The BULLET'N

JM&L LCMC Vol. 4, Issue 5 June 2009

Lighter, more lethal weapon introduced

Army News Service

WASHINGTON – Two weapons in development are expected to be more precision-oriented, lighter and lethal: the laser-sighted XM-25 Counter Defilade Target Engagement System and the Lightweight .50-Caliber Machine Gun.

The XM-25 will undergo field-testing this summer while the LW50MG is already being tested by Soldiers.

Program Executive Office Soldier at Fort Belvoir, Va., opened its doors earlier this month to give the media a look at the two weapons and other new gear in development that will lighten a Soldier's load yet improve survivability, lethality and comfort.

U.S. Army photo

Lighter Load Col. Doug Tamilio, program manager for Soldier weapons and Soldier lethality and weight reduction, point out features of the Lightweight .50-Caliber Machine Gun.

First shoulder-fired 'smart' weapon

The semi-automatic, shoulder-fired XM-25 with a five-round magazine of 25mm dual-warhead ammunition weighs in at about 14 pounds (about the same as an M-16 with a 203 grenade launcher) yet it's only a few inches longer than an M-4 Carbine with the shoulder stock extended. Decked out in Army Combat Uniform camouflage, its toy weapon appearance belies its expected lethality.

Richard Audette, deputy program manager for Soldier weapons, said the technology behind the XM-25 is a leap ahead because it's the first smart weapon system with a smart round in small weapons.

"The way a Soldier operates this is you basically find your target, then laze to it, which gives the range, then you get an adjusted aim point, adjust fire and pull the trigger," he said. "Say you've lazed out to 543 meters… when you pull the trigger it arms the round and fires it 543 meters plus or minus a one, two or three-meter increment, then it explodes over the target." That, he added, makes it a full-solution fire control weapon.

Audette said the evaluations this summer will test accuracy and effectiveness, and because it's a completely different type of weapon system its use will call for different tactics.

"For example, in Iraq we had many instances where there was a sniper firing from a rooftop and you have a squad trying to engage that target, but the Soldiers couldn't get to him with the weapons they had, so they'd call in the Air Force to drop a JDAM (joint direct attack munition)," he said. "We can take out the target at $25 per XM round as opposed to a $20,000 to $50,000 JDAM."

According to Audette, ranges in Afghanistan are longer than in Iraq. He said the XM-25 has an effective range of 750 meters, which is longer than an M-16 and M-4 and outperforms the 40mm M-203 grenade-launcher range by more than double.

Less weight, better accuracy

The MK-25 doesn't offer a Soldier any weight-savings, but the Lightweight .50-Caliber Machine Gun definitely will coming in with tripod at 64 pounds – half what the M-2 .50- caliber heavy machine gun weighs.

With the addition of a modified M-145 machine-gun optic, the LW50MG will be more accurate and quicker to

"Weapon" continued on page 4

INSTALLATION NEWS

At 1.5 million mark, Pine Bluff knows no failure

"That is unbelievable"

U.S. Army photo courtesy of Pine Bluff Arsenal

By Rachel Newton
Pine Bluff Arsenal

PINE BLUFF ARSENAL, Ark. -- The Pine Bluff Arsenal's Directorate of Ammunition Operations reached a major production milestone the last week in March when workers made their 1.5 millionth M18/M83 smoke grenade consecutively without a failure.

"That is unbelievable," said Roch Byrne, AO director, explaining that the production line had already passed the milestone, and is now at 1.6 million.

This is such a huge quality milestone for us. This really does say a lot for our workforce. From a quality standpoint, there is absolutely no where else anyone should go for their M18/M83 smoke grenades."

The M18 grenade program has experienced a lot of growing pains and changes since it began production in 2006 after a two-year shut down.

With the introduction of the starter patch, the overall quality of the product has improved, but Byrne, said that he can't give all the credit to this piece of engineering.

"It is the men and women who make the starter patches, make the glatt mix, are on the fill and press lines and the ones who do the pack out," he said.

"No Failure" continued on page 3

At Scranton, when it rains it pours

U.S. Army photo courtesy of Scranton Army Ammunition Plant

By Albert L. Tielebein
Scranton Army Amnunition Plant

SCRANTON, Pa. -- Imagine working at a munitions production or inspection station, during a thunderstorm, where a "waterfall" cascades down from the ceiling above you to plastic sheets that cover the electrical transformers operating beside you.

Workers at Scranton Army Ammunition Plant have endured many years of these kinds of "rivers" and "streams" in their work areas.

Those days are almost over.

Funding to replace the roofing -- only a part of more than $35 million in needed repair work -- finally came to

"Renovations" continued on page 3

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The editorial content of ***The Bullet'n*** is the responsibility of the Public Affairs Office at Joint Munitions Command headquarters.

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No failure

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"The patch allowed it to happen but they are the ones truly responsible."

Byrne said the folks here at Pine Bluff Arsenal know how to make grenades, and when all the parts are in place, they can make some grenades. "Having all the right pieces in place goes back to December 2006 when we started back up," he said. "At that time we were having technical issues with a starter slug, fuse and starter cup. Our delay times were exceeding our requirement."

The production of the starter patch was pushed by Byrne. "I didn't design it but I pushed its usage very hard," he said. "If it wasn't for a certain Army major, the project manager representative at the time, we wouldn't be here. He allowed us to go down that road with the patch when we were having all those technical issues. Once we got the green light and started making grenades with the patches, we haven't missed on a single one yet."

The starter patch looks like a wafer and sits between each slug (which is shaped like a doughnut) of pyrotechnic color smoke mix. The patch allows for a different ignition method because the fuse ignites the patch and puts the fire between the layers, thus pushing the smoke mix. The introduction of this patch has greatly increased start times and decreased lag times with the M17/M83 grenades.

Byrne said they just wrapped up the M18 green campaign with approximately 190,000 made, and have started on yellow. "We have approximately 187,000 of those to make," he said. "We will take a momentary pause soon to allow our government furnished material to catch up with us. We are ahead and need to allow the parts to catch up."

The men and women who put the grenades together are the ones that Byrne says deserve all the successes of the M18 program. "They are the ones who put together the quality product. They are the ones that deserve the credit for where we are today," he said.

If all the pieces fall together, AO hopes to surpass the two million mark on the M18 and M83 grenades sometimes later this fall.

During the temporary grenade shutdown, Byrne said the AO is going to concentrate a bit on the M485 155 mm illumination round.

"We are waiting on equipment for the M485 lines. So, until it arrives we are going to continue as is until we can shut down and replace the equipment with new," said Byrne. "This should all happen within a two to three week span – fairly quickly. The new equipment will help us out immensely on the number of rejects we are getting. We are making slow improvements but good ones."

Black powder operations for the M120 program is coming on hot and heavy, said Byrne. "This is a program that has been moved up. We were originally set to start it in October this year," he said. "We have already started body loading these because they were needed desperately. In conjunction with Crane and the PM shop we have moved it up. We should start LAPing those out in May."

Everything that AO does is a team effort. "For our products to be as good as they are it takes everyone, not only the folks that build the product but the ones that order the parts, get them to the lines, do the quality inspections and burn times," he said. "It is truly a PBA team effort." JMC

Renovations

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Scranton. After a winter delay, work has begun to replace over 200,000 square feet of manufacturing space roofing at the facility.

When the work is completed in October 2010, all workers in the machining, nosing, paint and machine shop operations will manufacture large caliper projectile bodies in a safer environment. Work can resume without the fear of drenched work spaces, metal parts rusting, and an increased humidity that has impacted paint operations.

In addition to new roofing, a drainage system will be put in place to collect and store rain water for use in the plant's cooling system. This will help to conserve water usage, a collaborative effort in line with the plant's environmental stewardship program.

The roof replacement work is part of the funding used for other major plant repair projects, which have included cooling tower replacements to the forge and production shops, modernization of a rotary hearth furnace in the forge shop, and the addition of a quick spray lubrication system to the main forge presses.

A few of the projects that will soon be underway at Scranton include: electrical system upgrades, replacement of the plant bonderizer system, rebuilding or replacement of the plant's quench tanks, conveyor systems and cooling towers. A long time in coming, the roof replacement ensures Scranton's continued mission sustainment. JMC

Look at challenges as opportunities

U.S. Army photo by Jaime Thompson

The Demil Experience Anthony Melita, Deputy Director of Portfolio Systems, Acquisition, Land Warfare and Munitions Office within the Under Secretary of Defense, addresses a crowd of demil technology specialists.

By Jaime Thompson
DAC Public Affairs

McALESTER, Okla. -- "We are in the demil business, but we need to be part of the development and production of ammunition as well. Excellence in reaching our strategic and technological goals will help support demilitarization funding," said Anthony Melita.

Melita, deputy director of Portfolio Systems Acquisition, Land Warfare and Munitions Office within the Under Secretary of Defense, was keynote speaker of the Global Demilitarization Symposium and Exhibition, held in mid-May in San Diego.

With design for demilitarization and acquisition of munitions the topic of choice, Melita drew from his thirty-one years of experience in munitions development and acquisition while speaking.

Hosted by the Defense Ammunition Center, the symposium's agenda drew from the demilitarization process including disposal, resource recovery, recycling and reuse operations program in addition to policy issues that affect demilitarization.

As the supplier of conventional ammunition for all military services, Joint Munitions Command's own commanding general, Brig. Gen. Larry Wyche, addressed symposium attendees.

During the closing address, Wyche charged the attendees to look at challenges as opportunities, seek more partnerships between government, industry and academia, and to sustain the momentum of the demilitarization program.

In addition to his address, Wyche presented the John L. Byrd, Jr. Excellence in Munitions Demilitarization Award to Dorothy Olson of Joint Munitions Command. Olson previously worked for the Technology Directorate of the Defense Ammunition Center.

The finale for the symposium included a tour of San Diego based General Atomics. More than 150 participants toured various centers and labs as well as a Predator unmanned aerial vehicle.

The tour, very technical in nature, provided participants an opportunity to see research and development efforts directly applicable to demilitarization as well as other national security and energy initiatives.

In its 17th year, the symposium welcomed more than 400 military, civilians and contractors taking part in the event, which focused on the various processes involved in demilitarization. JMC

Weapon

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reach its target because it will also have 60-percent less recoil than the M-2, which has been an Army staple in some form or another since 1921.

Col. Doug Tamilio, program manager for Soldier weapons for Soldier lethality and weight reduction, said the Army has more than 34,000 of the M-2s, each weighing in at 128 pounds with 256 moving parts, but the prototype LW50MG has not only half the weight, it also has only 128 moving parts.

"The M-2 is a great weapons system, but before you fire it, you have to set the head space and timing and if you want to change a barrel out, you have to unscrew it, pull it out, then insert and screw in a new barrel; then you have to open the feed tray cover… if you fail to check it or do something improperly, you could have an issue with a round going off because it doesn't have a safety on it," he said.

To fix that problem, PEO Soldier developed a quick-change barrel kit which allows Soldiers to simply pull out the barrel without having to screw in a new one. They simply insert a new barrel, lock it in place and start firing – the barrel moves but not the carriage which allows the LW50-MG to carry the M-145 machine-gun optic, which is the one used on the 7.62-caliber M-240 medium machine gun.

"It has a lower cyclic rate, but because it has much less recoil and can fit a sight, it allows a Soldier to get a hit on a target much quicker and to hold that target with the sight," Tamilio said. "It's still in the development stage, but it has proven out to be very, very durable and accurate firing the same .50-caliber rounds the same distance."

Another plus to the lightweight machine gun low recoil is that the tripod spade grips won't have to be slammed into the ground and sandbagged to hold the weapon in place. JMC

Picatinny introduces new version of SPARK

By Audra Calloway
Picatinny Public Affairs

PICATINNY ARSENAL, N.J. - This year troops in Iraq and Afghanistan received improved technology to help them combat one of the greatest threats to Soldiers in theater.

Improvised explosive devices, or IEDs, have been responsible for approximately 40 percent of all U.S. casualties in Operation Iraqi Freedom, according to Lt. Col. Karl Borjes, Product Manager for Improvised Explosive Device Defeat/Protect Force.

To help reduce this danger, Borjes' office oversees technology programs, such as the Self-Protection Adaptive Roller Kit, or SPARK, which provides Soldiers products to mitigate and prevent effects of IED strikes.

Originally fielded to Iraq in March 2007, the SPARK product consists of roller banks that attach to the front of a vehicle, explained Borjes. They roll ahead of the vehicle to clear the road of IEDs, which are commonly buried beneath roads.

While SPARK may seem like a simple solution, the product has proved to be a valued asset. Borjes said since the product's fielding, SPARKs have been involved in more than 115 IED detonations and have saved significant equipment. But most important is that the product has saved Soldier's lives.

The SPARK is a commercial-off-the-shelf item from a United Kingdom engineering company, Pearson Engineering Limited. The U.S. military bought the items and developed vehicle interfaces that allow the product to integrate onto an array of military tactical vehicles, explained SPARK project officer Robert Trifiletti Jr.

The improved SPARK, which was fielded to Afghanistan in January and Iraq in March, includes an additional third roller bank. Furthermore, the SPARK has been improved for the Afghanistan terrain by allowing the driver to control the roller banks.

The upgrades stem from Soldier-feedback from the battle zones. Even though the latest SPARKs were only recently fielded, improvements are already in the works based on user-feedback, such as installing additional lights for improved visibility and brakes for the severe terrain of Afghanistan.

Borjes said he thinks the program has been successful because his team visits Soldiers in the field for feedback in order to "bring it back to the office and engineer it into the next procurement."

Besides its effectiveness, Trifiletti said, the SPARK is very resilient and has been known to withstand multiple IED blasts before being rendered unusable.

"The popularity of the product and its capability in theater is well-known and well-liked," explained Trifiletti, adding that Soldiers even voted the SPARK a top-10 Army invention in 2007. Trifiletti said his program often receives multiple inquiries from Soldiers each month asking how they can get the product for their vehicles. JMC

In the Field Staff Sgt. Antron Myers (from left), Sgt. Michael Kopchak (then specialist) and Spc. Jesus Duran sit on top of a SPARK at their forward operating base in Afghanistan.

Durability Pieces of the SPARK roller lay strewn across the desert in Afghanistan after taking a hit from an IED in February. While the SPARK was rendered unusable, neither the vehicle it was attached to nor the Soldiers in the vehicle were harmed.

U.S. Army photos courtesy of Picatinny Aresnal

Carving a path in a male dominated profession

By Justine Barati
JMC Public Affairs

ROCK ISLAND ARSENAL, Ill. -- Denise Batchelor is working in a traditionally male-dominated occupation -- weapons and ammunition.

And just for the record Batchelor says, "I don't know that there is a difference between a man and a woman doing this job."

She is an Ammunition Logistics Assistance Representative/Quality Assurance Specialist, Ammunition Surveillance.

Batchelor is currently one of two women serving as ammo LARs.

She works for the Joint Munitions Command although finding her would require a trip to Ft. Bliss, Texas. There she is assigned to the 2/407th Army Field Support Battalion.

As an Ammo LAR for JMC, she is skilled in working with all types of conventional, chemical and missile related ammunition.

"I assist units and commanders with ammunition issues. I am the direct line of communication between the warfighter and JMC," said Batchelor.

The experience of ammo LARs is highly valued, and they deploy to combat zones.

Undeterred, Batchelor doesn't mind the deployments and genuinely supports the warfighter.

"I like the deployments and helping the Soldiers. (I'm willing to help) if there is anything I can do to make their job simpler -- safer. All they have to do is pick up the phone and call -- we're there for them."

Ammo LARs provide assistance and classes to Soldiers at the unit level, which include proper storage, handling, transportation, explosive safety, and accountability of Class V items. To gain those competencies does require a specific career series and course of training.

"All ammo LARs are assigned to Career Program 20, QASAS, and have successfully completed an intern program and assignments at depots, posts, camps, arsenals and various other locations both within and outside the continental United States. The assignments cover conventional, chemical, missile, and special weapons. Ammo LARs have many years of experience with ammunition. They are emergency essential and have numerous worldwide deployments, including Southwest Asia," she said.

Batchelor gained her experience during a year of training at the Defense Ammunition Center and another year as an intern Blue Grass Army Depot where she rotated through multiple offices. Her time at Blue Grass was particularly memorable due to the nature of the process.

"As interns we did rotations in every different area of the depot -- from shipping truck/desk, maintenance, demil and surveillance. (And) we learned all of that in a year. We rotated through _a diverse amount of jobs," she said.

And after acquiring the necessary skills, Batchelor could then perform the various, technical tasks of an ammo LAR.

Ammo LAR continued on page 12

"I've got a lot of people standing behind me, ready to assist"

U.S. Army photo courtesy of Denise Batchelor

Test Shot Denise Batchelor, JMC ammo LAR, test fires Ultimate Training Munitions on the McGregor Range at Ft. Bliss, Texas.

JMC's highest honorary award presented to DAC employee

From Kodak to Air Force and Naval installations to research labs, Terry Trevitt's career experiences have been diverse

U.S. Army photo by Paula Cook

Exemplary Service Jyuji Hewitt, deputy to the JMC commander, presents the Maj. Gen. John C. Raaen Jr. Award to Terry Trivitt.

By Jaime Thompson
DAC Public Affairs

McALESTER, Okla. -- Dedicated. Committed. Intelligent.

These are just a few words to describe the Maj. Gen. John C. Raaen Jr. Historical Achievement Award winner, Terry Trivitt.

The Maj. Gen. John C. Raaen Jr. Achievement Award is bestowed annually on the Joint Munitions Command employee who best demonstrates a well-rounded career, extraordinary accomplishments, and service to the warfighter.

Trivitt, a chemical engineer, has been employed with the federal government for 25 years, with all of his service time at the McAlester Army Ammunition Plant. During this 25-year span, he has significantly influenced MCAAP and a number of other ammunition communities including the Air Force Research Laboratory Munitions Directorate High Explosive Research and Development Facility, Eglin Air Force Base, Yorktown Naval Weapons Station, Indian Head Detachment and Naval Air Warfare Center Weapons Division, China Lake.

Recently, Trivitt accepted a chemical engineer position with the Defense Ammunition Center, Technology Directorate.

"Mr. Trivitt is so very deserving of this award. He is the consummate professional, an exemplary person, and a tremendous asset to the Joint Munitions Command. I am extremely pleased he has joined our team. His wealth of ammunition, engineering, and installation experience will be invaluable as we transition new demilitarization capabilities within the JMC organic base," said Jackie Holkum, chief of the Joint Technology Division, DAC.

A Vietnam veteran, Trivitt graduated from Oklahoma State University in 1978 with a Bachelor of Science in Chemical Engineering and began his professional career with Texas Eastman Company, a Kodak subsidiary, in 1978.

During his MCAAP employment, Trivitt worked in all areas of production support resolving explosives batch mix problems, explosive cure issues and component characteristics deviations. In 1999 he was promoted to industrial risk manager and assumed the responsibilities of security, safety/health, fire and emergency services, chemical/explosives analysis, non-destructive testing and quality for the entire plant.

Trivitt served as the technical advisor for the Directorate of Engineering and Public Works in 2004. He served as a team lead of study groups, issue resolution teams and process improvement teams, responsible for the procurement of complex explosive production equipment that safely mixes and loads high explosives into a variety of munitions.

Along with his engineer experience, Trivitt is a certified black belt in Lean Six Sigma. His work in this area resulted in savings of $200,000 in production costs on one production line.

"Mr. Trivitt's greatest contribution to the ammunition community is his ability to provide vision and direction whether it is resolving a technical issue or translating an idea from the research and development state into reality on a production line, said Mr. Gary Carney, DAC director. "

I have worked with Mr. Trivitt both as the MCAAP commander and DAC director and he has always kept the needs of the warfighter first." JMC

Spotlight on Lean Six Sigma

Software changes make difference to the tune of $1.25M

By Rebecca Montgomery
JMC Public Affairs

ROCK ISLAND ARSENAL, Ill. - Software changes to a Joint Munitions Command transportation management system used for planning and execution will capture cancelled material release orders that could have been shipped, resulting in a $1.25 million per year cost avoidance, thanks to a Lean Six Sigma Green Belt project.

The project, led by Ronda Hulbert, traffic management specialist in the Logistics Integration Directorate's Ammunition Depot Automation office, will make the cancellation information available to JMC's depots through interfaces with the JMC Munitions Transportation Management System or HQ MTMS.

According to Hulbert, when orders -- know as requisitions -- come in from customers, item managers divide them into materiel release orders, or MROs, which go to multiple depots so the order can be filled.

The problem comes when item mangers must cancel MROs through the Commodity Command Standard System, or CCSS, which is a batch processing system and is not timely, Hulbert said. So as a work-around, item managers work through requisitioners who send e-mail messages or phone depots to cancel the orders, often without making the necessary updates in CCSS.

Depots prepare orders from pick, pack, stuff and ship - - all of that information goes into the depot system and that system wasn't communicating well with MTMS, Hulbert said.

"All the systems that are talking to each other are still seeing the MRO as active when in fact it was cancelled," Hulbert said.

What sometimes happens is the person at the depot who reads the e-mail cancellation doesn't pass the word along or interprets the message as a heads-up rather than the actual cancellation. The result is that shipments have gone out that shouldn't have, and some shipments aren't accurate because no one made the change in the system, she explained.

"So that's why I did the project. I was concerned about the integrity of the data. I knew there was something I could do to improve it," said Hulbert.

To fix the problem, Hulbert submitted change requests to the HQ MTMS and the depot system to improve the systems' interfaces and transmit cancellation information back and forth.

After the software changes were implemented, errors decreased by more than half, and it took less time to correct them, Hulbert said.

The Green Belt project also led to a spin-off black belt project that will look at process improvements in the overall cancellation process that crosses many organizations.

"I'm just happy to see that the black belt was formed to address these issues. These are not new problems, and they affect others in the supply chain. Transportation affects everybody in the chain," she said. JMC

Did you know?

If you haven't had LSS training, it's not too late. Log on to TED and search "Lean Six Sigma".

U.S. Army photo

Excellence Brig. Gen. Larry White, commanding general of the Joint Munitions Command is pictured with JMC employees (left to right) Rhonda VandeCasteele, Cathy Sonnenberg, Vicki Keck, Ruth Dahl, Margaret Johnsen, Ngoc Le and Christopher Martin, who received awards from the Quad City Federal Executive Association during a ceremony held in Heritage Hall May 19.

Faithful federal service doesn't go unnoticed

By Rebecca Montgomery
JMC Public Affairs

ROCK ISLAND ARSENAL, Ill. - Seven U.S. Army Joint Munitions Command employees received awards from the Quad City Federal Executive Association during a ceremony held May 19 in Heritage Hall on Rock Island Arsenal.

"The individuals who received these awards serve their country with honor and represent the high caliber of devoted employees in the federal service. They have demonstrated outstanding performance and have played a significant role in furthering the Joint Munitions Command's mission," said Brig. Gen. Larry Wyche, commanding general, Joint Munitions Command.

The Federal Employee of the Year Awards Program is acknowledged as being among the most important form of recognition afforded employees of the United States government. It also serves to demonstrate to the general public the high caliber of Americans serving in the federal service.

The Quad City Federal Executive Association is affiliated with the Federal Executive Board in Chicago. It is comprised of the leaders of various federal and postal organizations in the Quad City area. Its objectives are to foster improved communication and coordination among federal and postal agencies, provide senior level leadership to the Combined Federal Campaign and promote the recognition of federal employees.

The 2009 JMC QCFEA award winners include:

-- *Rhonda VandeCasteele*, deputy chief of staff for Resource Management, received the Coach/Manager/Executive of the Year award. VandeCasteele was responsible for numerous initiatives to improve processes, employee development, and the working environment of the JMC Resource Management Directorate. The results of those initiatives also positively impacted other offices throughout the JMC. While the JMC has been in existence only 2 1/2 years, the reputation of the Resource Management Directorate is that of a more mature command.

-- *Cathy Sonnenberg*, JMC industrial hygienist, Human Resource Management, received the Technical/Professional of the Year award. Ms. Sonnenberg provided direct industrial hygiene support to the 19 JMC installations, consistently demonstrating professionalism, dedication and technical expertise in support of the command. Her efforts were essential for the Crane Army Ammunition Activity to achieve OSHA Voluntary Protection Program Star status.

-- *Vicki Keck*, secretary, Human Resource Management, received the Clerical/Administrative of the Year award. Keck put into place a system that accounts for and monitors taskers. She was the single source of information for her directorate for the Defense Travel System and assigned files and documents for immediate retrieval. She was recognized within the command as an expert on administrative functions and called upon many times to sit in for the commanding general's personal secretary. JMC

To continue reading about other FEA winners -- Ruth Dahl, Margaret Johnsen, Ngoc Le and Christopher Martin -- visit JMC's Latest News Releases section at: www.jmc.army.mil

Story Highlights:

- Civilians take same oath of office as an officer
- Learn the job before you get it
- The Army has an obligation to train and educate Army civilians


Lt. Gen. William Caldwell

We must educate together

Part 2 of a 3 part series on the civilian education system

From AUSA News

Army civilians "have stepped up to the plate" and taken over leadership of critical functions," Army Secretary Pete Geren told attendees at the Army Management Staff College's fourth leadership symposium held at Fort Belvoir.

He said, "We will continue to rely on you" and reminded the attendees that they "take the same oath of office as an officer."

Geren added, "Our goal is to make our civilian work force even better prepared" to assume leadership roles in the future. He said the 300,000 Department of the Army civilians "are equal partners" with the military.

Lt. Gen. William Caldwell, commander of the Combined Arms Center and Fort Leavenworth, Kan., added, "The Army has an obligation to train and educate Army civilians" and that training and education were "critical to the personal development [of the employee] and to accomplish our mission."

Adding, "We must educate together."

Speaking earlier in the symposium, Gen. Dennis Reimer, USA, Ret., a former Army chief of staff, said among the lessons he learned during his tenure as chief was the "hardest part of change is what not to change" and that it is essential "to keep core competencies in place."

That includes determining the organization's mission and a vision of where it is going. "This is all about the security of the nation," he said. "We've got to figure out where we're going to go."

At the same time, values needed to be continually emphasized.

They "are the foundation of any organization." Reimer said that he was serving at the time when drill sergeants at Aberdeen Proving Ground, Md., were being prosecuted for sexually harassing and abusing recruits. "It was about betraying the trust."

Adding, "You have to live the values of that organization. You can't over-communicate. … You have to listen to what your people are saying and you have to communicate."

Reimer advised them "to embrace technology" and take advantage of educational opportunities.

"Leadership drives change," he said. Leaders should not shy away from giving subordinates power, "but you've got to go back and check every so often" on what is really happening.

Reimer said mentoring was important because employees "want feedback on their job performance" and "how they can improve themselves."

Krish Dunham, a motivational speaker, said during his luncheon address that "97 percent of people operate in their comfort zone" and do not become transformational leaders.

He asked the attendees to ask themselves who they were, where they came from, what makes them laugh or cry and what gives them hope in determining whether they were transformational or transitional leaders.

To be that kind of leader, a person needs "to learn about the job before you get it" so he or she can "hit the ground running."

The success of such a leader occurs "when you lift others up to your level."

Caldwell said, "Leadership is ultimately about serving other people." Asking, "Are you helping build a bench for our future Army?" JMC

For JMC news anytime, log on to:

www.jmc.army.mil

Wounded warrior recuperates, provides skill to JMC

By Darryl Howlett
JMC Public Affairs

ROCK ISLAND ARSENAL, Ill. – Working inside a government headquarters building is a night-and-day difference from the surroundings inside Iraq.

Lt. Col. Eric Holliday, currently working in the munitions readiness directorate, Joint Munitions Command, knows he's fortunate to sit at a desk and work again.

Holliday is an Army civilian who works for the Army Sustainment Command, also located on the Rock Island Arsenal, as a plans and analyst specialist in the ASC Field Support office.

Holliday deployed to Iraq in April of 2008, as part of the 308th Civil Affairs Brigade, located in Homewood, Ill.

Shortly upon arrival in Iraq, Holliday suffered injuries during a rocket attack at a forward operating base. The attack killed three and wounded 30 fellow Soldiers.

"I would say the attack lasted two minutes," he said. "I was in a building and the bomb landed 25 meters away."

Holliday continued to serve in Iraq after what he thought was a "severely sprained" wrist. In late November 2008, doctors revealed Holliday actually had a fractured wrist.

Holliday is a 20-year-Department of Defense civilian – five with the Marine Corps and the last 15 with the Army. He also is a 23-year veteran with the Army Reserves.

Doctors conducted surgery of Holliday's wrist in Fort Benning, Ga. While there, Holliday was assigned to the Army's Wounded Warrior program. He was transferred from Fort Benning to Rock Island and is administratively supported by the Community Based Warrior Transition Unit-Illinois on the Arsenal.

"I told the folks at CBWTU that I worked on the arsenal (as a civilian with ASC) and preferred not to go into my normal civilian position. I was concerned about a possible conflict of interest," he said. "I told them to take a look at JMC. My skill sets can probably benefit JMC. I have 15 years of ammunition background."

April 20-24, 2009 served as Holliday's first week working for JMC.

"I'm currently looking through (Standard Operating Procedures) for our Operations Center, assisting with plans for Army Materiel Command realignment of the Directorate of Logistics of installations and Ammunition Supply Points. I'm also working with the Centralized Ammunition Management office."

His fellow employees within JMC are thankful for his services.

Jim Yenney, operations division chief, Munitions Readiness Directorate, JMC, spoke highly of Holliday's contribution and experience to JMC.

"On April 20, 2009, the JMC Munitions Readiness Directorate in partnership with the Wounded Warrior program welcomed Lt. Col. Eric Holliday to the organization. Lt. Col. Holliday is stationed at Rock Island Arsenal recovering from injuries he sustained while deployed to Iraq. (He) has six Military Occupational Specialties," Yenney said.

"Two key MOS are 90A: Multifunctional Logistician and 91A: Ordnance Officer. Both are core competencies found within the Readiness Directorate. Hence our eagerness to welcome him to the organization. The Readiness Directorate is involved with the DOL ASP transition to AMC and ammunition reset/retrograde underway in Southwest Asia.

"Holliday's skills made him a perfect fit to participant on our Integrated Process Teams. Within two hours of his first IPT, he singlehandedly created a straw man presentation that has become the foundation for the JMC DOL ASP transition brief. Lt. Col. Holliday adds a different and welcomed flavor to the team, which so far has proven to be beneficial to the organization."

Staff Sgt. Patrick Wagner, platoon sergeant for CBWTU-Illinois said his organization is responsible for Holliday's well being until he is returned back to full duty. JMC

For more about the Wounded Warrior Program, go to: https://www.aw2.army.mil/index.html

Crane intern improves pollution prevention

By Tom Peske
Crane Public Affairs

CRANE, Ind. – With a fresh perspective and a desire to improve conditions for those who support the warfighter, Crane Army Ammunition Activity intern Fred Robinson provided key recommendations that will help the activity reduce waste, improve the environment and save money.

Robinson, a recent graduate from the University of Texas at El Paso, came to Crane Army through the Minority College Relations Program in January. His assignment was to complete two pollution prevention opportunity assessments. This is a study in which different options to reduce pollution are identified, evaluated technically and financially and then the best options are recommended for further study and implementation.

He specifically developed improvements for the plating line such as installing an Air Knife, using a wetting agent in the zinc plating baths and automating the plating process all intended to reduce drag out.

Reducing drag out reduces the pollutant loading and volume of rinse water requiring treatment, the usage rate for your process bath chemicals, wastewater generated, and associated costs.

"Reducing drag out, saves money in purchase of new plating solutions reduces the contamination in the waste water and thus not only makes it easier to treat but also increases volume capacity of the treatment plant. In addition, each time we ship hazardous waste, we certify that we have a program to reduce the generation of hazardous waste. So Fred's efforts support this program. Overall the benefits are significant," said Frank Mitchell, Crane Army physical scientist (environmental).

Robinson also developed a recommendation to implement computed radiography for the Crane Army X-ray Inspection. His recommendation suggested that implementation would result in 100 percent payback in approximately 13 to 14 months with second and consecutive year savings of approximately $70,000.

"I believe the digital X-ray project will definitely help Crane Army be more environmentally friendly as well as saving a lot of money in the future from not having to spend money on developing and processing film like the current machine does," Robinson said.

Robinson credited a team mentality by all the people in Crane Army's safety office as being crucial toward his success. It is an experience he will be able to put to use as he leaves college and looks for a future job.

"It was a very rewarding internship in many ways. I was lucky enough to find out what a government position consists of and all the advantages it has over other choices in the job market. I felt like a vital part of the safety office and was happy to work on projects that would have an impact on the future of Crane Army," said Robinson. JMC

Ammo LAR

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"Ammo LARs provide many functions. The ammo LAR provides technical assistance unique to ammunition, such as explosive safety during ammunition operations, technical guidance, inspection, accident/malfunction reporting, and a single point-of-contact for logistics assistance. This includes, but is not limited to range visits, providing data for specific ammunition items, providing guidance to transport ammunition, assistance with establishing safe ammunition storage and operating areas, and many other ammunition-related areas," she said.

Batchelor's story doesn't include military experience, but her respect for the work of a warfighter is evident.

"I never thought of myself as an ammunition expert -- I am an expert at finding information from a vast group of colleagues and pushing it forward to the Soldiers. Working one-on-one with Soldiers whether at home station or in a deployed environment is the most fulfilling experience I can have." JMC

Photo courtesy of Microsoft

Recognize the symptoms, prevent heat injury

By Sam Reynolds
U.S. Army Combat Readiness/
Safety Center

The weather forecasters are predicting another hot summer. We already know that July, August and September are the hottest months of the year, so it's best that everyone prepare for the summer's heat.

Each year, heat illness and injury pose a significant threat to Army personnel, both on and off duty.

Soldiers are exposed to hot environments during deployments and training events and, when off duty, they and their Families are exposed to the summer heat during outdoor activities.

Between 2004 and 2008, heat-related injuries were diagnosed at more than 300 medical facilities worldwide. However, 14 facilities treated at least 200 cases each and accounted for approximately 60 percent of all cases. Since 2005, rates of heat stroke have been fairly stable, and rates of heat exhaustion have slightly declined.

In recent years, annual numbers of hospitalized cases (the most clinically severe) of both heat stroke and heat exhaustion have been stable.

Military activities in hot and humid environments are persistent, significant threats to the health and operational effectiveness of servicemembers. Of all servicemembers, the youngest and most inexperienced are at highest risk of heat related injuries.

It is especially important for Soldiers to remember how to protect themselves, their battle buddies and their Families from heat-related injuries.

Early recognition of heat injuries is critical to prevent progression to more serious heat injury and death, according to Col. John Campbell, U.S. Army Combat Readiness/
Safety Center command surgeon.

Minor heat illnesses such as heat cramps are the first sign of heat injury and can lead heat exhaustion which can in turn lead to a major heat injury like heat stroke.

Heat cramps are painful muscle spasms that occur in the abdomen, arms or legs. They affect those who sweat profusely in the heat and drink large quantities of water, but fail to adequately replace the body's salt loss.

Heat exhaustion is the most common heat injury. A person suffering from heat exhaustion still sweats but experiences extreme weakness or fatigue, nausea or headache. An individual suffering from heat exhaustion may have clammy and moist skin, pale or flushed complexion with a normal or slightly elevated body temperature.

Other warning signs may include heavy sweating, unsteady walk, dizziness, giddiness, rapid pulse and shortness of breath.

Heat stroke is the most serious heat injury associated with hot environments. It occurs when the body's temperature regulatory system fails and sweating becomes inadequate.

The body's only effective means of removing excess heat is compromised with little warning to the victim that a crisis stage has been reached.

A heat stroke victim's skin is hot, usually dry with no sweating, red or spotted and their body temperature is usually 104 degrees or higher. Other warning signs include rapid, strong pulse, mental confusion, throbbing headache, dizziness or nausea.

Symptoms can quickly progress to loss of consciousness, coma or seizure. Heat stroke is a medical emergency and can lead to death.

"Leaders and Soldiers must do more than just have water available," said Campbell.

"Heat injury prevention is a command and leadership as well as a personal responsibility. Learn to recognize the signs and symptoms of heat injuries and what you can do to protect yourself and your Family."

For additional information and resources, visit:

https://safety.army.mil
or
http://chppm-www.apgea.army.mil/heat/