



TRACKS

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Volume 27, Number 20102

Anniston, Alabama

Cleaning pieces of depot history

by Jennifer Bacchus

ANAD PAO

Throughout the installation they stand guard silently - ranging from small, one man tanks of wars long past to the hulking mass of a M1 Abrams Main Battle Tank.

Anniston Army Depot's display tanks line the installation's main road. They serve as a daily reminder to the workforce and visitors of past and present workload.

Currently, many of these historic pieces are receiving a face-lift.

A three-man team from the depot's final paint shop, armed with a portable paint gun, sanders and manual scrapers, have been slowly working their way along Roosevelt Drive cleaning and repainting the tanks.

"Any flaking paint or chipped paint that is visible on the vehicle is scraped and sanded," said Julius Thomas, one of the depot's painters assigned to the squad.

After removing as much of the old paint as possible, the crew then blows all loose material from the vehicle and begins to paint.

Each vehicle will be painted based on the color scheme it is currently, meaning 18 tanks will remain green and one will continue to hold its tan hue.

"We do this on average once during each commander's time on the installation," said Shannon Elston, supervisor for the paint shop.

Elston said some vehicles, which have more intricate parts to paint or require more special-



Photo by Jennifer Bacchus

Deyampert Reynolds paints a display tank along Roosevelt Drive. Roosevelt, who has nearly 10 years of experience as a depot painter, works as part of a three-man crew to scrape old, flaking paint from the display vehicles before repainting them.

ized care are brought to the shop for scraping, sanding and repainting, while the others are done onsite.

The vehicles and howitzers located near the depot's Headquarters Building were refinished in the paint shop a couple of years ago.

"We also paint a lot of museum pieces for other depots as

well," said Elston.

The current project began Oct. 21. Already, more than five of the tanks are complete and the crew is working at a rate of approximately one vehicle every other day.

"They can almost accomplish one tank a day, but it depends upon the weather, which averages their time out to approximately

one every other day," said Elston.

The display tanks serve as more than just something to catch the eye of travelers on Roosevelt, they are a piece of the installation's history, frozen in time as a reminder of where the depot has been.

"They are one of the impressions we have for our visitors," said Elston.

Veterans Day events

Anniston, Ala.:

Nov. 11: 11 a.m., Veterans Day Ceremony, Centennial Park, 17th and Quintard Avenue

Nov. 11: 2 p.m., Veterans Day Parade, downtown Anniston

Birmingham, Ala.:

Nov. 10: 7 p.m., National Veterans Award Dinner, Birmingham Jefferson Civic Center, East Ballroom

Nov. 11: 9:30 a.m., Veterans Memorial Service, Cathedral Church of the Advent

Nov. 11: 11 a.m., World Peace Luncheon, Birmingham Jefferson Civic Center, East Ballroom

Nov. 11: 1:30 p.m., Veterans Day Parade, downtown Birmingham

Inside TRACKS

Depot Veterans

Approximately 800 members of Anniston Army Depot's workforce currently serve or have served in the U.S. military.

See some of their photos on pages 5-8.

Notary services for eligible patrons

by Dee Alexander

ANAD Legal Office

Anniston Army Depot offers notary services, free of charge, on a walk-in, no appointment necessary basis during normal duty hours for persons eligible for legal assistance.

Persons entitled to legal assistance include military members and dependent family members, deploying civilian employees and military retirees.

If a person in one of these groups needs a document notarized, they should bring their

Military ID card, or depot badge for deploying civilian employees, and the unsigned document to the ANAD Legal Office.

A "notary" or "notary public" is a person authorized to administer oaths and certify documents as genuine.

Military notaries are authorized by federal statute (Title 10, United States Code, Section 1044a), which also requires all states and U.S. territories to honor the notarial acts of military notaries.

Civilian notaries public are bound to the duties and responsibilities stated in the Code of Alabama. They are commissioned by

the probate judge of their respective county and hold office for four years from the date of commission.

Notary services help make the statements in affidavits, powers of attorney and other documents more official and promote their acceptance. A notary's certification on a document assures whoever examines it that it is what it appears to be.

A notary acts as an official, unbiased witness to the identity and signature of a person who appears before the notary for an oath or affirmation, or to sign a

document.

The notary's signature indicates that the notary verified the identity of the person who appeared and signed, executed, or acknowledged the document. Notaries are careful to ensure that the person signing is in fact, who he/she claims to be.

In addition, the notary makes sure that the client is acting voluntarily and not being forced to sign documents against his/her will. The notary should be confident that a client is not being bullied into signing a document against his/her will.

Moreover, the notary makes sure the client understands what

document he/she is signing.

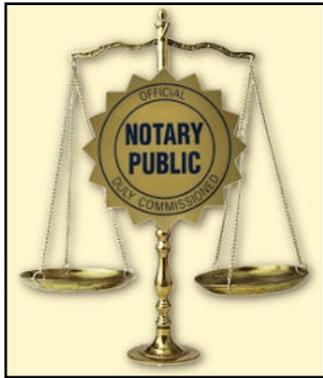
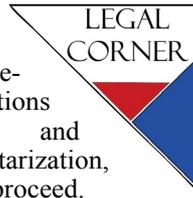
If the client responds to questions understandably and requests the notarization, the notary will proceed.

Often, notaries are asked to certify copies instead of, or in addition to, notarizing them. There is a difference.

Certification is a process indicating a document is a full, true, and accurate copy (transcription or reproduction) of the original document. Most public records and documents, such as marriage licenses, birth certificates, divorce decrees, titles, etc., are recorded in public offices and only those offices certify copies.

If you need a document certified as true and accurate, for a court proceeding for example, you may obtain that from the actual custodian of the record. Bureaus of Vital Statistics provide certified copies of birth, death and marriage records. A designated official of a military record holding-facility, such as Civilian Personnel Office, Finance Office, Health Clinic, etc., can provide certified copies of those types of records.

Notaries keep a journal of services provided. It may include the name and actual signature of the individual whose signature was notarized, general description of the document notarized and the dates and locations for the services performed.



COMMANDER'S COLUMN

Honor our Veterans

by Col. Brent Bolander

ANAD Commander

Our nation owes a great debt to its veterans, whose service and sacrifices span every decade, and continues every day of our country's existence.

Whenever and wherever the nation has called -- in times of darkness and danger as well as in times of peace and prosperity -- America's veterans have been there.

Veterans have proudly carried the torch of liberty for all to see and follow.

U.S. President Woodrow Wilson first proclaimed Armistice Day for November 11, 1919. Congress amended this act in 1954, replacing "Armistice" with "Veterans," and it has been known as Veterans Day since.

This Veterans Day, we honor every Soldier, Sailor, Airman, Marine and Coastguardsman who gave some of the best years of their lives to the service of the United States and stood ready to give life itself, on our behalf.

Twenty-five million veterans walk among us, and on this day, our nation salutes them all.

They humbly live their lives in locations both stateside and abroad.

Today approximately 800 of them are working side-by-side with us here at the depot. We owe them all a debt we can never repay.

We should honor them with deeds, not just words. So how can we properly thank veterans on this day?

We can thank veterans by taking full advantage of all our rights that they defended.

Vote in every election; volunteer your time for a worthy cause; fulfill your jury duty; be a volunteer fire fighter; mentor a child; ensure you are registered for Selective Service; be the example others want to/should follow. These are just a few examples of acts that we can engage in. Finally, thank them by living our lives and enjoying America's greatness.

And if you have an opportunity to attend today's Veterans Day ceremony or view the broadcast over the local-area-network, enjoy the message and thank a veteran.

As President John F. Kennedy once said "a nation reveals itself not only by the people it produces, but also by the people it honors, the people it remembers."

Let us be thankful and never forget.



BOLANDER



This newspaper is an authorized publication for members of the U.S. Army. Contents of TRACKS are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Depart-

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Public Affairs Officer.....Clester Burdell
Editor.....Jennifer Bacchus
Photographer.....Mark Cleghorn

SEEN IN THE SHOPS

Photo by Mark Cleghorn

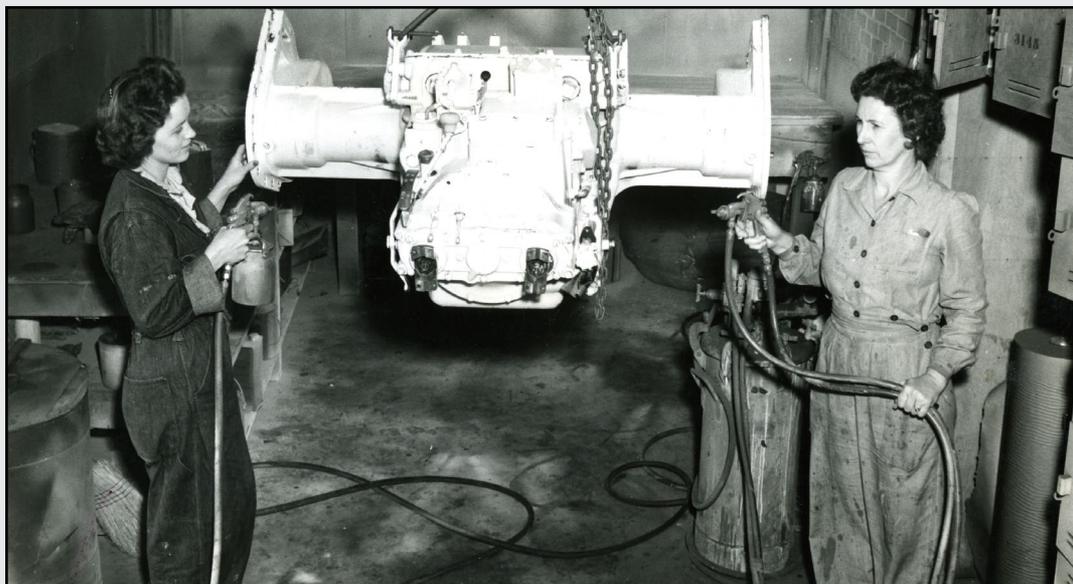
Danny Hill, a depot heavy mobile equipment mechanic tightens bolts on a Stryker.



Should your shop be featured in TRACKS?

Call Public Affairs at Ext. 6281.

Do you have information about this photo?



Historical File Photo

This photo is one of many in Anniston Army Depot's historical files and the Public Affairs Office would like to have them identified. If you know who the women are in this photo, can identify the building they are in or can tell us about the equipment they are painting, please call the Public Affairs Office at 256-235-6281.



Photo by Jennifer Bacchus

Anniston Munitions Center's John Goodwin, left, and Harley Foster stand atop the depot locomotive. All drivers and pedestrians should remember to be cautious around rail crossings. The depot locomotive is operated by ANMC and, during a recent safety meeting with ANMC Commander Lt. Col. David Schmitt, rail operators said there have been numerous close calls due to vehicle traffic attempting to beat the train.

Watch, listen, be safe at rail crossings

by Daley Speer, Safety Office

The Anniston Army Depot installation locomotive is a powerful piece of equipment doing a tremendous amount of work each day. The locomotive is operated by Anniston Munitions Center personnel.

Things to remember about trains:

- They cannot stop quickly to avoid a collision.
- They cannot swerve to avoid a collision.
- They have the right of way 100 percent of the time over emergency vehicles, cars and pedestrians.
- They travel in both directions on all tracks - it is impossible to predict from which direction a train will approach.
- Any approaching train is always closer and moving faster than it appears.

- Regularly scheduled trains can run early or late.
- Watch the overhang; trains are wider than the tracks.

Things to remember as a vehicle driver or pedestrian:

- Never walk on train tracks.
- Never trespass or cross tracks illegally.
- Always expect a train – a train can travel on the tracks at any time.
- Stay alert, trains can be quiet.
- Cross tracks only at designated pedestrian or roadway crossings and obey all warning signs and signals posted there.

The ANAD locomotive is subject to be anywhere on the installation – the Ammunition Limited Area, the Industrial Area or the West Area.

In fact, several miles of track have recently been revitalized and the train can and does travel behind Bldgs. 362, 361 and 360 and over to the tank farm area. As employees, we should not make the train engineer's job harder than it is – DO NOT race the train to the crossing.

Wounded warrior shares story of her 'invisible disability'

by Jennifer Bacchus

ANAD PAO

Joye Brown enlisted in the Army young, just out of high school at the age of 18. She hoped the military would give her two things in exchange for her service - a college education and travel.

"I had no thoughts of danger," she told the crowd gathered in the Berman-Varner House for Anniston Army Depot's Disability Employment Awareness Luncheon Oct. 24.

While she gained the education, experienced the travel and danger, she found an appreciation for having a clear mission and a purpose.

She shared some of her early memories of the Army as she spoke. Those memories included being handed all of her equipment and told to pack it in a duffel that, when loaded, was almost larger than she was and was definitely heavier.

"Basic training was tough, it was brutal, but, I eventually got through it and was proud to be in the Army," said Brown.

She chose to focus on industrial hygiene, a field which caused her to spend time speaking with Soldiers about accidents or incidents which had occurred to determine the root cause.

It eventually became her civilian career as well, when she left the active duty ranks.

Brown also found she enjoyed being in command. She spent time as a company commander and was slated for a leadership role at the battalion level toward the end of her last tour in Afghanistan. Then, her world changed.

An improvised explosive device caused her to fall, injuring her head. She noticed the changes, but was hoping to keep them out of her official record in hopes she could continue to serve and assume command again.

"When you believe failure is not an option, you will do a lot of things to prove to yourself that failure is not



Photo by Mark Cleghorn

Joye Brown, accompanied by her service dog Gunny, speaks to the crowd gathered at the Berman-Varner House for the Oct. 24 Disability Employment Awareness Luncheon. Brown was injured while serving in Afghanistan.

an option," said Brown, explaining how she had a hard time proving to herself that she needed help.

The symptoms - seizures and balance issues - showed up during a post-deployment checkup and, instead of being assigned to command her battalion, Brown was transferred for two years to a wounded warrior battalion.

"My time at Fort Benning probably wouldn't have taken two years, but, I wouldn't accept that anything was wrong with me," she said.

Her doctor eventually encouraged her to get the assistance of a service dog.

Meeting Gunny and working with him finally helped her get her rehabilitation on track.

"He helped me understand what I was lacking in my life," said Brown.

Gunny was selected as the dog for her in part because of one session where he sensed a seizure coming on and forced Brown into a seated position several minutes before the incident occurred.

"He was carrying on and acting very out of character," Brown said, explaining how the dog kept pulling her to a chair and pushing her into it.

"Now, he stays by my side 24/7."

Brown retired as a lieutenant colonel from military service soon after and shared with the crowd that she felt like a failure when she left the Army because she wasn't able to achieve some of her goals, such as attending the Army War College or achieving the rank of colonel.

At the time, she had been away from her civilian job

as an industrial hygienist at the depot for 10 years for military duty. So, she was also worried about the way she and Gunny would be accepted at the installation.

There have been challenges to overcome, but Brown said her coworkers easily accommodated her and Gunny in the office.

"Being back felt uncontrollable without the rigid structure of military life," she said. "This year has been a very bumpy road, but we have pushed through it."

She said her coworkers have learned to push her a little when they feel she needs it and have helped her when she needed a hand as well.

She encouraged everyone in the audience to not judge people by what they can see on the outside. There are many individuals who have hidden disabilities not always visible to the casual observer.

"People who have disabilities don't choose to have them," said Brown. "It is important to remember that people with disabilities are real people with real feelings, just like you and me."

As he addressed the audience after Brown spoke, Depot Commander Col. Brent Bolander echoed her words, encouraging supervisors and directors throughout the installation to accept people for who they are.

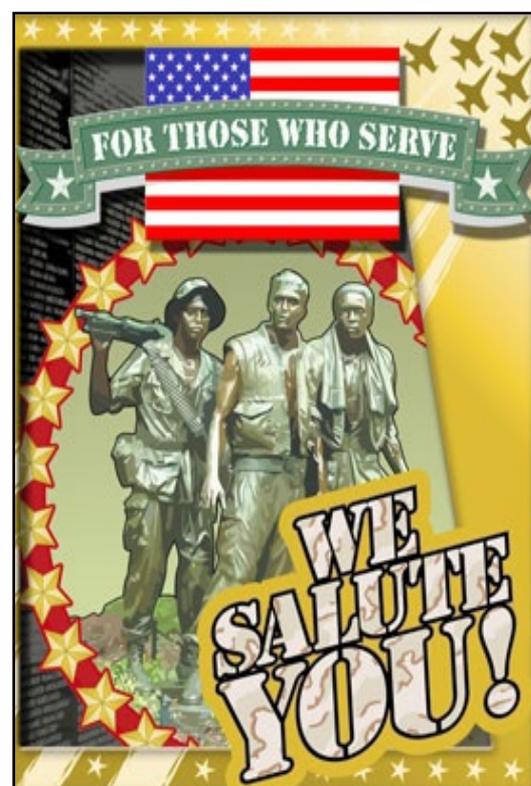
Also participating in the luncheon's program were Rosie Cook of the Defense Logistics Agency, who welcomed the crowd to the event, and Patrick Bernardi of the depot's Directorate of Production, who led the prayer.



Photo by Mark Cleghorn

Glenn Tommie from the Alabama Institute for the Deaf and Blind demonstrates equipment used to accommodate disabilities following the depot's Disability Employment Awareness Luncheon Oct. 24 at the Berman-Varner House.

Depot celebrates its Veterans



Anniston Army Depot employs 785 Veterans who have served through decades of war and peace in each of the different branches of service.

This year, to honor those who have served, the Public Affairs Office requested volunteers who would be willing to be photographed for TRACKS and The Morning Show. All 54 of those who volunteered were shown in a slideshow on the Nov. 6 Morning Show and can be viewed on the depot's Flickr account at www.flickr.com/photos/101336510@N02.

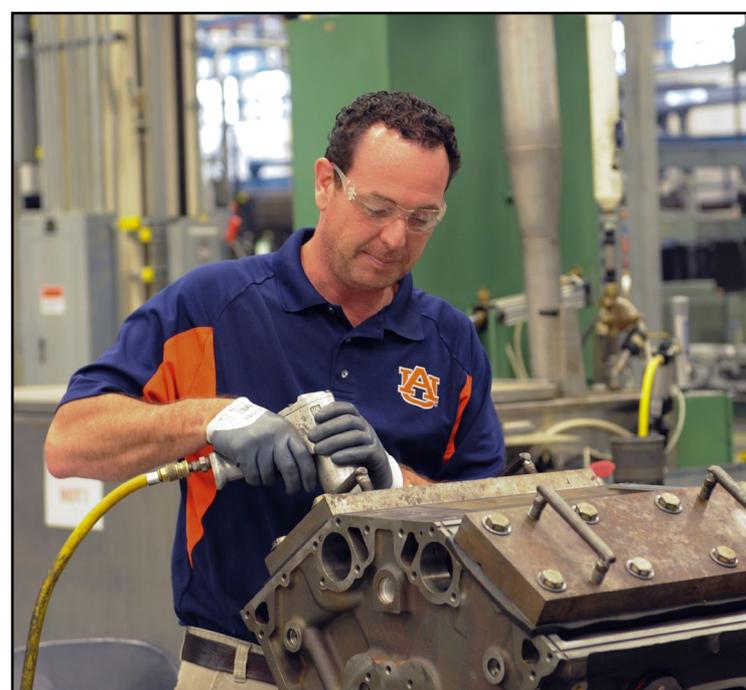
Here is a small sample of the members of our workforce who have served or currently serve in the U.S. military.

Remember these and the millions of other servicemen and women Monday as we celebrate Veterans Day.

Men make up a whopping 92.6 percent of the depot's Veterans.

Among the workforce are Soldiers who served in Vietnam and every American military conflict since, Marines who fought throughout the Middle East, Sailors who were in the European theater as well as the Middle East and Airmen who served in Europe, Asia and the Middle East.

Be sure to tell the Veterans in your area or in your lives how much you appreciate their service to our country.



Andrew Davis, a toolmaker for the Directorate of Production, served four years in the U.S. Navy, earning the rank of petty officer third class. He served aboard the USS Enterprise during the Gulf War.

**Photos by:
Cleston Burdell and
Jennifer Bacchus**

Seven members of the final repair shop have served. From left, they are: Clint Dunaway, a sergeant in the U.S. Marine Corps; Donald Sutton, a sergeant in the U.S. Army; Luke Carroll, a sergeant in the U.S. Marine Corps; John McDonald, a sergeant in the U.S. Air Force; Owen Randall, a specialist in the U.S. Army; Dennis McGee Jr., a specialist in the U.S. Army; and Earl Wood, a sergeant in the U.S. Army National Guard.





Tonia Kelley, a secretary for the Directorate of Production, served six years in the U.S. Navy, earning the rank of petty officer first class. She precommissioned the USS Ronald Reagan.



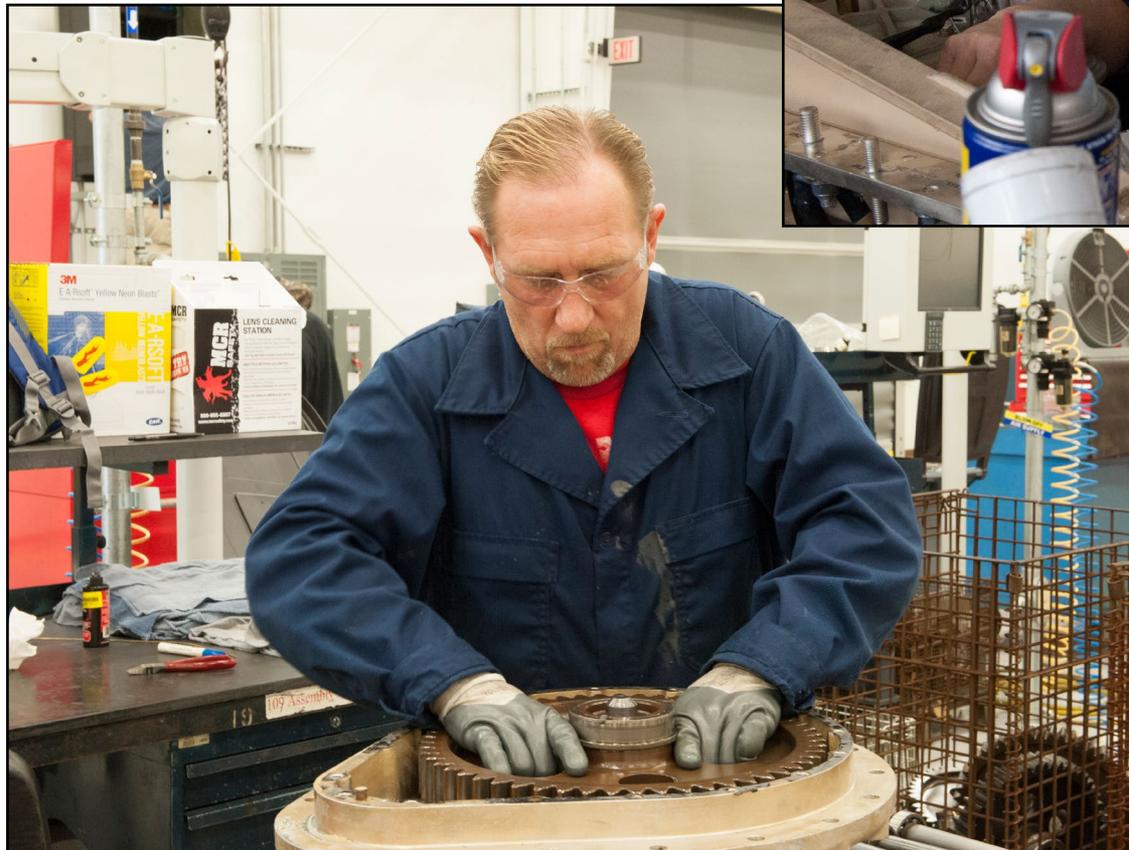
Lorri A. Gill served in the U.S. Marine Corps from June 1991 to March 1996, spending time in Japan and Camp Lejeune, NC as a diesel mechanic and earning the rank of corporal.



LEFT: David Kirby, a heavy mobile equipment mechanic, served in the U.S. Army National Guard for 10 years, earning the rank of sergeant. He served for two different states - Mississippi from 1983 to 1988 and Alabama from 1995 to 2000.



Jerome Siders, a forklift operator for the Directorate of Production, served in the U.S. Army from 1974-1978, earning the rank of specialist.





Daniel Black, a forklift operator for the Directorate of Material Management, served four years in the U.S. Marines during Operations Iraqi Freedom and Enduring Freedom. He earned the rank of lance corporal.



Clarence Street, a small arms repairer and inspector served in both the U.S. Marine Corps and the Army. With 23 total years of service, he spent time in the Gulf War, Bosnia and Operation Iraqi Freedom. He retired with the rank of staff sergeant.



Julius Mallard, a machine tool operator and inspector, served in the U.S. Navy from 1986 to 2004 with tours throughout the Middle East, Europe and the continental U.S. he earned the rank of petty officer second class.

Rebecca Lynn Barclay served in the U.S. Navy from Sept. 1992-April 1996 as an aviation machinist mate, working on the C-2 and P-3 aircraft and earning the rank of petty officer third class. During her time in service, she was stationed on the East Coast as well as in Sicily.



Douglas Stokesbary, a material handler and identifier for the Defense Logistics Agency, was a technical sergeant in the U.S. Air Force serving in Vietnam.



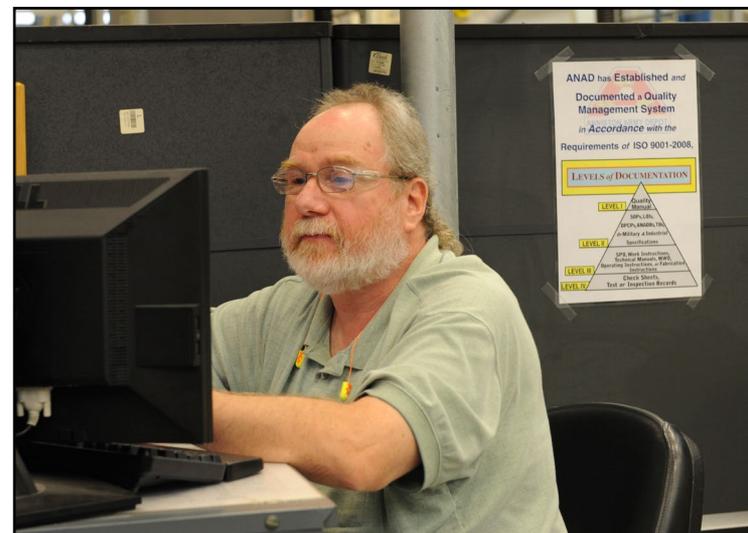
Kenneth Burton, a supply technician for the Directorate of Material Management, served as a staff sergeant in the U.S. Army. During his 20 years of service, Burton was deployed to Haiti and served under the current Chief of Staff of the Army Gen. Raymond Odierno when Odierno was a colonel at Fort Hood, Texas.



Tim Bierley, a heavy mobile equipment mechanic, served as a staff sergeant in the U.S. Army from 1982-2003. His deployments include Operations Desert Storm and Iraqi Freedom.



LEFT: James Bell, a material expeditor for the Directorate of Material Management, served as a staff sergeant in the U.S. Army during his 17 and a half years in the military.



Gary Ussery, a machine parts inspector for the Directorate of Engineering and Quality, served as a specialist in the U.S. Army. He deployed to Vietnam from 1971 to 1972.



John Hennington, a small arms repairer and inspector, retired as a sergeant first class from the U.S. Army after 21 and a half years of service. He served in Korea three times and was deployed to Operations Iraqi Freedom and Enduring Freedom. During his time in service, Hennington earned the Bronze Star and the Sgt. Audie Murphy Award.

Photos by:
Clester Burdell and
Jennifer Bacchus

15 current, future ANAD leaders graduate DLAMP

from Staff Reports, PAO

Anniston Army Depot graduated 15 individuals from its Depot Leadership and Management Program Oct. 31. This was the sixth class in the program's history to complete the course in its entirety while on depot property.

The four-week course trains future depot leaders through classroom instruction and real world experience. The latter is done through a shadowing program as students are paired with current depot leaders.

"You are recognized for your hard work just by being nominated," said Depot Chief of Staff Phil Trued prior to presenting certificates to each of the students.



Photo by Mark Cleghorn

The Oct. 31 DLAMP graduates were: Tad Carter, Directorate of Emergency Services; John Clark, Directorate of Production; Steven Crews, DP; Christopher Freeman, Directorate of Information Management; Ronald Gregg, Directorate of Engineering and Quality; John Hennington, DP; Perry Henry, DP; Justin Houston, DLA Distribution Anniston, Ala.; Derrick Ingram, DLA Distribution Anniston, Ala.; Clinton Moon, DOIM; Maurice Orr, DP; Charles Setters, Directorate of Public Works; Shannon Taylor, DEQ; Charles Travis II, DP; and David Williamson, DP.

notes from around the TRACK

Baileys welcome Ryker

Cody and Halee Dailey announce the birth of Ryker Lee Dailey. Greg (DEQ) and Sandy (DPM) Henry are the proud grandparents. Ryker was born Sept. 17 at 10:03 a.m. He came into the world five weeks early weighing five pounds, 15 ounces and measuring 18 inches long.



Courtesy photo

LMP Sustainment Training Schedule

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

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

Interested employees may learn more about these classes and receive additional information in TED. Additionally, in TED, there is a 90-day schedule of all courses offered. All courses for Anniston Army Depot begin with ANAD LMP

11/12/2013	Scrapping Assets: Condition Code H
11/18/2013	Processing Goods Receipts
11/18/2013	LMP 101
11/18/2013	LMP Navigation
11/19/2013	Timekeeping
11/19/2013	Reversing Stock Transport Orders (UB)
11/20/2013	Managing In-transits

Appropriated Fund Open Season begins Monday

The 2013 Appropriated Fund Federal Benefits Open Season begins Nov. 11, and runs through Dec. 9.

The Office of Personnel Management has issued the premium rates for 2014 which may be found at the following websites:

- The 2014 FEHB premium rates are available at www.opm.gov/insure/health/rates/index.asp
- The 2014 FEDVIP dental premium rates are available at www.opm.gov/insure/dental/rates/index.asp
- The 2014 FEDVIP vision premium rates are available at www.opm.gov/insure/vision/rates/index.asp

Electronic health plan brochures are available on the health plan's website or on OPM's website at <http://www.opm.gov/healthcare-insurance/healthcare/plan-information/guides>.

Please call the Civilian Personnel Advisory Center at Ext. 7860, with any questions.

The 2013 Non Appropriated Fund Army Benefits Open Season enrollment period runs through Nov. 29.

Morning Show Rebroadcasts

Watch The Morning Show! It airs live each Wednesday at 7:05 a.m. on Local Area Network channel 21.

If you are unable to catch the live broadcast, there are two ways you can tune in. Computer users can view it on IPTV or it can 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.

Do you have a story idea for TRACKS? Call Public Affairs at Ext. 6281!

11 quality of life issues submitted in 2014 Army Family Action Plan Conference

from Staff Reports, Army Community Services

Anniston Army Depot's 2014 Army Family Action Plan Conference was held Oct. 29 at the Directorate of Community and Family Activities' headquarters.

The annual conference is a forum of delegates comprised of active duty military, Department of Defense civilians, tenants, Non-Appropriated Fund employees, deployed civilians, retirees and family members who come together and submit quality of life issues to Army leadership.

The forum is a grass-roots initiative aimed at identifying what is working and what is not working on the installation.

AFAP Program Manager Amanda Mullinax opened the conference by welcoming the delegates and Jason Thompson of the depot's Directorate of Information Management, who provided the AFAP program training.

ANAD Commander Col. Brent Bolander addressed the delegates by stating the mission and the importance each participant in the AFAP process.

"The program enlists representatives from around the world to identify and prioritize issues that will improve the standard of living in the Army and the ANAD community," said Bolander.

The AFAP Conference workgroup was provided 11 issues, submitted by employees of the installation.

The issues ranged from supervisor and employee communication, family medical hardship and Automated External Defibrillators/Cardiopulmonary Resuscitation Training for employees at ANAD.

All issues were relative to the quality of life for all depot employees.

Delegates selected the five issues they viewed as most important and presented these at a panel consisting of Depot Chief of Staff Phillip Trued, Director



Photo by Mark Cleghorn

Participants in the 2013 Army Family Action Plan Conference discuss the issues during the Oct. 29 event.

of Community and Family Activities Keith Colbert, Tim Rolfe from the Army Community Services and Director of Public Works Mike Mathews.

All issues will be briefed to the commander, who will assign them to a responsible staff office or directorate for an action plan.

No issues were elevated to the Army Materiel Command or Department of the Army level, which means all issues will ultimately be addressed by Depot Commander Col. Brent Bolander. The resolution to these issues will be distributed to all employees via TRACKS.

Issues submitted for the 2014 AFAP conference:

Issue #14-1: Automated External Defibrillator/Cardiopulmonary Resuscitation training

Issue #14-2: Supervisor and employee communication

Issue #14-3: Individual Development Plan

Issue #14-4: Grab and go food

Issue #14-5: Access to interactive customer evaluations

Issue #14-6: Death benefits

Issue #14-7: Family medical hardship

Issue #14-8: Hazardous intersection

Issue #14-9: Supervisor training

Issue #14-10: Customer ser-

vice at the Child Development Center

Issue #14-11: Recognizing employees at the Child Development Center

2013 Army Family Action Plan issue update

Addressing quality of life concerns at ANAD remains a priority.

The commander's Army Family Action Plan Meeting was held Sept. 27 to address and brief the four open issues. All issues are now closed.

Their status is as follows:

Issue 12-3: Civilian Personnel Advisory Center customer service – CPAC has implemented measuring tools for a customer service survey. CPAC will continue with the current action plan established at the last conference, which is as follows: "A CPAC representative will be assigned to each directorate. If the supervisor or employee does not know who the assigned CPAC representative is, they can call Ext. 7860. Employees should speak to their first line supervisor when problems arise. The supervisor or employee may contact the assigned CPAC representative at any time. Established time frame for CPAC to return employee calls is 24 hours. The CPAC staff is reminded during staff calls, team meetings, etc., to

return calls and emails in a timely manner. If the matter needs to be researched, the employee should be provided an interim response and status update."

Sept. 27, 2013 update: CPAC went through four rounds of customer service surveys consisting of questions regarding various customer service aspects. The overall rating steadily increased through all four rounds, resulting in a 4.03 out of 5.00 overall score. CPAC will continue training employees and communicating with supervisors and employees in order to better serve ANAD. *This issue is closed.*

Issue 13-1: Supervisory training – Depot leadership is in the process of developing supervisors trainings, which include the use of a Leaders' Toolbox. The training is being reviewed by the command staff for approval.

Sept. 27, 2013 update: Thyris Banks, chief of the Depot Operations Office, stated the Supervisor Training Tool Box has been implemented. Each supervisor will be trained in the Civilian Education System Foundation Course, Supervisor Development Course, Manager Development Course, annual mandatory training, Defense Travel Services and participate in the Depot Leadership and Management Program. *This issue is closed.*

Issue 13-3: Alternate work schedule – This issue has several different aspects to it, including the tele-work policy and the alternate work schedules. A tele-work policy is in place and has recently been updated and signed by Depot Commander Col. Brent Bolander. The command staff is researching to see if an alternate work schedule policy is in place for temporary, irregular work schedule approvals.

Sept. 27, 2013 update: This issue has two aspects, the tele-work policy and the alternate work schedule. The tele-work policy was signed Dec. 11, 2012 and is located on the depot intranet.

There are two types of alter-

nate work schedules:

1. Flexible work schedule - A flexible schedule splits the work day into two types of time: core time and flexible time. During core time, all employees must be at work.

2. Compressed Work Schedule – Employee's tour of duty is defined by the particular schedule the installation chooses to establish.

ANAD is on a compressed work schedule. Compressed schedules are always fixed schedules. There are three types of compressed work schedules: (1) Four-day work week, (2) Three-day work week and (3) 5-4-9 plan. ANAD is on the 5-4-9 schedule. This schedule was negotiated with AFGE Local 1945, the exclusive representative for bargaining unit employees on ANAD.

Employees cannot mix a compressed work schedule and a flexible work schedule to create a hybrid work schedule. For additional information, visit the OPM website at <http://opm.gov>. *This issue is closed.*

Issue 13-7: High food price and lack of employees – Family and Morale, Welfare and Recreation leadership is meeting with depot leadership/supervisors to find out how to meet the needs of the patrons due to lack of employees. FMWR will also survey the workforce. The food facilities are not funded with appropriated funds (taxpayer dollars). These facilities, like any private sector restaurant, need to generate enough revenue to cover their expenses (food cost, labor, overhead, admin, etc.). IMCOM Central sets guidelines as to what FMWR food service facilities' food costs and labor expenses should be as a percentage of revenue. FMWR strives to keep their prices as low as possible and still maintain IMCOM guidelines.

Sept. 27, 2013 update: Keith Colbert, director of Community

• See AFAP, page 11

fmwr happenings

from DCFA

ANAD hosts Wounded Warrior Hunt

Anniston Army Depot's Family and Morale, Welfare and Recreation Division is seeking 15 Purple Heart recipients for a wounded warrior hunt to be held Jan. 17-19, 2014.

Purple Heart recipients participating will be provided lodging and meals during the weekend and will be joined during the hunt by depot volunteer guides who are familiar with the area. The weekend will be a time of deer hunting, storytelling and fellowship.

Hunters will be allowed to harvest either gender of deer using a bow or shotgun with a slug.

In addition to the Wounded Warrior Hunt, military personnel, depot employees and retirees will be allowed to bow hunt for \$30 that weekend. Registration for these limited hunting slots begins Dec. 2 and hunters will have a mandatory orientation Dec. 17.

For more information about the hunts, contact DCFA at 256-235-7170.

November is Military Family Appreciation Month

from Staff Reports, Army Community Services

Military Family Appreciation Month was established in 1993 by the Armed Services YMCA, with the U.S. Government recognizing the occasion every year since.

MFAM is observed every November as a way to recognize and honor Army Families for the contributions and sacrifices that our Families make daily.

With the goal of building strong and resilient Families, MFAM reiterates the Army's commitment to improve the readiness and resilience of the Army Family.

It supports the delivery of Army strategic initiatives, such as the Ready and Resilient Campaign, which consists of programs that include: Comprehensive Soldier Fitness, Strong Bonds, Health Promotion and Suicide Prevention.

Each year, the President signs a proclamation declaring November as Military Family Appreciation Month to honor and recognize the commitment and sacrifices of Army Families.

At all levels, the Army recognizes and appreciates the commitment, contributions, and sacrifices that our Families make daily.

Through the Army Family Covenant, the Army is committed to ensuring Families continually receive the right programs, at the right time, and in the right venues; and building a supportive environment where Soldiers and Families can thrive.

The Army has a rich history that demonstrates the valor, patriotism and resiliency of Soldiers, Families and Civilians.

We honor the sacrifices and resiliency of our surviving Spouses.

The Army is committed to providing quality care, support and services for Army Families by improving their quality of life through significant initiatives at Army Community Service.

Such initiatives include the Army Family Action Plan, Army Family Team Building, Family Advocacy and Army Emergency Relief.

For more information regarding MFAM and/or ACS support please call 256-235-7971.

Volunteers needed

Volunteers don't get paid for their work; not because it's worthless, but because it is priceless!

Anniston Army Depot's Christmas Cheer Program is in need of approximately six volunteers to assist in packaging, wrapping, sorting, stacking and organizing gifts.

The Christmas Cheer Program is a great way to become part of a dynamic volunteer corps. Anniston Army Depot will be sponsoring Installation families and Department of Human Resources Preservation of Home Program sponsored children.

This is a wonderful way to give your time to improve and enhance the quality of life of children. The benefits of volunteering are many – consider these: keep busy, remain active, meet new people, work for a cause, stretch your mind, try something new, master new skills, share your talents, sharpen old skills, develop competencies, demonstrate caring for others, discover undeveloped abilities, gain valid work experience, contribute to welfare of community... just to name a few.

There is a certain reward in being part of an effort to make a difference. Contact the Army Community Service volunteer coordinator at 256-235-7231 or visit the ACS Center to learn how you can become a part of this wonderful volunteer opportunity.

Dining facility info and hours:

Nichols Dining Facility and West Station Diner

Breakfast: 8-9:30 a.m.
Lunch: 11 a.m.-12:30 p.m.
Menu Line: 256-235-6368

NDF Phone: 256-235-7127
WS Phone: 256-235-6368

Java Café East

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



2013 Fall Bass Tournament

On Oct. 12, Family and Morale, Welfare and Recreation's Outdoor Recreation hosted the 2013 Anniston Army Depot Fall Bass Tournament on Lake Neely Henry.

At safe light, a total of 85 anglers, officially in 44 boats, departed in single file from Coosa Landing in Gadsden, making it the largest fishing tournament on Lake Neely Henry that weekend.

With large tournaments held on the lake for two previous weekends, many anglers enjoyed pre-tournament practice and time to find their prospective fishing holes.

Large final weights were expected and the weather was great.

As the afternoon arrived and anglers from other tournaments returned for weigh-in empty-handed, the ANAD tournament

organizers began to realize it may be a more difficult day on the water than initially expected.

Rodney Turner was the first gentleman to weigh in for the ANAD tournament. He had only had one fish, but it was a 5.93 pounder which stood as the biggest fish until nearly the end of the weigh-in.

In total, 143 largemouth and spotted bass were weighed in, totaling over 350 pounds and more than \$2,500 in cash awards and door prizes, all funded by revenue generated by the tournament's entry fee, were awarded.

1st place: Kyle Colley and Kris Colley (15.38 pounds)

2nd place: Joey Stewart and Gina Jones (15.12 pounds and Big Fish at 5.95 pounds)

3rd place: Ed Morris and Ronnie Homsley (14.64 pounds)

From AFAP, page 10

and Family Activities, stated, "Food costs are going up every week, which makes it hard to make NIBD, which make it impossible to go down on food prices." Depot Chief of Staff Phil Trued asked DCFA to strive to speed up the checkout lines in the food facilities. *This issue is closed.... Unattainable.*

The issues raised during each Army Family Action Plan conference are your issues and are taken seriously. No issue is unworthy if it matters to you. Issues can be submitted at any time during the year by emailing amanda.c.mullinax.civ@mail.mil or by placing them in the yellow issue boxes, located in all FMWR facilities.

If employees have questions regarding current issues, they may contact the Army Community Service Office at Ext. 7445.

DCFA is striving to make ANAD a better place to work than it already is and we need your help. Every employee is an important member of our community.

reducing our tracks

from DRK

ISO recertification audit

An ISO recertification audit will be conducted on Anniston Army Depot Nov. 18–22.

As always, visits to the shops that week will be unannounced.

Everyone must be prepared for any questions the auditor may ask.

These auditors will be very thorough – not only reading through ANAD's environmental documentation and operational procedures, but digging through trash cans, flammable lockers, Depot Process Control Pamphlets and operational logs to make sure all employees are following proper environmental procedures.

Areas of focus will include, but not be

limited to: the current Red Book (dated June 2012), familiarity with the environmental policy and where it is located, flammables properly stored in lockers when not in use, Hazardous Material Management System stickers present on all hazardous materials, labeling of materials which have been taken out of their original containers, Material Safety Data Sheets, Resource Conservation and Recovery Act-closed containers, etc.

All employees are eligible to be questioned by auditors. Therefore, every employee is responsible for being prepared.

Typically, shop floor employees, not supervisors, are targeted by auditors for questioning.

In the past, auditors have asked employ-

ees questions about their operations and checked answers against the standard operating procedures, DPCPs or other operational guidance.

Every employee is responsible for awareness of the Environmental Management System Policy.

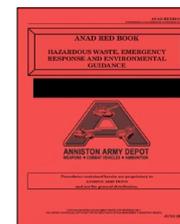
To prepare yourself for the audit, familiarize yourself with the information presented on this page and use the audit checklist to prepare your shop.

For more information, including shop literature, audit tips and EMS/RCRA information, visit the Environmental Awareness Site linked to the Directorate of Risk Management's SharePoint portal or contact DRK at Ext. 7746.

Have the latest Red Book

Auditors will check for the newest edition of the Red Book, dated June 2012, in the upcoming audit.

Be sure you have yours when they come by.



How to survive an audit:

1. The auditor will try to get you talking in order to acquire as much information as possible. Answer him/her with short "yes" or "no" answers. Don't elaborate unless asked to.

2. Refer to your operational procedures (Red Book, DPCPs, SOPs, etc.) if asked about them. Don't try to discuss them from memory.

3. If you don't know, say you don't and direct the auditor to your supervisor. Do not make anything up or give an answer that you are unsure of.

4. When asked about EMS or Environmental training, say "Yes". You should have had it and if you think that you haven't then call DRK at Ext. 6350.

5. When asked if you are aware of the EMS policy or what it entails, take him or her to the nearest EMS poster, refer them to the intranet, or show them the back of your EMS badge.

6. Know to contact your supervisor if you have any questions or if anything outside of normal operation occurs

7. Know where you can get environmental information or assistance – your supervisor, an environmental inspector, call DRK.

8. Know what building you should go to if you are told to relocate, in the event of severe weather, or other emergency. Designated inclement weather buildings on the East Side are: 100, 106, 107, 111, 113, 115, 128, 129, 130, 133, 143, 144, 145, 410, 411, 414, 412, 428, 433, 501 and 502. West Side shelters are buildings: 1, 2, 7, 16, 35, 362 and 363.

9. Remember to R-A-C-E in the event of a spill. **Report** – call 9-1-1, **Assist** – help victims if it is safe to do so, **Contain** – if it is safe to do so, **Evacuate** – if needed.

10. Know the depot's OVERALL biggest environmental issues are air pollution, wastewater quality and hazardous waste.

11. Know what the biggest environmental issues are with YOUR job, which can range from producing abrasive blast to generating waste paper in an office.

12. Know what you are supposed to do handle the environmental issues in YOUR job – whether by closing a vat lid or recycling used paper.

13. Be courteous to the auditors and, most importantly, relax. Answer questions honestly and to the best of your ability.

Checklist to prepare your shop for the upcoming audit:

- Have the most current copy of the Red Book and/or DPCPs.
- Have an EMS poster in your shop or break room. If you don't, call Ext. 4804.
- All chemicals in your area have a current MSDS is on file. Also make sure the MSDS book is accessible to all employees at all times and employees are familiar with the sheets pertaining to chemicals they work with.
 - Everyone in your work area is aware of the depot's EMS policy and knows they can find it on posters, the intranet and the back of EMS badges.
 - All flammables are stored in flammable lockers ONLY – not tool boxes or personal lockers. Be sure flammables are placed back in flammable lockers when not in use or before the user leaves the work area.
 - No combustibles (paper, cardboard, etc.) are stored in or on top of the flammable locker.
 - All personnel in your shop keep hazardous waste drums and aerosol containers completely closed when not adding or removing waste. This includes oil funnels.
 - Recyclables are placed in appropriate containers (both industrial and household) – not in trash cans or trash placed in recyclable bins.
 - Hazardous and non-hazardous waste is placed properly per the label on the container. Only the material specified on the label should go in a hazardous or non-hazardous container and hazardous waste should never be placed in a trash can or roll-off box.
 - Everyone knows to call 9-1-1 for an emergency or spill.
 - All employees know never to put anything down outdoor storm drains except rainwater. If you see something else going down the storm drains, call DRK immediately at Ext. 6350.
 - All operational logs (painting, abrasive blast, etc) are properly filed out as directed by the Red Book and DPCPs and blast media is being swept up at least twice per shift.
 - Fire extinguishers are full, have a good expiration date and are not blocked.
 - All chemicals transferred to other containers are labeled with the contents using a permanent marker.
 - Everyone in your area knows to only use a fire extinguisher to assist in exiting a building in the event of a fire, not to put out the fire.
 - Every chemical in your workspace has a HMMS label and a future expiration date. Expired chemicals need to be properly disposed of or have the Chemical Lab extend its shelf life.
 - Be sure that your area is clean, free of clutter and well organized. Good housekeeping will keep an auditor walking. Bad housekeeping will make him stop and ask questions.
 - All oil drip pans or buckets are properly labeled and are emptied before the employee leaves the area.
 - All oil funnels or containers are kept securely closed when employees are not adding or removing waste.
 - Take used battery box labels to the Hazardous Waste Storage Facility if they are near the 90 day limit.