

TOBYHANNA REPORTER

Permit No. 30
Standard
U.S. Postage Paid
Tobyhanna, PA 18466

Vol. 61, No. 4

TOBYHANNA ARMY DEPOT, TOBYHANNA, PA.

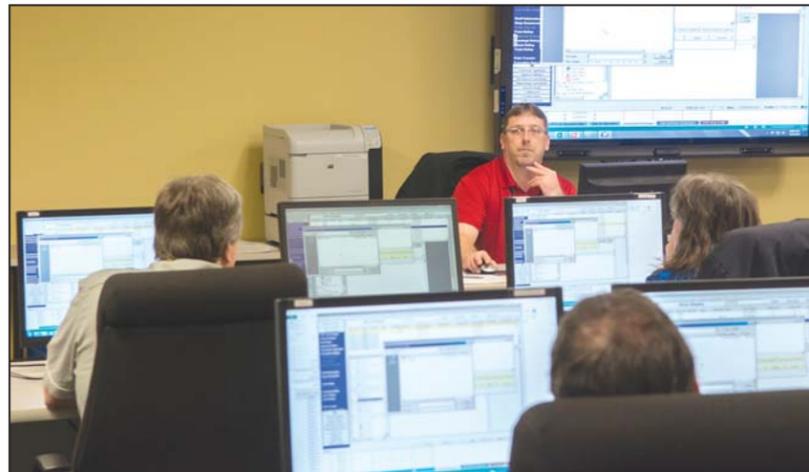
(WWW.TOBYHANNA.ARMY.MIL)

APRIL 26, 2016



Radar on the ridge

Cpl. Allison Kruse and Master Sgt. Brian Yost, Marine Air Control Squadron-4, Japan, and Electronics Mechanics Thomas Strubert and Angela Hocking conduct final operational tests to ensure the overhauled AN/TPS-59(V)3 Tactical Missile Defense, Early Warning and Situational Awareness Radar System works properly. Tobyhanna began its first Marine Corps radar workload in 2009 with the Reset process of AN/TPQ-46 Firefinder radars. There are 48 employees in the C4ISR Directorate's USMC Surveillance Systems Section trained to work on the AN/TPS-63 medium range and AN/TPS-59 long range radars. Another AN/TPS-59 radar is scheduled for completion in the fall. (Photo by Steve Grzezdinski)



Michael Hoffmaster guides students through a block of Complex Assembly Manufacturing Solution (CAMS) training. The course provides instruction on how to create and modify a CAMS shop floor order. (Photo by Steve Grzezdinski)

Complex solution simplifies depot's business processes

by Jacqueline Boucher
Editor

Hundreds of employees are learning how a complex solution can simplify daily tasks using tools that will change the way Tobyhanna Army Depot does business.

Next month the depot will join organizations throughout the Army Materiel Command (AMC) that are adapting a [software] solution to its business processes to improve efficiency and work smarter. The SAP Complex Assembly Manufacturing Solution (CAMS) is an expansion of the Logistics Modernization Program (LMP) Increment 1 introduced here in the late 1990s.

The dictionary describes logistics as the detailed coordination of a complex operation involving many people, facilities or supplies. The LMP offers Tobyhanna's logistics professionals a robust set of management capabilities to transform the systems and processes that support the warfighter.

"We're training more than 750 people," said Anthony Portanova, management analyst and CAMS instructor. "To become proficient, users must complete two introductory classes and then a class tailored to each job title. CAMS is meant to

support the artisans as a manufacturing execution system."

In addition to participating in the AMC-mandated rollout of the basic CAMS module, a small percentage of Team Tobyhanna will test additional features as part of a pilot project being conducted in select areas of the C4ISR and Systems Integration and Support directorates: Maverick and Sidewinder sections, Plating Branch and Electronics Fabrication Division.

"We want to see if the bells and whistles are a good fit for Tobyhanna before implementing them depot-wide," said Ted Bienkowski, chief of the Enterprise Resource Planning Division. "Many of the features in CAMS are fairly sophisticated [costly] to develop so we want to ensure a healthy return on our investment before adding anything to the basic AMC package." He explained it this way — do we want to build a \$10,000 solution to fix a \$100 problem?

Every time an employee starts and stops an operation in CAMS, timekeeping data is collected and readily assessable. In addition, leaders and supervisors who assign work will be able to do so through CAMS. Word documents, spreadsheets, shop orders,

See CAMS on Page 3

CECOM pays tribute to depot pioneer

Page 3

Partnerships enhance warfighter readiness

Page 4

Team tracks depot's ecological footprint

Page 6

NEWS NOTES

Mailroom moves upstairs

Mailroom operations have moved to the PAO Conference Room on the 2nd floor of Building 11. Mail will be sorted, distributed, receipted, picked up and dropped off in the new location. The mailroom will be open Monday through Thursday from 7:30 a.m. to 4 p.m. The facility will close from 9:15 to 9:30 daily for break; 10 to 11 a.m. for post office pickup; 11:30 a.m. to noon for lunch; 2:15 to 2:30 for break and 2:30 to 3:30 p.m. for post office pickup. For more information, call Stephanie Wojcicki, X57411.

Safe way to dispose of drugs

The National Prescription Drug Take-Back Day is Friday. The event aims to provide a safe, convenient and responsible means of disposing prescription drugs, while educating the general public about the potential for abuse of medications. Tobyhanna's collection site will be Building 20 from 7 to 8 a.m.; 9 to 10 a.m. and 11:30 a.m. to 2:30 p.m. For details, call X57943.

April is Alcohol Awareness Month

Tobyhanna Army Depot's Substance Abuse Program representative and Prevention and Wellness team promotes public awareness about the use of alcohol and how it can affect individuals, families and the community.

Drinking too much alcohol increases the risk of injury and causes health issues such as liver disease and cancer. Alcohol consumption can increase aggression and subsequently the risk of physically assaulting another person. Northeast Pennsylvania has some of the highest rates of excessive drinking according to a survey conducted by the Centers for Disease Control. The multi-year survey placed Lackawanna, Luzerne, Monroe, Susquehanna and Wyoming counties among the top 10.

For more information dial 570-615-8873/7943 or email eva.m.granville.civ@mail.mil.

Well done!

"Luis Tolentino, IT specialist in the C4ISR Directorate's Field Logistics Support Division, is very knowledgeable and willing to break the Joint Automated Deep Operations Coordination System down to the lowest level. He taught ways to make things more efficient and how to conduct better maintenance on the system."

Staff Sgt. Mitchell Williams
Fort Carson, Colorado



AMC senior leader visits Tobyhanna

Members of Tobyhanna Army Depot's C4ISR Directorate's Readiness Training Branch develop training courses and teach personnel how to perform field maintenance on the Common Remotely Operated Weapons Station, known as CROWS. Training Instructor Colt Bowen, right, briefs,

Lt. Gen. Larry Wyche, deputy commanding general, Army Materiel Command, Redstone Arsenal, Alabama, while visiting one of the depot's training classrooms. Wyche participated in a mission briefing and toured several depot facilities on March 31. (Photo by Steve Grzedzinski)

Electronics training offers chance for employee development

Tobyhanna Army Depot Electronics Certificate Program offers opportunities to earn certificates in basic electronics (original certificate), intermediate electronics, and communications and radar.

Ten employees have completed electronics training and received certificates of achievement in their respective fields.

The Electronics Certificate Program sets the foundation to enhance knowledge and skills, provides incentive for career development, and develops a three to five year training plan.

Electronics certificates can be achieved by successful completion of the following courses:

- Basic Electronics Certificate: Direct current theory, alternating current theory, diodes, transistors and one elective. Since the program's inception in June 2012, 113 employees have been certified.

- Intermediate Electronics Certificate: Digital I, II and IC, and microprocessors, amplifiers/oscillators, operational amplifiers and one elective. Since the

BASIC ELECTRONICS CERTIFICATE OF ACHIEVEMENT

C4ISR DIRECTORATE

Bryan Kmitch
John Evanchyk
Thomas Lohman
Joseph Twardowski
Christopher Helcoski
Matthew Carlson
Doreen Scott
James Jadosh
Jerome Adams
Eric Scott

INTERMEDIATE ELECTRONICS CERTIFICATE OF ACHIEVEMENT

C4ISR DIRECTORATE

Christopher Helcoski
Matthew Carlson
Doreen Scott
James Jadosh
Jerome Adams
Eric Scott

program's inception in July 2013, 33 employees have been certified.

- Communications Certificate: Receivers/transmitters, microwave fundamentals, introduction to antennas and phased array, modern digital

communications, and one elective. Since the program's inception in July 2013, 11 employees have been certified.

- Radar Certificate: Receivers/transmitters, microwave fundamentals, introduction to antennas and phased array, introduction to radar, electronic warfare principles, and one elective. Since the program's inception in July 2013, 15 employees have been certified.

- Available Electives: Test equipment, schematic interpretation, laboratory virtual instrumentation engineering workbench, introduction to robotics, IPC-7711/7721 rework, modification and repair of electronic assemblies, IPC-A-610 acceptability of electronics assemblies, and IPC/WHMA-A-620 requirements and acceptance for cable and wire harness assemblies.

For details, click Training Links, TYAD Electronics Certificate Program on the intranet. Employees who meet program requirements should complete ELTY Form 6364 and send it to Brenda Fiorani.

TOBYHANNA REPORTER

The Tobyhanna Reporter is an authorized, monthly publication for members of the Department of Defense. Contents of the Tobyhanna Reporter are not necessarily the official views of, or endorsed by, the U.S. government, the Department of Defense or the Department of the Army.

The 4,800 copies are printed by a private firm in no way connected with the U.S. government, under exclusive written contract with Tobyhanna Army Depot.

The editor reserves the right to edit all information submitted for publication.

News may be submitted to the Tobyhanna Reporter, Tobyhanna Army Depot, 11 Hap Arnold Boulevard, Tobyhanna, Pa., 18466-5076. (Internal Mail Stop 5076.) Telephone (570) 615-8073 or DISN 795-8073.

The Tobyhanna Reporter staff can be reached by electronic mail.

Commander, Col. Gregory D. Peterson
Public Affairs Officer, Edwin J. Mickley
Editor, Jacqueline R. Boucher
Assistant Editor, Justin W. Eimers
Photographer, Steve Grzedzinski



PRINTED ON PARTIALLY RECYCLED PAPER.
PLEASE RECYCLE AS OFFICE QUALITY PAPER.

TEAM
TOBYHANNA

EXCELLENCE IN
ELECTRONICS®

Tobyhanna develops grassroots suggestion program

by Jacqueline Boucher
Editor

Fed up with fumbling loose-fitting memory cards, Electronics Mechanic Joseph Twardowski started using a small piece of tape to hold the micro-size components in place while he worked. The simple fix to a repetitive problem resulted in sustainable process improvement and better quality of life for his coworkers.

The creative genius said submitting his ideas for evaluation is easier and faster now that Tobyhanna Army Depot has revamped its Army Suggestion Program (ASP).

“Any time I have an idea, I use the program,” Twardowski said, noting that two of his ideas have been adopted and two are pending. “I’ve submitted multiple suggestions during my career hoping to improve morale or help the depot.”

Process improvement officials here dusted off the dormant Army program to establish an in-house option for employees

interested in developing better ways of doing business. It was mandated that personnel and budgetary resources required to correct programmatic deficiencies should be managed at the local level.

Individual organizations were authorized to develop grassroots programs in light of the service-wide suspension, according to Danielle Weinschenk, a management assistant in the Continuous Process Improvement (CPI) Directorate. Her goal was to revive the depot’s program during a 120-day assignment as its administrator. Amanda Spock, CPI management analyst, assumed the responsibilities of ASP administrator a few weeks ago.

During its glory days, Tobyhanna’s ASP boasted hundreds of suggestions per year. The process was convoluted and time consuming. Some suggestions took years to resolve.

“We’ve made some dramatic changes to expedite the processing of suggestions,” Weinschenk said. “The biggest improvement

is communication between the individual who submitted the idea and the team tasked with evaluating the suggestion.”

Participants meet frequently to share ideas, ask questions and clarify points. Weinschenk emphasized that it’s important for people to fully flesh out their ideas prior to submitting them.

“Our focus will be on more tangible suggestions that save money or make the depot more competitive,” she said, adding that submissions that don’t meet the criteria will be routed to the appropriate organization for action. “For instance Installation Services would be better equipped to deal with someone’s idea to install pocket doors around the depot.”

Electronics Mechanic Shannon Kuhn said it’s rewarding knowing his idea for removing a coating from the Simple Key Loader shaved time off the repair and reclamation process. He works in the C4ISR Directorate’s C4 Division. Kuhn recommends employees act on their ideas by

doing their homework and submitting the proper paperwork.

“I’m trying to eliminate a step in a process,” said Christopher Valenza, sheet metal mechanic in the Systems Integration and Support Directorate, while waiting to hear if another of his suggestions has been adopted. “My documentation illustrates how a simple cleaning process can be accomplished with fewer shops and employees.”

The Department of the Army (DA) Form 1045, Army Ideas for Excellence Program (AIEP) Proposal, is available at the following link: <http://www.apd.army.mil/pub/eforms/pdf/A1045.pdf>. Personnel can complete the form electronically and submit it to usarmy.tyad.usamc.mbx.asp@mail.mil. Monetary awards are based on the value of the suggestion.

“If you have an idea, submit it. Someone else with the same idea could beat you to the punch,” Twardowski said. “Do the research and take a chance.”

CECOM inducts Tobyhanna pioneer into Hall of Fame

by Anthony Ricchiazzi, PAO
and Mary Grimes, CECOM PAO

A second lieutenant assigned to Tobyhanna Army Depot in 1955 who rose to become the depot’s second deputy commander [then called civilian executive assistant, or CEA] is among the first group to be inducted into the U.S. Army Communications–Electronics Command’s (CECOM) Hall of Fame.

Mason Linn, who served as CEA from 1970 to 1990, is one of five former Army officers and civilians inducted on April 7. The CECOM event reflected great pride and distinction to unveil the newly created Hall of Fame at its headquarters on Aberdeen Proving Ground (APG), Maryland.

The induction and related events were held April 6-7.

CECOM commanding general and APG senior commander Maj. Gen. Bruce Crawford welcomed the attendees, all of whom joined him in robust applause as he extended his heartfelt appreciation to the inductees — Linn, former CECOM commanders retired Lt. Gen. Emmett Paige (who also served as assistant secretary of defense), and retired Maj. Gen. Robert Morgan; former CECOM Deputy to the Commanding General Victor Ferlise; and the late Dr. Stanley Kronenberg, a nuclear physicist and world-renown authority on nuclear-radiation technology, represented by

Clockwise, Gen. Dennis Via, Army Materiel Command commander, congratulates Mason Linn on being inducted into the newly-created CECOM Hall of Fame. Linn worked with 11 depot commanders during his 20-year tour as civilian executive assistant. Maj. Gen. Bruce Crawford, CECOM commander, honors recognizes contributions of the past during April 7 ceremony. In 1955, Linn was assigned to the depot as a second lieutenant in the Signal Corps. (U.S. Army photos)



his son Eric Kronenberg.

The importance of the event drew some of the Army’s most senior leaders to the APG installation including Army Materiel Command commander Gen. Dennis Via. Depot commander Col. Gregory Peterson and Deputy Commander Frank Zardecki also attended.

Linn is one of only three individuals to hold the position as CEA/deputy commander since Tobyhanna was established in 1952. Linn retired from that position on Nov. 30, 1990, following more than 35 years of distinguished military and civilian service.

During his tenure as CEA, he drove the

evolution of Tobyhanna from a regional supply and distribution organization to a worldwide operation as the U.S. Army’s largest facility for the repair, maintenance, overhaul and fabrication of communications and electronics equipment and systems. The assumption of major maintenance functions in the early 1970s and the introduction and growth of special fabrication projects and associated engineering functions were major changes to Tobyhanna’s traditional supply mission.

Linn’s leadership established the foundation for Tobyhanna’s continued success in the 21st century. Reflecting on his work and accomplishments after the

ceremony, Linn said he enjoyed a successful 35-year career.

“I was assigned to stock control on the supply side of Tobyhanna,” he said. “Upon discharge, the depot encouraged me to stay as a civilian. I continued to move up through supply and became the deputy director of supply in 1965. I competed for the command deputy position and became [CEA] in 1970.”

He noted that the decision for Tobyhanna to become a maintenance depot was made at the Department of the Army level and that he worked towards making Tobyhanna both the east coast supply depot and a maintenance depot.

“Army made the decision that New Cumberland (Pennsylvania) would be designated as a major supply depot for the eastern U.S. and Europe,” he said. “Our goal then became electronics maintenance. It worked out. Electronics is the right commodity for Tobyhanna. Employees are highly proficient, have an outstanding reputation and can do anything in their field.” Linn said he is proud to have served, and he was honored to be included among prestigious company as an inductee.

“It should be a credit to Tobyhanna that one of its long-retired executives and its important mission gained recognition for an event of this importance,” Linn said. “My family of seven members attended and received royal treatment.”

CAMS from Page 1

etc., can all be scanned, attached or uploaded for easy access by all users. Work instructions can be embedded with graphics or photos and sent directly to the technician on the shop floor. Hyperlinks are also available to guide users to the appropriate data.

This is a natural progression of the web-based Enterprise Resource Planning Central Component (ECC) Tobyhanna Army Depot uses, according to Bienkowski. The system links the depot’s business practices so all users can share information with the click of a mouse. Manual reporting

and analysis are becoming things of the past.

A few years ago, Bienkowski explained that Tobyhanna’s transformation is not simply software; it’s a re-engineering of business processes.

The depot has used LMP ECC primarily for planning, production order management, supply chain management, inventory management, finance and human resources.

Since the inception of the LMP, additional critical requirements have emerged from AMC, the Department of the Army and the Defense Department, according to

information posted on the Army’s Program Executive Office Enterprise Information Systems (PEO EIS) website. The first version did not address those requirements, specifically shop floor automation. LMP Increment 2 will close those gaps, addressing the new organizational needs.

The LMP Increment 1 is deployed to more than 50 locations with about 21,000 users. With the implementation of the LMP Increment 2, the system will have an additional 9,000 new users and 5,000 existing users with additional functionality, according to data released by AMC.

Tobyhanna, industry partnerships enhance warfighter readiness

by Jacqueline Boucher, Editor
and Greg Mahall, CECOM Public Affairs Office

Warfighter readiness achieved by Tobyhanna Army Depot's partnering with industry was a topic of discussion during a three-day Industry Day event last week.

Depot commander Col. Gregory Peterson joined Maj. Gen. Bruce Crawford, commander of the U.S. Army Communications-Electronics Command (CECOM), in welcoming more than 100 small-, midsize- and large-businesses to the annual event. Several guest speakers covered a myriad of topics designed to explain Tobyhanna Army Depot's contracting process, current and future opportunities, and potential avenues available for contract exploration. Subject matter experts also discussed the benefits of building networks, advancing business on both sides and mentor-protégé relationships in which a large business could partner with a smaller entity.

Joining a number of depot experts giving speeches throughout the day were Pamela Callicutt, deputy director, Army Office of Small Business Programs and Nancy Small, director, U.S. Army Materiel Command Small Business Office.

"I was lucky enough to do this event last year, its inaugural year," Crawford said. "While I will admit to a certain partiality to the Army depot here, partiality or not, you are standing in what I consider to be a true national treasure."

Crawford made special note to not only welcome the representatives from industry but to thank them, for their time in coming. He started by telling the audience that if industry is not engaged at one of the Army's depots and arsenals, they are missing out on probably more than 70 percent of their total, potential business.

"This event is expected to be interactive," Peterson said, adding that the presentations will be informative and brief. "We have arranged lots of time for you to network with each other and members of Team Tobyhanna." The goal of this event is to increase awareness within the National Industrial Base of Tobyhanna's capabilities, as well as educate industry on business opportunities that exist here.

Tobyhanna's senior leader stated a strong partnership between government and industry is essential to the success of the nation's security and economy.

"The partnerships provide increased collaboration between the public and private sector to enable the best application of resources that ultimately enable cost effective readiness to the joint warfighter," Peterson said.

Crawford discussed how the event was the culmination and continuation of a plan. His experiences shortly after assuming command of CECOM, indicated not enough industry partners realized the capabilities of a depot. That dynamic needed to change.

The general said he truly believes the next big fight will be won by that one person or firm that comes to the whiteboard with that one, best idea.

"Contracting is a collaborative process. I respect proprietary boundaries, but this three-day period will generate some ideas and creative partnerships, create opportunities for the future and support future readiness," said Crawford. "This is about creating collaborative space for great thinkers."

Crawford encouraged the industry representatives in attendance to raise hard questions, then said he's looking forward to establishing relationships.

"I am excited not only for today," Crawford closed, "but for Industry Day 2017. Opportunities will grow and expand. A culmination for 2016; a continuation for 2017 and beyond."

Callicutt then took center stage and discussed Department of Army activities and efforts at the depot.



Above, Work Leader Neil Altieri, left, tells Industry Day participants how depot employees overhaul and test the Unattended Transient Acoustic Measurement and Signature Intelligence System components to accurately detect and determine the position of incoming ordnance. The laptop is used to demonstrate how the detections look on the software. Right, Maj. Gen. Bruce Crawford, commander of the U.S. Army Communications-Electronics Command spoke to industry representatives about the benefits of partnering with Tobyhanna Army Depot. (Photos by Steve Grzedzinski)



"Tobyhanna has a reputation as a large supporter of small businesses," Callicutt said. "The numbers reflect and show the depot and the Army's commitment to small business and the return on investment such support brings."

Small reinforced Callicutt's comments on the value of public private partnerships. She answered questions as she worked her way around the room, inviting each member of the audience to introduce themselves.

"This is after all, about you," Small said.

Andrea Armstrong, CECOM's new director of Small Business Programs Office, said the small business numbers at Tobyhanna are 'extraordinary' and surpass all goals.

"We are right on track for this year. Opportunities exist here, so if you are looking for opportunity, you came to the right place," Armstrong said.

Peterson and his staff commanded the floor and discussed specifics for business opportunities at Tobyhanna itself. Attendees participated in tours of the industrial facility and listened to presentations from regional entities such as the Northeastern Pennsylvania Alliance, the Pocono Mountain Economic Development Corp. and the Scranton Chamber of Commerce.

"We are a veteran-owned, disabled-veteran small business," said Mark Mongilutz, director of Logistic Services

at Universal Solutions International in Virginia. "We obviously are out of our territory being here, but we are always looking for growth opportunities. This is shaping up to be a great event with opportunities to network with large and small business across the spectrum."

"This is my first time at Tobyhanna," said Tina Harrison, vice president of Washington, D.C.-based Infinity Solutions, Inc. "The numbers are great, but I think they have been stagnant in the Women-Owned Business area for some time. I'd like to see it expand. It's good, but how about getting better?"

"I have found this [event] to be extremely helpful. I raised one question to the general and it got me a multitude of people and contacts that I think will open the door and generate something new," Harrison said. "Crawford even approached me during the break and gave me some direct, hands-on guidance that emphasized his belief and commitment in the program."

The event concluded with a panel — Ensuring the Strength of the National Technical Industrial Base — featuring Gary Martin, Program Executive Officer for Command, Control, Communications – Tactical; Steven Karl, director of Acquisition Logistics Policy and Programs, and Jesse Barber, AMC Command Ombudsman.

COMMON CAUSE

Tobyhanna Army Depot and PEO C3T develop a strategic partnership to ensure cost-efficient sustainment of vital C4ISR equipment to support an increasingly expeditionary force

by Herbert Cottrell, Katlin Edmunds and Robert Glowacki

They're often referred to as the Army's Geek Squad. With the mission to repair, refurbish and perform high-tech adjustments for communications and electronics equipment so it can quickly go back to the field, Tobyhanna Army Depot is at the center of logistics support for gear that includes satellite communications, radios, mission command systems, and communications security.

In an era of increasing requirements, quickly evolving technology and shrinking budgets, a holistic approach to sustaining communications and electronic equipment is not just a nice-to-have, but a necessity. Even as the companies that produce Army systems evolve constantly — merging with other firms, going out of business or moving on to new technology — the Army has to sustain those systems. After all, Army equipment may stay in the field for decades.

Tobyhanna — along with the command, control, communications, computers, intelligence, surveillance and reconnaissance (C4ISR) community it supports — is focusing on a more strategic approach to sustainment for current and future systems. By establishing a standardized method of communication between those that plan and acquire the equipment, and those that enable the readiness of the equipment through maintenance, Tobyhanna can deliver more effective and efficient weapons system management for the Department of Defense (DOD). This communication is important as the Army is not only fielding new network equipment, but is also simultaneously “cleaning up” the battlefield by removing aging technology, converging existing capabilities and simplifying next-generation equipment.

Tobyhanna is an Army Center of Industrial and Technical Excellence for C4ISR as well as electronics, avionics, and missile guidance and control. This designation allows the depot to enter into formal public-private partnerships with industry. The depot can make the most of its capabilities, which include full-spectrum logistics support for sustainment, overhaul and repair, fabrication and manufacturing, engineering design and development, systems integration, post-production software support, technology insertion, modification, foreign military sales and global field support to warfighters.

To solidify this approach and provide a more universal tactic, the Program Executive Office for Command, Control and Communications – Tactical (PEO C3T), which fields the Army's tactical communications network, and Tobyhanna entered into a formal agreement designed to build collaboration, identify upcoming needs, conduct better lifecycle management and look for more partnership opportunities. Already, the recently formed Strategic Initiatives Integrated Process Team (IPT) is creating a comprehensive approach. Prior to the establishment of the IPT, the maintenance executers relied only on those program offices with which a relationship already existed. Now, this new approach has broadened, allowing any of the weapons systems within PEO C3T to have their core depot maintenance requirements planned and executed at Tobyhanna in accordance with existing statutes.

Strengthening Bonds

This IPT, the first developed with a PEO, is being used to standardize processes, open lines of communication and outline a strategy moving forward. While good working relationships always existed at the individual program management level, there was nothing in place that reached across the whole PEO and senior leadership at Tobyhanna. The IPT will close that gap.

By law, each service must ensure that the U.S. military retain critical core

See IPT on Page 7

Speaker touts importance of depot mission to readiness

by Anthony Ricchiazzi
Public Affairs Specialist

Citing the AN/TPQ-37 Firefinder radar as a key to South Korea's defense, a West Point officer pointed out the importance of Tobyhanna Army Depot to readiness.

Maj. Brandon Toolan, who served in South Korea and is now Accessions Division chief of the U.S. Military Academy's Department of Military Instructions, said it is Army organizations like Tobyhanna that allow units the ability to react quickly to aggression. Toolan was the guest speaker a recent Association of the United States Army luncheon at The Landing.

The Accessions Division assists cadets in choosing an Army branch and post, and branch education.

He noted that North Korea is bristling with cannon and multiple launch rocket systems, which the Firefinder, a radar that detects and automatically locates enemy weapons systems like artillery and rockets, is critical to defending against.

“They don't have much in the way of infantry, they don't have much in the way of tanks,” he said. “North Korea is not focused on that. Their goal is to put enough damage into Seoul that the world will come to the negotiating table to stop it.”

Toolan, who served at Camp Casey in South Korea, said his unit's sole job was to kill enough North Korean artillery so they could not threaten

Seoul. The Firefinder radar is the linchpin to that plan.

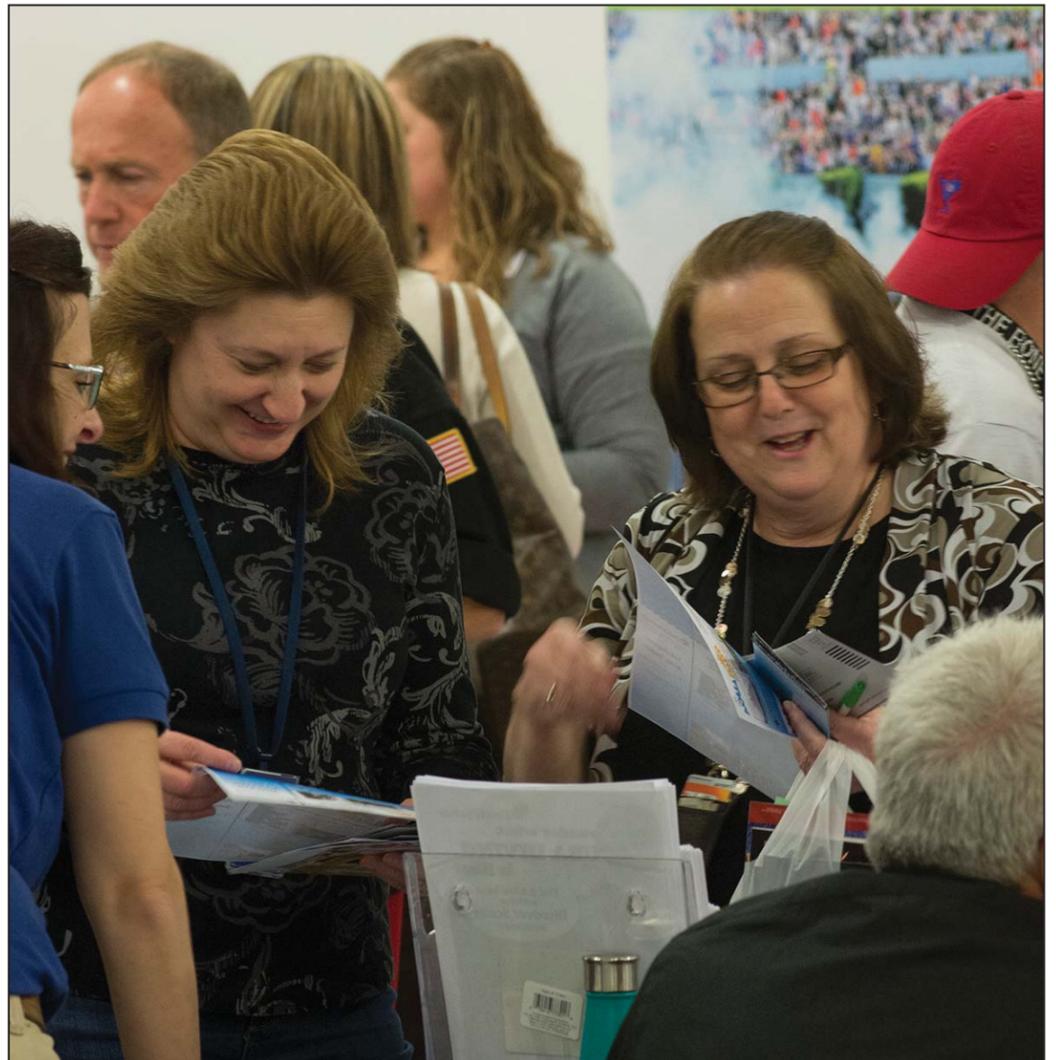
But to respond quickly, the systems that allow that to happen, like the Firefinder, must be operating normally. In one instance in 2010, North Korea fired 80 rounds into South Korea, killing four people and wounding 19 others.

“The [Republic of Korea] Army was incredibly slow to respond, and part of it was that two AN/TPQ-37s were not mission capable and had been that way for some time,” Toolan said. “The entire ROK chain of command was fired all the way up to the four star.”

Three of the artillery pieces in the area that was attacked were also not mission capable. Now if an AN/TPQ-37 is not mission capable, it must be reported up the entire chain of command immediately.

Toolan said he had known that Tobyhanna supports the Firefinder radars, at times overnighting parts to South Korea, and that work does not go unnoticed, especially by those stationed in a dangerous area like the Korean border.

“When we get parts and we know it's going to work the next day, that's a good feeling, because we can count on the equipment. So on behalf of all my former Soldiers, officers, leaders, the Republic of Korea and to my future Soldiers and peers, I want to thank [Tobyhanna] from the bottom of my heart for what you do.”



Vacation ideas at your fingertips

Left, Linda Parada, business development specialist and Luann Goyne, directorate secretary, joined hundreds of depot employees April 14 to take advantage of vendors offering information on a variety of entertainment destinations. The annual Toby Expo featured a book fair, and representatives from local sports teams, financial institutions and amusement parks. The 2016 pace car and truck was on display, courtesy of the Pocono Raceway, and Operation Santa Claus and Ronald McDonald House teamed up to raffle off a car. Barney's Lake fishing permits and discount tickets for a number of summer events were available, plus information on all of the amenities offered by Community Services. (Photo by Steve Grzedzinski)

NEW DIVISION CHIEFS

Anthony Delicati is chief of the Army Contracting Command – Aberdeen Proving Ground, Division E, Tobyhanna Branch. He supervises employees who perform acquisition planning, solicitation development, source selection, contract award and administration, and contract close-out functions.



Delicati

Prior to his current position, Delicati was the director of contracting at the Fleet Logistics Center Norfolk in Mechanicsburg. He began his depot career in April 2016.

He graduated in 1986 from Valley View Junior/Senior High School in Archbald. Delicati received a Bachelor of Science degree in Production and Operations Management from the University of Scranton in 1991 and a Master of Science degree in Acquisition and Contract Management from the Florida Institute of Technology in 2002.

Delicati is a member of the Parker Hill Community Church and the Association of the United States Army. He enjoys hiking, kayaking and Christian ministry.

Nicole Middleton is chief of the Staffing Advisory Services Division, Civilian Personnel Advisory Center. She supervises personnel who provide staffing advisory services, vacancy announcements, skills assessments, and training in expectation of new projects and programs.



Middleton

Division personnel also answer employment inquiries and provide position management and classification support to assigned organizations. Middleton advises management on recruitment strategies, sources and special programs, relocation and retention

incentive programs.

Prior to her current position, Middleton was a lead human resources specialist. She began her depot career in May 2008.

Middleton served as an Air Force military personnel officer for six years at Hill Air Force Base (AFB), Utah, then Dover AFB, Delaware.

She graduated in 1997 from Bishop O'Reilly High School in Kingston. Middleton received an Associate of Applied Science degree from the Luzerne County Community College in 1999, a Bachelor of Arts degree from the Penn State University in 2001, and Master's degree in Human Resources Management from Webster University, Utah, in 2006. Middleton is pursuing her doctorate in general psychology at Capella University; she plans to graduate next year.

Middleton is a member of Our Lady of Mount Carmel Church in Hunlock Creek and the Occupational Advisory Committee, West Side Career and Technology Center in Pringle. She enjoys spending time with family, flea markets and learning new things.

Special team driving force behind all environmental planning on the depot

by Neil Kresge
Environmental Protection Specialist

Tobyhanna Army Depot incorporates environmental planning into all projects that take place at the depot. The driving force behind all environmental planning at federal installations is the National Environmental Policy Act (NEPA) of 1969. The NEPA was signed into law on the first day of 1970 and is a comprehensive law that established a national policy to protect the environment and created the Council on Environmental Quality (CEQ). NEPA's basic policy is to assure that all branches of government give proper consideration to the environment prior to undertaking any major federal action that significantly affects the environment.

Tobyhanna's commander appoints a NEPA coordinator for the installation and personnel in the Installation Services Directorate's Environmental Branch are the point of contact for the NEPA review process. Reviews are started as early in the project design as possible to minimize the chances of environmental impacts and ensure compliance with regulatory requirements. The majority of projects are initiated by the Installation Planning and Maintenance and Mission Support divisions. Branch personnel work closely with both groups to obtain the correct documentation and incorporate design revisions throughout the project.

Tobyhanna's environmental experts often rely on the expertise of other engineers and project managers to assist in the review process.



The depot's NEPA process ensures that all projects receive a thorough environmental review. Before a project is started, it is given an environmental review using a record of environmental consideration (REC), environmental assessment (EA) or an environmental impact statement (EIS). An REC is the starting point for all reviews and if it is not adequate to address all of the environmental impacts of a project, an EA or EIS may be required. Environmental Branch personnel evaluate each project for 35 functional areas, including pollution prevention, recycling, energy conservation, water conservation, water quality, hazardous materials, lead, asbestos, erosion control, natural and cultural resources, air quality, and pest management. RECs are given a thorough review and processed within seven to 14 days. On average, the branch personnel process 95 environmental project reviews each fiscal year. By completing a programmatic review of each project, Tobyhanna ensures that both mission and base-related projects receive proper consideration for environmental quality and sustainability.

The benefits of the Tobyhanna's NEPA reviews can be seen in projects throughout the installation; incorporating hybrid daylight/LED (light-emitting diode) lighting systems, sustainable flooring surfaces, increased efficiency natural gas heating systems, noise isolating panels, solar panels, and heat recovery systems.

COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for depot and tenant employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

Information must be submitted via e-mail to jacqueline.r.boucher.civ@mail.mil, or written items can be mailed to the Public Affairs Office, mail stop 5076. Submissions must include a name and telephone extension. Only home phone numbers will be published in the Trading Post section. Voluntary submission of items constitutes individual's consent to publish personal information in all versions of the *Tobyhanna Reporter*. Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.

For information, call Jacqueline Boucher, X58073.



CAR/VAN POOLS

Jim Thorpe/Penn Forest Township/

Albrightsville: 1 opening, 5/4/9, nonsmoking, call Brian, X55049.

Hawley/Greentown/Newfoundland/South Sterling: 2 openings, 5/4/9, nonsmoking, call Bruce, X58360 or Rose, X55213.

Wind Gap: 1 opening, 5/4/9, nonsmoking, call Cristal, X59177.

Jessup/Dunmore: 1 opening, pickup point is the park and ride in each location, call Karen, X56223 or Richard, X57450.

Clarks Summit: 1 opening, 5/4/9, contact Leo, X57416.

Bethlehem/Wind Gap: 1 opening, 5/4/9, nonsmoking, meet at the West Gate Mall in Bethlehem and Kmart in Wind Gap, contact Bill Rumble, X56635.

Back Mountain/Luzerne: 1 opening, 5/4/9, nonsmoking, pick up point is at Thomas' grocery store in Shavertown and the Luzerne Shopping Center, contact Jeff, X55011.

Jessup: 1 opening, A placard, 5/4/9, nonsmoking, meet at the park and ride, contact Mel, X58905.



TRADING POST

Read the **TOBYHANNA REPORTER** on the depot's Internet site. Current and archived issues of the monthly publication can be viewed at



[HTTP://WWW.TOBYHANNA.ARMY.MIL/ABOUT/NEWS/REPORTER.HTML](http://www.tobyhanna.army.mil/about/news/reporter.html)

Zero tolerance policy

Everyone responsible for sexual assault awareness, prevention

The Army is committed to providing a wide range of programs and services for Soldiers, Defense Department civilians, and their families. One of the important resources at Tobyhanna Army Depot is our Sexual Harassment/Assault Response Prevention (SHARP) program. A key mission of SHARP is to conduct an annual public awareness and community education campaign every April in connection with Sexual Assault Awareness and Prevention Month.

The theme of this year's campaign is "Eliminate sexual assault: Know your part. Do your part." As commander of this installation it is my goal to provide a safe community that contributes to the quality of life and well-being of everyone. We pride ourselves in fostering a culture of safety and personal responsibility. Sexual harassment and assault in an Army family marks the breakdown in our culture of safety. This is unacceptable.

The primary responsibility for sexual

assault awareness and prevention rests with each individual. It is a sign of strength to ask for professional help, if needed. Connecting with the Sexual Assault Response Coordinator (SARC), Victim Advocate, Family Advocacy Program Manager and other services can help individuals heal. It is up to all of us that if you see something, say something. Know who the report point of contacts are and use them.

There is no excuse for sexual harassment or sexual assault. It will not be tolerated at Tobyhanna Army Depot.

Do your part to make Tobyhanna Army Depot safe for all civilians and service members. Join in prevention activities throughout the year, but especially during the month of April. Learn how to identify sexual assault and the reporting options. Contact SARC at 570-615-9688.

Gregory Peterson
Commander, Tobyhanna Army Depot



SHARP coordinator is the force behind the fight

Patrick Lawrence, family advocacy program manager in the depot's Army Community Services Branch, was the guest speaker at a Sexual Assault Nurse Examiner training class held March 17 at Pocono Regional Medical Center. The attendees included 28 registered nurses and an active-duty Air Force emergency room physician. Lawrence addressed them regarding the policies and procedure surrounding treatment of military members, their families and Department of Defense (DoD) civilians in cases of sexual assault. His presentation also included an overview of preventive measures the Army is taking in regards to sexual assault and abuse, and its strong commitment to training. The depot has a Memorandum of Understanding with the center to provide sexual assault education and training. Lawrence represented the DoD's Sexual Harassment/Assault Response and Prevention (SHARP) program. Tobyhanna Army Depot's Sexual Assault Response coordinator hotline is 570-460-4860. More information on SHARP can be obtained at <http://www.tobyhanna.army.mil/community/SHARP/SHARP.html>. (Photo by Justin Eimers)

IPT from Page 5

capabilities. A principle known as the 50/50 rule requires military program managers to use the organic industrial base — depots and arsenals — rather than private contractors for at least half of the programs' maintenance and repair functions. With the IPT, Tobyhanna can communicate strategically with its largest customer, PEO C3T. Likewise, with key systems in or entering sustainment, PEO C3T will know firsthand how to maximize its use of the organic industrial base to provide better value to the Soldier.

Early Wins

When it came time for PEO C3T's Project Manager for Tactical Radios (PM TR) to maximize the effectiveness of radio requirements, they partnered with PM TR's Technical Management Division to find a solution for a universal tray mount for the two-channel, software-defined Manpack Radio. The IPT helped open lines of communication that resulted in Tobyhanna modifying and redesigning an existing mount to produce a solution that can fit into any vehicle. Tobyhanna is producing the first 200 universal mounts through low-rate initial production. Platform designers of Mine-Resistant, Ambush-Protected vehicles, the Abrams tank and other vehicles will install and assess the new mounts. Without the IPT, this effort could have gone out for solicitation, instead of executing a quick modification of an existing mount.

PM TR has a memorandum of agreement (MOA) with Tobyhanna for radio support that is updated and funded yearly. The agreement covers stocking, storing and issuing the organization's assets, as well as software upgrades, unserviceable asset screening and cable fabrications. PM TR also partners with Tobyhanna on warranty repair agreements with companies with the potential to provide full-rate production radios to PM TR. The IPT is expected to standardize procedures so program managers will be able to make milestone decisions in a program's acquisition life cycle.

The IPT also helped create a memorandum of understanding (MOU) between Tobyhanna and PEO C3T's Product Lead Common Hardware Systems (CHS), the Army's one-stop-shop for tactical commercial off-the-shelf information technology (COTS IT) hardware. The MOU establishes a program whereby CHS and Tobyhanna will collaborate to repair out-of-warranty CHS COTS IT hardware. Tobyhanna has the capability to repair 78 CHS

part numbers, giving units and program offices a means to replace their hardware by using the Army's organic industrial base instead of going to the original equipment manufacturer.

The MOU will also enable Tobyhanna to build upon the repair and reset capabilities of assets the workforce is already working on and establish standards and processes for equipment they haven't yet seen. The MOU also sets up Tobyhanna as a viable sustainment partner for the upcoming CHS 5 contract. The contract requires vendors to establish a public-private partnership with Tobyhanna, to ensure that competitors for the contract take into consideration the Army's organic industrial base and future sustainment of these commercial hardware technologies. The public-private partnership enables Tobyhanna, in turn, to become certified to do warranty repair work then transition into sustainment repair once the warranty expires.

The CHS MOU and past projects within PEO C3T's Product Lead for Network Enablers (PL Net E) will also help establish standards for upcoming efforts. For example, as looming cryptographic key expiration dates approach for equipment used to safeguard information on the battlefield, the Army is ramping up an effort known as the Embedded Cryptographic Modernization Initiative. This new project involves updating and modernizing a large population of various systems with embedded cryptography, including the Single Channel Ground and Airborne Radio Systems (SINCGARS), with more than 300,000 in the field.

This massive effort could harness Tobyhanna's capabilities to physically modernize these systems. After years in the field the radios, would also need to be refurbished before the new cryptographic equipment could be installed, Tobyhanna — which probably would do the reset — could also become a logical choice for the retrofit. The SINCGARS radios are already in sustainment with Tobyhanna, so this effort would be a matter of increasing the scope and scale. The IPT would help inform PEO C3T and PL Net E regarding depot capability.

Building on Experience

Already, the Project Manager for Warfighter Information Network – Tactical (PM WIN-T) Increment 1, the tactical communications network first fielded in 2004 to support forces in Iraq and Afghanistan, has teamed with Tobyhanna for an equipment overhaul that returns aging equipment

coming from theater to a like-new state. Although WIN-T Increment 1 contains many subparts, the overhaul began with one: the satellite transportable terminals (STTs).

The Army selected the STTs to kick off the overhaul effort because of the large number — over 1,800 — and the amount of battlefield wear and tear. The original pilot program is ramping up as Tobyhanna optimizes its overhaul process. The program also served as an engineering model to help the depot develop capability for each terminal type.

The streamlined communication made possible through the IPT will help establish processes as more equipment from WIN-T Increment 1 and eventually WIN-T Increment 2 comes to Tobyhanna for sustainment. Already, Tobyhanna is working with the original equipment manufacturers that build the WIN-T Increment 2 system in preparation for the transition. Acting on lessons learned and through the open lines of communications provided by the new partnership, Tobyhanna is staying ahead of the transition to sustainment.

Conclusion

Work is underway to standardize the process for developing documentation that increases coordination and collaboration between organizations to ensure best-value maintenance and sustainment of weapon systems for the joint warfighter.

As the Army scales down, it is growing more reliant on tactical communications technology as a way to provide technical overmatch for an increasingly expeditionary force. Sustainment efforts will be pushed further into the spotlight. Standardizing how the two organizations, one in acquisition and the other in sustainment, work together will allow for smarter materiel management as more key programs transition to life cycle management.

For more information go to the PEO C3T website at <http://peoc3t.army.mil/c3t/> and the Tobyhanna website at <http://www.Tobyhanna.army.mil/>.

HERBERT COTTRELL is a logistics management specialist matrixed from the Life Cycle Management Command Logistics and Readiness Center of the U.S. Army Communications-Electronics Command to PEO C3T's Readiness Management Division.

KATLIN EDMUNDS is the former senior business development specialist in the Strategic Initiatives Office at Tobyhanna.

ROBERT GLOWACKI is the senior logistics management specialist in the Strategic Initiatives Office at Tobyhanna.

Solar walls, strategic installation equals free energy

by Justin Eimers
Assistant Editor

Tobyhanna will soon reap the benefit of free energy after the strategic installation of solar walls on seven buildings across the installation.

The technology — two-stage transpired solar walls — uses ventilation fans to draw air through micro perforations in “solar cladding” into an air cavity. The air is then trapped behind a polycarbonate panel and heated a second time as it is drawn through another panel and is directed into the building. Ceiling mounted high-volume, low-speed fans then de-stratify the building air to ensure uniform heat distribution.

U.S. Army Corps of Engineers (USACE) Project Engineer and Contracting Officer's Representative Dean Gillett described the process in simple terms.

“Basically how it works is dark, perforated metal panels called ‘solar cladding’ are mounted to the building's south-facing exterior walls to create an air cavity. The cladding is heated by solar radiation from the sun and ventilation fans create a negative pressure in the air cavity, drawing the solar-heated air through the exterior panel perforations,” he said. “It's heating generated at the sole expense of running a fan.”

James Harbert, Resident Engineer and Administrative Contracting Officer for the USACE, Philadelphia District, said the project will provide significant savings for the depot.

“The use of these transpired solar collection panels will decrease heating costs, provide higher air quality, and de-stratify air temperatures in high-ceiling warehouses and mission areas,” he said.

Support structures for the panels are being installed on buildings 7 and 8, and are scheduled for installation on buildings 3, 4, 5, 6 and 55. Environmental personnel

conducted a renewable energy and energy conservation study in fiscal 2009 with support from the USACE to determine whether the solar wall project would be feasible and cost effective for the depot. Technical evaluations and on-site monitoring were carried out to pinpoint the best locations for each wall. Then the project was submitted to the Office of the Secretary of Defense (OSD) for consideration to receive funding through the Energy Conservation Investment Program (ECIP).

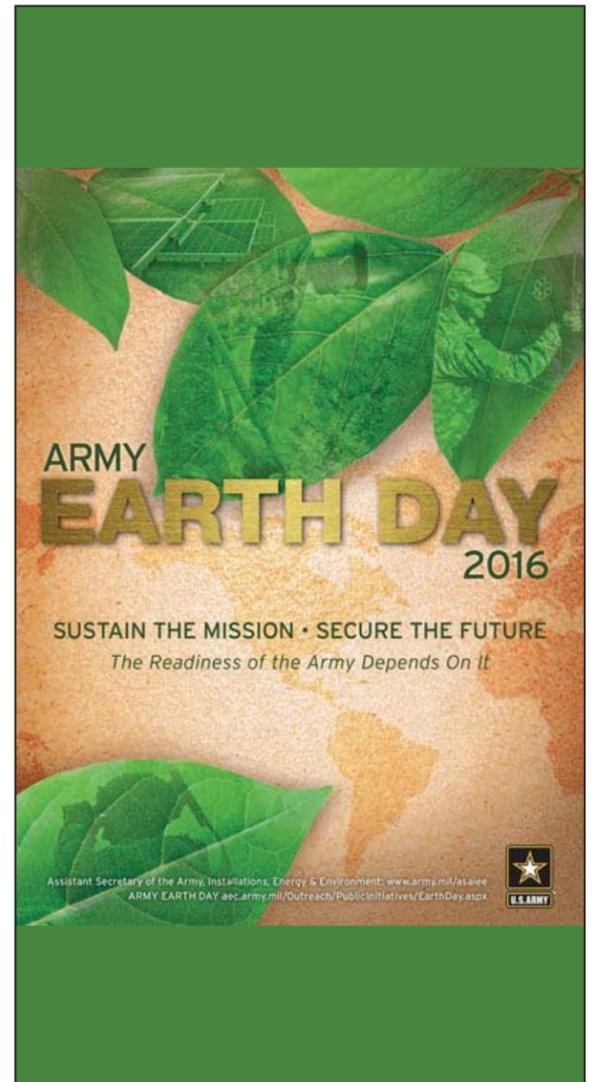
Brian Decker, mechanical engineer in the Installation Services Directorate's Engineering Branch, said the project was selected based on its promise to provide substantial savings for Tobyhanna.

“The project's savings-to-investment ratio was deemed high enough to receive ECIP funding from OSD,” he said, adding that the savings will equal 115 percent of the project's cost.

Personnel in the depot's Environmental Safety and Occupational Health Branch have estimated the project will conserve a staggering amount of energy while continuing Tobyhanna's mission uninterrupted.

“Tobyhanna is looking at annual natural gas and electricity savings in excess of 30,000 MMBTU (million BTUs) with a 20 percent reduction in criteria air pollutants,” said David Ruskey, environmental engineer in the branch. He added that the depot adheres to a permit defined limitation restricting emissions and the solar wall project will help meet those restrictions. “The emission-related savings are based on sustained compliance with our air permit which allows us to operate without interrupting our mission,” he said.

The anticipated completion date for the installation of all panels is Aug. 31 and the technology will be fully operational within two weeks.



Know the left and right limits of your participation in partisan political activities

by Cherish Gilmore
AMC Public Affairs

As the presidential election nears, personnel should re-visit the regulations that govern military and all federal civilian employees concerning their participation in the political process.

The Hatch Act restricts the political activity of federal civilian employees, including Department of the Army civilians. The law was amended in 1993 to allow most employees to engage in certain types of political activity while in their personal capacity. DOD Directive 1344.10 outlines rules governing political activity by members of the armed forces.

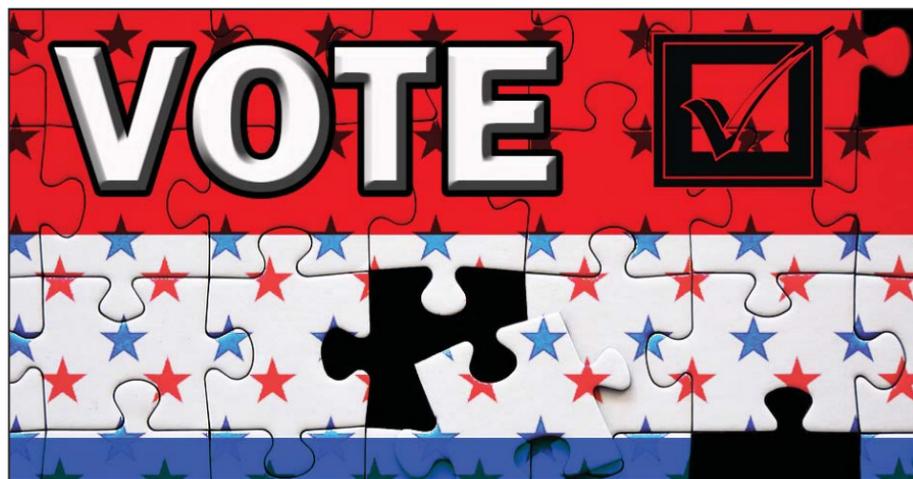
“Neither the Hatch Act nor the DOD Directive 1344.10 restrict civilian employees and military members from exercising their right to vote,” said Lawrence Wilde, Army Materiel Command's ethics counselor.

The restrictions pertain to participation in partisan political activities.

“We encourage voting,” said Wilde. “Know the left and right limits of your participation in partisan political activities. If you'd like to become involved with a political campaign, it's a good idea to seek advice from your legal office first.”

The restrictions that apply depends on an individual's status as a federal employee. The Hatch Act classifies employees into two groups: a “less restricted” group and “further restricted” group.

“The vast majority of DOD employees are classified as less-restricted employees,”



explained Wilde. “Further restricted employees include career senior executive service employees, political appointees, and employees of certain federal agencies like the National Security Agency, Federal Bureau of Investigation and Defense Intelligence Agency.”

Less restricted employees may actively participate in partisan political activities such as making phone calls for a candidate in a partisan election, working for a political party to encourage voting, or handing out campaign literature.

The Hatch Act dictates, however, that none of these activities may be done while on duty or by using their official position, in a federal building or vehicle, while wearing a federal uniform or insignia, or by using official resources, like computers.

“Although employees may contribute money to candidates, no federal employee,

military or civilian, may solicit or accept campaign contributions at any time,” said Wilde. “So, for example, if a civilian employee is working the phone bank for a candidate, they may not read any part of a script that solicits contributions even though the employee is off duty and totally anonymous to the potential voter.”

This also applies in the world of social media.

“Employees may not forward by email or social media any websites or posts that solicit or contain a link for campaign donations,” said Wilde.

The rules for further restricted civilian employees and military personnel are stricter. Both must refrain from any political activity that could associate DOD with a partisan political candidate, group or activity.

“This means that military personnel may not campaign for a political candidate in a

partisan election, speak at a partisan political gathering, hand out campaign literature, or solicit campaign contributions,” said Wilde. “They may not place a political sign on the lawn of their government quarters. On social media, they may follow, friend or like a party or a candidate, but may not post, forward, share, or re-Tweet links and comments from them. If a member of the military or a further restricted civilian employee ‘likes’ a candidate or political group, the privacy settings on social media sites should be changed to preclude others from seeing these preferences.”

Wilde singled out four rules to keep handy for all federal employees and military members:

- Do not solicit campaign donations on or off duty.
- Do not wear campaign buttons on duty, in a federal facility, or in uniform.
- Do not forward partisan political articles, websites, or political cartoons while on duty, in a federal building, or using a government computer.
- Do not invite subordinates to political events, or use your rank or official position in any way to influence the political process.

Violations of the Hatch Act are investigated by the Justice Department of Office of Special Counsel. Punishments include the full range of administrative disciplinary action, to include removal. Members of the military may face discipline for violating DoD Directive 1433.10 and pertinent provisions of the Uniform Code of Military Justice.