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CRANE ARMY AMMUNITION ACTIVITY

CRANE QUARTERLY

MAGAZINE

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ARMY'S MOST VALUABLE
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MANUFACTURING RENOVATION LOGISTICS SURVEILLANCE DEMILITARIZATION



COMMANDER'S COMMENTS



Col. Michael P. Garlington assumed command of Crane Army Ammunition Activity on June 19, 2017.

Team Crane Army,

Up front, I would like to reiterate what an honor it is for me to command Crane Army Ammunition Activity. The noteworthy reputation of this organization and its superb workforce is well known throughout the organic industrial base.

In the Army there is an unwritten rule that you either want to take over an organization that is terrible, so the only way to go is up, or take over a highly proficient, well-run unit so you can make them that much better. I definitely got the second option with the professionals at CAAA and I look forward to the fine tuning that will make this phenomenal organization even better!

One of the first things that struck me about Crane Army is its promise to the Warfighter—"Only Our Best for the World's Best." It isn't hard for me to picture the ammunition you are handling every day out there in the hands of the Soldiers, Sailors, Airmen, Marines and Coast Guard. But that product is not the only "best" you are delivering—you give your best effort every day to ensure the quality, the safety and the timeliness of the ammunition meets or exceeds the standard every time. It is your hard work and sweat, given on weekends and holidays when needed, that makes it "Our Best." In short, "Our Best" is everything that epitomizes what we do for the Army and the Joint Force.

This edition of the Crane Quarterly Magazine focuses on the third priority of the Army Chief of Staff: Take care of the troops. When the Chief of Staff of the Army, Gen. Mark Milley, wrote that, he explained he didn't just mean Soldiers but everyone in the Army family. That definitely includes our DA Civilians who are the logistical lifeblood of Army readiness. Working at Crane is more than just a job and I want to ensure you know how much I value what you do.

The CSA's first two priorities, #1 Readiness and #2 Future Army, focus on the current and future fights, respectively. Taking care of the troops is an always, every day task. Nothing else would be accomplished without our people. Each one of you is a vital link in the "factory to foxhole" chain and your service is an integral part to the bigger Defense engine. As Gen. Milley stated in his initial message to the Army, "Our collective strength depends on our people—their mental and physical resilience is at our core." Having 100 percent effort by 100 percent of our people 100 percent of the time will ensure that we keep up our end of the bargain by providing "Our Best" for the "World's Best."

A handwritten signature in black ink, reading "Michael P. Garlington".

Col. Michael P. Garlington

COMMAND STAFF

Col. Michael P. Garlington
Commander

Norman Thomas
Deputy to the Commander

Danny A. Wiley
Chief of Staff

EDITORIAL STAFF

Thomas Peske
Public and Congressional Affairs

Marshall Z. Howell
Public Affairs Officer

Cpt. Amy Crane
Public Affairs Officer

Raeanna Morgan
Public Affairs Specialist

Hayley Smith
Public Affairs Intern

EDITORIAL OFFICE INFORMATION

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The editorial content of the Crane Quarterly is the responsibility of the Public Affairs Office at CAAA.

Mailbag

Q. Are people allowed to take photos next to the new static display of the EA-6B Prowler or other displays on base?

A: Under current guidance, no photos are authorized anywhere on base without a photo authorization letter signed by the NSA Crane Force Protection Director or his designee. This includes MWR activities and events as well as static displays.

CAAA welcomes feedback from readers. Feedback can be submitted via email and must include sender's name, phone number and valid email address. Send feedback emails to: usarmy.crane.jmc.mbx.caaa-cdr-site@mail.mil.

Postal address: CAAA Newsletter, ATTN: JMCN-PA, 300 Highway 361, Crane, Indiana 47522-5099.

Cover photo:

A flag detail raise the flag before the Army's 242nd Birthday run, Fort Benning, Ga., June 15. (Army photo by Patrick A. Albright)

ARMY CIVILIAN CORPS CREED

I am an Army civilian – a member of the Army team.

I am dedicated to our Army, our Soldiers and civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army civilian.





ARMY VALUES

WWW.ARMY.MIL/VALUES

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1

Crane supports mentorship for high school NJROTC Cadets

Navy Junior ROTC cadets from nine high schools across Indiana and Illinois came together for the annual Basic Leadership Training camp at the Crane Army Ammunition Activity June 26-30.

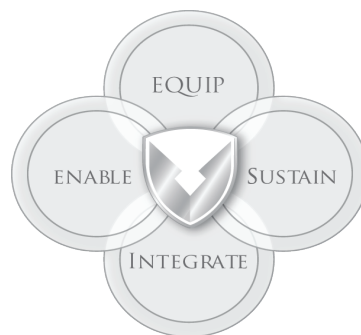
The students enriched their teamwork, leadership, citizenship, and physical fitness abilities at CAAA's reserve compound, and also improved their science, technology, engineering, and math skills. The cadets, many meeting for the first time, worked in groups to successfully navigate different challenges, including drill team mechanics, water and boating safety, orienteering, and a science project.



Overheard 2

“When you care about Soldiers and care about people, they have a way of caring about you.”

-AMC Gen. Gus Perna, remarks upon the retirement of AMC deputy commander Lt. Gen. Larry Wyche after 42 years of service



3

Soldiers Conduct First Ammunition Crucible Training Exercise at Crane Army

The 221st Ordnance Company out of Fort Wayne completed an ammunition crucible training exercise at Crane Army Ammunition Activity July 13-16. The ammunition crucible is a 96-hour training event focused on providing 89B ammunition specialists of the 221st Ordnance Company the opportunity to evaluate and assess their unit's readiness based on the safe and secure movement of ammunition.

“As on 89B, the main objective of the training is to make sure the ammunition is safe for the Warfighter, and safe prior to issuing the ammunition to incoming units,” Master Sgt. Joseph Padilla of the Reserve Component Office of the Ordnance School at Fort Lee, Virginia, said. “It is broken down into three phases to help focus on mission essential tasks that the unit needs to be trained and evaluated on.”

During the first phase, the ammunition supply point was established for the receipt of munitions. In the second phase, the ammunition was processed, inventoried and issued to the incoming units. The third phase included sling-load operations, emergency destruction of the ammunition supply point and load/unload operations.



Recon



Top:

Crane has the capacity to act as a back up to civilian industry for munitions and pyrotechnic products, providing a vital fail safe to ensure the supply to the Warfighter will always remain open.

Bottom:

Depot Operations personnel carry on the legacy mission of Crane Naval Ammunition Depot, founded in 1941. It is the heart and soul of why the base is in Indiana and our people perform the mission with the same Hoosier pride and hard work as they did the day the base opened.

SafeStart Re-Start



Safety is the top priority at Crane Army. To help achieve a lower case incident and near-miss rate, the SafeStart behavior safety program was revived here at CAAA. Beginning with production line employees, all Crane Army staff will receive this important training.

The program's five modules are taught over several months and focus on unintentional and habitual behaviors that can increase the risk of injury. Most injuries beside those resulting from combat and contact sports are caused by these behaviors. Also known as actions done automatically or just plain old mistakes, they lead to error-causing states of mind such as rushing, frustration, fatigue, and complacency. Conducting the safety instruction over an extended period of time allows workers to practice the techniques learned in each section before adding on to them. Each module builds on the previous ones, and they must be taken in order.

SafeStart does not replace engineering controls, proper management/administrative practices, or the correct use of personal protective equipment. Instead, it is a way to maintain awareness of potential hazards everywhere- on and off the job, as well as when driving.

"SafeStart is also about what you do in your personal life to keep you safe so that you can come to work," Margo Tucker, Logistics Management Specialist at CAAA, said. This is essential- twice as many serious accidents take place while off the clock.

It is important to note that SafeStart is not about telling people what to do and how to live their lives. Instead, it is an additional way to approach hazardous situations and increase overall well being.

Need to report suspicious activity? There's an app for that.



iWatch Army is a FREE mobile app that enables citizens to turn in tips, images and videos about crimes or suspicious activity directly to law enforcement from a phone or PC.

Connect with Law Enforcement at:

- JSMC, Lima Army Tank Plant
- Watervliet Arsenal
- Scranton Army Ammunition Plant
- Letterkenny Missile/GND Support
- Radford Army Ammunition Plant
- Holston Army Ammunition Plant
- Blue Grass Army Depot
- Anniston Army Depot
- Pine Bluff Army Arsenal
- Iowa Army Ammunition Plant
- Red River Army Depot
- Lake City Ammunition Plant
- McAlester Army Ammunition Plant
- TACOM Detroit Arsenal
- Military Ocean Terminal Concord
- Military Ocean Terminal Sunny Point
- Redstone Arsenal



Be Prepared

Disasters Don't Plan Ahead.
YOU CAN.



September is National Preparedness month. We can all take action to prepare! We are all able to help first responders in our community by training how to respond during an emergency and what to do when disaster strikes — where we live, work, and visit. The goal of NPM is to increase the overall number of individuals, families, and communities that engage in preparedness actions at home, work, businesses, school, and places of worship. Take the first step in making your own plan by visiting www.ready.gov/september.

CSA Priority #3:

Take Care of the Troops (Always)



"Every day we must keep foremost in our minds our Soldiers, Civilians, and their Families. Our collective strength depends on our people—their mental and physical resilience is at our core. We must always treat each other with respect and lead with integrity. Our Soldiers are the crown jewels of the Nation; we must love them, protect them, and always keep faith with them."

-Army Chief of Staff Gen. Mark A. Milley

Supporting Crane Army's Most Valuable Resource

From professional development to physical health, the next few pages highlight some of the many resources and opportunities available to Soldiers, Civilians and Families of the Crane Army Ammunition Activity community.



Professional Organizations and Local Chapters

Whether you are just beginning your federal career or have served the Army for many years, professional organizations on base offer the opportunity to enhance your career and improve the quality of the work environment at Crane. Many Army employees think that these organizations are just for Navy employees but in fact they are open to any federal employee. While not directly affiliated with the U.S. Government, these employee-led groups focus on the matters that interest the people of Crane and offer a chance to improve career skills. Just a few of the benefits of belonging to a professional organization include:

- **Networking** – Very often an employee only ever meets those who work directly with them. Professional organizations can open up that range of people. By knowing what other people are doing on base, an employee can see new opportunities for career advancement or problem solving.
- **Professional Development** – Many organizations offer lunch seminars, workshops or guest speakers. A member might be able to take advantage of the collective knowledge of the group as well.
- **Community** – Crane is more than a place to work. Whether you work in an office, a loading dock or a production facility Crane is a place where you will spend at least 40 hours of your week. By joining together with others in the Crane community, both Army and Navy, employees can make Crane a better place for everyone.
- **Membership Benefits** – Some professional organizations offer scholarships for you or family members, discounts on products or access to professional information not available to everyone.

Here are a few of the professional organizations here on Crane:

- **American Federation of Government Employees**
- **American Society for Quality**
- **Blacks in Government**
- **Federal Managers Association**
- **Federally Employed Women**
- **National Defense Industrial Association**
- **Society of Hispanic Professional Engineers**
- **Society of Women Engineers**
- **International Society of Logistics**
- **Indiana Society of Professional Engineers**
- **Toastmasters**

Additionally, there are local employee resource groups available:

- **Hispanic Heritage**
- **LGBT Alliance**
- **Parenting and Family Support**
- **Veterans Support**

If you are interested in contacting one of these organizations, reach out to the CAAA Public Affairs office at 812.854.5371.

FEDERAL MANAGER'S ASSOCIATION CRANE CHAPTER 170

The Federal Managers Association is the oldest and largest professional association representing the interests of the nearly 200,000 managers, supervisors, and executives serving in today's federal government. Crane Chapter 170 supports all federal employees on the base. At the national level, FMA brings concerns about career, salary and benefits, retirement security and other issues to the attention of lawmakers and agency decision-makers. The local chapter works to bring the concerns of Crane employees to lawmakers, as well as support career growth and development. The local chapter offers FMA FedTalks Leadership Development Series, covering a range of leadership and organizational management topics.

FEDERALLY EMPLOYED WOMEN HOOSIER HILLS CHAPTER

Federally Employed Women is a national organization dedicated to training, diversity, understanding legislation and knowing your rights and maintaining compliance with EEO. FEW is open to everyone: women and men and both government employees and contractors. The local Hoosier Hills Chapter provides professional development training events. There are lunch-and-learn events and Professional Development Series events held right here at Crane. There are also regional and national training events held all over the country. It promotes cultural awareness and strives to eliminate barriers and increase diversity within the federal government. The chapter also provides networking opportunities within FEW and with other employee organizations. Members invest in the community and youth by providing scholarships, partnering in the Crane Science Fair and hosting the School Supply drive.

VETERANS SUPPORT GROUP

Each month the Veterans Support Group meets to discuss information and resources available to support military veterans and their families. The meetings are open to all ranks and all employees at Crane. Mike Dean, the Crane Veteran Support Group Lead, has a passion for serving veterans. Dean said, "Getting together each month is a way to build comraderie, network and provide mentorship to anyone needing help." There is a main topic or guest speaker for every meeting and there is no cost to attend.



Morale, Welfare and Recreation

NEX - COMMISSARY - GAS

The Navy Exchange on base is open to all employees. There's a variety of services offered, such as dry cleaning, the barbershop, an ATM and a Subway. The NEX is open Monday through Friday 7 a.m. to 5 p.m. and Saturday 10 a.m. to 2 p.m. The barbershop has limited hours and though they do offer walk-ins, it's best to call in advance. However, if you're looking to buy cigarettes, uniform items or alcohol, you must have a valid military ID.

Crane also has a commissary and gas station available to all Active Duty, Reserve or Retirees with a military/retired ID. Any employee may use the gas station in an emergency situation but is only authorized to purchase five gallons of gas.

SURF AND TURF

The Lake Greenwood Marina offers fishing, pavilion rental, cornhole, propane grill rental, boat slip rental and storage and watercraft rental to include: pontoon boats, Jon boats, canoes, kayaks, water bikes, water trikes and stand-up paddleboards. Kayak racing tournaments and a snack bar with bait and resale items are also available.

HIT THE ROAD

The Community Recreation Tickets & Travel office provides a variety of programs and services to liven up your leisure time, to include discount rates for lodging and hotels or reduced prices on tickets to amusement parks and major recreational attractions nationwide.

KICKSTART YOUR MORNING

A new coffee shop opened in July near the commissary and gas station on base. Koffee Buzz is open Monday through Friday from 7 a.m. to 2 p.m. Not only do they offer freshly brewed coffee but they can instantly transform you into an office hero with a selection of delicious doughnuts.



PUMP UP THE JAM

Did you know there is a gym on base? If you are looking for a convenient place to exercise, this facility might be the solution to a healthier you. Whether you prefer strength training, cardio, or something in between, the gym has something for you, including weights, treadmills, a full-size basketball court and more. The facility is free for servicemembers, dependents, and government employees and only \$10/month for contractors.

Get your blood moving! Operating hours are Monday-Friday from 0530-2000, Saturday from 0900-1800 and Sunday from 0900. IDs are required.



DPMAP: The New DoD Civilian Performance Appraisal Program



Back in the spring of 2010, the Department of Defense started a collaborative labor-management initiative called “New Beginnings” to develop and design recommendations for a new appraisal system. That appraisal system is now in effect at Crane Army Ammunition Activity.

Here is what you need to know about the DoD Performance Management and Appraisal Program, or DPMAP, according to Aaron Siek, a management analyst in CAAA’s Resource Management Directorate:

- DPMAP is an appraisal system that includes three required formal face-to-face discussions. These meetings will consist of an initial performance plan meeting, a progress review and a final performance appraisal.
- Although it is a change in the way employees and supervisors evaluate one another, it has some larger implications. “To me, this is more of a culture change towards a more high-performing organization that happens to use an appraisal system as its vehicle,” Siek said.
- According to Siek, the training so far has focused on ways that DoD agencies can become high-performing organizations. “The training has focused a lot on two-way communication, the importance of active listening and upward feedback — basically how employees can provide guidance to their supervisors, as well as vice versa.”
- Currently, CAAA is in the beginning stages of implementing DPMAP into the culture. Eventually, employees and supervisors will rate each other’s performance based on a three tiered performance management program: Level 5 – Outstanding, Level 3 – Fully Successful and Level 1 – Unacceptable.
- The overall rating will be averaged using MyPerformance, a tool that both employees and supervisors will use collaboratively throughout the appraisal process.

While it is not yet fully implemented, CAAA can expect to see some changes in the near future. “Right now, we’re waiting to see what elements of the program we can grasp on to to help create our high-performing environment at Crane Army and go from there,” Siek said. “It’s really a culture change. It’s not something that’s going to happen in two years or four years, it’s long term.”

Did You Know? Protecting Our Freedom: Civilian Oversight of the Military

Civilian employees in the Department of Defense, such as the many hard-working Hoosiers who make up Crane Army’s workforce, do more than simply fill a support role to our nation’s Warfighters. They embody a long American tradition of protecting our freedom by entrusting civilians with the management, support and oversight of our nation’s military powers.

This core value goes back to the very foundation of the American experiment in representative democracy. Alexander Hamilton and James Madison wrote down their concerns about a standing army in The Federalist papers, a collection of articles and essays promoting the ratification of the U.S. Constitution. Many of the other founders who had lived through the dangers of the American Revolution shared their suspicions of a strong centralized military force that could be manipulated and overthrown by a tyrannical leader. They were familiar with the many despots and dictators throughout history who had come to power by such methods. So these framers of the Constitution ensured that responsibility for America’s military was split up among civilian institutions and leaders and ultimately placed the president, who could be held accountable to voters every four years, as commander-in-chief.

Today, the responsibility for the direction and oversight of the military as represented by the roles of the civilian Secretary of Defense and the service secretaries remains the fundamental model for organizing, training and equipping our nation’s Warfighters. Nearly 800,000 civilians serve proudly in the Department of Defense in a wide array of critical positions worldwide, including here at Crane.

Since the inception of the base in 1941, men and women in uniform have been able to count on the professionalism of the civilians at Crane to deliver the munitions they need on time, every time as they each fill a crucial role in protecting the freedoms of the American way of life.

Our Collective Strength:

CAAA Employee Profiles

Brenda Corey

Since 1991, Crane Army WS-8 Explosive Operator Supervisor Brenda Corey has always found her work at CAAA rewarding. During her 26 years at Crane, Brenda has worked in several positions, in several different buildings and on many different missions. Brenda started out as an Intermittent/Term Wage Grade 5 production worker. After 12 years, she was made a permanent employee and later in her career was given the opportunity to become a supervisor. On many occasions, Brenda has said that she is lucky to have had a career that she is proud of. After two and a half decades at CAAA, Brenda still feels that although there were “some programs that were more difficult than others, you always have a sense of accomplishment when you work through those issues”. She feels fortunate to have worked under the leadership of dedicated supervisors, and as a supervisor to have a workforce willing to step up and do whatever needs to be done to support the mission. While supervising in the Countermeasures Division, Brenda has given tours of the facilities to Soldiers who have told her CAAA flares saved their lives. “When you have that validation that what you do makes a difference, it touches you. It brings it back home,” Brenda said.

Aaron Siek

Management analyst Aaron Siek joined Crane Army a little over two years ago in May 2015. Previously, Siek was a targeting analyst for the Department of Defense, and after his experience as a contractor he realized a federal career was more his speed. “I get to do many different things, and I get to make it my own,” Siek said of his work at CAAA. One project that Siek has taken and made his own is Crane Army’s recruiting strategy. Over the last year Siek has built relationships with local academic institutions to create a “pipeline for future employees” so that there is always a steady stream of new talent. “We’ve gone through a whole recruiting cycle, so for now I’d like to continue to build relationships with academia, and eventually become less reactive and more proactive on the human resources side.”

No matter whether they’ve worked at Crane for only a few days or for many decades, the employees who make up our professional workforce are the reason Crane Army can deliver on its promise to provide Only the Best For the World’s Best.

Susie Roach

Susie Roach, a management analyst within Depot Operations at Crane Army Ammunition Activity, has worked at Naval Support Activity Crane for 36 years, 14 of them with CAAA. Roach’s affinity for numbers, work ethic and strong ties to CAAA’s mission have been the driving force of her career that has spanned more than three decades. Roach began her career at Crane as a clerk typist and gradually worked her way to becoming one of

CAAA’s original LMP trained black belts in the Department of the Army. She said she will continue coming to work as long as she continues to love her job. “I love the people here and I love my job. My son has been in the military for 19 years, and if there’s anything that I can do to make sure those Soldiers, and those Marines, can better protect themselves, and us, then I want to continue to do it.”

Vickie McKibben

Vickie McKibben began her career at Crane Army in the depot operations directorate more than 35 years ago. Starting out in inventory, she worked her way up to become a supply systems analyst, helping to shape technology’s role at CAAA along the way. When McKibben came to Crane Army in 1981 all of her work was done with pencil and paper. Within a year, McKibben was helping to implement CAAA’s first computer system. Although change was not easy then, she has grown to appreciate it and has had an easier time embracing LMP. “I’ve always been one who is willing to change and I enjoy it, as long as I can see the value added. If it is helping us progress and helping us get the bullets out the door faster, then I’m all about it,” McKibben said.





**“Crane is a driving force in the Organic Industrial Base
and in our Nation’s defense.”**

**-Col. Heidi J. Hoyle,
Commander
U.S. Army Joint Munitions Command**



www.crane.army.mil

Only Our Best For The World’s Best