



TRACKS

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Photo by Mark Cleghorn

Depot Commander Col. Martine Kidd addresses employees during a town hall meeting July 12 in the Nichols Industrial Complex.

Kidd reminds employees of their value in town halls

by Jennifer Bacchus

ANAD Public Affairs

Col. Martine Kidd began both of the town hall sessions July 12 by telling employees how much she missed them.

As the strains of “Sweet Home Alabama” filled the air, she detailed how thrilled she was to be back home at Anniston Army Depot.

“There is no place I’d rather be than right here with you guys,” she said. “I’m incredibly proud to be your commander and incredibly proud of the work you do every day.”

The town hall meetings were

held in the Final Paint Shop and Physical Fitness Center, in the morning and afternoon respectively. Both sessions were televised live on the LAN.

Kidd reminded employees who their ultimate customer is – the men and women on the front lines of battle – while detailing how the work done here is not only vital, but amazing as well.

“Every organization in the Army Materiel Command and TACOM Life Cycle Management Command is important to the Army,” she said. “But, we are so cool.”

Kidd contrasted the equipment rebuilt or repaired at other

depts – such as radios, satellite equipment and trucks – with that seen here at ANAD. While all is necessary for the Army to function, no other depot sees the fire-power ANAD rebuilds – such as the M1, Stryker, Assault Breacher Vehicle, Paladin and small arms.

Safety

Safety topped the agenda items for each of the meetings as Kidd reminded the workforce to be vigilant during the heat to avoid accidents.

Overexertion now tops the types of accidents in the industrial area.

Kidd asked employees to view themselves as athletes and treat

their bodies the way athletes do.

“Think of yourself as an industrial athlete and warm up for work,” she said. “Stretch and warm up like you are getting ready to exercise.”

All employees are asked to be safety leaders, especially with the implementation of the OSHA Challenge.

The Occupational Safety and Health Administration Challenge, which is detailed on page four, is a program intended to help ANAD exceed OSHA standards.

“What we’re trying to do is a culture change, where the employee on the floor is in charge of their own safety,” said Scotty

Arrington, chief of the Special Project Office, which is assisting cost centers with the OSHA Challenge.

“To me, going through the process of the OSHA Challenge is about making the depot safer, so you are safer at work,” Kidd told the workforce.

SHARP

Kidd reiterated the importance of the Sexual Harassment/Assault Response and Prevention Program.

“If you feel something is happening, you should absolutely re-

• See TOWN HALL, page 2

From TOWN HALL, page 1

port it,” said Kidd, as she discussed the fact that three sexual harassment reports had been filed this year.

Two of those reports were found to have been identified as misconduct, but not related to SHARP and one was unfounded.

In response to an employee question during the morning town hall regarding SHARP investigations and whether or not there were repercussions for falsified claims, George Worman, the Depot’s chief counsel, told employees both sides of each report would be fully investigated and the Legal Office would work with the supervisors involved to ensure the underlying issues were resolved.

Employees were reminded of the ways to make a SHARP report:

- Tim Rolfe – Ext. 7971
 - Equal Employment Opportunity Office – Ext. 6201
 - Supervisor
 - Commander’s Hotline on the Intranet
- ### Suicide Prevention

Kidd encouraged employees to participate in Applied Suicide Intervention Skills Training on the installation.

More than 40 employees have taken the course since November and there are slots available for the July and September courses.

The workshop teaches employees how to effectively intervene when they feel a co-worker, family member or friend is considering suicide.

According to Kidd, simply showing a person you care about them by asking if they have considered suicide may be exactly what that friend or co-worker needs.

“Sometimes, you have to have the courage to say, ‘Just in case, I’m going to ask,’” she said. “It’s much better to intervene and stop someone from making a permanent decision for a temporary problem.”

To learn more about ASIST classes or sign up, contact Boyd Scoggins at Ext. 3182 or Angie Durant at Ext. 6294.

Workload

ANAD’s fiscal year 2016 workload has increased. Originally projected at about 2.1 million direct labor hours, the depot is anticipated to have 2.6 million direct labor hours this year.



Photo by Mark Cleghorn

Col. Martine Kidd speaks with an employee following the morning town hall session in the Nichols Industrial Complex.

Likewise, workload is increasing for FY17, which currently is expected to be 2.1 million direct labor hours.

Kidd credits the increase in workload to churn, changed to anticipated new orders after production is set.

While that churn can have a positive impact on the installation, such as when workload increases, it always places a stress on supply chain management.

“We don’t say no to work, but, the bottom line is that makes it difficult for you, on the floor,” said Kidd. “We do the best we can to stabilize churn and to stabilize the workload.”

Overtime is also a consideration as workload changes. Kidd addressed the issue during the town hall meetings, reminding employees that keeping overtime to a minimum helps the depot be more cost effective.

However, she said, overtime is often necessary.

ANAD manages its workforce to maintain a level with fewer employees than are needed to do the work. This makes reductions in force and layoffs less likely, but means there is often a need for employees

to work overtime.

“We pay very close attention to it and try to keep overtime at a level that is less stressful for you,” said Kidd.

Additional topics:

- DMM/DPM/DEQ reorganization: The changes to these organizations, with the directorates of Material Management and Production Management recombining and the Directorate of Engineering and Quality splitting into an office for quality and a Directorate of Production Engineering, will be final in October.

- Command Climate Survey: The survey garnered 1,300 responses, the most of any depot survey. Results are expected soon.

- Logistics Modernization Program: Orders have begun to flow in LMP Increment 2 and will increase as time goes on. Kidd called this the “tip of the iceberg.”

- Bridge construction: Work on a new bridge near the main gate is expected to begin in late February 2017. Construction is expected to last 36 months.

- Solar project: The solar arrays along Roosevelt Drive and near the former chemical demilitarization facility should be op-

erational in December.

- Shutdown: The depot will be shut-down for preventative maintenance the weeks of Thanksgiving and Christmas. Employees will need to utilize 62 hours of annual leave during this time.

- 75th Anniversary Celebration: ANAD will celebrate its 75th anniversary Sept. 1 with a day filled with activities. For more information, see page 8 and watch for updates in TRACKS and on The Morning Show.

Questions:

- Lights on Roosevelt: Lights were removed because cost was not justified. No safety issues have been identified, however, leadership is looking at ways to improve visibility of the lines on the road.

- E-cigarettes: Vaping is treated like any type of tobacco product and is prohibited inside buildings.

- Dipping/chewing tobacco: These products are not allowed in office environments, classes or meetings, but are allowed in shop areas when an opaque, closed container is used to contain the discharge. Employees are reminded to be respectful of their coworkers.

- Management-directed overtime: Exemptions for mandatory overtime will be reviewed by the supervisor and approved or denied based upon need and the individual situation.

- Tool crib: Employees are encouraged to ask supervisors to order needed tools from the tool crib for delivery to the shops to decrease time away from production.

- Term to perm: There is no legal method to convert term employees to permanent at this time. Legislation has been proposed and ANAD leadership and CPAC are monitoring this closely.

- Retraining when an employee returns to work: The Anniston CPAC Office will have a full article on this topic in the July 28 issue of TRACKS.

- Ways to make ANAD more competitive: Limiting the use of sick leave and ensuring quality of products to reduce rework time are two ways each employee can help the depot remain competitive. Rework time and excessive use of sick leave add to the installation’s rates.



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Instructions for sending USA Jobs inquiries

from Anniston CPAC Office

Applicants applying via the USA Jobs website for federal position who have concerns or questions about a USA Staffing rating, the current status of an application, a Notice of Results (NOR) explanation or other information should use the following step-by-step instructions for sending an inquiry:

1. Log into your USA Jobs account.
2. Slide your cursor over the USA Jobs top menu bar. When your cursor passes over the My Account section, a box will open. The bottom selection in the box is for application status. Choose this option.
3. Scroll down through the announcements for which you have applied. Click on the blue announcement number for the job you are inquiring about.
4. The announcement will open. If it says "This position is closed and no longer accepting online applications through USA Jobs, the contents of the announcement can still be viewed. Click the blue link to open the announcement for which you have a question, concern, etc.

5. On the right, look for "Agency Contact Info" and click on the hyperlink. Next, go to the bottom of the announcement. At the end of the announcement, it will say, "For questions regarding the status of your application, eligibility or qualifications determination contact the Central Resume Processing Center at: usarmy.apg.chra-ne.mbx.applcianthelp@mail.mil. Copy this e-mail address into a new open e-mail to send an inquiry.

Your inquiry must be sent as soon as you receive a NOR where you have questions or concerns about your application review. Be specific in your inquiry and include the related vacancy announcement number, position, title, series and grade in your e-mail.

Tips for submitting a résumé on USA Jobs

Due to the large number of inquiries submitted from employees regarding their application status, the following information is provided to help clarify the résumé and application process required by USA Staffing.

- Your résumé may be submitted in any format. You may copy and paste it into the provided area online or it may be scanned and uploaded. If you submit a résumé with inappropriate material, such as photos, you will not be considered for the position.

- Your résumé must include both work and personal information. Personal information includes your full name, current address, current e-mail address and current phone number.

- For qualifications determinations, work information that must be provided lists the number of hours worked per week and the dates of employment (i.e., hours per week and month/year to month/year or month/year to present). Résumés that do not contain this information will be marked as insufficient and applicants will not receive consideration for the position.

- Work experience gained via temporary detail must be listed separately on your résumé and all of the information listed above should be provided. In addition, if the work was performed for less than 40 hours per week, you must identify the percentage of time spent performing the work. This work experience will only be credited when documented by satisfactory evidence, such as a memorandum

from the manager or human resources, an SF-52 or other appropriate documentation.

- When responding to the occupational questionnaire, all "E" responses are considered expert level experience and must be documented and supported in your résumé. You must identify in your résumé the position, employment date and organization that supports your expert experience for the corresponding narrative. If you do not list this information in the occupational questionnaire, your application will be marked as incomplete.

- Your résumé must support your responses to the online questionnaire. If your application contradicts or does not support your questionnaire responses, you will receive a rating of "not qualified" or "incomplete application" and you will not receive further consideration for the job.

- If the position has an education requirement or you are qualifying based on a combination of education and experience or solely on education, you must submit your college transcripts with your application. For example, if a position requires a BA, make sure you include the correct transcript that shows that you received the BA.

- For eligibility determination, you must submit a recent, SF-50 when applying for an appropriated fund position or a DD3434 for a non-appropriated fund position in USA Jobs. Lack of submission will result in your application not being rated and marked as an incomplete pack-

age. Be sure you are submitting a SF-50, not a SF-52. The SF-52 is not an official processed personnel action and is not acceptable.

- Update your SF-50 when a new personnel action is processed.

- Ensure you carefully read all areas of consideration, conditions of employment, minimum requirements, selective factors, and questions on the questionnaire and answer all completely and truthfully. All responses may not require the same "yes" response. "Are you willing to submit to an annual physical" requires a "yes" answer. "Have you ever been convicted of domestic violence" requires a "no" answer.

- For Veterans preference determination or military spouse preference, you must submit supporting documents with your application package in USA Jobs. These documents may include, but are not limited to: PCS orders and marriage certificate or a DD214 (which indicates character of service), SF-15, VA letter and/or activation/deactivation orders.

- Read the vacancy announcement and ensure you meet the minimum requirements and specialized skills. If so, ensure that your résumé reflects these requirements and specialized skills. Do not plagiarize.

To create a USA Jobs account, which is needed to self-nominate for a vacancy announcement, go to my.usajobs.gov/account/login or visit www.armycivilianservice.com for more information.

BCBS rep on depot July 19

A Blue Cross and Blue Shield Federal Employee Program representative will be available Tuesday, July 19, to meet one-on-one with individuals who have questions pertaining to their health insurance, vision coverage and/or dental benefits.

This will be a time for individuals to discuss claim issues and ask questions regarding their coverage options, not to make any changes to their insurance.

Because open season is several months away, the representative will not have materials for next year.

The representative will be available from 9:00-11 a.m. to see employees in 10 minute increments in the Anniston CPAC Office. Please have your questions ready for the representative in advance.

Contact the CPAC Office at Ext. 7860 to schedule your time. Once the slots are full, you can leave your name and phone number with Kelly Smith-O'Hara and the BCBS representative will call and assist you with your questions at a later time.

CYSS Registration

Registration for Child, Youth and School Services before and after school care will begin July 18.

If you are currently registered with CYSS, you can register your child at the Child Development Center.

If you have a new registration, you will register your child at the Parental Central Office, located in Bldg. 220.

Schools currently served by CYSS' before and after school care are:

- DeArmanville
- Coldwater
- C.E. Hanna
- Oxford Elementary
- Lincoln (before school only)

Three children must be enrolled for CYSS to provide service to a school. For additional questions, contact the CYSS coordinator at 256-240-3327 or 256-235-6402.

CYSS looks forward to serving you and your children.

Anniston CPAC Office
Ext. 7860

ANAD takes on OSHA Challenge

by Jennifer Bacchus

ANAD Public Affairs

The Occupational Safety and Health Administration Challenge will help Anniston Army Depot to put safety programs and processes in place throughout the installation, so the depot will be aligned for the Voluntary Protection Program's star status.

"Employee involvement is a big part of the OSHA Challenge," said John Rogers, a depot safety engineer.

But, the challenge goes beyond those who work on the shop floor. It will incorporate everyone – from office workers to tenants and contractors.

"It should involve everyone who drives through the gate," said Tommy Dulaney, who is currently detailed to a special project on safety.

The Safety Office ultimately wants to build safety into every process and the way every tool is used.

"It's a change of culture we have to establish," said Rogers.

That culture change has to start with each employee looking at their work areas, the procedures they perform, tools they use and how they are used and making suggestions to improve the safety environment.

Currently, the Safety Office, in conjunction with a Special Projects Office tasked to get the installation ready for VPP, is updating all the installation's safety regulations.

Over the next few months, employees will see safety boards installed in every work center, these are bulletin boards containing safety information and detailing employees' safety rights. They will also notice an emphasis on the Go To Resource books, which are located throughout all work areas.

Mandatory training in the Total Employee Development System will underscore the regulations, ensuring each employee knows the safety procedures to follow.

"There will be a lot more employee involvement," said Scotty Arrington, chief of the Special Project Office.

Monitors will assist the Safety Office with a new color coding system, standardizing the colors used to block areas on floors and designate certain things in the shops.

Concurrent Technologies Corporation has been contracted to assist with these endeavors as well, working with ANAD through a Department of Defense contract.

The ultimate goal is not to meet OSHA's minimum requirements, but to exceed them and showcase ANAD as a workplace of safety excellence.

There are three keys to achieving that level of excellence:

1. Employees should care for themselves – care enough about their own safety to always follow proper procedures and wear the proper safety apparel.

2. Everyone should care for their coworkers – let them know if they are doing something which goes against the safety rules and encourage them to always follow protocol and wear their protective equipment.

3. All ANAD employees should discontinue use of unsafe procedures. If equipment needs to be serviced, it should not be used and should be reported. If a safety issue is identified, it should be reported.

"Right now, our injury rates are trending up," said Rogers. "We need to do more to keep our injury rates down."

Diet, exercise, sleep important components of healthy life

by Dan Robertson

Dear Occupational Health Clinic

The Performance Triad promotes improved health and increased quality of life through healthy diet, adequate rest cycles and regular exercise.

Diet should include fruits and vegetables, along with fish, chicken and a healthy, limited intake of red meat and pork.

It is better to grill or bake meats as opposed to eating fried meats.

Hydration is also important. Generally speaking, most people do not drink enough water.

Water fuels healthy metabolism and a lack of adequate water intake can be detrimental to body systems and processes that maintain our health.

In some cases, people have to manage their water intake closely due to medical conditions, such as congestive heart failure or impaired kidney function.

We should always adhere to the dietary recommendations of the trusted, competent medical authority of our choice, based on our individual medical status and history.

Dietary habits are often related to work schedules.

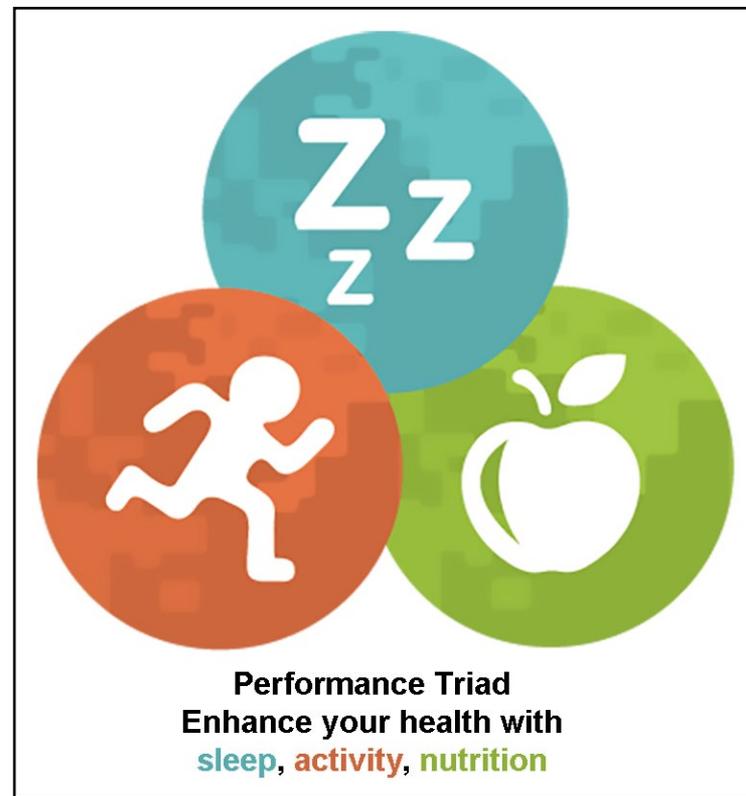
A person who works nights may find it more difficult and challenging to manage a healthy diet as compared to the person who works day shift.

It may be necessary to adjust meals to work with your schedule than try to adjust your schedule to normal meal times.

A healthy breakfast meal should be eaten as soon as possible after waking and starting the day.

Fruits and grains are good choices for the first meal of the day.

The supper meal should not be eaten less than two hours before bed time, if possible.



Speaking of bed time, daily rest cycles are important.

Rest cycles should be as consistent, routine, scheduled, comfortable and uninterrupted as possible.

The length of rest cycles may vary among different people, but six to eight hours of sleep daily is recommended as a general rule.

If you aren't getting enough sleep, you should consult your physician to see if there is an underlying medical condition.

Sleep apnea is a very serious medical condition which can have a negative impact on length and quality of life if not adequately diagnosed and treated.

Getting an appropriate amount of exercise can contribute to proper rest.

Daily aerobic exercise promotes increased energy, enhanced brain function, weight control, improved functions and processes of the body as well as

more restful sleep.

The intensity, length and nature of aerobic exercise is individual and based on a person's physical capabilities.

Medical conditions can limit what is recommended in the way of physical exertion.

It is always best to adhere to the recommendations of your doctor.

Generally speaking, aerobic exercise should maintain your recommended target heart rate for at least 30 minutes straight at least once daily.

Again, adjust this according to the specific recommendations of your doctor.

Weight training can be very beneficial if done correctly and safely, but should not take the place of aerobic exercise, unless specifically instructed by your doctor.

Healthy choices related to diet, rest and exercise should be lifelong, daily decisions.



ANAD hosts marriage event

by Tim Rolfe - ANAD ACS

and Hal Runkel - author

Mark your calendars for an amazing event you do not want to miss.

Army Community Service will host the 2016 ScreamFree Couples Event with special guest and best-selling author, Hal Runkel, at Anniston Army Depot's White Oak Facility Aug. 20 from 9 a.m.-2 p.m..

This is a one-day intensive couple's enrichment workshop for those who would like to improve and enhance their relationship skills.

Runkel's innovative presentation is humorous, yet informative at the same time.

Lunch will be provided and registration begins July 20.

There is no cost for participants.

This event is available to all soldiers and Department of Defense civilian employees.

Regardless of your marital status – single, dating, newlyweds or married for 20 plus years – everyone will benefit from this wonderful couple's enrichment training experience.

Runkel is a best-selling author and has made multiple appearances on the Today Show and many other television programs.

His wealth of experience and expertise as a licensed marriage and family therapist are sought by many who wish to improve their relationships.

He has developed a groundbreaking approach to healthier marriages.

Runkel demonstrates to couples how learning to stay calm, in the face of common conflicts, is the key to creating and enjoying a deep, sat-

isfying, lifelong connection. Every committed couple strives to hold on to the relationship they envisioned before the end of the honeymoon phase, before kids, mortgages, health crises and all life's inescapable issues.

The truth is this: conflict is unavoidable. It's impossible for two people to see every single thing the same way.

The result is a couple "screaming" at each other – sometimes literally yelling out loud, sometimes shutting themselves down and shutting their partners out, and sometimes avoiding the issue altogether – none of which leads to the passionate, intimate connection we all crave. In *ScreamFree*, Runkel introduces some radical new concepts about intimate relationships, teaching couples how to embrace this inevitable conflict as a profound vehicle for strengthening their connections.

Rather than just a source of pain and disagreement, these "Fires of Commitment," as Runkel describes them, can be the experience couples need to grow into new levels of maturity and intimacy.

By learning the Scream-Free formula of Calming Down, Growing Up and Getting Closer, you too can cross through these fires and end up with a closer and more passionate relationship than before.

Using accessible anecdotes and disarming humor, Runkel disproves prevailing marital wisdom, puts couples on a path to "intimate independence" and reveals a fresh approach to marriage.

For additional information, contact Tim Rolfe, ACS Officer, at 256-235-7971 or timothy.j.rolfe2.civ@mail.mil.

Understand your legal issue, solve your problem

by Dee Chissem-Alexander

ANAD Legal Office

Army Regulation 27-3 provides the policies, responsibilities and procedures for the Department of the Army Legal Assistance Program.

Supervision and administration of the program at Anniston Army Depot is the responsibility of the ANAD Legal Office, located in Building 7, Room 338.

The mission of the program is to assist those eligible for legal assistance with their personal legal affairs in a timely and professional manner.

Assistance is available to the following eligible clients:

- Active duty service members and their dependents
- Military retirees who are receiving retired pay and their dependents (NOTE: Retired Reservists and National Guard personnel are not eligible unless receiving retired pay)
- Member of the U.S. Army Reserve or National Guard, if serving on active duty pursuant to orders for 30 days or more, and their dependents
- Certain surviving family members of an active duty or retired member of the Armed Forces, if such family member would be eligible if the sponsor were still alive
- Military member's former spouse who is eligible for privileges under the Uniform Services Former Spouses Protection Act (NOTE:

Should possess an identification card that says "Unremarried Former Spouse.")

• Department of the Army or Department of Defense civilian employees when deploying

• DOD civilian employees whom pecuniary liability has been recommended under AR 735-5, Property Accountability Policies (financial liability investigation for property loss (FLIPL))

Legal Assistance attorneys are not authorized to appear with you as your attorney of record in any court.

However, advice and assistance can be provided in a variety of legal areas to include:

- Consumer affairs
- Estate matters
- Family law
- Landlord and tenant issues
- Notarizations

When seeking advice on a legal problem, remember the attorney needs three things.

- Proof of eligibility (i.e. military identification card, military orders, entire FLIPL packet)
- Time to talk with you
- All the facts pertaining to your problem.

Ensure that you bring all documents that pertain to your issue to your appointment so the attorney may review them before advising you and be sure to tell the attorney all the facts pertaining to your problem.

The ANAD Legal Office is open on duty days from 7 a.m.-4:30 p.m. If you are eligible for legal assistance and need to schedule an appointment, call 256-235-6581.

Report Suspicious Activity or Behavior

iWATCH

ARMY

iREPORT
i KEEP US SAFE

See Something Say Something

If You See Something, Say Something

Report Suspicious Activity to ANAD Security Forces

256-235-6222

ANAD 75TH ANNIVERSARY: 1941-2016

Chris Williams a fourth generation ANAD employee

by Jennifer Bacchus

ANAD Public Affairs

Editor's note: In honor of Anniston Army Depot's 75th anniversary, TRACKS is looking back at the installation's changes through the eyes of those who were present.

Chris Williams, the division chief for the Turbine Engine Drive Train Division and acting chief of the Reciprocating Drive Train Division, is a fourth generation employee of Anniston Army Depot.

His father, grandfather and great-grandfather each worked at the depot, all after serving in the military.

Collis Williams served in World War I. His depot career began in the early 40s and he retired in 1965.

His son, A.H. Williams served in the Navy during World War II, then accepted a position in the motor pool, retiring from the depot in 1979.

Wallace Williams, Chris' father, came to work in 1974, after serving in the Army during the Vietnam War. He worked in fire control and electronics, retiring in 2004.

Chris was hired at ANAD in 1986 as a heavy mobile equipment helper. He was 19 at the time.

"The depot is the only place I've ever considered going to work," he said, though he admits to working for a cotton mill and Budget rentals for a time before accepting a job with ANAD.

His early memories of the depot involve attending Armed Forces Day events with his grandfather and swimming in the installation's lakes with his dad.

Williams' maternal grandfather also worked for the depot, but, before that, he was employed at Ragland Brickyard. In 1940, while at the brickyard, he hauled brick to the land which was slowly becoming Anniston Ordnance Depot.

Williams appreciates the fact that ANAD has been here for his family and supported it for generations. Though he knows his children aren't likely to follow in his footsteps, he hopes to leave the installation in good condition to continue for many generations to come.

"I'd like to leave the depot for the young people who are just beginning their career here, to ensure it will be here to support them and their families," said Williams.

In the beginning, he thought his career would be much like his father's – working in the shops and eventually being promoted to a leader.

But, a temporary promotion to leader early in his career changed that vision for him – he was able to see the potential for a career among the depot managers.

In 1988, he became the leader for the turbine shop. Over the years, his favorite moments in the shop have been the times when he has heard from the depot's ultimate customers.

"We have military service members tour frequently. When they tell me our engines are the best and tell me about using them in combat, that is when our work really hits home for me," said Williams.

While most of his career has been spent in the engine facilities, he did spend three years working in ammunition during the '90s and was a mechanic in the Combat Vehicle Repair Facility for a few years as well.

During the surge in 2003, Williams was proud to see the overtime and compressed work schedules develop into engines in time to be shipped where they were needed around the world.

His proudest memory on the installation, however, came in June 2014 when he signed to become the division chief.

During that moment, he recalled one of the last conversations he held with his father, when Wallace had urged him to keep working toward the promotion.

It was especially sweet to be promoted over an area he had worked in for so long.

"I think it makes a difference, managing something you know everything about," said Williams, who was certified to work on turbine engines in 1990 and, to this day, is still able to perform any job in the shop.

Over the years, he has accumulated a collection of command coins. Each has a story. His first, though, is special. Williams was part of the first Lean event at ANAD, setting up the base engine module line in an assembly line format, and received a coin in appreciation for his efforts.

"Providing the tools of the trade for the greatest military force the world has ever known – if that doesn't get you excited, I don't know what will," said Williams. "That means something to me."

“The depot is the only place I've ever considered going to work.”

Chris Williams
Chief, Turbine Engine
Drive Train Division



Photo by Jennifer Bacchus

Chris Williams is following in the footsteps of his father, grandfather and great-grandfather by working at Anniston Army Depot.

A look back in depot history...

On April 24, 1941, E.E. Calhoun Jr. became the first civilian employee at the Anniston Ordnance Depot. He was an administrative assistant.

In September 1941, there were four civilian employees.

By the end of November 1941, the total was 125.

At the end of November 1942, the installation employed 4,339 - there were 4,015 male employees and 324 female.

Today, including the Defense Generator and Rail Center, ANAD employs 2,670.

75th Anniversary Celebration

This year, the depot celebrates its diamond anniversary. In honor, the installation is planning an event to commemorate this momentous occasion Sept. 1.

See page 8 for a list of events for the 75th Anniversary Celebration, planned for Sept. 1.

notes from around the TRACKS



Steele

With sadness, we report ANAD has lost a member of the team.

Leroy Steele died July 1, 2016.

An electronics technician with the Directorate of Engineering and Quality, he had more than 48 years of civilian service here at the depot.



Tune in to The Morning Show

The Morning Show airs live every other Wednesday at 7:05 a.m. on Local Area Network channel 21.

If you have a topic or content you would like to see on The Morning Show, contact the Public Affairs Office at Ext. 6281.

If you are unable to catch the live broadcast, there are two ways you can tune in.

Computer users may view the show on IPTV. It may also be seen on LAN channel 21 during these rebroadcast times:

Wednesday: 10:30 a.m., noon, 2 p.m., 4:30 p.m., 10 p.m., midnight and 2 a.m. (Wed. night/Thurs. morning)

Thursday/Friday: noon and 10 p.m.

Watch the next show:

July 20 - Marchale Burton from the Alabama Cooperative Extension Service will share healthy eating habits. Additionally, Michael Burke will join members of the LMP team with an update on LMP Increment 2.

**Have information
for TRACKS?**

Call PAO at Ext. 6281!



Photo by Jennifer Bacchus

Anniston Army Depot Commander Col. Martine Kidd thanks Maj. Aatif Hayat for his service to the depot and the Army. Hayat was medical director of the installation's Dear Occupational Medical Clinic. He is leaving the Army effective Aug. 24, 2016.

MAJ Hayat departs

The Dear Occupational Health Clinic held a ceremony June 30 in appreciation of Maj. Aatif Hayat's service to the depot.

Hayat is leaving the Army Aug. 24, 2016, after 11 years of service.

He said he learned a lot during his two years of service at the installation and enjoyed working with the clinic's staff to improve the organization - making it a "model clinic."

"I've been fortunate to have an exceptional staff," said Hayat.

He also thanked his family for their support throughout his military career. Hayat plans to repay that support as his wife advances in her career field.

Current GAP status

Measurement for Anniston Army Depot's fiscal year 2016 Group Award Program payout includes six areas.

For eligible personnel to receive the maximum GAP payout, all metrics must be met. Everyone must do their part each day to achieve these goals, which are attainable and important in executing ANAD's mission. Current status indicates a payout of \$1,143.

Safety Efficiencies

SAFETY INDICATORS INSPECTIONS

Goal: Each building scores 80 percent or better on inspection

More than 75 percent of buildings - \$180

60-75 percent - \$118.80

50-59 percent - \$59.40

Less than 50 percent - \$0

Current percentage - 91

Current payout - \$180

SAFETY SUGGESTIONS

More than seven percent of employees submit safety idea - \$180

Four to seven percent of employees submit safety idea - \$90

Less than four percent of employees submit safety idea - \$0

Current percentage - 1

Current payout - \$0

RECORDABLE INJURIES

Less than or equal to eight per month - \$180

9-10 per month - \$135

More than 10 per month - \$0

Current rate - 8

Current payout - \$180

Productive Yield

DIRECT Goal: FY16 BES Plan 1,534 hours per person.

1,600-1,615 - \$150

1,567-1,599 - \$99

1,534-1,566 - \$49.50

Less than 1,534 - \$0

Current hrs. - 1,575

Current payout - \$99

INDIRECT Goal: FY16 BES Plan 1,702 hours per person

More than 1,702 - \$150

1,656-1,701 - \$99

1,643-1,655 - \$49.50

Less than 1,643 - \$0

Current hrs. - 1,698

Current payout - \$99

Quality Efficiencies

Goal: Increase first pass yield for vehicles, engines, transmissions and weapons programs

VEHICLES, ENGINES AND TRANSMISSIONS

95 percent or higher - \$75

90-94 percent - \$37.50

Less than 90 percent - \$0

Current percentage - 91

Current payout - \$37.50

WEAPONS

99 percent or higher - \$75

95-98 percent - \$37.50

Less than 95 percent - \$0

Current percentage - 98

Current payout - \$37.50

Performance to Promise

96-100 percent - \$180

91-95 percent - \$144

86-90 percent - \$108

81-85 percent - \$72

80 percent - \$36

Less than 80% - \$0

Current percentage - 110

Current payout - \$180

ISO Certifications

ISO 18001 - \$60

ISO 14001 - \$60

ISO 9001 - \$60

If all maintained - \$180

Current payout - \$180

Inventory

EXCESS MATERIAL

Excess of less than three percent average inventory value - \$150

Excess more than three, but less than five percent average inventory value - \$75

Excess more than five percent average inventory value - \$0

Current percentage - 0.2

Current payout - \$150

75th Anniversary Celebration

This year, the depot celebrates its diamond anniversary. In honor, the installation is planning an event to commemorate this momentous occasion Sept. 1.

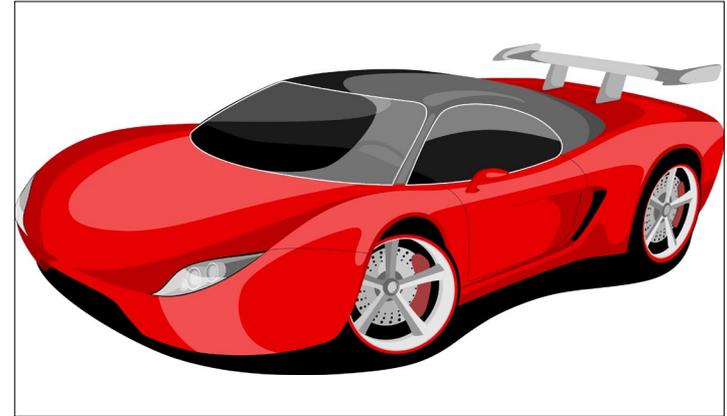
Certain events must be coordinated ahead of time. If you would like to participate in these events, please call the number provided.

Volunteers are needed for the various games and activities that day. If you would like to assist, contact Amber Burdett at Ext. 7440.

Car/Motorcycle Show

Space is limited for the Car/Motorcycle Show and will be allocated on a first-come basis.

Contact Meldric Wilson at Ext. 5622 to sign up or for more information.



BBQ Cook-Off

Space is limited. Contact Ken Ingram at Ext. 3275 to sign up or for more information.



Hot Dog Eating

If you would like to participate in the hot dog eating contest, contact Janet Pernel at Ext. 6424.

Basketball/3-Point

Contact Myrone Houston at Ext. 7260 to sign up or for more information.



Table Tennis

Contact Mike Harris at Ext. 3675 to sign up or for more information.

Talent Show

Contact Martin Walker at Ext. 5622 to sign up or for more information.



Dunking Booth

Have a suggestion for a participant in the dunking booth? Contact Philip Morrison at Ext. 6958.

Additional events for the 75th Celebration

- David and Goliath
- Rock Climbing Wall
- Tug of War
- Poker Run
- Cake Walk
- Line Dancing
- Homerun Derby
- Power Lifting
- Combat Vehicle Display
- Texas Hold-em
- Poker
- Spades
- Bid Whist
- Dominos
- Bingo
- Horseshoes
- Rubber Puck
- Corn Hole
- Popcorn Stand
- T-shirt sales
- Animal Show
- Bounce Houses
- Face Painting
- Laser Tag
- BB Shooting Range

Line dance practice

Groups for line dancing will meet each Tuesday from 4:45-5:45 p.m. at the DeSoto Pastime Center.

For additional information, contact Jacqueline Judkins via e-mail at jacqueline.y.judkins.civ@mail.mil

Wear a 75th anniversary shirt and win a prize