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All-hands effort, process improvement trademarks of CDK mission

by Justin Eimers
Assistant Editor

A multi-faceted effort here provides troubleshooting capabilities for the Common Remotely Operated Weapon Station (CROWS) II M153 through the fabrication and assembly of CROWS Diagnostic Kits (CDK).

The kits are all-weather, portable diagnostic test sets that are compatible with multiple CROWS variants. Each kit is comprised of 23 specialized cables and harnesses, 11 test adapters and an Interface Device (ID) with LCD video display, and takes more than 200 hours to fabricate, perform final testing and assemble. The ID, which alone requires 40 hours of work to fabricate, allows soldiers to troubleshoot the weapon station in the field.

“Tobyhanna does everything in-house for the kits, including fabricating cable harnesses and ID boxes, assembling the cables and fitting them with adapters,” said Strategic Systems Cable Branch Chief Carol Kubilus, adding the caveat that circuit cards are purchased and not fabricated here. All cables are tested using an automated wiring analyzer that performs circuit continuity tests for open circuits, as well as resistor, relay and capacitor tests, ensuring the kit functions properly prior to fielding.

In 2011, Picatinny Arsenal contacted Tobyhanna’s Production Engineering Directorate to design, develop and build 202 initial production units. To date, however, more than 300 have been completed and shipped for fielding. Chris Sankovich, CDK program manager at Picatinny Arsenal, said the work of depot personnel is top-notch.

“The manufacturing quality of the CDK has met all of our rigorous requirements,” he said. “The quality control measures in place at the depot ensures the best possible product is delivered to the Soldier.” He added that monthly face-to-face and bi-weekly teleconference meetings have created an open line of communication directly between the Program Manufacturer and Tobyhanna, allowing both to “dynamically adapt to challenges.”

Continuous process improvement has played a large part in the process from start to finish. A plastic tool to wind cables



Left, Electronics Worker Dave Weisenfluh feeds wires through a 3D printed tool that organizes wires as they are spun and bundled. Weisenfluh works in the Systems Integration and Support Directorate. Above, Donald Thompson, electronics worker in the Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance (C4ISR) Directorate, strips cables to prepare them for the application of adapters and connectors. (Photos by Justin Eimers)

was developed by depot employees and prototyped in both cardboard and wood prior to being 3D printed. The tool ensures cables are wound properly to be fit with adapters. A Lean event conducted in 2012 resulted in other process improvements.

“We implemented a new way to label

cables inside the ID boxes using a marking machine that hot stamps each cable,” said Electronics Mechanic Leader David Olander, “and established a more effective and efficient way to shrink the insulation sleeving by heating it in an oven instead of by hand with a heat gun.”

Program accomplishments include three engineering design modules (EDMs) that were fabricated and evaluated by Picatinny’s Automated Test Systems Division. Feedback from the initial EDMs was used to refine the kit’s design.

Various depot shops play a role in building each kit, ranging from equipment to machining, and painting to plating. Coordination between all areas has ensured a smooth process and a positive relationship with Picatinny.

“The biggest challenge has been tracking parts from one process to the next,” said Kubilus. The newly-implemented Complex Assembly Manufacturing Solution will improve tracking by enabling access to detailed information for shop technicians.

Fifteen kits are scheduled per month to complete the workload. Use of the diagnostic kit will eventually expand to other systems, including the Bradley Wheeled Vehicle.

Pros, practitioners talk shop

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And the winners are . . .

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Keynote speaker focuses on retention

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NEWS NOTES

PAO announces readership survey

The Public Affairs Office (PAO) is conducting a newspaper readership survey for the Tobyhanna Reporter. The results of this survey will reveal what readers want, where they get the paper and how reliable they consider it as a source of information. Anyone with access to the Tobyhanna intranet page is eligible to submit the web-based survey. The link is under Web Tools/TYAD Reporter Public Affairs — <http://intranet.tobyhanna.army.mil/Intranet/forms/viewform.cfm?formID=100>. The deadline to submit a survey is Aug. 17. For details, call X58073.

Save the date

The Tobyhanna Army Depot Chapter of the Association of the United States Army (AUSA) will host a Commander's Cup Golf Tournament July 30 at the Scranton Municipal Golf Course in Mount Cobb. For more information or to register to participate, contact the One Stop Shop, 570-615-8851.

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 Friday, except for RDOs, from 7:30 a.m. to 2:15 p.m. The facility will close from 9:15 to 9:30 daily for break and 11:30 a.m. to noon for lunch. Customers can call after 3:30 p.m. to check on packages and availability. For more information, call Stephanie Wojcicki, X57411.

THANKS

"Thank you to my Army Contracting Command and Tobyhanna friends and co-workers for their generosity and condolences on the recent passing of my mother, Geraldine Kirkhuff.

Having just lost my father in January, this was an especially difficult time for my family.

I am blessed to have such wonderful, caring people in my life.

On behalf of my family, thank you."

Tami Kirhuff
Chief, Purchasing Section
Army Contracting Command APG,
Division E, Tobyhanna Branch

Well done!

"Tony Santos' assistance is much appreciated. The equipment specialist assigned to the C4ISR Directorate was able to provide instruction to new users on operating the equipment, troubleshoot problems in a timely manner and answer any questions I had concerning said equipment. I would also recommend his assistance to my coworkers in the future."

Sgt. Olatokunbo Somoye
Manila, Philippines

New Army Emergency Relief website built around online assistance

WASHINGTON — After working out some initial bugs, a new Army Emergency Relief (AER) website is now up and running with an online assistance tool that is easy to navigate on mobile devices.

"It now works well from a smart phone, tablet, desktop, laptop, whatever device," said retired Col. Guy Shields of AER. "We've been testing this since February to work out the bugs."

The website provides a loan calculator, AER news and videos, and portals to apply for scholarships or loans.

AER has also been working on upgrading its information

systems. It recently completed the Defense Information Assurance Certification and Accreditation Process, allowing its systems to interface with Defense Department sites such as the Defense Finance and Accounting Office.

LeRoy Lundgren, deputy director of Cybersecurity for Army G-6, was instrumental in helping AER get through the process, according to retired Lt. Gen. Robert Foley, AER director.

"His efforts ensured that AER had continued access to various DOD and Army systems which are required to efficiently take care of Soldiers and their families," Foley said of Lundgren.

Army launches new, modern flagship website

by C. Todd Lopez
Army News Service

WASHINGTON — Deep within the Pentagon, a team of programmers and web designers have been working for over a year now to bring the Army's award-winning flagship website, Army.mil, up to the latest web standards and to add some much-needed gloss to the site.

"Our Soldiers, civilians, family members and those who support our Army deserve a website that represents them and the greatest team on earth — the United States Army," said Brig. Gen. Malcolm Frost, the chief of Army Public Affairs.

"The new Army.mil website was built with this goal foremost on our mind. The Office of the Chief of Public Affairs has put together a modern site, viewable over all mobile devices, that clearly and simply shares the Army's story," he said.

Most striking among the changes is the implementation of a "responsive grid" design.

"The idea of a responsive website is that it displays correctly on every device, including smartphones, tablets, and a variety of browsers," said Zack Kevit, the Army.mil project manager. "All of the design decisions, the layout decisions, the coding decisions, and the framework we use to display the content, has been driven by the goal to make the site more mobile-friendly — because that's the direction our audience is moving."

About 40 percent of the site's visitors now come from mobile devices.

The redesign of Army.mil involved a complete re-write of all of the site's code, Kevit said.

"It's all new now. It's lighter and faster."

Army.mil Technical Director, Johnathan Howard, added that two updates contributing to both increased speed and security on Army.mil is the enabling of HTTPS and HTTP/2. Howard said "Policy mandates that all sites have HTTPS connectivity — and Army.mil is the first among its sister services to make that



happen. Enabling of the HTTP/2 protocol will also improve site performance," he said. "Pages will load more quickly."

The web team said the new site enables them to give more emphasis to Army communications campaigns that are promoted by the Army's public affairs staff at the request of Army senior leadership.

Another design element included in the new Army.mil is adherence to the Enterprise Army Brand. The Army has a marketing office that in addition to developing commercials and other advertising for the Army, also develops a branding strategy for the service so that magazine, television, web, and newspaper advertising, for instance, all look the same in terms of colors, typefaces, graphics and use of the Army logo and camouflage patterns.

"Previously, Army.mil had its own brand," she said. "Now it follows the look and feel of the overall Army brand."

Much of what's on Army.mil — in particular, the print news stories, and most of the imagery — comes from a content management system called CORE. Redesign of that back-end is slated for this year.

CORE is a system that is used to share articles, videos and photos produced by

public affairs officers from units across the Army.

Army.mil programmers have developed a new application programming interface, or API, to connect CORE to the new design. Howard said that documentation for the API will eventually be made available to other web developers, enabling them to use CORE-provided content.

"Other Army websites can utilize the content as well," Howard continued. "They can do all the news management through CORE with minimal recoding of their pages."

The site also includes an array of feature microsites for various Army topics and themes. Chief among those are the "Valor" pages for individual Army Medal of Honor recipients. There are more than 20 of those on the site.

Army.mil also hosts dozens of other microsites categorized as "Events" for things like the Best Ranger Competition, or Best Warrior Competition, "Heritage" for topics like D-Day, Battle of the Bulge, or the Korean War, and "Resources," for things like the Army values, the Ready and Resilient campaign, and Army uniforms, symbols and insignia.

TOBYHANNA REPORTER

The Tobyhanna Reporter is an authorized, monthly publication for members of the Department of Defense.

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Continuous Process Improvement experts from throughout the region attend Tobyhanna's fourth annual Lean Learning Workshop at the Landing. (Photos by Steve Grzedzinski)

Lean pros, practitioners share ideas, network

by Anthony Ricchiazzi
Public Affairs Specialist

People, not techniques and equipment, are the key to success in continuous process improvements that lead to business success.

This was the message of Steven Spear, senior lecturer at the MIT Sloan School of Management, during his keynote address at the 4th annual Lean Learning Workshop held June 7.

About 85 Lean business and Tobyhanna Army Depot representatives attended the workshop. Participants included Dr. John Muka, president of APTOLEAN; Rick Harrington, senior vice president of operations, Raymond Corporation; Paul Brennan, superintendent of the Riverside School District; Ann Marie Millard and David King, both directors of Lean Performance, Sanofi Pasteur; and depot employees Bruce Carey, chief of the Equipage Branch (Systems Integration and Support Directorate), and Eric Dial, process improvement specialist (Continuous Process Improvement Directorate).

Spear's presentation, titled "Creating a high velocity learning organization: Executive imperative for fostering critical thinking", focused on how companies like Toyota and Alcoa, and health care organizations, turned negative situations around or saw through problems in industry to present better products and improve practices.

Toyota worked on building vehicles that had greater reliability but were still affordable, and changed the standard for new model design.

"The standard was four years to bring a new car to market," Spear said. Companies had to retool and introduce new equipment, but Toyota changed that by streamlining the retooling and other processes. This reduced their new car



Steven Spear, author and professor at the Massachusetts Institute of Technology, shares his views on manufacturing and Lean Six Sigma with the individuals attending the one-day event.

design process to two years, accomplishing what Spear called "bringing value to market with speed".

He noted that Toyota beat Chevrolet to the hybrid market, introducing the Prius 10 years earlier than the Volt, and has an earnings per vehicle of \$2,726 versus Ford's \$994.

He then profiled Apple, noting that it has a smaller market share than other computer companies, but higher profit.

"These businesses get the same resources and equipment, same cleanrooms, so there is no advantage. So what is the advantage? People."

Spear's point is that it is how people are managed and how they are treated that makes the difference, emphasizing that people are the only advantage that companies have.

"The technology is not hard, but people, they are tricky," he said. "This is really a story about people in high performance organizations."

Business leaders and employees have to sort through a natural diversity among people and establish standardization and clarity of processes. Spear said this produces a gracefulness in terms of work producing good results. When standardization is low or missing, or

what is expected is unclear, it produces awkwardness in processes.

He highlighted problems in the healthcare industry, noting a hospital that found itself at capacity and failing patients, some of whom were seen wondering the halls. The hospital's electronic equipment was confusing, nurses were having trouble even finding gowns. He contrasted that with Alcoa, a company that produces aluminum products and whose clear standards and processes has led to an injury rate cut from 2 percent to .07 percent, making it safer than the hospital at the time.

"The common root cause of problems is ignorance," Spear said. "Fundamentally it is all about ignorance. The antidote is knowledge."

People should try for perfection in processes. Spear noted common wisdom assumes perfection is impossible, which is not right in all cases, and it is the pursuit of perfection that matters.

"It is easy to say, but hard to do," he said. "You don't have to be perfect from the start. It took Alcoa 13 years (to reach its goals); some companies only took a year. It's about seeing problems and establishing an automatic effort to solve them."

Army grants \$10,000 to CYSS literacy project

by Justin Eimers
Assistant Editor

Recent research from the Center on the Social Emotional Foundations for Early Learning (CSEFEL) has shown that children's emotional and behavioral adjustment is important for their chances of early school success. Thanks to a grant from the Department of the Army, Tobyhanna Army Depot's Child, Youth and School Services (CYSS) center will soon implement a literacy project focusing specifically on social and emotional development.

The project includes purchasing materials – books, tablets and props – to build a Literacy Resource Library for the center. This initiative will help enhance and assist with implementation and expansion of the Army's behavior support program.

"The goal is to make this type of development a part of the children's everyday lives," said Anne Wombacker, CYSS coordinator. That development will be aided by the new books addressing topics ranging from being a friend to problem solving to self-confidence to family relationships and more. The program aims to have 85 percent of children ages four through first grade reading at least one of the social emotional books from the list every week. The new literacy will also focus on building the vocabulary of the children. More than 150 children are currently enrolled at the center.

CYSS applied for a grant of \$7,600 from a chunk of money the Army set aside for child and youth programs and received \$10,000. The application included an overview of the proposed literacy project and research supporting it. Once the project is incorporated at the center, quarterly reports will be sent to the Army to capture its effectiveness.

"We've always had lots of books at the center but this new library will greatly enhance what's available to the children," said Wombacker. "The program will also provide training for the caregivers so they are able to recognize signs and be in tune with the children to meet their social and emotional needs on a daily basis." Two, eight-hour training sessions will be conducted this September and next May for 30 caregivers at the center.

This summer, the center will implement the "Kindle Club," a part of the literacy project where kids can download books on Kindle tablets and review them for their peers. The voluntary club will help children maintain their reading skills throughout the summer.

Wombacker estimates it will take a year to fully utilize the grant.

"We will have all the materials and supplies soon, but after the training sessions we will infuse new takeaways from that into the curriculum," she said.

The center also received a \$1,200 grant earlier this year for a garden project.



Jody Oustrich

Leader credits employees with win

A senior leader at Tobyhanna Army Depot known for his aggressive management style and deep respect for the employees he leads was named one of the C4ISR Top Ten Personnel of 2015.

U.S. Army Communications-Electronics Command officials chose Jody Oustrich based on his contributions to the C4ISR (Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance) mission during the calendar year. Top Ten winners were picked from a pool of military and civilian nominees, all ranks and grades. Each will receive a superior civilian service award and a plaque.

Oustrich is the director of Tobyhanna's C4ISR Directorate, which provides military assets through a worldwide network of permanent and deployed personnel located here and in 48 geographically separated Forward Repair Activities.

"Jody is a courageous leader with a tenacity for change management," said Frank Zardecki, depot deputy commander. "I consider him to be a primary driver of Tobyhanna's outstanding success."

In 2015, Oustrich directed the activities of two of the depot's largest directorates: Systems Integration and Support, and C4ISR. During that time he paved the way for 1,700 employees to execute over 3 million direct labor hours, exceeding the depot's annual plan by nearly 18 percent. The increased productivity generated an additional 20 percent in revenue, surpassing other Army depots and arsenals, while providing cost effective performance to the joint warfighter.

"My job is to take away as many of the roadblocks that prevent employees from accomplishing their mission," said Oustrich, commending the "extra ordinary" accomplishments of everyone who plays a part in building up the depot's reputation. "No leader can be truly successful without the support of all the dedicated men and women who work here."

The best part of the job is interacting with the employees who work on the shop floor, he said, noting that it's essential to create an environment that values all members of the Army Team. For instance, the directorate implemented professional development programs to improve the management and

leadership skills of its 73 supervisors.

"He has established a positive environment for everyone in the [C4ISR] directorate, encouraging and giving individuals an opportunity to be rewarded for going beyond what is expected," Zardecki said.

The skillful director joined Team Tobyhanna in 2003 after working in the private sector for more than six years. An advocate of education, Oustrich has a bachelor's degree in engineering and a master's degree in engineering management. He credits his parents and family for teaching him the value of hard work. Attendance at several management courses has helped him to become a better leader.

Oustrich talked about his education and first job out of college when got the chance to travel to places such as Japan, Greece, Korea, Taiwan, Alaska, Hawaii, Guam, Puerto Rico, France, and almost every port on the east, west and gulf coasts. Traveling the world helped him realize how fortunate Americans are to live in the "greatest country in the world."

"I have a lot to be thankful for and that gratitude was the driving force behind my working for the Defense Department," he said. "It gives me a lot of satisfaction designing, repairing, fabricating and overhauling systems that help our military remain the greatest fighting force in the world."

Employee earns CECOM award

Electronics Worker John LaCapra was named U.S. Army Communications-Electronics Command Employee of the Quarter for the Second Quarter, Junior Category. LaCapra is always looking for safe and more efficient ways to produce a quality product. He invented a thumb screw adapter that saved time, improved quality and made his teammate's job less stressful. Coworkers claim he's a role model with an attitude and work ethic that is contagious. (Photo by Steve Grzedzinski)



SETTING THE BAR

by Jacqueline Boucher, Editor

Photos by Steve Grzedzinski and Jim Lentz

Employees streamline processes, earn accolades for job well done

Good teachers and life lessons helped a program manager and an electronics mechanic earn honors and accolades from supervisors and peers.

Stephen Justice and Kelly Kolvek were selected Tobyhanna Army Depot's Employees of the Quarter for the second quarter of 2016.

Kolvek was surprised to find herself the center of attention during a recent award ceremony that she set up. As Incentive Awards Program coordinator it's her job is to ensure awards presentations on the depot go off without a hitch.

"I couldn't do this job without the support of some of the greatest people," Kolvek said. "It feels good to be appreciated and know that my efforts haven't gone unnoticed."

One coworker called her a superstar. In addition to performing her day-to-day duties, Kolvek stepped up to help the travel section process an excess number of travel orders. She also donates blood regularly and coordinates a recurring fundraiser.

"Kelly works well with everyone," said Randall Brown, chief of the Resource Management (RM) Directorate's Personnel Management Division. "She provides exceptional customer service and is always quick to respond to questions or handle issues that arise."

Kolvek was able to streamline the awards process by developing an easy access electronic file. The incentive award file on the T drive contains information about a variety of award ceremonies as well as a way to submit nomination packages.

The program coordinator tracks dozens of depot-level and higher awards throughout the year. The most visible of those ceremonies are the monthly Length of Service and the Commander's Walk Around. Coworkers claim Kolvek routinely goes the extra mile to provide a memorable experience for the award winners. Her job responsibilities include handling the logistics of getting winners, guests and presenters to the same place at the same time. Certificates, service pins, flags and other awards and decorations are her stock and trade.

"She epitomizes the Army Values and consistently sets the example for other employees to follow," said Jim Antonelli, RM director. "Kelly is the type of employee who never hesitates to help another in need and often goes above and beyond what is required."

Justice is known for his problem solving skills and selfless service on and off the job. His supervisor describes him as a "role model who inspires others to follow his lead and work ethic."



Stephen Justice

Having worked at the depot for 12 years, Justice has acquired an impressive set of job skills, according to Russ Wright, chief of the Air Traffic Control and Landing Systems (ATCALS) Branch. His duties include repairing, overhauling, and troubleshooting Air Traffic Control radar assemblies, which are then installed and tested.

Justice is heading a new fabrication effort and has volunteered to enhance his leadership skills by attending a specialized training course offered at the depot. "He's always looking for ways to improve," Wright said, adding that the technician has deployed to Southwest Asia several times.

Not long ago, Justice found a way to eliminate weather-related production delays by moving an Air Force asset from one building to another for testing. Relocating the AN/MPN-14K mock-up system also reduced repair cycle times as well as the need to transport



Kelly Kolvek

equipment and personnel several times a day. These improvements were made possible by his designing and building an antenna pedestal fixture and dummy load assemblies at the new location.

"He is a highly respected team member and is crucial to the success of the ATCALS mission," Wright said, noting that the technician also volunteers for several organizations in the local community.

Justice attributes his success to several things, training, teamwork, and mentoring; however, family is the force that drives him to make a difference.

"I have learned that you do not have to be the best at every aspect of the job," he said. "You have to build a team that is diverse. When you do that you can feed off each other's strengths and become an unstoppable force."

Safety takes top spot in annual competition

The U.S. Army Combat Readiness Center recently announced winners of the Fiscal 2015 Secretary of the Army and Chief of Staff, Army Safety Awards.

Tobyhanna Army Depot's Safety Program earned the Industrial Operations Safety Award for continued emphasis on command participation, employee empowerment and establishing a safety mindset at all levels of the organization.

To be considered for an award, both individuals and units must have made significant improvements and contributions to accident prevention efforts, among other criteria, during the previous fiscal year, according to Department of the Army Pamphlet 385-10, Army Safety Program.

Tobyhanna submitted a comprehensive nomination package document summarizing the depot's success in several categories to include strategies, processes and incentive programs, community outreach, industrial hygiene and wellness programs.

There are a number of things that can make a successful safety program, according to Safety Engineer John Lyman, who emphasized the importance of follow-up and knowing the safety codes.

Paula Mesaris attributes the depot's success to the Safety Star Point Program. Star points representing each cost center and tenant activity on the installation are the driving force for sharing information and looking out for hazards in their areas, she explained. Mesaris is a safety and occupational health specialist.

"This recognition for the hard-working men and women of Tobyhanna Army Depot is tremendous," Mesaris said. "It's their continued support of the safety programs that helps us [safety personnel] identify and correct hazards, make improvements and continue to find ways to keep the workforce engaged in maintaining a safe work environment."

Lyman and Mesaris work in Tobyhanna's Safety and Occupational Health Office.

Depot recognized for sustainability

Tobyhanna Army Depot credits use of a focused environmental review program to ensure environmental sustainability is integrated into future construction and renovation projects for their recent win in the Secretary of the Army's environmental awards program's Sustainability – Industrial Installation category.

The environmental staff at the depot understand that successful environmental programs are developed over time through a shared vision and continuous improvement. Individual program managers within the depot's environmental branch develop aggressive program goals and meet weekly to ensure development of a team



approach with cross-program strategies to meet those goals.

Tobyhanna Army Depot will represent the Army at the Secretary of Defense Environmental Awards competition later this year.

Congratulations

It is a pleasure to inform you that your organization [Tobyhanna Army Depot] has been selected as a recipient of the Call2Recycle 2015 Leaders in Sustainability Awards for your commitment to recycling.

Through the collaboration and strong support of partners like you, the Call2Recycle program reached record collection numbers leading to more batteries diverted from landfills than in the past. In 2015, our program diverted close to 7.1 million pounds of batteries from U.S. landfills — a 3 percent increase from the year before.

However, the numbers only tell part of the story. By promoting initiatives that help educate and inform consumers across the country you are contributing to our efforts to make battery recycling come as second nature to future generations.

On behalf of the Call2Recycle team, we thank you for your support and we look forward to our continued collaboration in 2016.

Carl Smith
CEO and President
Call2Recycle, Inc.



Volunteer of the Year

Tobyhanna Army Depot named Stacey Scutt the 2015 Volunteer of the Year. She is active in the DLA Distribution-Tobyhanna's Defense Logistics Employee and Community Outreach Organization. Scutt volunteers to help a local Girl Scout troop, and spends time supporting the North Pocono Junior Trojans football program and the Jefferson Township Little League.

Quarterly rewards

Fire Chief Albert Gilgallon was named the Tobyhanna Army Depot Supervisor of the Quarter for the second quarter of 2016. He's always on the lookout for ways to improve fire and emergency services while streamlining cost and staffing requirements. Gilgallon ensures firefighters have proper equipment and training to perform their duties. "I strive to be and do my best, whether as a fire chief, a coworker, a father or a friend," he said.



NEW DIVISION CHIEF

Richard Williams is chief of the Continuous Process Improvement Directorate's Quality Control Division. He supervises personnel who inspect electronics, sheet metal, machine, heavy mobile equipment and carpentry work performed by depot employees.

Prior to his current position, Williams was a quality assurance specialist in the Quality Assurance Division. He began his depot career in February 2004.

Williams served on active duty in the Marine Corps for nine years and two years in the Reserves. During his military career he performed the duties of a CH-46E Helicopter crew chief/full systems quality assurance representative while attached to the Marine Medium Helicopter Squadron-266. Williams



Williams

also deployed overseas multiple times as part of the 24 Marine Expeditionary Force and the 2nd Marine Expeditionary Brigade. His awards and decorations include the Navy and Marine Corps Achievement Medal with four stars, Kosovo Campaign Medal, NATO Medal, National Defense Service Medal with two stars, Marine Corps Good Conduct Medal with two stars, Humanitarian Service Medal, Sea Service Deployment Ribbon with two stars, and Meritorious Unit Commendation and Navy Unit Commendation ribbons.

He graduated in from Lake Lehman High School in 1991. Williams is the deputy emergency management coordinator for Harvey's Lake Borough. He enjoys spending time outdoors, riding his Harley, hunting and relaxing at his cabin.

NEW SUPERVISOR

Doreen Scott is chief of the C4ISR Directorate's Electronic Warfare and Ground Sensors Section. She supervises employees who overhaul and repair Electromagnetic Hardened Dispersal Communication Systems, Unattended Transient Acoustic Measurement and Signature Intelligence Sensors, mine detectors and Crew Vehicle Receiver Jammer, Thor manpack jammers and Wolfhound manpack directional finders.

Prior to her current position, Scott was an electronics mechanic in the Secure Data Section. She began her depot career in May 2008.

She graduated from Valley View High School in 1974 and received an associate's degree in 2009.

Scott is a member of the Saint Thomas More Church. She enjoys spending time with family, camping, reading and bonfires.

Jon Strzelec is chief of the Production Engineering Directorate's Site Installation Engineering Branch. He supervises personnel



Scott



Strzelec

who design, fabricate and test Satellite Communication Systems worldwide.

Prior to his current position, Strzelec was the lead instrumentation engineer at the Naval Surface Warfare Center in Virginia.

He began his depot career in April 2016.

Strzelec served in the Army for six years as an avionics, armament and electrical technician for U.S. Army Aviation while stationed in Korea, Hawaii and Texas. His awards and decorations include the National Defense Service Medal, Korea Service Defense Medal, and Global War on Terrorism Service Medal

He graduated in 1997 from Council Rock High School in Newtown. Strzelec received a master's degree in aerospace engineering from Old Dominion University, Virginia, in 2011.

Strzelec enjoys hunting, fishing, taxidermy and archery.



From left, depot Sgt. Maj. Paul Watson, Ramona Kost, George Kofira and depot commander Col. Gregory Peterson attend the Length of Service ceremony held May 26. (Photo by Steve Grzedzinski)

Two Tobyhanna Army Depot employees were recognized for their years of government service during the Length of Service ceremony on May 26.

George Kofira — 40 years, equipment specialist, electronics, C4ISR Maintenance Engineering Division, Production Engineering Directorate

Ramona Kost — 35 years, process improvement specialist, Process Improvement Division, Continuous Process Improvement Directorate.

In addition to service certificates and pins, employees with 40 years receive a gold watch and an engraved crystal eagle statue. Those with 35 years receive an engraved mantle clock.

Depot commander Col. Gregory Peterson and depot Sgt. Maj. Paul Watson presented the awards.

WELCOME TO THE DEPOT

Name	Title	Organization
Brian Adams	IT specialist	D/C4ISR
Logan Brouse	Firefighter	D/IS
John Castillo	Security guard	D/IS
Thomas Dinh	Electronics engineer	D/PE
Kenneth Eisan	IT specialist	D/C4ISR
Ryan Evanicki	Security guard	D/IS
Timothy Faux	IT project manager	D/IS
Phillip Langvardt	IT specialist	D/C4ISR
Xinyang Liu	IT specialist	D/C4ISR
Kristina Long	Secretary	D/RM
Donald Middleton	Materials handler	D/PM
John Motts	Computer engineer	D/PE
Kevin Murphy	Fire protection inspector	D/IS
Kristina Nolan	Secretary	D/C4ISR
Steven Sklanks	Accountant	D/RM
Tracey Supple	Accountant	D/RM
Tracy Stender	Secretary	D/PM
Patricia Wallace	Secretary	D/PM
Matthew Zausch	Firefighter	D/IS

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 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.

Clarks Summit: 1 opening, contact Leo, X57416.



CAR/VAN POOLS

Wind Gap: contact Cristal, X58116.

Wing Gap/Snydersville: 1 opening, nonsmoking, contact Bob, X58642 or Rich, X58905.

Hawley/Greentown/Newfoundland/South Sterling: 2 openings, nonsmoking, contact Bruce, X58360 or Rose, X55213.

Wind Gap: 1 opening, nonsmoking, contact Cristal, X59177.

Jessup/Dunmore: 1 opening, pick up point is the park and ride in each location, contact Karen, 5-6223 or Richard, 5-7450.



TRADING POST

Vehicle: 2007 Dodge Caliber R/T, 64K miles, automatic CVT, AWD, blue, recently inspected, and new tires, exhaust manifold and muffler, \$10,700, call Jared, 540-9152.

RETIREES

Name	Retirement date	Organization
Brenda Baggett	May 23	D/SIS
Frederick Cook	May 31	D/SIS
Bruce Peters	May 31	D/C4ISR
Pamela Sawyer	May 31	D/RM
Stanley Shimizu	May 31	D/PED

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'It's good to stay connected to the Army,' says McQuiston of AUSA membership

by Anthony Ricchiazzi
Public Affairs Specialist

The depot's 26th commander and former deputy commanding general of the Army Materiel Command helped Tobyhanna celebrate the Army's 241st birthday.

Retired Lt. Gen. Patricia McQuiston gave the keynote address after cutting the cake with depot commander Col. Gregory Peterson, depot Sgt. Maj. Paul Watson, chapter vice president Kelvin Spencer and commander of the Korean War Veterans Association of Wyoming Valley Joe Sincavage.

The June 8 event was part of a luncheon held by the depot chapter of the Association of the United States Army at The Landing.

She began her remarks by noting that she has taken something to every command from her time at Tobyhanna and complimented employees, saying that Tobyhanna is "punching way above its weight."

Although retired, she said she enjoys staying connected to the Army and joined the AUSA staff as the senior director for membership.

"AUSA is engaged in getting the word out [about the Total Army]... and acts as a voice to educate tens of millions of people around the country, not just Congress," she said. People need to know that the Army



From left, Association of the United States Army (AUSA) Tobyhanna Chapter Vice President Kelvin Spencer, depot commander Col. Gregory Peterson, retired Lt. Gen. Patricia McQuiston, Joe Sincavage, commander, Korean War Veterans of Wyoming Valley and depot Sgt. Maj. Paul Watson cut the cake to celebrate the Army's 241st birthday. McQuiston, AUSA senior director for membership, served as the keynote speaker, focusing on recruiting and retaining Association individual, corporate and life members. McQuiston also oversees AUSA Regional Activities and Marketing directorates. (Photo by Steve Grzedzinski)



dates to before the establishment of the nation and has been involved in the nation's development ever since, from the westward expansion to Corps of Engineers projects.

"People must trust that their Army will do the right thing; if it is not connected to the people, things don't go well for the Army," she said.

She said that AUSA has redoubled its efforts to support the Total Army [active duty, Guard, Reserves, civilians and family] and is looking at ways to partner with other organizations, such as corporate members, to take their voice to Congress more effectively. She noted that the depot's AUSA chapter is regarded as the third best out

of 119 chapters and that education is the key to attracting members, which is key to making AUSA more effective in supporting the Army. She then congratulated Deputy Commander Frank Zardecki as the chapter's 76th and newest lifetime member.

"People will follow if they know what it's about," she said, if they know what benefit the organization is to them on an individual level, what she called the 'what's in it for me' aspect of attracting new members.

At the AUSA national level, members and leadership are looking at how to improve 'chapter of excellence' criteria and the overall awards programs, how to streamline chapter activity reporting, and taking advantage of best practices, such as social media.

McQuiston noted that the depot's Facebook page is well done.

"I wouldn't be in this if I did not see the benefit," she said. "Growing membership gives more relevance and voice to AUSA."

She emphasized that Army civilians should take the time to find out about AUSA's benefits and if membership is for them, and that membership fees have been simplified to make it easier to join.

She concluded by saying that although she is retired, it's still good to serve and do the best for our country. "We want to reach out to young people and build for the future."

VLTP

The voluntary leave transfer program (VLTP) allows federal employees to donate annual leave to employees who have exhausted annual and sick leave because of a personal or family medical emergency. For details, call Rose Reppert, X55202. There are 25 active cases with eligible employees in need of leave donations. Employees who elected to have their names released are listed below.

Sarah Antonacci-Behrend, Risk Management Division, Installation Services (IS) Directorate.

Megan Bartow, Financial Analysis Division, Resource Management (RM) Directorate.

George Berezna, Electronics Fabrication Division, Systems Integration and Support (SIS) Directorate.

Thomas Chernasky, Surveillance and Reconnaissance Division, C4ISR Directorate.

Scott Dane, C4 Division, C4ISR Directorate.

Robert Dusseault, Avionics and Sensors Division, C4ISR Directorate.

Tina Fornwald, Business Development Division, Production Management (PM) Directorate.

Laura Gaudiano, Employee Development Division, RM Directorate.

Nicholas Gilchrist, Integration Support Division, SIS Directorate.

Hiram Gillyard, Integration Support Division, SIS Directorate.

Santiago Gonzales, Avionics and Sensors Division, C4ISR Directorate.

Rebecca Guerrini, Community Services Division, IS Directorate.

Regan Harrison, C4 Program Management Division, PE Directorate.

Samantha Hayes, Field Logistics Support Division, C4ISR Directorate.

Kevin Jayne, ISR Program Management Division, PM Directorate.

Charles Lind, Risk Management Division, IS Directorate.

Thomas Littman, Surveillance and Reconnaissance Division, C4ISR Directorate.

April Lockwitch, Materiel Management Division, PM Directorate.

Heather Lohman, U.S. Army Occupational Health Clinic-Tobyhanna

Michael Murray, C4 Division, C4ISR Directorate.

Alicia Piercy, SIS Operations Division, PM Directorate.

Maria Ramey, Management-Employee Relations Division, Civilian Personnel Advisory Center-Tobyhanna.

Gerald Rhyder, Fabrication and Assembly Division, SIS Directorate.

David Zagrosky, C4 Division, C4ISR Directorate.



National Safety Month June 2016

After nearly a decade of steady decline, on- and off-duty fatalities are on the rise across the Total Force. Soldiers and Army Civilians at every level must increase their awareness of safety issues and apply measures to minimize both on- and off-duty accidents.

Senior leadership put forth a call to action earlier this year and the number of accidents stabilized. This indicates that leadership efforts and those of Soldiers and Civilians taking care of their teammates at all levels must continue to combat preventable loss. We need everyone to redouble those efforts throughout the summer months—historically the most critical time of year when off-duty accidents occur.

The Army safety team provides safety and risk management expertise to preserve readiness through the prevention of accidents that result in loss of our vital resources—our Soldiers, Civilians, and Families.

During our annual observance of National Safety Month, use the Fiscal Year 2016 (FY16) Army Safety and Occupational Health Objectives to refocus and target your safety programs to known danger challenge areas, most notably motorcycle mishaps due to rider inexperience and indiscipline. Our long-term goal is to help eliminate preventable motorcycle accidents through the establishment of Army-wide Motorcycle Mentorship Programs (MMPs). This emphasis has proven invaluable in reducing motorcycle accidents and losses at participating installations. More information on MMPs, the remaining FY16 safety objectives, and a full multimedia campaign in support of National Safety Month are available online at the U.S. Army Combat Readiness Center at <https://safety.army.mil>.

A key component to reduce loss to injuries and loss of life is to communicate relevant risk management information from leaders to our Soldiers, Civilians, and Families. We are confident that an engagement strategy, coupled with proactive and adaptive risk management measures, ensures safety and buttresses overall readiness for the Total Army Team.

Thank you for what you do every day in this complex environment to keep our Soldiers, Civilians, and Families safe.

Army Safe is Army Strong!

Daniel A. Dailey *Mark A. Milley* *Eric K. Fanning*
Sergeant Major of the Army General, United States Army Secretary of the Army



Moving military tribute

Tobyhanna Army depot personnel participated in Scranton's 18th annual Armed Forces Day Parade. Hundreds of spectators lined the streets to watch military units, high school bands, classic cars, emergency and antique vehicles and Humvees from the depot go by. The parade began at the Gino Merli Veterans Center on Penn Avenue, travelled down several city streets before coming to an end on Linden Street. Representing Tobyhanna in the parade were members of the children and youth services group, Tobyhanna chapter of the Association of the United States Army, Tobyhanna Veterans Council, plus retirees, and depot employees and family members. The parade marked the end of Armed Forces Week. On Aug. 31, 1949, Secretary of Defense Louis Johnson announced the creation of an Armed Forces Day to replace separate Army, Navy and Air Force Days. The single-day celebration stemmed from the unification of the Armed Forces under one department — the Department of Defense. Each of the military leagues and orders was asked to drop sponsorship of its specific service day in order to celebrate the newly announced Armed Forces Day. The Army, Navy and Air Force leagues adopted the newly formed day. The Marine Corps League declined to drop support for Marine Corps Day but supports Armed Forces Day, too. (Photos by Anthony Ricchiazzi)



DoD begins educating service leaders on new retirement system

WASHINGTON -- Department of Defense officials announced Wednesday the launch of the "Leader Course," a tool designed to educate Service senior leaders and financial advisors about the new Blended Retirement System (BRS) that goes into effect Jan. 1, 2018.

Training for the new system is available via the Joint Knowledge On-line (JKO) and ArmyOneSource websites. Individuals serving in remote and deployed locations, will also have access to the training via DVD. The training portal is set up in an "online newspaper" format, which allows users to independently click on videos, glossaries and example scenarios that explain the new retirement benefits and provide comparisons of the current and new systems.

"The Blended Retirement System Leader Course and other follow-on courses will ensure Soldiers are familiar with the new system and knowledgeable of available resources to make informed decisions pertaining to their retirement plans," said Lt. Col. Steven G. Hanson, Allowances branch chief, Compensation and Entitlements Team, U.S. Army G-1.

The new retirement system is composed of three components, a tradition defined-benefit plan like the current system, a 401K type defined-contribution plan with a portable retirement account through the Thrift Savings Plan (TSP), and a continuation pay at the mid-career point. Service members currently serving are grandfathered into the current military retirement system.

Starting Jan. 1, 2018, all recruits will be automatically enrolled into the BRS. However, active duty members with fewer than 12 years of service as of Dec. 31, 2017, and those reserve component members with less than 4,320 points will have until Dec. 31, 2018, to choose to remain in the current system or opt into the blended military retirement system.

"The current defined-benefit military

retirement system has been relatively unchanged for decades, with adjustments being infrequent and incremental," said Hanson.

"The new blended retirement system, in contrast, is a significant change. For the first time, Soldiers and the government will automatically contribute, through the Thrift Savings Plan (TSP), to a retirement account from their current compensation. This change will ensure that more Soldiers leave the Service with retirement savings," he added.

Army officials estimate about 85 percent of the department's military personnel will separate from service with some form of retirement savings under the new system, whereas only about 10 percent of enlisted and 30 percent of officers will earn a full retirement under the current system.

"Soldiers enrolled in BRS may achieve a retirement benefit that is nearly equivalent or perhaps better than under the current system; however, those who now separate from military service with the Army prior to retirement (less than 20 years) will do so with portable retirement savings," said Hanson.

