

Anniston Army Depot focuses on future

by Cody Spoon

ANAD PAO

Anniston, Alabama - In early 2021, Gen. Edward M. Daly, commanding general for Army Materiel Command, laid the groundwork for a 15-year modernization strategy to bring the Army's organic industrial base into the 21st century.

Depot commander, Col. Eric McCoy, referenced Daly's emphasis on modernization across the organic industrial base, specifically Anniston Army Depot. "We are one of three U.S. Army installations to pilot how we look at modernization," McCoy said.

In early February, McCoy, the command staff and depot subject matter experts hosted visitors from higher headquarters and contractors. The two-day visit allowed depot leadership to showcase the installation, provide visuals for proposed modernization sites and processes and present the modernization plan.

A long range, three-phase modernization plan has been developed by depot personnel at an estimated cost of \$4.3 billion. Performance metrics for the plan include reducing cost, improving quality and workload schedule along with reducing hazards in the workplace. This plan projects well into the future and involves constructing nine new facilities with four of those facilities completed in the first 15 years.

Patti Sparks, deputy director of production, stated the depot will take a Greenfield development approach to how we move forward with our modernization plan. "This approach," Sparks commented, "allows us to construct facilities from the ground up rather than renovating current facilities."

Casey Barker and Dustin Gillihan, master planners in the directorate of public works, said the new facilities will provide flexibility for current and future workloads as well as future weapons systems. The first facility is the component remanufacturing facility, which would move six or seven shops under one roof.

"The component remanufacturing facility," Barker said, "will be an approximately 312,000 square foot facility that will set the depot up for success over the next 50 to 60 years."

Human capital may not come to mind when someone thinks about modernization, but Mark Johnson, director of production engineering, discussed the importance of human capital and training the workforce.

"We have to identify the new skills needed and ask ourselves what to look for in training and education for

our workforce as we modernize," said Johnson.

Johnson also spoke about opportunities for improvements to the depot's equipment maintenance program. Implementing an industrial control network will provide the ability to track machine and equipment operating status and health across the installation.

The network would monitor continuously running machines to provide feedback regarding over or underutilization. This data would create a more efficient equipment maintenance process for engineers and maintainers as they begin to plan preventative maintenance. "Availability of this data will enable us to analyze trends and implement predictive maintenance activities that will reduce unplanned downtime and improve operating efficiency," stated Johnson.

Another advantage of the network will be the ability to track assets, parts and material as it moves across the installation. Dustin Gillihan stated, "The industrial control network will help us monitor critical processes for efficiency."

Currently, specific work environments, such as paint and sandblasting booths, create hazardous conditions. The leadership acknowledges these environments and notifies the workforce while exercising safety protocols to mitigate the hazards. The modernization effort aims to reduce or eliminate hazardous conditions to protect the workforce.

While the depot focuses on future modernization, advanced manufacturing projects are in operation today. For example, a laser welder, electron beam welder and wire spray metalizing are used for the Abrams and AGT1500 platforms. A robotic welder is currently supporting component welding for all vehicle platforms.

Col. McCoy gave his thoughts on the future of the depot. "Rather than reinvent the wheel," McCoy stated, "our collaborative work with TACOM, AMC, and other stakeholders lets us build on what is already excellent. As a result, we will have a modern Anniston Army Depot that meets the needs of our warfighter and the American people for the 21st Century."



U.S. Army Photos by Mark Cleghorn

In February, Col. Eric McCoy, members of the command staff and subject matter experts from the depot, hosted a modernization visit discussing the future of Anniston Army Depot. ANAD is one of three installations in the organic industrial base to pilot how the Army looks at modernization.

Women providing healing, promoting hope

by Denise Wilson

ANAD EEO Office

“Providing Healing, Promoting Hope,” is both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history.

Women’s History Month is a dedicated month to reflect on the often-overlooked contributions to the United States history. The actual celebration of Women’s History Month grew out of a weeklong celebration of women’s contributions to culture, history and society organized by the school district of Sonoma, California, in 1978. Presentations were given at dozens of schools, hundreds of students participated in a “Real Woman” essay contest and a parade was held in downtown Santa Rosa.

Because of the past year of the COVID-19 virus, I wanted to recognize two of the women scientists had a major role in the development of the vaccines: Dr. Kizzmekia Corbett and Dr. Katalin Karikó.

When the former President Donald Trump paid a visit to the National Institutes of Health in March 2020, that led to the vaccine research center explaining their life-saving mission. The key to that mission was a 34-year-old doctor named Dr. Kizzmekia Corbett.

Two weeks after the visit, Dr. Corbett’s team began the first stage of clinical trials. She said they took a lot of the knowledge they have gained in the last six years and applied it to a vaccine platform in collaboration with Moderna. The vaccine rolled out 10 months later.

Dr. Anthony Fauci, the head of the National Institute of Allergy and Infectious Diseases at the National Institutes of Health, credited Dr. Corbett during a webinar for her work.

Dr. Corbett’s interest in science started from an early age, but she never knew the difference she would make.

“To be honest, I didn’t realize the level of impact that my visibility might have... I do my work because I love my work,” Dr. Corbett said.

One opportunity in her life made a key difference. She attended the University of Maryland, Baltimore, as a Meyerhoff Scholar, an aggressive program that mentors minorities and women in science. Graduates of the program include Surgeon General Jerome Adams.

Dr. Freeman Hrabowski has been president at the University of Maryland, Baltimore, for nearly 30 years. He said Dr. Corbett had a strong science background but the way she was able to talk to people separated her from the rest.

“She was definitely going to make it in life,” Hrabowski said. “We need more scientists who can connect to people. She could do that when she was 17, easily... What we do at UMBC is to support students of color, Black, but also students in general, to make sure they make it in science.”

According to the National Center for Education Statistics, only 18% of all students graduate with a STEM degree, among 2% are black — something Hrabowski believes needs to change.

“It’s important for people to see people looking like them, like themselves, who can be involved. If it’s about women, or if it’s about Blacks because it shows that you’ve got people who understand what you’ve gone through.”

Dr. Barney Graham and Dr. Corbett have worked together for over 15 years. Graham is not only her mentor.



“When you recognize somebody has special qualities, you need to do things that can keep those other things out of the way and avoid some of the dismissiveness that often happens not only to minority people but to women,” Graham said.

As for Dr. Hrabowski, he believes Dr. Corbett deserves all the visibility she can get. “She cannot be a hidden figure,” he said. “She needs to be in textbooks. Little girls of all races need to see her if it’s possible.”

The technology behind the mRNA vaccines from Moderna and Pfizer and BioNTech is anything but new. Developed over an arduous 40 years, it was the result of an unlikely success story. One of the key figures behind this achievement was Dr. Katalin Karikó, senior vice president of the German biotech company BioNTech and adjunct associate professor at the University of Pennsylvania.

While speaking at the 2021 STAT Breakthrough Science Summit, Dr. Karikó shared how despite many, many failures, including demotions, grant rejections, and more she was clear in her focus. “I always looked to RNA [as a way] to develop therapeutics,” she said, and shared details about her journey to BioNTech as well as her unyielding faith in the technology she was developing.

Dr. Karikó grew up in Hungary, at 16 she already knew she wanted to be a scientist, and her dedication to mRNA took her around the world. She wanted to go wherever the

best mRNA science was, if that meant academia or biotech, Japan or Pennsylvania, where she worked at Arbutus Biopharma, previously Tekmira. “I was just so determined to go somewhere, do something” with RNA, she said. In 1990, she ended up in Philadelphia, studying the mechanisms of mRNA biology at Penn.

Dr. Karikó started moving into biotech, first by founding her own company, RNARx, in 2006, and then by advancing to bigger companies. Again, she knew exactly where to go: “I was focusing on companies that already had [mRNA] formulations in humans, because then maybe I could help.” She ended up at BioNTech, where she has been since 2013.

Dr. Karikó said that biotech has a lot of upsides over academia. “We have to have a product that is functional and will cure people. It was just so much better than a paper, then another paper that maybe nobody will read.”

Dec. 18, 2020, she got the BioNTech vaccine she had a hand in developing. When she went outside, health care workers who were also getting their vaccines started clapping for her. “They were just so happy. I’m not a very emotional person, but I just cried a little.”

On her new found fame Dr. Karikó was asked about the possibly being considered for the Nobel prize, she will stay focused on the collaborative nature of science and how so many contributions to the mRNA vaccine by others may be overlooked. “Many scientists, just like me, work for years and years and nobody knows about them. And so, I have to represent all of them,” she said.

REFERENCES:

- (1) [Women’s History Month 2022 - HISTORY](#)
- (2) [National Women’s History Alliance](#)
- (3) [WHM 2022 - Women’s History Month - Blume Library at St. Mary’s University \(stmarytx.edu\)](#)
- (3) [My Tribute To Female Front Line Workers Who Need Healing & Hope \(brainzmagazine.com\)](#)
- (3) [Meet the Black female scientist at the forefront of COVID-19 vaccine development - CBS News](#)
- (3) [Kizzmekia Corbett, an African American woman, is praised as key scientist behind COVID-19 vaccine - ABC News \(go.com\)](#)
- (4) By [Laura Romero, Sony Salzman, and Kaitlyn Folmer](#) December 13, 2020, 5:05 AM
- (5) [Messenger RNA vaccine pioneer Katalin Karikó shares her long journey \(statnews.com\)](#)
- (6) By [Claudia López Lloreda](#) July 19, 2021
- (7) [Women’s History Month Resource Toolkit 2022](#)

TRACKS

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Commanding Officer..... Col. Eric McCoy
Public Affairs Officer..... TBD
Contributing Writer..... Cody Spoon
Photographer..... Mark Cleghorn

Applicant Inquiry Information

by Staff Reports

CPAC Office

The following is a reminder for an applicant, when requesting an explanation concerning a position(s) for which applied. In order to receive a response, an applicant must follow proper procedures when submitting an inquiry.

In order to submit an inquiry for any position for which an applicant may have applied, an applicant must first log into the Office of Personnel Management's USAJobs website. Once logged into the site, select Applicant Status. An applicant should locate the job for which he/she applied. Open the announcement and scroll to the bottom of the page, click on the "full job announcement link." Once the announcement opens, scroll to the bottom of this page until reaching the "Agency contact information," box. In the box you will see "Website" and a link under it. The applicant should copy and paste this link into another browser, where in turn, it will take the applicant to the "Applicant Inquiry Information" page. If that link does not work, an applicant may also use the following link to access as well:

https://portal.chra.army.mil/hr_public?id=chra_kb_home&kb_base=15f7dc56f0b78700d85301ff8e12e28f&kb_category=367ac060f12f5300d8531e8e49f6add7

On this page, the applicant will see several blue link boxes, scroll down until reaching the "Rights and Appeals" box and click on it. Next, click the link that says "Appeal Process/Dispute Qualifications". When selected this will direct the search to another page. Within the paragraph, the applicant will find the inquiry link there, click on it. This will take the applicant to the "Applicant Inquiry" page. The applicant will complete the appropriate information requested on this page. In the description box, the applicant must ensure to provide the title, pay plan, series and grade of the job for which inquiring. In addition, the applicant should identify any questions, concerns, etc. If the applicant fails to provide this information, this may cause the response not to be effectively addressing the applicant's inquiry.

DRM releases FY2022 Group Award Program Information

by Abby Quinn

ANAD DRM

As always, ANAD employees are reminded the goal of the GAP is to reward the workforce for contributions enabling the depot to meet or exceed established metrics in support of productivity, efficiency, and readiness efforts.

For FY22, agreement has been reached between ANAD leadership and the local chapter of the American Federation of Government Employees, AFGE 1945.

The maximum payout established for FY22 is \$2,000 per eligible employee, based on the criteria provided below, with an anticipated payout during the 2nd pay period in November 2022. This amount is identical to the FY21 maximum.

There are four metrics this year. The categories are:

- Productive Yield – both direct and indirect

Group award program eligibility requirements released

by Abby Quinn

ANAD DRM

In order to determine whether or not you are eligible to receive a payout, the following criteria for the GAP policy must be met:

- At least a fully successful (minimum of level 3) performance rating.
- No disciplinary actions during the GAP period (1 Oct 2021 – 30 Sept 2022). Employees with pending disciplinary/adverse actions will have funds retained for a future payout, depending on the outcome of the proposed action through the appeal process. Written reprimands will not affect eligibility for the GAP payout.

- Employed (on the rolls) by ANAD on 30 Sept 2022.

Employees working a portion of the period for ANAD who transferred to a local Department of Army tenant during the remainder of the period and are on the rolls 30 Sept 2022 will receive a pro-rated share based on hours worked while employed by ANAD.

Eligible employees in a work status for one-half or more (1,044 hours) of the award period receive the full amount.

- Performance to Promise
- Net Operating Result
- Continuous Process Improvement

The entire policy, including metrics, is available on the ANAD Intranet under Awards Program, FY22 GAP Policy and Guidance, for those who would like to read about, or better understand, the overall goals.

Additionally, the policy was disseminated to all ANAD personnel with computer access.

If anyone has questions concerning ways to positively impact the metrics, please speak with your supervisor.

As we did last year, progress against the metrics will be provided on a recurring basis in TRACKS. Please be sure to read and "track" where we stand each time.

I am confident our team will be successful in achieving each of the FY22 goals.

Go Team ANAD!

GAP metrics

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

Productive Yield:

Direct Productive Yield (Direct Labor Hours):

1,600 or Greater – \$250.00

1,579-1,599 – \$187.50

1,557-1,578 – \$125.00

1,535-1,556 – \$62.50

1,534 or Less – \$0.00

Indirect Productive Yield:

1,702 or Greater – \$250.00

1,683-1,701 – \$187.50

1,663-1,682 – \$125.00

1,643-1,662 – \$62.50

1,642 or Less – \$0.00

Performance to Promise:

98%-100% – \$500.00

94%-97% – \$375.00

90%-93% – \$250.00

Less than 90% – \$0.00

Net Operating Result:

NOR loss -\$17.4M or less – \$500.00

NOR loss between -\$17.5M and

-\$28.7M – \$375.00

NOR loss between -\$28.8M and

-\$40.0M – \$250.00

NOR loss between -\$40.1M and

-\$51.3M – \$125.00

NOR loss -\$51.4M or greater –

\$0.00

Continuous Process Improvement (percentage of goal):

100% of goal – \$500.00

80% of goal – \$375.00

60% of goal – \$250.00

40% of goal – \$125.00

Less than 40% of goal – \$0.00

***An update of the total payout will be provided in the April issue of TRACKS.**

Modified term employees competing for permanent positions

by Staff Reports
CPAC Office

A Modified Term employee may compete under internal (merit) vacancy announcements for a permanent position with the Anniston Army Depot (ANAD).

A Modified Term employee is an applicant, who has competed under a vacancy announcement, which contained language identifying the potential for subsequent conversion without further competition to a permanent (career-conditional or career appointment) position. The applicant was appointed to the position and placed on a Modified Term appointment.

Modified Term employees who have competed under Modified Term announcements and applying for a position with the ANAD, the employee must view the vacancy announcement's Area of Consideration (AOC) and look for Modification of Term Appointments (Modified Term) to be listed.

To apply under an internal (merit) vacancy announcement for a permanent position, a Modified Term employee must meet the following requirements for consideration:

Be a Current Department of the Army Modified Term employee within the organization appointed under open, competitive examination to the Term position;

and The Modified Term announcement from which appointed stated the potential for subsequent conversion to a career-conditional or career appointment; and

Must have completed at least 2 years of current continuous service under a term appointment (regular term or modified term appointment) in the competitive service.

Performance rating showing they have performed at an acceptable level.

Supporting documentation required, when applying under this AOC, is for the applicant to submit acceptable proof of their appointment eligibility by submitting a copy of your most recent **Appointment Notification of Personnel Action (SF-50) where block 24 must be a "3" AND block 34 must be a "1" documenting their modified term appointment AND a performance appraisal that shows performance at least at the fully successful level or higher while on the term appointment.


** Appointment Notification of Personnel Action (SF 50) is the document that shows where the applicant was appointed from a Modified Term announcement, which stated the potential for subsequent conversion to a career-conditional or career appointment.

Otalora begins time as deputy director



by Staff Reports
ANAD PAO

Ed Otalora is the new deputy director in the directorate of emergency services. Otalora is a retired lieutenant colonel with over 30 years of military service. He has worked or been deployed around the world, and brings a wealth of knowledge and experience from his time in the military police. In 1976, Otalora immigrated to the United States from Colombia, South America and became a U.S. citizen in 1991. He loves to cheer on the Nebraska Cornhuskers (a fan by marriage) and the New York Jets. Team culture is important to Otalora, so he engaged directors early in his tenure in order to develop relationships and rapport with them. "Integrity and loyalty are important to create a winning team," he stated. Otalora said he is genuinely happy to be here at Anniston Army Depot. Previously, Otalora served as the Director of Emergency Services at Fort Knox.



Morning Show reminder

The Morning Show -
Every other Wednesday - Live at 7:05 a.m.
Rebroadcast: 10:30 a.m., noon, 2 p.m.,
4:30 p.m., 10:30 p.m., midnight and 2 a.m.

Cafeteria menu

- Mar. 18**
Snack Line

Mar. 21
Country Fried Steak
Loaded Mash Potatoes
Black Eyed Peas
Collard Greens
Cornbread

Mar. 22
Potato Soup or Chili
Grill Cheese
Corn Bread
Onion Rings
Garden Salad

Mar. 23
Chicken or Beef
Soft Taco
Tortilla Salad
Spanish Rice
Black Beans & Corn
- Mar. 24**
Grill Out!

Mar. 28
Meatloaf & Gravy
Mash Potatoes
Peas and Carrots
Fried Okra
Yeast Roll

Mar. 29
Spaghetti & Meat Sauce
Steamed Broccoli
Corn on Cob
Garden Salad
Garlic Bread

Mar. 30
Boneless Chicken Wings
Potato Salad
French Fries

- Mar. 31**
Fried Chicken
Mashed Potatoes & Gravy
Pinto Beans
Turnip Greens
Cornbread

Apr. 1
Snack Line

Apr. 4
Hamburger Steak
Mashed Potatoes & Gravy
Green Beans
Corn Nuggets
Yeast Roll

Apr. 5
General Tso's Chicken
Pepper Steak
Fried Rice
Stir Fried Vegetables
Egg Roll
- Apr. 6**
Chicken or Beef
Soft Taco
Tortilla Salad
Spanish Rice
Mexican Corn
Refried Beans

Apr. 7
Fried Chicken
Mashed Potatoes & Gravy
Great Northern Beans
Collard Greens
Cornbread

The remainder of April's menu will be available in the coming weeks via LAN and All-Users email.

