



TRACKS

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Anniston, AL 36201
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Volume 29, Number 20142

Anniston, Alabama

July 16, 2015



Photo by Mark Cleghorn

Explosive ordnance disposal responders from Fort Campbell, Ky., prepare to patch a missile during a June exercise performed in conjunction with Anniston Munitions Center and Anniston Army Depot.

ANMC hosts EOD training

by Jennifer Bacchus

ANAD PAO

Explosive ordnance disposal responders from Fort Campbell, Ky., trained in conjunction with Anniston Army Depot's Emergency Operations Center and Anniston Munitions Center June 23 and 24.

The training focused on the procedures and equipment which would be utilized in the event of a leak in one of the munitions stored and maintained by ANMC at ANAD.

ANMC personnel simulated a propellant leak in one of the Terminal High Altitude Area Defense systems maintained at the installation.

"We enacted our procedures for a leak, which are pretty standard on

our end," said Eric Richmond, ammunition inspector for ANMC.

The Fort Campbell EOD then responded in real time to the event, arriving later the same day the incident was reported.

Upon their arrival, the exercise was paused for the night. It resumed the next morning as ANAD fire personnel and ANMC employees escorted the EOD responders to the affected ammunition igloo.

There, the EOD Soldiers donned level A protective equipment, assessed the situation, removed the "leaking" missile from storage and applied a patch.

The exercise participants then simulated transportation of the missile to a detonation site for proper

disposal.

"Overall, it was a good operation," said Richmond, adding the ANMC and ANAD employees learned the types of equipment they would need to have available for EOD should an incident arise and the exercise reinforced many processes and procedures already in place.

ANMC Commander Lt. Col. Shayne Moore said this was the first time the Missile Defense Agency, EOD, ANMC and ANAD were able to train together in a large-scale exercise.

"Training is the key component to ensuring our readiness," said Moore. "We have to take advantage of the opportunities when we get the whole team together."

Safety guidance for loaned or detailed employees

While all employees are exposed to workplace hazards, none are more at risk than loaned or detailed employees. In May, 40 percent of Occupational Safety and Health Association recordable injuries involved employees who were loaned or detailed to other shops during the time of injury.

Never assume loaned or detailed employees know all your workplace hazards.

To ensure there is a clear understanding of the common goal of protecting depot employees, the Safety Office recommends supervisors of the loaned or detailed employee have a discussion prior to, or immediately after, the individual reports for duty.

The supervisor of the loaned or detailed employee must ensure that the employee is trained on the following:

- How to handle a situation if any unsafe condition arises on the job or they are requested to perform a job they are not qualified or trained for
- Job Hazard Analysis and other safety procedures for applicable tasks
- Personal Protective Equipment required on the job, where to go to obtain it and how to use it properly
- Right to work in an environment free of recognized hazards
- Appropriate clothing to wear to work: Items such as long sleeves, baggy pant legs, ties and coats may be dangerous around machinery, as well as rings, jewelry and long hair.
- Proper use of equipment and tools they will be using to include material handling devices
- Defective tools should be tagged and reported
- Proper lifting: Bend knees, keep back straight, get good grasp, keep load close to the body and use leg muscles. Always seek help for loads heavier than 45 pounds or too large for single person lift.
- Shop emergency procedures and where fire exits are located

For additional information, contact the Safety Office at Ext. 7541.



ANAD's Change of Command Ceremony
July 30 - 9 a.m.
See page 6 for additional details

Unintended consequences

by Mickey Starling

ANAD Legal Office

Growing up, I liked to bounce a hard rubber baseball off the brick of my parent's house to practice my fielding.

Without a brother or sister to play with, this was entertainment when my friends were not around.

Unfortunately, there was a window just above where I threw the ball. As you may have already guessed, I made a spectacular, but errant, throw to first base and broke the window.

When my father arrived home from work, I explained I did not mean to break the window. While he was sympathetic, I was reminded I shouldn't have been throwing under the window to begin with.

For the next few weeks, the allowance from chores was saved to pay for the broken window. I had learned a valuable lesson about failing to consider the consequences of my acts.

That same lesson applies to the workplace.

Very few of us plan to do something wrong or violate the rules and regulations when we come to work. However, sometimes we engage in acts resulting in unintended consequences, which we should have thought about before we acted.

Let's consider the coworkers who get bored, engaged in a little harmless horseplay or decided to challenge each other to a silly contest. Eventually, the activity gets out of hand. The competition gets heated, leads to harsh words, hurt feelings and soon they are threatening one another.

Both parties have to be separated, security is called and each employee faces discipline for conduct unbecoming.

While neither party wanted this outcome, both failed to consider the consequences of their actions. Unlike the broken window, this unintended consequence could lead to a suspension.

In another scenario, an employee sees some scrap metal in a dumpster. He decides it is simply

trash and no one really wants it. He fails to notice the recycling or government property logos on the container.

Without asking permission, he takes it, puts it in his vehicle and heads for the gate. However, security notices the items and ask about their origin.

Once it is determined to be government property, the employee is charged with theft. While the employee may not have intended to do anything wrong, he failed to consider the consequences of his actions. That failure could lead to losing the best job he ever had.

Finally, consider the employee who decides to make sexually explicit comments and jokes in the workplace.

He or she may think no one will mind, that all he or she is doing is being funny and everyone enjoys it.

Once again, the employee has failed to consider the consequences of his or her act of disrespect in the workplace. The consequences of that failure to think ahead can result in adverse actions.

The key point is that there are legitimate reasons we have rules governing our behavior on the installation.

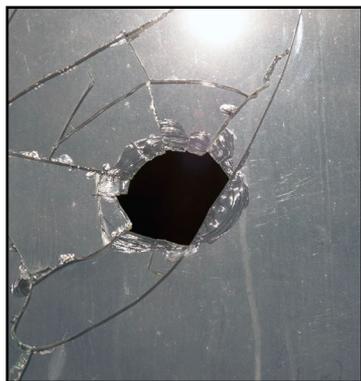
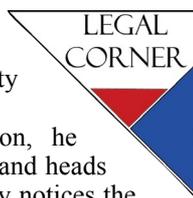
The prohibition of horseplay in the workplace is designed to prevent unintended consequences like physical confrontations and injuries.

The requirement to obtain proper authorization before removing government property, even scrap, is designed to prevent pilferage and reduce our cost of doing business.

The prohibitions against harassment and creating a hostile environment are established to ensure there is a safe and respectful workplace where employees will enjoy coming to work.

So, the next time you want to act on impulse, remember the lesson of the kid who broke the window. Think before you act and consider the consequences of what you are about to do.

Remember, you will be responsible even for your unintended consequences.



Courtesy photo

Much like an accidentally broken window, actions can have unintended consequences. Remember to think before you act.

ment of the Army, or Anniston Army Depot.

TRACKS is published biweekly using desktop publishing on recycled paper and on the Internet by the Commander, Anniston Army Depot.

The editorial office is located in the Abrams Building, Room 358, telephone 256-235-6281 (DSN prefix 571) or FAX 256-235-4695. TRACKS invites

comments and contributions from its readers. Address e-mail to: usarmy.anad.tacom.list.publicaffairs@mail.mil and mail to: Editor, TRACKS, TAAN-SCO, 7 Frankford Avenue, Anniston, AL 36201-4199. DEADLINE days are Thursdays preceding date of publication. Circulation: 5,900.

Postmaster: Send address changes to TRACKS,

PO Box 2285, Anniston, AL 36202.

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Current GAP status

Measurement for Anniston Army Depot's 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. These goals are attainable and are important in executing ANAD's mission. Current status indicates a payout of \$1,209.

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 - 103
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. - 1,631
Current payout - \$150

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. - 1,671
Current payout - \$99

Quality Efficiencies

Goal: Increase EMIDAS inspections by 25 percent over FY14

25 percent increase - \$150
10 percent increase - \$75
Less than 10 percent - \$0
Current percentage - 3
Current payout - \$0

ISO Certifications

ISO 18001 - \$60
ISO 14001 - \$60
ISO 9001 - \$60
If all maintained - \$180
Current payout - \$180

Safety Efficiencies

EMPLOYEE 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 - 100
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 - 5
Current payout - \$90

RECORDABLE INJURIES

Less than or equal to eight per month - \$180
9-10 per month - \$135
More than 10 per month - \$0
Current rate - 7
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 - 0.3
Current payout - \$150



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My Biz: the tool to securely verify federal employment

My Biz Employment Verification is a Self-Service tool allowing employees to submit employment information to an external organization (business, bank) directly from the Defense Civilian Personnel Data System via secure internet. Employees are in complete control of who receives this information.

To use this tool, go to <https://compodcpds.cpms.osd.mil/> and log in.

From the Navigator page, select My Biz then Employment Verification.

Employment verification page:

There are two selections under Details to Share - Employment Information (name, current date, job, organization, last four digits of Social Security number, employment status, start dates and rate of pay) and Employment and Salary Information, which shows the same employment information,

plus total salary.

Recipient Information allows external email addresses to be entered. If there is an email address in My Biz, (go to update My Information) it will auto populate in the CC line - or another email can be entered. Both the TO and CC fields must contain a valid email format.

Hint: Always send a copy to yourself – you will receive the exact same email the external organization will receive - with a date/time stamp, the email addresses sent and the employment information sent.

The cancel button returns to the My Biz home page and no information is sent.

Select continue to acknowledge and submit.

Employment Verification – Acknowledge and Submit page:

Recipient Information shows the exact

email addresses the employment information will be sent.

This is a good point to ensure the email addresses are correct in spelling and format, if not, select back and correct the information.

Note: At this time, the salary does not display on the Acknowledge and Submit page, but it will display on the email. To review the salary prior to submitting, return to the Navigator page and select My Information, then the Salary Tab.

The employment data elements show the same information available in My Biz, My Information which can be reviewed prior to sending the employment verification.

Selecting Acknowledge and Submit will pre-position your request with a warning notice on the next screen. The back button can be used to return to the previous screen

or cancel, which returns the employee back to the Navigator page.

Warning:

Once again, the WARNING page shows the email addresses receiving the employment information.

Take note of the disclaimer. It is your responsibility to ensure the recipients receive the employment verification.

Select yes to receive a confirmation notice or no to return to the previous page.

Confirmation:

This page again shows the email addresses the employment information was sent to. Check your email for the copy.

To submit Employment Verification comments and/or suggestions via the Self Service interactive customer evaluation (ICE) tool, log into My Biz and select the ICE MyBiz link.

Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the Anniston-Gadsden, Alabama, (RUS) Wage Area

| WG | WG-Rates | | | | | | | | | | WL-Rates | | | | | WS-WD-WN Rates | | | | | WD-WN Pay Level |
|-------------|----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|----------|-------|-------|-------|-------|----------------|--|--|--|--|-----------------|
| WL-WS Grade | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 5 | | | | | | |
| 1 | 12.32 | 12.82 | 13.34 | 13.85 | 14.34 | 13.55 | 14.12 | 14.65 | 15.23 | 15.79 | 18.48 | 19.23 | 20.01 | 20.80 | 21.55 | | | | | | |
| 2 | 13.23 | 13.79 | 14.31 | 14.87 | 15.42 | 14.54 | 15.13 | 15.75 | 16.36 | 16.96 | 19.39 | 20.19 | 20.99 | 21.81 | 22.60 | | | | | | |
| 3 | 14.23 | 14.84 | 15.43 | 16.02 | 16.61 | 15.67 | 16.32 | 16.96 | 17.62 | 18.27 | 20.39 | 21.25 | 22.09 | 22.93 | 23.80 | 1 | | | | | |
| 4 | 15.23 | 15.86 | 16.50 | 17.13 | 17.77 | 16.75 | 17.46 | 18.13 | 18.84 | 19.54 | 21.47 | 22.37 | 23.26 | 24.15 | 25.03 | 2 | | | | | |
| 5 | 16.19 | 16.86 | 17.54 | 18.22 | 18.87 | 17.81 | 18.53 | 19.27 | 20.01 | 20.77 | 22.41 | 23.33 | 24.28 | 25.20 | 26.14 | 3 | | | | | |
| 6 | 17.12 | 17.83 | 18.52 | 19.22 | 19.93 | 18.82 | 19.60 | 20.36 | 21.18 | 21.95 | 23.32 | 24.30 | 25.27 | 26.22 | 27.21 | 4 | | | | | |
| 7 | 17.99 | 18.76 | 19.51 | 20.25 | 20.99 | 19.80 | 20.63 | 21.46 | 22.28 | 23.10 | 24.23 | 25.24 | 26.22 | 27.25 | 28.26 | 5 1 | | | | | |
| 8 | 18.91 | 19.73 | 20.51 | 21.29 | 22.07 | 20.83 | 21.68 | 22.55 | 23.41 | 24.29 | 25.14 | 26.18 | 27.23 | 28.28 | 29.36 | 6 2 | | | | | |
| 9 | 19.83 | 20.67 | 21.49 | 22.34 | 23.13 | 21.82 | 22.73 | 23.64 | 24.56 | 25.45 | 26.07 | 27.15 | 28.23 | 29.32 | 30.40 | 7 3 | | | | | |
| 10 | 20.76 | 21.63 | 22.49 | 23.34 | 24.21 | 22.81 | 23.78 | 24.73 | 25.69 | 26.63 | 26.97 | 28.08 | 29.20 | 30.35 | 31.45 | 8 4 | | | | | |
| 11 | 21.66 | 22.57 | 23.46 | 24.36 | 25.27 | 23.82 | 24.82 | 25.81 | 26.81 | 27.80 | 27.86 | 29.01 | 30.16 | 31.34 | 32.49 | 9 5 | | | | | |
| 12 | 22.58 | 23.52 | 24.45 | 25.40 | 26.34 | 24.84 | 25.86 | 26.90 | 27.94 | 28.97 | 28.89 | 30.10 | 31.30 | 32.50 | 33.71 | 10 6 | | | | | |
| 13 | 23.50 | 24.47 | 25.45 | 26.45 | 27.40 | 25.84 | 26.92 | 27.99 | 29.07 | 30.14 | 30.28 | 31.55 | 32.81 | 34.07 | 35.33 | 11 7 | | | | | |
| 14 | 24.48 | 25.50 | 26.52 | 27.54 | 28.56 | 26.93 | 28.04 | 29.16 | 30.29 | 31.41 | 31.83 | 33.15 | 34.49 | 35.82 | 37.14 | 8 | | | | | |
| 15 | 25.47 | 26.53 | 27.61 | 28.65 | 29.72 | 28.01 | 29.18 | 30.36 | 31.52 | 32.70 | 33.78 | 35.17 | 36.58 | 37.99 | 39.42 | 9 | | | | | |
| | | | | | | | | | | | WS-16 | 35.97 | 37.47 | 38.98 | 40.46 | 41.97 | | | | | |
| | | | | | | | | | | | WS-17 | 38.44 | 40.07 | 41.65 | 43.24 | 44.86 | | | | | |
| | | | | | | | | | | | WS-18 | 41.20 | 42.90 | 44.62 | 46.34 | 48.05 | | | | | |
| | | | | | | | | | | | WS-19 | 42.39 | 44.16 | 45.93 | 47.69 | 49.46 | | | | | |

Defense Civilian Personnel Advisory Service, Alexandria, Va., 22350-1100

Issue Date: 23 June 2015

The schedules shown at left have been established under authority of DoD Instruction 5120.39, dated September 10, 2008, subject to the limitations contained in CPM 2014-19, dated 19 December 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.



JAMES R. BRADY
Chief
Wage and Salary Division

Order Date: 14 April 2015
Effective Date: 28 June 2015
Supersedes Schedule Issued 10 June 2014

Why is heat such a hazard to workers?

from OSHA.gov

When a person works in a hot environment, the body must get rid of excess heat to maintain a stable internal temperature. It does this mainly through circulating blood to the skin and through sweating.

When the air temperature is close to or warmer than normal body temperature, cooling of the body becomes more difficult. Blood circulated to the skin cannot lose its heat. Sweating then becomes the main way the body cools off. But sweating is effective only if the humidity level is low enough to allow evaporation, and if the fluids and salts that are lost are adequately replaced.

If the body cannot get rid of excess heat, it will store it. When this happens, the body's core temperature rises and the heart rate increases. As the body continues to store heat, the person begins to lose concentration and has difficulty focusing on a task, may become irritable or sick, and often loses the desire to drink. The next stage is most often fainting and even death if the person is not cooled down.

Excessive exposure to heat can cause a range of heat-related illnesses, from heat rash and heat cramps to heat exhaustion and heat stroke. Heat stroke can result in death and requires immediate medical attention.

Since 2000, 176 heat stroke fatalities have been recorded by the Occupational Safety and Health Administration.

Exposure to heat can also in-



Photo by Jennifer Bacchus

Employees who work in humid environments or work areas where additional personal protective equipment is required, may be at a higher risk of heat injuries.

crease the risk of injuries because of sweaty palms, fogged-up safety glasses, dizziness, and burns from hot surfaces or steam.

Types of heat related illnesses

Heat stroke, the most serious form of heat-related illness, happens when the body becomes unable to regulate its core temperature. Sweating stops and the body can no longer rid itself of excess heat. Signs include confusion, loss of consciousness, and seizures. "Heat stroke is a medi-

cal emergency that may result in death! Call 911 immediately.

Heat exhaustion is the body's response to loss of water and salt from heavy sweating. Signs include headache, nausea, dizziness, weakness, irritability, thirst, and heavy sweating.

Heat cramps are caused by the loss of body salts and fluid during sweating. Low salt levels in muscles cause painful cramps. Tired muscles—those used for performing the work—are usually the ones most affected by cramps. Cramps may occur during or after working hours.

Heat rash, also known as prickly heat, is skin irritation caused by sweat that does not evaporate from the skin. Heat rash is the most common problem in hot work environments.

Heat illness prevention

Most heat-related health problems can be prevented, or the risk of developing them can

Want to know the heat index? There is an app for that.

OSHA has a heat safety tool available as a cell phone app available for Android devices and iPhones at https://www.osha.gov/SLTC/heatillness/heat_index/heat_app.html.

Drink water often

Rest in the shade

Report heat symptoms early

Know what to do in an emergency

be reduced.

The best way to prevent heat-related illness is to make the work environment cooler. A variety of engineering controls can reduce workers' exposure to heat:

- Air conditioning (such as air-conditioned crane or construction equipment cabs, air conditioning in break rooms)
- Increased general ventilation
- Cooling fans
- Local exhaust ventilation at points of high heat production or moisture (such as exhaust hoods in laundry rooms)
- Reflective shields to redirect radiant heat
- Insulation of hot surfaces (such as furnace walls)
- Elimination of steam leaks

Employers should have an emergency plan in place that specifies what to do if a worker has signs of heat-related illness, and ensures that medical services are available if needed.

Employers should take steps that help workers become acclimatized (gradually build up exposure to heat), especially work-

ers who are new to working in the heat or have been away from work for a week or more. Gradually increase workloads and allow more frequent breaks during the first week of work.

Workers must have adequate, potable (safe for drinking) water close to the work area and should drink small amounts frequently.

Rather than being exposed to heat for extended periods of time, workers should, wherever possible, be permitted to distribute the workload evenly over the day and incorporate work/rest cycles.

If possible, physical demands should be reduced during hot weather, or heavier work scheduled for cooler times of the day.

Rotating job functions among workers can help minimize overexertion and heat exposure.

Workers should watch out for each other for symptoms of heat-related illness and administer appropriate first aid to anyone who is developing a heat-related illness.

In some situations, employers may need to conduct physiological monitoring of workers.

Anniston Army Depot's heat injury policy

In accordance with ANADR 385-1, during hot temperatures the following plan will be followed to provide protection for employees:

- Supervisors will train employees annually on heat stress
- Employees will be encouraged to drink plenty of fluids
- Water will be made available to employees
- Employees will be encouraged to pace themselves
- Unscheduled breaks will be permitted for individual employees as needed

Information about the OPM's recent cybersecurity incidents

from OPM.gov
Updated July 9, 2015

What Happened

OPM recently discovered two separate, but related, cyber-security incidents that have impacted the data of Federal government employees, contractors, and others:

In April 2015, OPM discovered that the personnel data of 4.2 million current and former Federal government employees had been stolen. This means information such as full name, birth date, home address and Social Security Numbers were affected. This number has not changed since it was announced by OPM in early June and you should have already received a notification if you were impacted.

While investigating this incident, in early June 2015, OPM discovered that additional information had been compromised: including background investigation records of current, former, and prospective Federal employees and contractors. OPM and the interagency incident response team have concluded with high confidence that sensitive information, including the Social Security Numbers (SSNs) of 21.5 million individuals, was stolen from the background investigation databases. This includes 19.7 million individuals that applied for a background investigation, and 1.8 million non-applicants, primarily spouses or co-habitants of applicants. Some records also include findings from interviews conducted by background investigators and approximately 1.1 million include fingerprints. Usernames and passwords that background investigation applicants used to fill out their background investigation forms were also stolen. Notifications for this incident have not yet begun.

While background investigation records do contain some information regarding mental health and financial history provided by applicants and people contacted during the background investigation, there is no evidence that health, fi-

nancial, payroll and retirement records of Federal personnel or those who have applied for a Federal job were impacted by this incident (for example, annuity rolls, retirement records, USA JOBS, Employee Express).

OPM and an interagency team from the Department of Homeland Security (DHS) and the Federal Bureau of Investigation (FBI) have been investigating these incidents, and are working to put in place changes that will prevent similar thefts in the future. Based on the analysis and forensics to date, the interagency incident response team assesses that the adversary is no longer active on OPM's network. At this point, it is most likely that no new significant information about

exfiltration will be found regarding these incidents.

For further information, see OPM's press release on the incidents, located at [OPM.gov](https://www.opm.gov).

How you may be affected

If you underwent a background investigation through OPM in 2000 or afterwards (which occurs through the submission of forms SF-86, SF-85 or SF-85P for either a new investigation or a reinvestigation), it is highly likely that you are impacted by the incident involving background investigations. If you underwent a background investigation prior to 2000, you still may be impacted, but it is less likely.

Learn more about who was impacted and the protections we are working to put into place at <https://www.opm.gov/cybersecurity>.

What you can do

At this time, there is no information to suggest misuse of the information that

was stolen from OPM's systems. We are continuing to investigate and monitor the situation. We will begin to notify people affected by the background investigation incident in the coming weeks. At that time, you will be auto-enrolled in some services and will need to take action to enroll in others.

OPM's cybersecurity site has tips to help employees learn to protect their identities.

What we're doing to help

1. Supporting people who have been affected:

We have sent notifications to those affected by the incident involving personnel data. We are offering free identity theft monitoring and restoration services. If you were affected by this incident, you have been sent a notice that includes information about the free services available to you for 18 months. As part of this service, you are *automatically* enrolled in full-service identity restoration, which helps to repair your identity following fraudulent activity and identity theft insurance, which can help to reimburse you for certain expenses incurred if your identity is stolen.

For those affected by the background investigation incident, we will be providing you with a suite of comprehensive services in the coming weeks. You will receive a notice in the mail providing details on the incident and the services available to you at no cost for at least three years such as:

- Full service identity restoration support and victim recovery assistance
- Identity theft insurance
- Identity monitoring for minor children
- Continuous

credit monitoring

- Fraud monitoring services beyond credit files

For those who have questions, in the coming weeks, a call center will open to respond to questions and provide more information. If you are affected, you will not be able to receive personalized information until notifications begin and the call center is opened. OPM recognizes

that it is important to be able to provide individual assistance to those that have questions and will work with its partners to establish this call center as quickly as possible.

In the coming months, the administration will work with federal employee representatives and other stakeholders to develop a proposal for the types of credit and identity theft monitoring services that should be provided to all federal employees in the future – regardless of whether they have been affected by this incident – to ensure their personal information is always protected.

2. Continuing to strengthen cyber defenses at OPM and across the federal government

OPM continues to take aggressive action to strengthen its broader cyber defenses and information technology systems, in partnership with experts from DoD, DHS, FBI and other interagency partners.

Outlined in the Cybersecurity Action Report, located at <https://www.opm.gov/news/latest-news/announcements/cybersecurity-report>, OPM has identified 15 new steps to improve security and modernize its systems, including:

- Completing deployment of two-factor strong authentication for all users
 - Expanding continuous monitoring of its systems
 - Hiring a new cybersecurity advisor
- Director Archuleta has also directed a comprehensive review of OPM's IT system security to identify and immediately address any other vulnerabilities that may exist and assess OPM's data sharing and use policies.

The federal government, led by the Office of Management and Budget, is taking aggressive actions to continually strengthen its cyber defenses and all agencies are currently engaged in a 30-day cybersecurity sprint, whereby immediate steps are being taken to further protect information and assets and improve the resilience of federal networks. OPM is fully engaged in this effort.

Finally, and importantly, OPM will participate, along with our interagency Suitability and Security Performance Accountability Council partners, in a 90-day review of key questions related to information security, governance, policy and other aspects of this the security and suitability determination process, to ensure that it is conducted in the most efficient, effective and secure manner possible.



**Learn who was impacted
by the Office of
Personnel Management's
cybersecurity breach
and what protections are
in place at
[https://www.opm.gov/
cybersecurity](https://www.opm.gov/cybersecurity).**

ANAD Change of Command Bus Schedule

Shown below are the bus schedules that will be in effect for the Change of Command ceremony, which takes place Thursday, July 30, at 9 a.m. between Col. Brent Bolander and Col. Martine Kidd. Everyone is invited. The ceremony will be held at Bldg. 500 (covered area adjacent to the crane). Many employees in the Nichols Industrial Complex may choose to get their exercise by walking from their work area to the ceremony site.

West Area Pick Up Points

Bus #1:
Bldg. 35 7:30 a.m.
Bldg. 362 7:40 a.m.
Bldg. 7 7:45 a.m.

Bus #2:
Bldg. 5 7:30 a.m.
Bldg. 1 (front) 7:35 a.m.
Bldg. 22 (west end) 7:40 a.m.
Bldg. 31 7:45 a.m.

East Area Pick Up Points

Bus #1
Bldg. 106 (west end) 8:10 a.m.
Bldg. 108 (east end) 8:15 a.m.
Bldg. 421 8:25 a.m.
Bldg. 400C 8:35 a.m.

Bus #2:
Bldg. 474 8:10 a.m.
Bldg. 130 8:20 a.m.
Bldg. 409 8:25 a.m.
Bldg. 128 (west end) 8:35 a.m.

Buses will return employees to their pick-up points upon completion of the ceremony.

Note: Because of August's hot temperatures, employees may wish to bring bottled water or cold drinks with them to the ceremony, though bottled water will be available on premises.

The ceremony will be broadcast live on LAN channel 21. It will be rebroadcast for night shift personnel at 10:30 p.m.



Watch 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.

Next show: July 22 - Tim Rolfe, the depot's Army Community Services director will share information about ACRS as it celebrates 50 years of service.

TRACKS renewals

In adherence with Army Regulation 25-51, an annual, written request must be on file for each off-depot individual receiving a printed copy of TRACKS.

If you receive TRACKS in the mail, wish to continue and have not updated your information in 2015, please provide your name, address and telephone number to the Anniston Army Depot Public Affairs Office.

This information may be sent via e-mail to usarmy.anad.tacom.list.publicaffairs@mail.mil or may be mailed to Anniston Army Depot, Attn: TAAN-SCO, 7 Frankford Ave., Anniston, AL 36201-4199.

Additionally, you may call the Public Affairs Office at 256-235-6281 to update your information.

Note: mailed copies of TRACKS are only available to those who do not have access to copies distributed on Anniston Army Depot.

Employees on the installation who do not have regular computer access, may send their personal e-mail address to Public Affairs to receive an electronic link to the newspaper.

Users required to add phone numbers

Many users still do not have their telephone number listed in the electronic Anniston Address Book. As a reminder, all users must add their telephone number to the system.

Safety Office releases new handbook

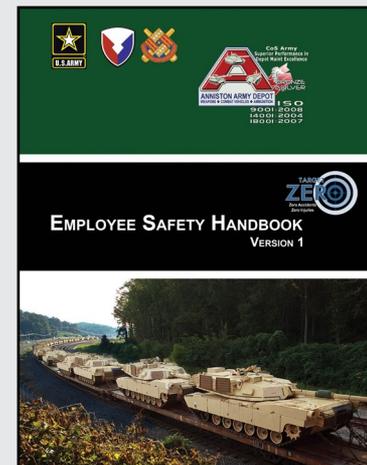
Anniston Army Depot's Employee Safety Handbook is here.

Every ANAD employee is eligible for a copy of the handbook.

The Safety Office sent more than 2,700 copies to all directorates via the installation's mail system June 10. If you have not received your copy, please speak with your supervisor about obtaining one.

The handbook is also available on the Intranet to be downloaded at <https://anad.aep.army.mil/sites/orgs/so/default.aspx>.

For additional information, contact the Safety Office at Ext. 7541.



Photography restricted on ANAD

from David Farmer

ANAD OPSEC

The use of any camera or video camera on Anniston Army Depot is prohibited unless approved in advance by the commander or a designated official.

All photography must be for official use only and requires a permit from the Depot Operations Office or Strategic Communications Office.

Requests for permits for federal employees must come from the employee's director or staff office chief. For contractors or visitors, the request must come from the contractor's manager or the visitor's depot point of contact.

For federal employees and tenants, the request goes through the SCO. For contractors or visitors, the request goes through the DOO and the OPSEC officer.

Permits are limited to the use specified in the letter from the requesting of-

ficial.

Only equipment owned by the government or contractor company may be used. The use of personal electronic devices, such as cell phones, is strictly prohibited.

ANAD Regulation 190-5, Entry, Exit and Internal Control of Persons, Vehicles and Property, paragraph 1-9(b) (6), states, "Photographing, drawing, sketching or mapping a defense military installation without the permission of the Commanding General is a federal crime, punishable under 18 U.S.C. section 795."

The minimum penalty for violating depot administrative rules and regulations can range from a written reprimand to removal, depending on the severity of the violation and number of offenses.

For any questions concerning this subject matter or other OPSEC-related issues, contact the DOO at Ext. 3577 or SCO at Ext. 6281.



Photo illustration by Mark Cleghorn

Only equipment owned by the government or a government contractor may be used to take photographs on the installation. Cell phones are not allowed.

notes from around the TRACK



Photo by Mark Cleghorn

Scoggins earns EAPA award

Boyd Scoggins, Anniston Army Depot's Employee Assistance Program Coordinator, was awarded the Hal Davidson award during the 2015 Alabama Chapter of the Employee Assistance Professionals Association's annual conference in May.

The Hal Davidson award is presented to an individual who has displayed dedication, leadership and excellence in the employee assistance field within the past year. It is given by the Alabama Chapter of the Employee Assistance Professionals Association each year.

The award is named after the late Hal Davidson. Davidson's work was instrumental in implementing Employee Assistance programs in various industries across the south and in the state of Alabama.

Ellison, Skinner earn 2015 honors in softball

Congratulation to Taylor Ellison, daughter of Anthony Ellison (DPM), and Jordon Skinner, daughter of Jenni Skinner.

These two Oxford High softball players, pictured with pitching coach Leslie Pickette, received several awards this year.

Ellison, right, received the following awards for 2015: 1st Team All County, Calhoun County Most Outstanding Offensive Player Award and Oxford High School Most Outstanding Offensive Player.

She led OHS in hits, runs scored, triples, batting Average, on base percentage and stolen bases. She ranked third in doubles and fourth in homeruns.

Skinner, left, received the following awards for 2015: 1st Team All County and Oxford High School Most Outstanding Pitcher.

She led OHS in wins, earned run average, opponents batting average and strike to ball ratio.

During regionals, Skinner was unhittable. She pitched three games (21 innings), striking out 36 players while giving up only two hits, two walks and



Courtesy photo

no runs. She earned three wins.

The girls have several college offers and will visit some of their collegiate options this summer when not traveling with softball teams.

Additionally, they will participate in the Amateur Softball Association's "A" Nationals later this month.

Edwards retires after almost 40 years

from the Dear Clinic

Lizabeth Edwards' career in civil service spanned from December 1975 to June 2015 – almost 40 years as a nurse.

She began her career as a SICU/Recovery Room Nurse at the Letterman Army Military Center in San Francisco, Calif.

In 1981, she transferred to the Veteran's Administration Hospital system.

In 1986, after transferring to Noble Army Hospital at Ft. McClellan, Ala., Edwards served as charge nurse for a 60-bed Medical/Surgical ward.

In 1996, Edwards assumed her final career position in civil service with the Dear Occupational Medical Clinic as an occupational health nurse.

In this position, she provided nursing services to over 3,500 depot employees. She held the positions of blood borne pathogen nurse, immunizations nurse, child care and youth



Photo by Mark Cleghorn

Maj. Aatif Hayat, right, the Dear Clinic's physician, and Scott Griffin, left, physician's assistant at the clinic, present Lizabeth Edwards with an image of the facility.

services nurse, depot vision conservation officer and medical ANAD sexual harassment awareness representative.

From April of 2003 to May of 2007, she also served as occupational health nurse to the Chemical Stockpile Emergency Preparedness Program at McClellan. This was after completing extensive training in the areas of emergency medical man-

agement of toxic chemicals and biological weapons.

Edwards retired from federal service June 30.

Edwards plans to take the first year of her retirement to move and relax. Then, she plans to travel.

"I have met so many wonderful people since arriving at the depot. I would like to thank my coworkers, depot family and my church family for everything," said Edwards.



U.S. Army Child, Youth & School Services

Anniston Army Depot's Child Development Center has openings for care.

There is space available for children age six weeks to five years.

The Pre-K Strong Beginnings program is a great way to jump start your child's education.

The Before and After School Program has space available for ages five-12 years of age.

The CDC also offers holiday school care and hourly care.

Discounts are available for multi-children and there are parent participation credits.

The CDC is DoD And NAYEC certified.

Contact Child Youth School Services at 256-235-7654 for additional information.



fmwr happenings

from DCFA

Army Community Service celebrates 50th

from Family and Morale, Welfare and Recreation Command

Army Community Service is a group of professionals dedicated to relieving some of the burden our Soldiers, Family members and Army civilians carry every day.

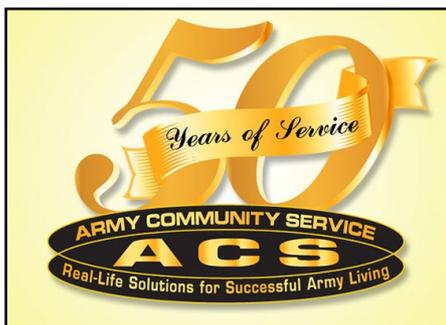
ACS centers are staffed with people who live the ideal of taking care of the Army Family. The program's formal conception started in the early 1960s. By then, services like Army Emergency Relief already existed. However, as the military entered the Vietnam War, the needs of Soldiers and their Family members changed. Lt. Gen. J.L. Richardson, Army deputy chief of staff personnel, took action to establish an official Family Assistance Program in 1963.

He requested a qualified officer to develop a plan for the program's creation. Lt. Col. Emma Marie Baird, who was assigned to the AER and Personnel Affairs Office during World War II, was selected for the position.

She began to establish a program addressing military Families' growing needs. The program's philosophy, however, would be of evaluation, not revolution. "Emerging needs can be met, and services no longer needed discarded, to ensure that each program is adapted to the requirements and resources of the specific Army community," she said in her 1986 paper, *Army Community Service History*. Under the guidance of AR 608-1, the ACS Regulation, the Army developed programming based on military Families' diverse needs.

From 1965 to 1981, programs such as the Handicapped Dependents Program (now called Exceptional Family Member Program) and the Child Advocacy Program (now evolved into the Family Advocacy Program) were created. The 1980s was a time where Army leadership brought Family care issues to the forefront.

In 1983, Gen. John A. Wickham, Jr., the Chief of Staff of the Army, wrote a white paper entitled *The Army Family to*



address how Family members' support was important to the mission.

His paper led to Army Family Action Plan, a grassroots initiative for identifying and prioritizing issues to enhance standards of living for Soldiers and their Families.

Other programs, such as the Financial Readiness Program, Volunteer Coordinator Program (now the Army Volunteer Corps) and the Relocation Assistance, or Relocation Readiness, Program, were established in this decade. The following decade brought the development of Army Family Team Building, a program where Soldiers, Families and civilian employees could learn about the Army culture, professional development and leadership skills. Marie Balocki, the executive director for the Department of Defense Office for Reintegration Programs, recalled AFTB's early years. A military spouse and mother of three young children, she answered a newspaper ad for an AFTB office manager position at Fort Leavenworth, Kan. Her duties included logging the instructors' hours, scheduling classes and filling in when instructors were absent. To fully understand her volunteers' needs, she signed up for instructor training. It sounded like a great opportunity except for one caveat: She was "scared to death" to give presentations in front of people. Looking back, Balocki remarked on how AFTB changed her life. "The foundation that I got from AFTB is what gave me the confidence and skills needed for each step I have taken [in my professional career]," she said. As the new millennium started, ACS pro-

gramming evolved to meet the needs of a more technologically advanced and geographically dispersed society.

Army OneSource, a web portal with program resources, launched in 2008. Other online resources such as Virtual Army Family Readiness Groups also became available. The 2000s was also a time of major conflicts in Iraq and Afghanistan. This impacted military Families as more wounded Soldiers came home. Development of Soldier and Family Assistance Centers, facilities providing direct support for the Medical Command's Warrior Care and Transition Program and Warrior Transition Unit Soldiers and their Families, began in 2007. Sgt. Christopher Robbins and his wife Amy used the SFAC services at Fort Bragg, NC, after Robbins sustained injuries from his deployment. The SFAC staff members helped the Family by relieving common stressors in the recovery process. "The SFAC staff members set us up with childcare during my husband's medical appointments. They also planned activities to make our Family feel special," Amy said. "We would still be lost in the dark if it wasn't for their help and assistance." Another need increased by a decade of conflict was assistance for surviving Family members. In 2008, Survivor Outreach Services was established to work alongside Casualty and Mortuary Affairs and Casualty Assistance Centers across the Army to provide long-term care for these Family members. Today, there are 64 ACS centers worldwide in addition to 25 SFACs and eight standalone SOS centers. "Just as we supported Hester Francis in 1967, ACS will be there with the Army Family and adapt to meet their needs," said Lynn McCollum, the G9 Family Programs director at IMCOM. "As we celebrate the 50th birthday, we will continue with that original mission to help our Army Families remain Army Strong."

For more information regarding ACS services and support at Anniston Army Depot, please contact Tim Rolfe, ACS director, at 256-235-7971.

Let your voice be heard

from ANAD ACS

What is the Army Family Action Plan?

The AFAP is a grass roots level process which identifies issues of concern for the Army on a global scale. AFAP gives everyone in the Army Family the opportunity to influence his or her own quality of life and standard of living.

How is AFAP accomplished?

ANAD hosts an annual AFAP Conference, bringing together representatives from the total Army family.

These representatives, serving as conference delegates, evaluate, prioritize and make recommendation on issues affecting quality of life at the depot and throughout the Army.

Issues are accepted by the AFAP program manager all year. Issues may be submitted at the Army Community Service Building, by e-mail to amanda.c.mullinax.civ@mail.mil or online at www.myarmyonesource.com.

What qualifies as an AFAP issue?

Issues affecting everyone at ANAD or throughout the Army are good AFAP issues.

The focus should be improving facilities, changing policy or regulation issues which make things better for everyone.

What is not an AFAP issue?

Individuals who have problems with a facility or particular organization should report those issue to the manager of that facility. Another option for individual issues is to go online to <http://ice.disa.mil/> to make a customer comment about any military installation and their services.

How to write an AFAP issue

Issue Title: What is the problem? A few words summarizing the problem or concern.

Scope: Why is this a problem? Describe one specific problem of concern in a paragraph form. Reference any laws/policies that impact the issue. Please be clear and to the point.

Recommendation: How would you fix this problem? Include up to three recommendations related to the single issue described. Be specific with details.