads the justification.



Brandelon Ammons, right, hands a part to Matthew Weeks for assembly in the M1 Abrams tank they are repairing.



Photos by Jennifer Bacchus

ABOVE: Ric Carrizales, left, and Derek Simmons inspect part of the track for a M1 Abrams tank.



LEFT: Scott Davis repairs an Analog Input Module.

ANAD celebrates 239th Army birthday

from the U.S. Army Office of the Chief of Public Affairs

Two hundred thirty-nine years ago, our nation's leaders established the Continental Army.

On June 14, the Army celebrates 239 Years. As the Army continues to demonstrate its competence, its commitment and its character in defense of our nation, our Soldiers possess a lifelong commitment to our values.

America's Army professionals conduct themselves consistently with the Army ethic; worthy of our profession. An Army professional strives to adhere to five essential characteristics of trust, military expertise, honorable service, esprit de corps and stewardship.

History

America's Army was founded on June 14, 1775. Under the new Constitution enacted in 1789, it became a military department of the federal government, a hierarchical bureaucratic institution. Many decades later, by the early 1900s, generations of foresighted Army leaders slowly transformed the Army into the modern pro-

fessional entity of which we are members today.

For many years, some believed that only officers were professionals. But in the aftermath of Vietnam, while rebuilding the hollow Army of the 1970s, such status was extended through professional development to warrant officers, noncommissioned officers, and Army Civilians as their vital contributions and value to the profession gained recognition.

The Army as an institution has a dual character. It is both a governmental occupation within a military department organized as a hierarchical bureaucracy and, more recently, recognized collectively as a military profession.

These two aspects of the institution – bureaucracy and profession – have very different characteristics, ethics, and ways of behaving.

Both aspects are necessary within the variety of organizations and functions within the Army, but overall the challenge is to keep the predominant culture and climate of the Army as that of a military profession.



Photo by Mark Cleghorn

Anniston Army Depot Commander Col. Brent Bolander, right, and Jerry Satcher, an installation employee, cut a cake in the Nichols Dining Facility to commemorate the Army's 239th birthday.



Photo by Mark Cleghorn

Anniston Munitions Center Commander Lt. Col. David Schmitt cuts a cake in the depot's DeSoto Pastime Center.



Photos by Jennifer Bacchus

Carson Lester, pictured at left, and Kinsley Cone eat strawberry ice cream during the Child Development Center's Army Birthday celebration.



Photo by Jennifer Bacchus

The Child Development Center's Pre-Kindergarten class enjoys cake and ice cream as they celebrate the Army's birthday.

notes from around the TRACKS

Save the date!

**Anniston Army Depot
will hold Employee
Appreciation Day July
24 beginning at noon at
Capron Field.**

**Stay tuned to The
Morning Show and
TRACKS for updates.**

LMP Sustainment Training Schedule

Logistics Modernization Program users who are interested in the following courses may find additional information about the following courses and register for applicable classes in the Total Employee Development system.

These courses are open to all LMP users who meet the individual course prerequisites, which can be found in the Total Employee Development system.

Interested employees may learn more about



these classes and receive additional information in TED.

Additionally, in TED, there is a schedule of all courses offered. All LMP courses for Anniston Army Depot begin with ANAD LMP.

| | |
|------------|--------------------------------|
| 06/23/2014 | LMP 101 |
| 06/23/2014 | LMP Navigation |
| 06/24/2014 | Timekeeping |
| 07/09/2014 | Returning Assets to DLA |
| 07/16/2014 | Requesting Assets from DLA |
| 07/21/2014 | LMP 101 |
| 07/21/2014 | LMP Navigation |
| 07/22/2014 | Timekeeping |
| 07/28/2014 | Receiving Specialist Refresher |



Photo by Mark Cleghorn

Marcon retires

Sgt. Maj. Jeffrey Marcon will officially retire from the U.S. Army Oct. 1, but Anniston Army Depot said farewell June 11 with a ceremony at the Berman Varner House.

Marcon thanked those he worked with at the installation during his tour of two-and-a-half years.

"I've enjoyed working with the people here and in the community," said Marcon.

Marcon began his military career in September 1982 and called ANAD his best assignment.

During his retirement ceremony, Marcon, pictured at right, was presented the Legion of Merit by ANAD Commander Col. Brent Bolander.



Photo by Mark Cleghorn

Saxon retires, receives award

Depot commander, Col. Brent Bolander presented the Commander's Award for Civilian Service to Georgia A. Saxon on June 18. Saxon, an occupational health nurse at the Dear Occupational Health Clinic, retires after 42 years of dedicated military and civilian service.

The citation reads...for exceptional dedication and meritorious support to the warfighter and to United States Army. Her years of service and camaraderie were instrumental in the successful maintenance mission support at Anniston Army Depot.

Her achievements earn the greatest accolades from the depot, TACOM Life Cycle Management Command, and the United States Army.

fmwr happenings

from DCFA

DINING FACILITIES

Information and hours:

Nichols Dining Facility and West Station Diner

Breakfast: 8-9:30 a.m.
Lunch: 11 a.m.-12:30 p.m.
Menu Line: 256-235-6368
Nichols Phone: 256-235-7127
West Station Diner Phone:
256-235-6368

Java Café East

Hours: 7 a.m.-1 p.m.
Phone: 256-240-3526.

DeSoto Pastime Center

Lunch: 11 a.m. to 1:30 p.m.
Monday through Friday. For to-go orders, call 256-235-7160.

Socialize: Monday and Tuesday evenings from 3:30-8 p.m., Wednesday and Thursday from 3:30-10:30 p.m. and Friday from 3:30 p.m. to midnight.

Big Bingo: Bingo with a \$1,000 progressive jackpot each Thursday at 6 p.m.

Electronic Bingo: Bingo daily starting at 3:30 p.m.

For more information on events, contact the DeSoto Pastime Center at 256-235-7160.

Depot EAP available to help

The Anniston Army Depot Employee Assistance Program offers help to the workforce in dealing with performance problems in the workforce.

An EAP is staffed with professionals who are trained and certified specifically to identify and provide intervention for a variety of problems including, but not limited to, alcohol abuse and drug use, emotional, behavioral, financial, health related and many other problems affecting an employee.

The EAP provides screening, referral, short term counseling and follow-up services to employees and their immediate family members. The EAP also provides special auxiliary services to the organization, such as work and life skill training, drug free workplace training, critical incident stress management, mandatory last chance agreement referrals, outplacement services, change management and organizational development.

For more information, call Ext. 3182 or 3379.

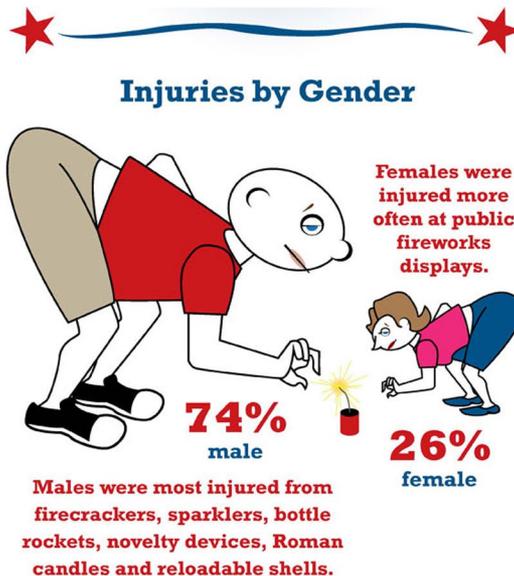
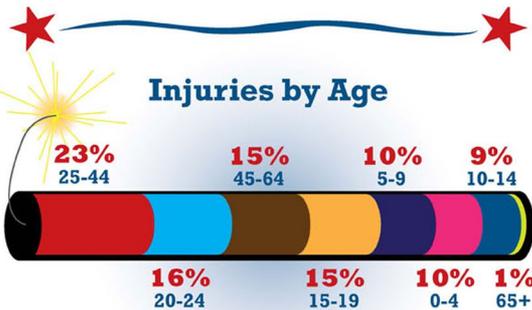
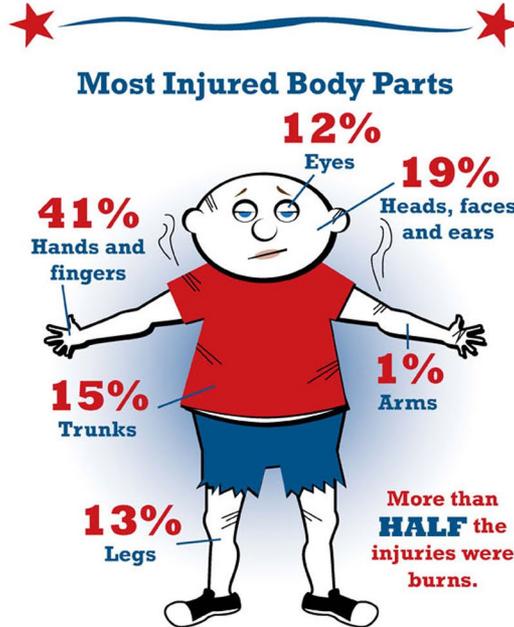
Have an article of note for TRACKS? Call PAO at Ext. 6281!

101 CRITICAL DAYS OF SUMMER - SPANNING MEMORIAL DAY TO LABOR DAY - A TIME OF INCREASED HAZARDS

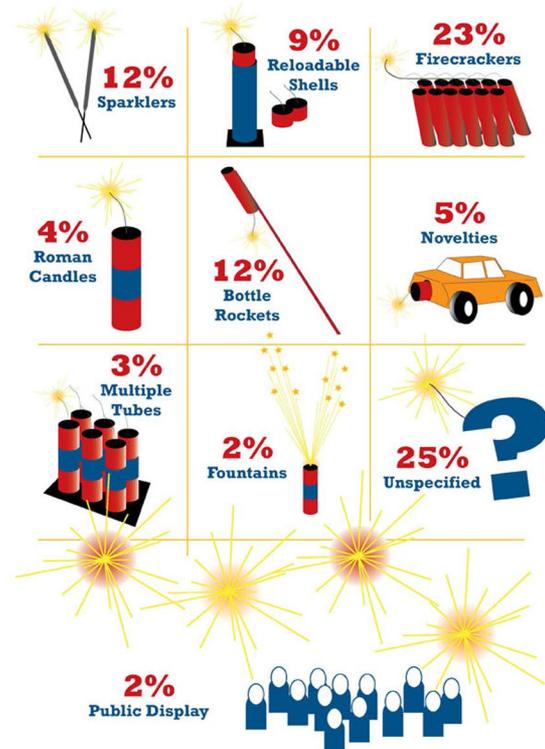
Fireworks Injuries

Fireworks. They are synonymous with our celebration of Independence Day. Yet, the thrill of fireworks can also bring pain, and even death. In 2012, CPSC staff conducted a study of fireworks injuries from June 22 through July 22. Here's what we learned.

- ★ **200** people on average go to the emergency room every day with fireworks-related injuries in the month around the July 4th holiday.
- ★ **60%** of these fireworks injuries in 2012 occurred during the month surrounding July 4th.
- ★ **Illegal** and **homemade fireworks** were involved in all **6** fireworks-related **deaths** reported to CPSC in 2012.



Injuries by Fireworks Type*



Fireworks Safety Tips

- ★ Never allow **children** to play with or ignite fireworks.
- ★ **Never** try to **re-light** or **pick up** fireworks that have not ignited fully.
- ★ Keep a **bucket of water** or a **garden hose** handy in case of fire or other mishap.
- ★ Make sure fireworks are **legal** in your area before buying or using them.
- ★ Light fireworks **one at a time**, then **move back** quickly.
- ★ More Fireworks Safety Tips – www.cpsc.gov/fireworks

Source: U.S. Consumer Product Safety Commission 2012 Fireworks Annual Report



U.S. Consumer Product Safety Commission
 CPSC Hotline: (800) 638-2772
www.cpsc.gov

*These percents do not account for how many products are used.