



TRACKS

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Practicing for preparedness

by Jennifer Bacchus

ANAD PAO

A shooting by a disgruntled employee quickly escalated to a chemical incident, which tasked the training of Anniston Army Depot's Directorate of Emergency Services as well as mutual aid agreements with local agencies.

Fortunately, it was all a test.

The depot's Annual Protection Exercise, held Sept. 19, was meant to check the installation's emergency management procedures and additions to the exercise kept employees on their toes.

The faux incident began at 8:39 a.m. when an emergency call informed the depot's dispatchers about an armed man firing at employees near the 80-ton gantry crane, known as Clyde, in the industrial area.

"We try to exercise and train on the likeliest hazardous scenarios we might face, whether it be man-made or natural," said Thyris Banks, the

depot's operations officer. "We try to target and prepare ourselves as best we can, so we can save lives."

By the end of the exercise, the Emergency Operations Center was tested as well as security forces, fire and emergency services and the depot's hazardous materials procedures.

HazMat was called in response to a simulated chemical spill at the scene. As part of the exercise, a sulfuric acid spill was injected into the event.

The corrosive chemical spill meant those who responded to the event had to don protective equipment and it checked the installation's ability to predict where fumes from a spill would go.

At the conclusion of the training, Col. Brent Bolander, the depot's commander, thanked the participants, letting them know how valuable their contributions were.

"We are better prepared today, right now, than we were hours ago and we will continue to improve, he said.



U.S. Army Photo

Army Chief of Staff Gen. Ray Odierno, far left, presents Anniston Army Depot Commander Col. Brent Bolander with a Combined Logistics Excellence Award for maintenance excellence during a ceremony Sept. 10 at the Pentagon. Also pictured are Acting Deputy Chief of Staff for Logistics Kathleen Miller and Brig. Gen. Jack Haley, chief of Ordnance at Ft. Lee, Va., and the commandant of the U.S. Army Ordnance School, far right.

AMC earns top honors at the 10th annual CLEA awards

by Cherish Washington

AMC Public Affairs

Chief of Staff of the Army Gen. Ray Odierno hosted the 10th annual U.S. Army Combined Logistics Excellence Awards, or CLEA, at the Pentagon Sept. 10.

The U.S. Army Materiel Command received six CLEAs, designed to recognize the best logistics programs in the Army.

"Many times in the Pentagon, awards are given out to individuals, but the CLEAs are awarded to units. This is about teamwork," said Kathleen S. Miller, Acting Deputy Chief of Staff, G-4.

Judges from the U.S. Army Transportation, Quartermaster and Ordnance Centers travel around the world to conduct on-site evalu-

ations of units nominated by their commands and winners are selected based on outstanding qualities recognized by judges on their visits.

"Our job in the G-4 is to create logistics policies that further the Chief's goals of a ready and modern Army, a globally responsive and regionally engaged Army - an Army that can get all that equipment out of Afghanistan and in the future when directed, go in fast, go in to win and come home," said Miller.

But it takes more than policy to come in and out of a warzone safely.

"Policies always sound terrific

• See CLEA, page 4



Photo by Mark Cleghorn

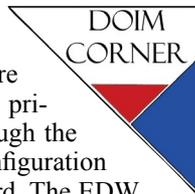
Larry Simmons pretends to threaten Daniel Watts, far right, John Knee, Melody Lloyd, background, and Amanda Mullinax during the depot's Annual Protection Exercise Sept. 19.

DOIM teams support LMP data, users

by Randy Pugh
and Deborah Crosson

ANAD DOIM

ments, these ICAN requests are vetted and prioritized through the DOIM Configuration Control Board. The EDW Team assists throughout this process.



The DOIM LMP User Account Management team, located in the LMP Office, provides LMP access to users based on their assigned roles and responsibilities at the request of their immediate supervisor.

User accounts are subject to Department of Defense Inspector General audits and, for this reason, UAM requirements are increasing in preparation for upcoming audits.

The UAM Team ensures an approved System Authorization Access Request, DD Form 2875, is uploaded to each user's account in the official UAM tool.

Recently, the UAM tool began interfacing with a Government Risk Compliance tool to identify role assignments resulting in segregation of duties conflicts. The primary objective of segregation of duties is to prevent LMP fraud and errors. This objective is achieved by disseminating the tasks and associated privileges for a specific business process among multiple users.

DOIM's appreciation goes to the requesting supervisors who have worked with the UAM Team to provide more stringent user access control. Thanks to your efforts, our conflicts are minimal and any remaining will be resolved soon.

The Directorate of Information Management's Systems Support Division works diligently to ensure Logistics Modernization Program managers and users have the tools, reports and correct access to perform their daily mission.

This division is comprised of two valuable teams, the Electronic Data Warehouse team and the User Account Management team.

The Electronic Data Warehouse team ensures the data mining and reporting needs of Anniston Army Depot are met. This team provides support to management and functional users with business-related reports as required.

The EDW team also supports local and unique web-based applications and databases, for example: the ANAD Production Scorecard; the Electronic Document Register; eMidas; the ANAD Leaders Metrics Dashboard; the Commander's Fraud, Waste, and Abuse Hotline; and the Safety Incident Reporting Button.

To request support from the EDW team, submit an Installation Campus Area Network Change Request, ANAD Form 25-77-E, to the EDW team mailbox (USARMY Anniston AD TACOM LIST DOIM-EDWTeam in the global e-mail address book).

To ensure compliance with current Defense Information Assurance Certification and Accreditation Process require-

ment of the Army, or Anniston Army Depot.

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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.

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PO Box 2285, Anniston, AL 36202.

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Photographer.....Mark Cleghorn



Photo by Ben Williams

Aaron Szimanski of YAP Films, a video production company based in Canada, films disassembly of a M1 Abrams tank Sept. 8 for The Discovery Channel.

Discovery Channel to feature ANAD operations

by Clester Burdell

ANAD PAO

Earlier this month, Anniston Army Depot hosted YAP Films, a video production company based out of Toronto, Canada.

The company spent three days obtaining footage of our legacy vehicle, the M1 Abrams tank, and small arms weapons processes.

On day one, after receiving the command briefing, the film crew captured the unloading of a M1 tank via the 80-ton gantry crane, referred to as Clyde, under the auspices of the Defense Logistics Agency Distribution Anniston. The remainder of the day focused on the vehicle's disassembly, turret removal from the hull, track removal and welding bays.

The next day featured the power pack, Ingersoll machining center, painting, spinner hanger, transmission and dynamometer testing.

The final day of filming highlighted the M1 tank on the 1.1-mile test track, including the bump course and hill/slope demonstration, followed by the turbine engine and AGT 1500 dynamometer test cell, along with the remating of the power

pack.

The visit concluded with the unloading of small arms at the DLA Small Arms Facility as well as disassembly, repair, cleaning and firing of small arms weapons at the depot's Small Arms Repair Facility.

The film crew should complete editing in January with an anticipated air date of January-February 2015 on the Discovery Channel.

As soon as the exact date is made known, depot employees will be informed.

Much work is required behind the scenes to bring filming requests to fruition, whereas the depot is a closed installation. Many thanks to employees who contributed to the success of this visit and helped tell the depot's story.

The request was approved by the Army's Chief of Public Affairs. Coordination and assistance were provided by TACOM PEO Ground Combat System; Jacobs Technology Abrams Liaison Office; ANAD directorates of Production, Emergency Services and Public Works; ANAD Protocol; and the ANAD Intelligence and Security Management, Depot Operations and Strategic Communications offices.



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Giving thanks and remembrance

by Jennifer Bacchus

ANAD PAO

Lt. Col. Hattie Richardson capped off her speech during the Healing and Remembrance Ceremony at Jacksonville's City Cemetery, Sept. 11, with a coin presentation.

The coin, a symbol of Richardson's command, was presented in recognition of special achievement. She presented it to Pearl Williams, the event's organizer, in honor of all military mothers.

"Mrs. Williams represents our mothers who are always praying for us when we are away from home, either abroad or here on American soil," said Richardson.

Williams organizes the remembrance event each year in memory of her son, Maj. Dwayne Williams, who was killed at the Pentagon Sept. 11, 2001.

The solemn gathering also serves as a remembrance for every victim of the Sept. 11 attacks.

"They were our leaders. They were our children, our siblings, our parents, our spouses. They were our heroes," said Richardson. "As we remember them today, we remember them by continuing to do what they would be doing if they were here, serving."



Photo by Jennifer Bacchus

Chief Deputy Matthew Wade of the Calhoun County Sheriff's Office plays Amazing Grace on the bagpipes at the close of the ceremony.



Photo by Jennifer Bacchus

Lt. Col. Hattie Richardson, commander of DLA Distribution Anniston, Ala., presents Pearl Williams with a coin in honor of all mothers of servicemembers. Williams, who was accompanied by her nephew Victor Williams, lost her son Dwayne during the Sept. 11, 2001, attack on the Pentagon.



Photo by Jennifer Bacchus

Bobby Hunter pumps heptane into a bottle for use in the depot's Oil Analysis Lab. Buying the chemical in drums, instead of bottles, saves the depot money.

Replacing bottles with drums saves money in production lab

by Jennifer Bacchus

ANAD PAO

A few months ago, the depot's Oil Analysis Lab was faced with a problem. Heptane, a chemical solvent used in testing, could be purchased less expensively in drums, yet fire and safety codes prevented the lab from storing 55-gallon drums of the chemical inside.

"Between June and August, Bobby Hunter took on the task of making the change to 55-gallon drums a reality," said Randy Bright, chief of the installation's Environmental Compliance Division.

The details included a storage area outside the building to contain the drums in a cabinet designed for flammable materials and procedures for

pulling the chemical from the drums for use.

As he researched what needed to be done, Hunter realized an additional benefit of changing to drums. An existing chemical supplier for the depot could supply a new drum of the chemical with less than a week's notice, a much better timeline than the bottles he used to work with.

"I would order nine cases of four-liter bottles," said Hunter. "The turn around time was always unknown, so it caused me to keep a lot more on hand, because I didn't know when I would get my next supply in."

The change, according to Bright, will save the government approximately \$23,000 each year.

Check household smoke alarms each month

from ANAD Fire Prevention Office

When was the last time you tested the smoke alarms in your home? Was it last week? Last month? A year ago?

If you're like many people, you may not even remember.

Smoke alarms have become such a common feature of U.S. households they're often taken for granted and aren't tested and maintained as they should.

However, working smoke alarms are a critical fire safety tool, which can mean the difference between life and death in a home fire.

According to the nonprofit National Fire Protection Association, smoke alarms can cut the chance of dying in a home fire in half. Meanwhile, NFPA data shows that home fires killed more than 2,000 people last year; many of these deaths could have been prevented with the proper smoke alarm protection.

As members of the fire service for years, we've seen the devastating effects of fire first-hand - the burn injuries, the loss of homes and possessions are distressing. What's even worse is witnessing a family's anguish after a loved one has been killed in a fire. It's heartbreaking.



from NFPA.org

As the official sponsor of Fire Prevention Week, Oct. 5-11, the NFPA is promoting "Working Smoke Alarms Save Lives: Test Yours Every Month!" to better educate the public about the true value of working smoke alarms.

The depot's Fire Prevention Office sincerely hopes all employees will make sure there are working smoke alarms installed throughout your homes.

That simple step can make a life-

saving difference and prevent the potentially life-threatening impact of fire.

Here are additional smoke alarm tips to follow:

- Install smoke alarms in every bedroom, outside each separate sleeping area and on every level of the home, including the basement.
- Interconnect all smoke alarms throughout the home. When one sounds, they all sound, (this may require some

assistance from a certified electrician).

- Test alarms each month by pushing the test button.
- Replace all smoke alarms, including alarms that use 10-year batteries and hard-wired alarms, when they are 10 years old or sooner if they do not respond properly.
- Make sure everyone in the home knows the sound and understands what to do when they hear the smoke alarm.

From CLEA, page 1

on paper but what brings the words to life is the hard work that all of you do to execute your missions day after day regardless of the circumstances and regardless of the location," said Miller. "You are here because you've mastered the skills necessary to keep the best property books, the best supply rooms, the best inventory control in the entire Army. You are developing innovative maintenance programs; you've proven your ability to deploy equipment and personnel more efficiently or effectively than other units in the Army."

Miller added the winners have been both creative and relentless in their drive to support Soldiers.

The Chief of Staff of the Army attested to their excellence as well stating that over the course of his more than 38 year career he has come to understand the importance and rely on Army sustainers.

Unfortunately, it is easy to take them for granted because logisticians are great at what they do, he said.

"They are always there working hard behind the scenes ensuring we have what we need on time, in the right place, accounting for equipment, doing all the things necessary to ensure that we are prepared to conduct operations," said Odierno.

But in comparison to the rest of the world, Odierno says Army logisticians are unmatched.

"We are the only Army in the world that can do strategic logistics and deploy capabilities around the world on short notice. We are the only ones that can support simultaneous combat operations. We are the only Army in the world that can sustain combat operations for 13 years without ever having a problem with sustaining our equipment. There is no other army in the world that can do that, and that is because of what you do every single day," said Odierno.

AMC won in the Army Award for Maintenance Excellence, Deployment Excellence Award, and Supply Excellence Award categories.

Maintenance Excellence

Anniston Army Depot, Anniston, Alabama (Depot Level)

The depot is celebrated as the "The Tank Rebuild Center of the World" but it is quickly becoming recognized for its capability to build like-new vehicles.

The Assault Breacher Vehicle (ABV) is an M1 Abrams tank chassis outfitted with a mine plow and specially designed turret system created on the installation. Warfighters know the ABV as the "Shredder" since it clears pathways through minefields, roadside bombs, and Improvised Explosive Devices.

The ABV provides warfighters protection and allows them to clear a safe pathway for tanks and other vehicles through dangerous ground. Thanks to the outstanding support provided by the depot, the Army maintained a 95 percent readiness rate for the ABV while deployed to Afghanistan.

The depot also demonstrated it had the ability to produce a reliable high-quality product in support of national security.

Maintenance Excellence

Army Field Support Battalion -- Northeast Asia, Camp Carroll, Korea (Active Army, Modified Table of Distribution and Allowances, Large)

Fleet Management Expansion -- Fort Sill, Fort Sill, Oklahoma (All Others, Medium)

Deployment Excellence

Fort Hood Logistics Readiness Center, Fort Hood, Texas (All Army Installation)

Supply Excellence

403rd Army Field Support Battalion -- Northeast Asia, Camp Carroll, Korea (Active Army, Level III (B), Table of Distribution and Allowances, Property Book Operations)

403rd Army Field Support Battalion -- Northeast Asia, Camp Carroll, Korea (Active Army, Level IV (B), Table of Distribution and Allowances, Supply Support Activity)

ANAD declared Storm Ready

by Jennifer Bacchus

ANAD PAO

September is National Preparedness Month, so, it was fitting for Anniston Army Depot to begin the month being declared Storm Ready.

The National Weather Service presented Depot Commander Col. Brent Bolander with a letter naming the installation as a Storm Ready site during a visit Sept. 8.

“Preparedness is a big key, as is making sure employees and everyone gets the information they need,” said Jim Stefkovich, the meteorologist in charge at the NWS facility in Calera, Ala.

This designation indicates the depot is prepared, through plan-

ning and education, to save lives in the event of severe weather.

Stefkovich said the NWS inspectors were impressed by the depot’s threat level system, the weather radios in every building, involvement with the local Emergency Management Agency and use of an 80 mHz radio system.

“We all pray we don’t have those incidents where we are truly tested,” said Bolander, adding the partnerships the depot has in place with local municipalities and the EMA as well as the NWS help to find and correct the gaps which exist in the installation’s emergency plans.

There are now 2,236 Storm Ready sites across the nation, according to the NWS.



Photo by Jennifer Bacchus

Anniston Army Depot was recognized as a Storm Ready Community Sept. 8. Pictured from left to right are ANAD Commander Col. Brent Bolander; Jim Stefkovich, meteorologist in charge at the National Weather Service office in Calera; John De Block, warning coordination meteorologist for the Calera office of the NWS; Mark Rose, a meteorologist for the Calera NWS; and Depot Sgt. Maj. Debra Buie.



Photo by Mark Cleghorn

USASAC CG visits installation

Jeff Bonner, left, and Cody Bryant, right, show the front mounting bushing of a M2A1 machine gun to Maj. Gen. Mark McDonald, commanding general of the U.S. Army Security Assistance Command during McDonald’s tour of Anniston Army Depot Sept. 16.



Photo by Mark Cleghorn

AMC professional development

Depot Chief of Staff Phil Trued discusses overhaul and repair processes performed by employees in the Combat Vehicle Repair Facility with staff members from Army Materiel Command who toured the installation Sept. 17.

IMPORTANT INFORMATION FROM THE ANNISTON CIVILIAN PERSONNEL ADVISORY CENTER

CPAC
CORNER

Planning for Retirement

The Army Benefits Center - Civilian provides valuable retirement information for employees. ABC-C Counselors are able to view your records and answer your questions, concerns, etc.

One of the most important steps in planning for retirement is requesting an estimate. Employees within five years of retirement eligibility may request an estimate from the ABC-C. Estimate may be requested every three years.

This estimate is a valuable tool in the retirement planning process. It enables employees to determine if their Official Personnel Folder reflects all their service time, if all the service is creditable for retirement or if deposits are needed for periods of service.

Employees can also see how reductions and deductions will impact their annuity. Future salary increases and leave accruals will not be projected. ABC-C uses only the balance showing in payroll at the time the estimate is created.

When an estimate is requested, the ABC-C will review the employee's OPF and each estimate is worked on a first-in, first-out manner.

Estimate may be requested by calling 877-276-9287 and speaking with a counselor.

The counselor will ask for the desired date of retirement as well as a few other questions regarding service history.

Remember this is *only* an estimate. The Office of Personnel Management is the final adjudicator of your annuity. This estimate does not obligate you to retire nor does it serve as your retirement application.

An estimate is also available via the Employee Benefits Information System website at <https://www.ebis.army.mil>. To determine general eligibility requirements, visit the Eligibility Requirement section applicable to your retirement plan on the ABC-C website at <https://www.abc.army.mil>.

IMPORTANT NOTE: The EBIS estimate utilizes your leave Service Computation Date. This SCD appears on your Leave and Earnings Statement as well as your SF-50 Notification of Personnel Action.

This SCD may include service which is *not* creditable for retirement purposes. It is important employees understand this when accessing the estimate. If you have

complicated service (part-time, intermittent, refunded service or temporary service, Tennessee Valley Authority, Non-Appropriated Fund, Foreign Service), it is strongly recommended you contact the ABC-C for your estimate rather than utilize the EBIS calculator as the estimate will not be accurate for retirement purposes. EBIS is just a quick basic estimate retirement calculation.

Also, if you are a CSRS employee with unpaid deposit or redeposit service, the EBIS estimate will not show any applicable reductions to your annuity. Once you have received an estimate from the ABC-C however, you will be able to manipulate the EBIS estimate by changing your salary, SCD or by using the appropriate deposit/redeposit reductions to the EBIS calculation.

Apply Online for Retirement

The Army Benefits Center-Civilian offers an eRetirement web application, located in the Employee Benefits Information System for Army serviced employees who are within one year of retirement. This tool allows employees fill out their retirement application on ABC-C's secure website.

The retiring employee should log on to the website at <https://www.abc.army.mil> with their Common Access Card and select the EBIS icon or web link. The employee will then enter their Social Security Number and Personal Identification Number.

Once an employee has accessed the EBIS website, they can click on the eRetirement button. The employee will need to complete all the forms listed on the site. Once these forms are completed, simply print off each form individually, review and sign any applicable documents.

Completed forms need to be mailed to the ABC-C at 301 Marshall Avenue, Fort Riley, Kansas 66442. The ABC-C will review the employee's application and send a letter acknowledging its receipt.

Employees are encouraged to contact ABC-C regarding any benefit related questions such as retirement, annuity calculations, buying back military time, buying back temporary or redeposit service, and for questions regarding health insurance and life insurance. You can contact a benefits counselor at 877-276-9287 from 6 a.m.-6 p.m. Central Time.



ABC.ARMY.MIL

THE OFFICIAL HOMEPAGE OF THE ARMY BENEFITS CENTER - CIVILIAN

Home	Benefits	About Us	Contact Us
BENEFITS TOPICS		ANNOUNCEMENTS	
<ul style="list-style-type: none"> Affordable Care Act Civilian Death-In-Service Court Ordered Benefits Forms Health Insurance Injury Compensation (Pilot) Leave Without Pay (LWOP) Life Insurance National Guard New Employee Benefits Tool Kit Non-Appropriated Fund Open Season Retirement Social Security TSP Unemployment Compensation Uniformed Services 		<p>NEW PLAN CHANGES TO FSAFEDS FOR 2015: Health care and limited expense flexible spending accounts (FSAs) will no longer have a grace period; instead, qualifying participants will be able to carry over up to \$500 of unused funds to the next plan year. Dependent care FSAs will still have a grace period and will not have carryover to the next plan year. The minimum annual election for all three types of FSAs will be reduced from \$250 to \$100.</p> <p>PHASED RETIREMENT: OPM has issued the final regulations. Phased Retirement has been approved for the Federal workforce, but Army implementation is pending issuance to DoD and Army policy and operational guidance and as more information becomes available, it will be shared with the workforce.</p> <p>Chronological Statement of Retirement Points: The Office of Personnel Management will not accept the Chronological Statement of Retirement Points, ARPC Form 249-E, or any other equivalent point's forms from other military branches, as proof of active duty military service. The ARPC Form 249-E, or any other equivalent points forms, does not provide the actual to and from active duty dates, type of discharge, i.e. honorable, other than honorable, etc., and lost time or type of active duty service completed.</p> <p>CSRS/FERS Retirement Briefings: The Army Benefits Center - Civilian will host CSRS/FERS retirement briefings by Defense Connect on Line (DCO). Click here for more information.</p> <p>Military Service Deposits: Military Service Deposits must be paid in full prior to the date of separation or retirement. Because processing time requires approximately 120 days, employees who are anticipating retirement should plan accordingly.</p>	
QUICK LINKS		WHAT'S HOT	
<ul style="list-style-type: none"> Army Knowledge Online (AKO) CPOL Employee Portal Defense Civilian Personnel Advisory Service 		<ul style="list-style-type: none"> Retirement Overview Presentations 	

Use-or-Lose Leave

The current leave year ends Jan. 10, 2015. All use-or-lose annual leave must be scheduled and approved by Nov. 29, 2014, in order to meet statutory requirements and for successful restoration in the event of forfeiture.

In accordance with Public Law 93-181, enacted 14 Dec 1973, commanders and directors are responsible for approving exigencies within their organizations. In that capacity, commanders and directors should only be requested to approve exigencies in rare circumstances. The following process is used to request restoration of use-or-lose leave which could not be used due to a work exigency:

- The employee must request restoration of the forfeited annual leave in writing. (Leave restoration requests cannot be initiated until after the beginning of the next leave year on Jan. 11, 2015.)
- Once approved through the impacted employee's chain of command, the written request must be submitted to the Civilian Personnel Advisory Center for procedural review. The written request must

contain: originals or copies of the OPM 71 Form(s) showing the annual leave was scheduled prior to Nov. 29, 2014, and the reason annotated on the form as to why it was denied. Once the review is completed in CPAC, it is hand-delivered to the deputy to the commander for approval.

Scheduled use-or-lose annual leave forfeited due to illness may also qualify for restoration. In this situation, the procedures for leave restoration cited above should be followed with the addition that medical documentation will be required as supporting evidence.

Each leave year, hundreds of hours of leave are lost, due primarily to miscalculations. Those hours represent valuable resources in time and money. No civilian should lose leave unless unforeseen mission related emergencies occur.

The Voluntary Leave Transfer Program offers a viable alternative for individuals who wish to donate their excess annual leave to eligible federal employees. For additional information about donation procedures, contact or visit the CPAC.

fmwr happenings

from DCFA

Identifying psychological trauma in the workplace

by Boyd Scoggins, EAP

Psychological trauma can be experienced as a result of an event or events which cause significant amounts of stress to an individual.

When the amount of stress an individual endures exceeds the individual's ability to cope, psychological trauma can occur.

Some of the more common causes of psychological trauma are assaults, natural disasters, the death of a friend or family member, fatal or near fatal accidents and witnessing such events.

Supervisors, managers, leadspersons and coworkers have the best opportunity to initially identify employee behaviors which may indicate an employee is experiencing psychological trauma.

If you are informed and aware of what to look for in an individual who is experiencing psychological trauma, you may be able to intervene before the trauma starts to impact the employee's family and/or job.

Those who may experience psychological trauma exhibit behaviors such as malingering, difficulty concentrating, memory loss, emotional instability, being overly anxious or concerned, changing their work routine, spending excessive time away from work, deteriorating performance, self isolation, anger, excessive alcohol use or drug use, loss of appetite and reports of dreams or flashbacks related to a traumatic event.

When an employee exhibits such behavior, a referral to the Employee Assistance Program should be made for assessment and possible mental health treatment.

Identifying these symptoms early and getting the correct assistance to the employee is important to minimize or eliminate any collateral damage to one's family, career or self.

For more information, contact the Employee Assistance Program coordinator at 256-240-3182.

Let your voice be heard

The Annual Army Family Action Plan Conference is scheduled for Oct. 24.

AFAP is an Army-wide program allowing members of the Army (Active Duty, Reserve and National Guard components, retired military, Family members, retirees and civilian employees) to identify issues or concerns which impact the well being of the entire Army Family.

If you have an AFAP issue, your suggestions could bring change to better the entire Army Family.

Yellow "ammo" boxes have been placed in most of the Family and Morale, Welfare and Recreation facilities. Please complete the form located near each box. You may also e-mail the issue form to Amanda Mullinax at amanda.c.mullinax.civ@mail.mil.

If you would like more information on the AFAP process, call Army Community Service at Ext. 7445.

Wood Yard Information

The recycling wood yard is open from 6 a.m. to 2:30 p.m. Monday through Thursday and 6 a.m. to 1:30 p.m. on work Fridays. The yard is also open to the public every other Saturday, on weeks with a work Friday, from 8-11:30 a.m.

Prices for wood:

- 1-10 pieces of small wood - \$5
- 1-5 pieces of medium-sized wood - \$5
- A few pieces of large wood or up to a truck load of wood - \$20
- Trailer of wood - \$30

Dining facility information and hours:

Nichols Dining Facility and West Station

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.-1:30 p.m., Monday through Friday.

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 is played each Thursday at 6 p.m.

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

Retiree Breakfast: The next retiree breakfast for ANAD and military retirees is scheduled for Sept. 30 at 9 a.m. Speakers will be former depot commander Col. (ret.) Joel Denney and Depot Chief of Staff Phil Trued. Cost is \$8.

Phone: 256-235-7160.

Do you know how to verify employment?

from Staff Reports, CPAC

The Employment Verification Tool replaced the Worknumber for Everyone Feb. 11, 2011. The Worknumber for Everyone service is no longer available for verification of employment and/or salary information.

Employees have three available websites, the Civilian Personnel On-Line (CPOL), Army Benefits Center for Civilians (ABC-C) and the Civilian Human Resources Agency (CHRA) to access the Employment Verification Tool.

Self Service My Biz - Employment Verification enables employees to securely and conveniently release, via e-mail, employment and/or salary information to an external organization or person.

The Employment Verification Tool is available to all Army civilian employees via links through the CPOL,

ABC-C and the CHRA websites. The following links will direct employees to My Biz in the Defense Civilian Personnel Data System:

- CPOL Website: Access Benefits and Entitlements, which leads to the Employment Verification link, <http://cpol.army.mil/library/benefits/2013-EV.html>. This will direct the user to the Employment Verification information.

- ABC-C Website: Via the <https://www.abc.army.mil/> link under Quick Links on the left hand side of the page, users will find Employment Verification. Users can then access the link which will lead them to <http://cpol.army.mil/library/benefits/2013-EV.html>

The direct link for employees to log into My Biz, via DCPDS Portal is: <https://compo.dcpds.cpmo.osd.mil/>.

For more information, contact CPAC at Ext. 7860.

Questions for Town Hall

On Oct. 22, depot commander Col. Bolander will hold a town hall meeting live at 7:05 a.m.

The meeting will be broadcast from Bldg. 123, the depot's training auditorium.

Employees with questions they want to hear addressed by the commander should send them to the Public Affairs Office via e-mail to usarmy.anad.tacom.list.publicaffairs@mail.mil, pouch mail to PAO in Bldg. 7 or call Ext. 6281.

UPCOMING CYSS CLASSES

The depot's Child, Youth and School Services has scheduled the upcoming classes for middle school and teenage children.

- Oct. 14: 8:30 a.m. to 4 p.m. - Babysitter's Training for children age 13-18. The cost is \$25. Lunch and snacks will be provided.

- Oct. 16: 8:30 a.m. to 4 p.m. - I'm Alone training for children age 10-18. The cost is \$25. Lunch and snacks will be provided.

During these classes, participants will receive CPR and first aid training as well as gain skills needed to become a babysitter or stay home alone.



The Child Development Center also plans to begin an art class for children age 6-10 from 4:30-5:30 p.m. on Monday evenings. The cost will be \$40 per month to cover supplies and children who attend Oxford Elementary, DeArmanville Elementary or C.E. Hannah Elementary may be picked up from school.

For all classes, sign up on WEBTRAC or register by contacting the Child Development Center at 256-240-3327.

ANAD CPAC offers résumé tips for USA Jobs applications

from Staff Reports, Anniston CPAC Office

As part of the Department of Defense hiring reform initiative, all DoD components transitioned to web-based software owned by the Office of Personnel Management to fill internal and external vacancies.

Anniston Army Depot transitioned to USA Staffing March 31, 2012, using the USA Jobs website.

Following are tips for submitting an application and résumé to USA Jobs.

- 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.
- Your résumé must include your first and last name, current address, current email address, current phone number, job titles, duties, and accomplishments.
- If you submit a résumé with inappropriate material, such as photos, you will not be considered for the position.
- For qualifications determinations, your résumé must contain 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.
- Your résumé must reflect all “E” responses. 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 this job.

- When responding to the occupational questionnaire, all “E” responses must have the position, date, and organization that reflects your “expert” experience in your résumé listed in the corresponding narrative. If your résumé does not contain this information, your application will be marked as incomplete.
- 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 applica-

tion not being rated and marked as an incomplete package. Be sure you are submitting a SF-50, not a SF-52. The SF-52 is not an official processed personnel action.

- Update your SF-50 when a new personnel action is processed.
 - Ensure you carefully read all area of consideration condition of employment, minimum requirement, 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 that 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.

reducing our tracks

from DRK

Trash talk: Managing the depot's solid waste

by Robert Jones, DRK

There are two different kinds of containers for solid waste to be taken to the landfill - dumpsters and roll-offs.

Dumpsters are categorized as four-yard, six-yard or eight-yard. The dumpsters are for office/lunchroom waste, not production waste.

Depot roll-offs are 20-yard, 30-yard or 40-yard. The size of the roll-off used depends on the quantity of waste being generated and how the material is placed into it – either by hand or forklift.

Roll-offs may be used for all non-hazardous waste which cannot be recycled.

Liquid waste should not be placed in either roll-offs or dumpsters.

There is a continuing problem with production waste being placed in dumpsters. This causes unnecessary financial and operational problems.

By contract, waste in dumpsters costs the depot five times



Courtesy photo

Dumpsters, such as the one seen here, should never be used for production waste because they cost more to dispose of in a landfill.

as much to landfill as waste in roll-offs, so placing production waste in dumpsters costs more to dispose.

Based on waste tonnage generated in 2013, the depot would have saved \$176,000 if only roll-offs were used.

Production waste, for the most part, does not compact and causes the depot to pay for a trip fee to the landfill with a truck that is not even half as heavy as it should be. Additionally, non-compressible production waste can damage the truck emptying the dumpsters.

The only drawback to using roll-offs is the availability of space to place them and sufficient room to maneuver the truck necessary to pick them up.

The Directorate of Risk Man-



Courtesy photo

Roll-offs not marked specifically for recycling are used for production waste.

agement tries to place production waste roll-offs in convenient locations, but that isn't always possible.

Care should be taken to make

sure waste is placed in the correct type of container to save the depot money and provide our warfighters with the equipment to fight the nation's battles.