



# TRACKS

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## Team ANAD passes inspection

from Staff Reports

ANAD PAO

A team of TACOM Life Cycle Management Command subject matter experts visited Anniston Army Depot Nov. 16-19 to inspect the installation, noting best practices and areas for improvement.

Many of these inspections were done in person by the inspectors while some of them remained at their duty stations and audited ANAD's operations virtually.

Of the 59 areas scrutinized by the team, 70 were given commendable ratings; 16 were listed as satisfactory, meaning the standard was met; and three areas were deemed as needing improvement.

"Overall, for the most part, the team is doing a great job," said Depot Commander Col. Martine Kidd. "This is an attribute and kudos to the leaders in the organization."

Each inspection area fell within the area of expertise for the evaluator and often corresponded with their job at TACOM. This meant not only were ANAD employees assessed by knowledgeable individuals, employees in the various inspection areas also spent time with their higher headquarters counterparts.

The main purpose for the evaluation process is to give the commander an overview of the depot's status and its potential areas of improvement.

The team was also on a mission to gather best practices and model processes that can be utilized at other installations or, perhaps, across TACOM.

"What's impressive is when you hear the team had a best practice at the TACOM level, said TACOM Chief of Staff Col. Gerhard Schröter. "You should be proud of yourself



Photo by Mark Cleghorn

**A team of subject matter experts from TACOM Life Cycle Management Command visited Anniston Army Depot for a command inspection Nov. 16-19. During their visit, the group toured the installation, including operations in the Small Arms Repair Facility.**

for these impressive results."

Thirteen best practices, many of them the best in TACOM, were noted during the inspection. They were in the areas of:

- The Sexual Harassment/Assault Response and Prevention program
- Information security
- Two best practices were noted in the Antiterrorism Awareness program.

- Continuity of Operations Program
- Two were noted in law enforcement
- Critical infrastructure
- Energy and water conservation
- The purchase card program
- Industrial base operations
- Physical security
- Safety
- Continuous process improvements



### Use flammable storage properly

Flammable storage lockers serve many critical functions.

They provide heat resistant enclosure of flammable liquid containers and help identify, organize and segregate dangerous liquids.

Follow the following tips to use these containers properly:

- Flammable lockers must be labeled: "Flammable – Keep Fire Away."
- Routinely inspect all lockers for material which is out of date or no longer used.
- Know your chemicals – consult the safety data sheet.
- Keep all containers in the locker closed.
- Always store hazardous materials in a neat and orderly manner.
- Never store combustible materials, such as paper, on or in flammable lockers.
- Eliminate potential ignition sources.
- Don't locate the flammable storage locker beside an exit door.
- Vents must be sealed with bungs.
- Return all hazardous materials to the flammable locker at the end of your shift or whenever it is not in use.
- Don't ever be complacent. Carelessness can lead to tragedy.

**Give to make a difference.  
Give because you care.  
You can change a life.**

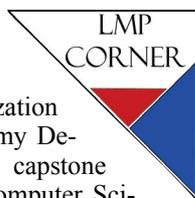
**ANAD goal:  
\$200,000**



# LMP cadre attend training

by Kenneth Henderson Jr.

ANAD LMP Office



The Logistics Modernization Program cadre at Anniston Army Depot recently began attending capstone training events provided by Computer Science Corporation.

These sessions were hosted at ANAD and Red River Army Depot and topics included in these knowledge transfer sessions were: master data, shop floor execution and quality.

These courses will help our cadre in the development of training materials and class preparation.

The team will attend these sessions through January 2016.

In addition to these capstone training events, at the recommendation of the ANAD Command Staff, the training cadre have attended limited fielding training at Corpus Christi Army Depot, Rock Island Arsenal and in Marlton, NJ at CSC headquarters.

They also shadowed the cadre at CCAD during limited fielding go-live for LMP Increment 2.

During this time, Complex Assembly Manufacturing Solution, known as CAMS, was observed in a production environment.

Our cadre saw shop floor activities performed by CCAD's end users and learned how to best position Anniston for success.

The team has participated in reviewing, documenting and building training materials throughout the development of functionality which will be provided by LMP increment 2.

These ANAD employees have benefited by gaining knowledge in each cadre member's primary lane of responsibility by attending classes and shadowing the activities of other installations.

As the go-live date for LMP Increment 2 approaches, these individuals will be instructing end users on the new tools they will have with the software update.

"These sessions are invaluable for our office as we begin to provide training to the workforce," said Randy White, chief of the depot's LMP Office.

Please support our LMP cadre team as they become the best team in the Army Materiel Command.

# 'Tis the season for gift giving

by Polly Russell

ANAD Legal Office

'Tis the season to be jolly and gift giving during the holidays is a long-held tradition.

For federal employees, there are some ethical rules associated with gifts and employees must be mindful of the rules so as not to violate the Ethical Rules of Conduct.

The general rule is that federal employees may not accept gifts offered because of their official positions.

The gift rules fall into two categories: gifts from prohibited sources (contractors or potential contractors) and gifts among employees (between supervisors and subordinates).

There are exceptions to the rules for each category of gifts.

Federal employees normally may not accept a gift from prohibited sources.

Prohibited sources are contractor employees or potential contractors who are any non-federal person or entity seeking to do business with the government. There are exceptions to this general rule:

- Federal personnel may accept gifts (other than cash) not exceeding \$20 from a prohibited source, as long as the total amount of gifts from that source does not exceed \$50 for the year.

- Federal personnel may accept gifts, even from a contractor employee, based on a bona fide personal relationship (for example, a federal employee may accept a gift from his or her spouse who works for a contractor so long as the personal gift is actually paid for by the contractor employee rather than the contractor).

- Federal personnel may generally attend an open-house or reception and accept any gift of refreshments if it is a widely-attended gathering and the employee's supervisor determines it is in the agency's interest that the employee



attends.

- Federal personnel may accept invitations (even from contractors) that are open to the public, to all government employees or to all military personnel.

- Federal personnel may accept invitations offered to a group or class that is not related to government employment (for example, an employee who is a volunteer at a hospital may attend an event for hospital volunteers offered by a company who is also a government contractor).

- Refreshments consisting of soft drinks, coffee, pastries or similar refreshments not constituting a meal may be accepted since they are not considered to be a gift.

- Federal personnel may attend events if their attendance is based on outside business or other relationships (for example, if a federal employee's spouse works at BAE Systems, the federal employee may accompany the spouse to the BAE System's employees' holiday party, since the invitation is to the spouse, as a BAE Systems employee, and not to the federal employee because of his or her position).

Gifts between supervisors and subordinates are covered by different rules of ethics.

The general rule is that supervisors may not accept gifts from subordinates or federal personnel who receive less

pay. Again, there are exceptions to this general rule:

- During holidays, which occur on an occasional basis, supervisors may accept gifts (other than cash) of \$10 or less from a subordinate.

- For special occasions, such as marriage, birth of a child or retirement, employees may give a supervisor a group gift if the total value of the gift does not exceed \$300. Employees may not solicit more than \$10 per employee to contribute to the group gift and the contributions must be truly voluntary.

- Supervisors may accept food and refreshments shared in the office and may share in the expenses of an office party.

- If a subordinate is invited to a social event at the supervisor's residence, the subordinate may give the supervisor a hospitality gift of the type and value customarily given on such an occasion (for example, a plate of cookies or a basket of fruit).

If you are a supervisor, you may offer an invitation to subordinates for a party at your residence and accept a personal hospitality gift that is customarily provided for the occasion.

If you are a subordinate, there are no restrictions on offering or accepting invitations to a party from your supervisor or a co-worker and giving hospitality gifts that are customary for the occasion.

There are no legal restrictions on gifts given between non-supervisory employees or coworkers; however, common sense (and good taste) should always apply.

You may always decline to accept a gift and cash may never be given or accepted as a gift.

If you need any clarification of the ethics rules, contact an ethics counselor at the Anniston Army Depot Legal Office by calling 256-235-6518.

LEGAL CORNER



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# Current GAP status

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

For eligible personnel to receive the maximum GAP payout, all metrics must be met. Everyone must do their part each day to achieve these goals, which are attainable and important in executing ANAD's mission. Current status indicates a payout of \$745.50.

## 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** - 0

**Current payout** - \$0

### 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** - 0

**Current payout** - \$0

### RECORDABLE INJURIES

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

9-10 per month - \$135

More than 10 per month - \$0

**Current rate** - 10

**Current payout** - \$135

## 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.** - 1,537

**Current payout** - \$49.50

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.** - 1,654

**Current payout** - \$49.50

## Quality Efficiencies

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

### VEHICLES, ENGINES AND TRANSMISSIONS

95 percent or higher - \$75

90-94 percent - \$37.50

Less than 90 percent - \$0

**Current percentage** - 82

**Current payout** - \$0

### WEAPONS

99 percent or higher - \$75

95-98 percent - \$37.50

Less than 95 percent - \$0

**Current percentage** - 98

**Current payout** - \$37.50

## Performance to Promise

96-100 percent - \$180

91-95 percent - \$144

86-90 percent - \$108

81-85 percent - \$72

80 percent - \$36

Less than 80% - \$0

**Current percentage** - 95

**Current payout** - \$144

## ISO Certifications

ISO 18001 - \$60

ISO 14001 - \$60

ISO 9001 - \$60

If all maintained - \$180

**Current payout** - \$180

## Inventory

### EXCESS MATERIAL

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

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

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

**Current percentage** - 0

**Current payout** - \$150

# Situational awareness, antiterrorism, new normal for travel

from Staff Reports

ANAD ISMO

On Nov. 13, the world was shocked by the attacks perpetrated by the Islamic States of Iraq and Syria, better known as ISIS, around Paris, which killed 129 people and wounded many more.

Soon after, the United States European Command issued travel restrictions to France.

While these attacks took place in France, the planning and preparation appears to have taken place in Belgium making this a transnational terrorist event.

The important thing to keep in mind is that the reach of ISIS and other terrorist groups can be international in scope.

With all this going on in the world, it can be overwhelming if traveling abroad.

There are several things you, as a traveler, can do to ensure a safe and uneventful trip.

First: notify the Intelligence and Security Management Office and receive a foreign travel brief.

This briefing is required if the travel is official or if you possess a security clearance. Contact your servicing security specialist for information.

Next: receive an area-specific threat brief.

In this briefing you will learn of any specific threats – terrorist, criminal, medical or otherwise.

This information is also provided by ISMO. These briefings are provided both for official travel and personal travel and are always a good idea whenever you travel outside the U.S.

Use the weeks leading up to your trip to review your personal protective measures. These are simple actions you can do to protect yourself from misadventure, whether home or abroad.

### The tips include:

- Anticipate threats, risks and vulnerabilities. By doing this, you can make choices that enhance your personal protection. Research the areas you will be in and avoid high risk areas, if possible.

- Learn your environment and report suspicious behavior.

- Do not be an easy target. Vary your daily



routes, such as departure times and routes to and from work; remain low key and do not draw attention to yourself; travel with a friend or in a small group; and refuse to meet with strangers outside your work place.

- Respond to changing threats. When the Threat Level is increased, review your personal activities to reduce exposure and increase awareness. Comply with unit instructions and support enhanced security efforts on your installation.

The complete list of antiterrorism personal protective measures can be found in Programs and Services on the ANAD Intranet under ANAD Antiterrorism Program.

We see billions of dollars being spent on anti-terrorism measures at the airport or in our largest cities.

We also see dynamic counter terrorism operations in Europe and elsewhere on the evening news.

All of this is impressive, but the most effective antiterrorist operative watching after you is you.

If you see something, say something on and off depot.

Simple things, such as good situational awareness and personal protective measures will help keep you safe and secure both at home and abroad.



# JMC CG praises ANMC workforce

by Jennifer Bacchus

ANAD PAO

Brig. Gen. Stephen Farmen, the commanding general for the Joint Munitions and Lethality Life Cycle Management Command, toured operations at the Anniston Munitions Center Nov. 18.

During his visit, Farmen also presented ANMC with a superior unit award and corresponding streamer for the organization's flag.

"You all should feel immensely proud to have achieved the Army Superior Unit award," Farmen told ANMC employees during the ceremony. "It's my honor and privilege to bestow it on you and pin the streamer on your flag."

Lt. Col. Wendell "Shayne" Moore accepted the award and streamer on behalf of ANMC.

"The Army Superior Unit Award directly reflects on the professionalism, dedication and commitment each employee of the Anniston Munitions Center has each and every day when they come to work," said Moore. "They know their effort directly supports the joint warfighters serving in harm's

way, and they take great pride in that.

Throughout his visit, Farmen was able to meet some of the individuals who made this award possible by working efficiently and effectively.

Farmen reminded employees he and all other Soldiers count on them to continue their hard work.

"Having been a Soldier at the tip of the spear and a recipient of what you do and now being a part of it; thank you for the work you do," he said. "It's all about readiness in our Army and the ability of Anniston to do its mission fits right in with that."

During his tour of ANMC operations, Farmen viewed the Multiple Launch Rocket System Recycle Center where robotic equipment safely dismantles weapons in order to recycle the components, the demilitarization pit and some of ANMC's storage facilities.

"Having BG Farmen take the time out of his busy schedule to see the capabilities at ANMC was a great experience," said Moore. "Employees had the opportunity to see and meet the new JMC Commander and they were able to show off our operations."



Photo by Mark Cleghorn

Brig. Gen. Stephen Farmen, commanding general of the Joint Munitions and Lethality Life Cycle Management Command, right, toured the Multiple Launch Rocket System Recycle Center during his visit to the Anniston Munitions Center Nov. 18.



Photo by Mark Cleghorn

## Seen in ANMC's shops

Jason Spiering, right, and Harvey Wynn place a Hellfire Missile into a container in one of the Anniston Munitions Center's storage facilities located at Anniston Army Depot.



Photo by Mark Cleghorn

## Farmen presents unit award

Brig. Gen. Stephen Farmen, commanding general of the Joint Munitions and Lethality Life Cycle Management Command, left, and Anniston Munitions Center Commander Lt. Col. Wendell 'Shayne' Moore pin the Army Superior Unit streamer on the ANMC flag.

# 13 leaders graduate in November DLAMP class

from Staff Reports

ANAD PAO

Anniston Army Depot graduated 13 individuals from its Depot Leadership and Management Program Nov. 20.

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.

Depot Commander Col. Martine Kidd presented the certificates to each member of the class.

"Now, the hard work begins," Kidd told the group. "There will be good days and bad. One of the most important things you can do is communicate with your subordinates."

Many members of this class admitted to being reluctant to participate. However, by the end of the course, they realized the value of the instruction.

"I'm a new supervisor, but I've been on the depot a long time," said Donald Herring. "I learned a lot that I can take back and use on my job."

Classmate Jerry Everhart said he has spent most of his career in the Combat Vehicle Repair Facility. The DLAMP class expanded his knowledge of the depot.

Following completion of the ANAD DLAMP course, students have one year in which to complete the next phase of their leadership training, a two-week Civilian Education System residency course in Fort Leavenworth, Kan.



Photo by Ben Williams

The Nov. 20 DLAMP graduates were: Stephen Batey, Directorate of Emergency Services; Danny Bentley, Directorate of Production; Jody Caldwell, Directorate of Public Works; Harell Coley, Directorate of Material Management; Willie Dothard, Defense Logistics Agency; Jerry Everhart, DP; Jason Harvey, DP; Donald Herring Jr., DP; Ray Jones, DP; Michael Manning, DP; Bertrina Morris, DMM; Jeffrey Russell, DP; and Jarrod Smith, DPW.

# Training Office assists workforce development

from Staff Reports

ANAD Operations Office

You might think about Anniston Army Depot's Training Office only when completing mandatory training requirements each year, but the men and women on the installation's training team have much more to offer.

"Our role is to ensure our customers receive the correct and relevant training to help them be more proficient in their day to day activities," said Sean Perry, the depot's training supervisor.

Total Employee Development, better known as TED, is the tool the office uses to build, load and track all training conducted on depot in accordance with AMC Regulation 350-21.

"We meet with various divisions to forecast what training might be necessary for their work areas," said Perry.

Those training requirements may revolve around workplace safety, use of the Logistics Modernization Program or may involve team building for the organization.

"There are numerous training resources at your disposal as a federal employee, no matter what your grade," said Perry. "Some resources require a lot of time and effort. It depends on what the individual is willing to do to get where they want to be."

Whether you need additional information to help you perform your current job better or you want to take a leadership course and develop skills for the future, the Training Office stands ready to assist.

"We want people to understand we are available for them to call and not only ask questions, but receive help with those questions to point them in the right direction," said Perry.

## The following individuals in the Training Office are available to help:

Ken Ingram - Ext. 3275  
Bill Niemeier - Ext. 3272  
Mary Kathryn Campbell - Ext. 3274  
Marilyn Futrell - Ext. 5266  
Sean Perry - Ext. 3273

## Training Requirements and Opportunities

### For New Employees:

- New Employee Orientation - 2.5 days
- Civilian Education System Foundation Course for employees hired after Sept. 2006 - 44 hours
- Logistics Modernization Program
- Risk Management/Safety

### GS/WG/WL/WS 1-9:

- Annual Mandatory Training
- CES Foundation Course for employees hired after Sept. 2006 - 44 hours
- CES Basic - 34 hours of distance learning, two weeks residential
- Professional Development and Cross Training
- Supervisor Training
- Logistics Modernization Program
- Risk Management/Safety

### GS/WG/WL/WS 10-12:

- Annual Mandatory Training
- CES Foundation Course for employees hired after Sept. 2006 - 44 hours
- CES Intermediate - 40 hours of distance learning, three weeks residential
- Professional Development and Cross Training
- Supervisor Training
- Logistics Modernization Program
- Risk Management/Safety

### GS/WG 13-15, WL/WS 13-18:

- Depot and Arsenal Executive Leadership Program - 3 days
- Annual Mandatory Training
- CES Foundation Course for employees hired after Sept. 2006 - 44 hours
- CES Advanced - 52 hours of distance learning, four weeks residential
- Professional Development and Cross Training
- Supervisor Training
- Logistics Modernization Program
- Risk Management/Safety

# notes from around the TRACK



Photos by Mark Cleghorn

## Christmas Tree Lighting Ceremony

Santa, Mrs. Claus and children from the installation's Child Development Center helped Depot Commander Col. Martine Kidd and Sgt. Maj. Debra Buie illuminate a tree near the Headquarters Bldg. Nov. 23.



## Christmas Cheer program

This year, the depot will sponsor more than 200 children from the Department of Human Resources. Let's work together to meet this goal and make it a Christmas to remember for these children.

To make Christmas Cheer drop-offs as efficient as possible, key people are asked to call and schedule a drop-off time with Jeanette Baxter at Ext. 4438.

For additional information about Christmas Cheer, contact Boyd Scoggins at Ext. 3182.

Nominations are being accepted for installation families who have experienced a recent tragedy or adversity in the past year. Nominations should be made through the immediate supervisor. Contact Boyd Scoggins at Ext. 3182 for nomination criteria.

### Important dates for Christmas Cheer:

- Dec. 15 - Last date to turn in gifts for DHR children
- Dec. 16 - Delivery of gifts to DHR
- Dec. 16 - Last date to turn in gifts for installation families

## Climate Survey

The TACOM Defense Equal Opportunity Management Institute Organizational Climate Survey began Nov. 9 and is open until Dec. 7.

All employees are encouraged to take this survey. Please go to <https://www.deocs.net/user4/login/login.cfm> to take the survey.

Employees will need an access code, which may be

found in an e-mail from the Equal Employment Opportunity Office or retrieved from a supervisor.

For those without regular computer access, buses will be available Dec. 7 at 8 a.m. and 1 p.m. to bring employees to the Hard Drive Café.

Please call the depot's Motor Pool at Ext. 6101 to arrange pickup.

## Needs Assessment Survey

What programs or services would you like to see Army Community Service provide?

Are your expectations with ACS offerings being met?

What services have been the most beneficial to you?

Make your opinions count by taking a brief ACS Needs Assessment Survey, facilitated by the Directorate of Family and Morale, Welfare and Recreation and Installation Management Command.

The online survey is available to the military community surrounding Anniston Army Depot.



This confidential survey will be available at [www.armymwr.com/ACS-survey](http://www.armymwr.com/ACS-survey) from Dec. 8, 2015- Feb. 8, 2016.

The ACS Needs Assessment Survey provides a unique opportunity to measure usage and helpfulness of individual ACS programs and services while identifying emerging needs related to the Army way of life.

## Donate to CFC

Anniston Army Depot's goal for this year's annual Combined Federal Campaign is \$200,000.

These funds assist non-profit organizations in our local community as well as throughout the nation and globally.

If you are unsure who your work area's key person is or would like additional information about the Combined Federal Campaign, contact Scott Kay at Ext. 4587 or Amanda Mullinax at Ext. 7445.

## 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 broadcast 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.

## Upcoming shows:

Dec. 9 – Donna Brittain, an account manager for the American Red Cross will talk about the importance of giving during the depot's quarterly blood drives.

Dec. 17 – Depot Commander Col. Martine Kidd will address the workforce in a town hall meeting broadcast live from the training building in the industrial area.

Anyone with questions for the commander to address should send them via e-mail or pouch mail to the Public Affairs Office in Bldg. 7.

# Red Cross implements Rapid Pass

from RedCrossBlood.org

The American Red Cross recently launched the RapidPass online health history system at blood drives nationwide. The technology allows blood and platelet donors to read required pre-donation information and answer health history questions from the convenience of their own computer prior to arriving at a blood drive.

RapidPass streamlines the donation experience and can reduce the time donors spend at Red Cross blood drives by up to 15 minutes.

“Through the use of technology, RapidPass will provide an improved blood donation experience, helping to decrease wait times for Red Cross donors,” said Shaun Gilmore, president, Red Cross Biomedical Services. “The Red Cross values the time of our generous donors and remains dedicated to continuously enhancing their donation experience.”

To obtain a RapidPass on the day of a blood donation, individuals complete the health history questionnaire online by visiting [redcrossblood.org/rapidpass](http://redcrossblood.org/rapidpass) from a personal computer. Donors are instructed to read the pre-donation information and complete questions online, then print their RapidPass or show the PDF on their mobile device when they come to donate.

At the blood drive, Red Cross staff members will scan the RapidPass form, review the donor's

answers and complete all other aspects of the health history exam.

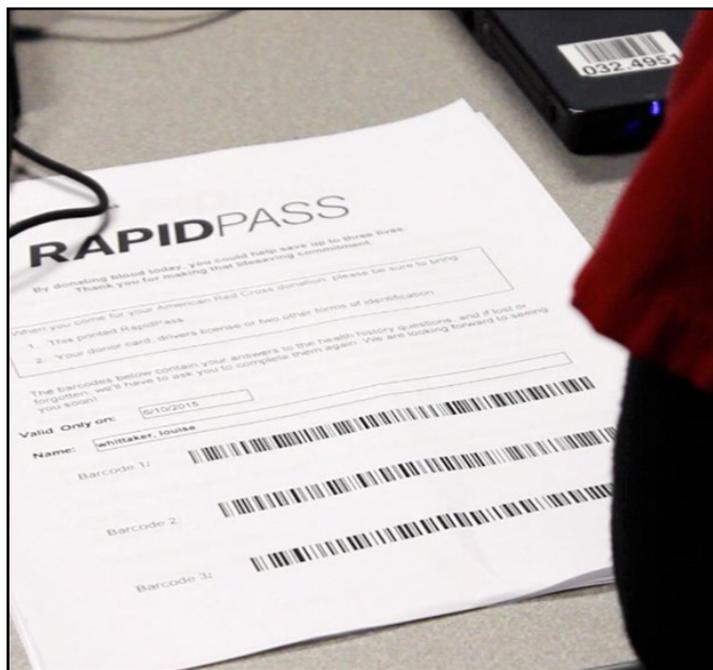
## A few things you should know:

- You must answer the questions the day of your donation.
- You must answer the questions honestly and without influence from anyone else.
- The process will take approximately 10 to 15 minutes.
- Please use the name listed on your donor card or legal name when logging in.
- The Red Cross staff will discuss the questions with you and you may be asked to answer a question again or clarify an answer when you come for your donation.
- RapidPass is not the same as an appointment.
- You will need access to a printer or a mobile device. If you choose to print your pass, a laser printer is recommended. If you plan to pull up the pass on your mobile device, you will need access to an e-mail account on that device.
- If you plan to print your RapidPass, you will need Adobe Reader.
- To ensure the safety of blood donation for both donors and recipients, all volunteer blood donors must be evaluated to determine their eligibility to give blood. The final determination will be made on the day of your donation at the blood drive or blood donation center.

## Additional Information

Tips for a successful blood donation may be viewed at <http://www.redcrossblood.org/donating-blood/tips-successful-donation>.

For additional information about RapidPass or to complete the RapidPass process, visit <http://www.redcrossblood.org/rapidpass>.



Courtesy photo

An American Red Cross employee scans a RapidPass printout during a blood drive. The RapidPass process can save up to 15 minutes of wait time for blood donors, since it enables donors to answer health history questions and review educational material on their home or office computer, rather than at the blood drive.



# American Red Cross

## Give the gift of life

Anniston Army Depot's quarterly blood drive will be held at the Physical Fitness Center Dec. 10 from 10:30 a.m. to 2:30 p.m.

Blood Drives are conducted in accordance with Article 15, Section 5, of the Negotiated Agreement between Anniston Army Depot and AFGE Local 1945. Depot employees, tenants and contract employees are encouraged to donate. Remember, for every unit of blood collected up to three lives may be saved.

For additional information, contact Evelyn Bivens at Ext. 7626 or via e-mail.

*Note: Donors will be required to show personal identification before donating. A driver's license or depot badge is acceptable.*

TIME	DIRECTORATE, DIVISION OR OFFICE
10:30 a.m.	Directorate of Production Management Civilian Personnel Advisory Center Anniston Munitions Center Museum Support Center DP - Support Equipment Division DP - Component Assembly Division DP - Manufacturing Division DP - Cleaning, Finishing and Painting Division DP - Stryker Division
11:30 a.m.	DP - Weapons Systems Division DP - Fielding Operations Directorate of Resource Management DP - Tracked Systems Division DP - Transmission Gear Drive Division DP - Turbine Drive Train Division Industrial Hygiene Defense Logistics Agency Installation Security Management Organization
12:30 p.m.	Test, Measurement and Diagnostic Equipment Defense Contract Management Agency Directorate of Risk Management DP - Reciprocating Drive Train Division Contractors Directorate of Emergency Services
1:30 p.m.	Directorate of Material Management Directorate of Public Works Directorate of Engineering and Quality DP - Final Operations Division Directorate of Family and MWR Anniston Contracting Office ANAD Command Staff Offices Dear Occupational Health Clinic Directorate of Information Management



# Army Family Action Plan Conference results

from Staff Reports

ANAD AFAP

Anniston Army Depot's 2016 Army Family Action Plan Conference was held Oct. 29 at the Directorate of Family and Morale, Welfare and Recreation.

This annual conference is a forum for delegates comprised of active duty military, Department of Defense civilians, non-appropriated fund employees, deployed civilians, retirees and family members who come together and submit quality of life issues to the Army leadership.

The forum is a grass-roots initiative aimed at identifying what is working and what issues are not working.

ANAD Director of Family and Morale, Welfare and Recreation Wallace Grant opened the conference and welcomed the delegates to the event.

Depot Chief of Staff Philip Trued gave the delegates an overview of the AFAP process' mission and discussed the importance of each participant.

"This year, the ANAD community submitted a lot of great

quality of life issues," he said.

The AFAP Conference workgroup was provided eight issues, which had been submitted by depot employees. These issues ranged from a lack of healthy food choices to the availability of safety shoes for female employees and professional development opportunities for all ANAD employees. All of these issues were relative to the quality of life of installation employees.

At the close of the conference, the workgroup presented three issues to a panel of depot leaders.

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. Martine Kidd.

The resolution to these issues will be distributed to all employees via TRACKS.

The issues submitted for the 2016 AFAP conference were:

- Issue #16-1: Classes at the Skills Development Center
- Issue #16-2: Lack of healthy food choices at ANAD
- Issue #16-3: New equip-

ment and basketballs at the Physical Fitness Center

- Issue #16-4: Availability of safety shoes for female employees

- Issue #16-5: Professional development opportunities for all ANAD employees

- Issue #16-6: Security procedures and traffic flow on ANAD

- Issue #16-7: Non-appropriated fund employees are ineligible to apply for ANAD positions

*This was an issue from the FY15 AFAP Conference and was thrown out per regulations stating that you can only review issues every three years after they are closed out. Please see the below information from the FY15 AFAP Conference.*

*Issue 15-4: External Hiring Practices*

*Assigned: Chief of Staff and Civilian Personnel Advisory Center*

*Scope: Non-Army employees are not allowed to apply for appropriated fund positions. Hiring external applicants is time consuming and lengthens hiring process. Limiting applicant sources*



Courtesy photo

**Anniston Army Depot's annual Army Family Action Plan Conference was held Oct. 29 at the DeSoto Entertainment Center.**

*restricts recruitment of qualified personnel from other government agencies.*

*Conference Recommendation:*  
1. Amend the Department of Army hiring policy for external hires.

2. Convene a committee to address the issue.

*Action Plan: CPAC is working with TACOM G1 on getting an exception for positions at*

*ANAD. CPAC stated IMCOM already has an exception in place and would like to copy their process.*

*Status update 3 June 2015: NAF can apply for positions if announcement states it as an area of consideration.*

*Issue Closed*  
• Issue #16-8 — Lack of employee participation in Employee Appreciation Day activities

## Anniston Army Depot

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## Volunteers needed

Anniston Army Depot's Wounded Warrior Hunt needs volunteers in the following areas:

- Guides (must have ALA Badge)
- General volunteers

The hunt will be held Jan. 15-17, 2016.

To volunteer, call 256-235-7445.

**Do you have an article of interest for TRACKS or an idea for The Morning Show?**

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