



CECOM DOTS and DASHES

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THE DECISIVE EDGE

Depot upgrades humvee ambulances for Army Guard

By Jacqueline Boucher, Tobyhanna Army Depot

Tobyhanna Army Depot personnel are fabricating miles of new cable as part of a program to update the Army's tactical ambulance fleet.

Tobyhanna Army Depot has joined forces with Rock Island Arsenal to produce 72 new M997A3 Humvee Ambulances for the Army National Guard. The guard is set to receive 500 ambulances, which will augment, and in some cases replace, the older M996 two-litter ambulances and M997 four-litter models, according to Army Guard officials.

The new ambulances are the result of a shortage of tactical ambulances Army-wide. The M997A3 ambulance configuration will be specifically for the Army National Guard to meet its homeland security and natural disaster relief efforts. The first 45 units are scheduled for fielding in March 2014.

The new models feature a variety of upgrades from the ambulances they replace, including an improved drive train and electrical components, interior improvements inside the ambulance cabin and elements that provide for greater storage of medical equipment, said Jason

TOBYHANNA HAS JOINED FORCES WITH ROCK ISLAND ARSENAL TO PRODUCE 72 NEW M997A3 HUMVEE AMBULANCES

Evans, an electrical engineer who works in the Production Engineering Directorate's Engineering Design Development and Manufacturing Division.

.....> cover story continued on page 4

Can you decode what's in this box?



To find the answer, go to page 25.



WORKFORCE DEVELOPMENT: BUILDING A CECOM TEAM FOR ARMY 2020 AND BEYOND



MG Robert S. Ferrell

All across our global command, CECOM leaders and team members are working hard to overcome the many immediate challenges we confront. These include the furlough, sequestration, closing out our fiscal year budget requirements and executing the retrograde of C4ISR equipment from Afghanistan. There is no question that these efforts, when added to the demands of our ongoing, daily missions, have made our current environment especially complex and difficult. In particular, the personal and professional challenges presented by the furlough have had a significant impact on our Department of the Army civilian workforce and our operations and we are very pleased that DoD recently announced that the number of furlough days will be reduced from eleven to six.

During times like these, the very real challenges of the moment can quickly consume all of our energy and focus. However, it is critical that along with working through our near-term tasks, we continue to build the kind of future capabilities CECOM will need to sustain the Army and Joint Force of 2020 and beyond. In fact, the foundation of our future success as a command will rely foremost on nurturing and developing a CECOM workforce with the skills, training and talent to lead us for a very different era. As a result, our new CECOM Campaign Plan, released just last month and available at <https://sp4.kc.army.mil/cecom/home/default.aspx> identifies attracting, developing and retaining an agile, highly-skilled workforce as one our Command's four, major 'Lines of Effort' (LOE).

In support of this vital LOE and to achieve our command's workforce development goals, we have established seven specific initiatives that will help us provide opportunities for development and career enriching assignments. In addition, they will ensure our employees are appropriately trained and certified, while also affording leadership and supervisory training to grow the managers and strategic leaders our command will need in the future.

OUR SEVEN WORKFORCE DEVELOPMENT INITIATIVES:

- 1 **Develop a command wide strategy for recruitment of future employees based on critical skills and workforce analysis.**
- 2 **Establish a command centralized intern program that establishes intern opportunities in critical career fields and leverages appropriate partnerships and opportunities to increase workforce diversity.**
- 3 **Improve Command-wide Acquisition Certification compliance to greater than 95 percent.**
- 4 **Grow CECOM's leaders through the APG Leadership Cohort, Army Civilian Education System, Senior Service College, and other leadership programs.**
- 5 **Grow the competency of the workforce through technical training, rotational assignments, and advanced degree training.**
- 6 **Develop career maps for every critical career field required to execute CECOM's mission.**
- 7 **Institute a formal mentorship program.**

Whether you are a new member of our CECOM Team member seeking to enhance your skill sets; a Defense Acquisition professional working toward DAU certification; a new or aspiring supervisor interested in completing Department of the Army Civilian Leader Development training; or an experienced leader with years of valuable experience looking to complete advanced schooling to prepare yourself for strategic responsibilities – our CECOM and Army workforce development initiatives can afford you the opportunity to grow and excel.

The keys to successful workforce development are communication and leadership. Communication between team members and supervisors about training requirements and opportunities - and communication across the command about what courses and training are available (to include online, resident, cohort training and rotational assignments) along with the most current application procedures. Just as importantly, we need leadership at every level that encourages our workforce to pursue developmental opportunities and ensures we meet the standard for Army and DoD required certifications .

I encourage every member of the CECOM Team to familiarize themselves with current training and development opportunities and to work

closely with their supervisors to take advantage of these valuable resources. The latest information on Army Professional and Leader Development is available at: www.civiliantraining.army.mil/leader/Pages/default.aspx and at www.civiliantraining.army.mil/professional/Pages/default.aspx.

In addition, the Defense Acquisition University offers information on dozens of courses in support of certification requirements and professional development at: www.dau.mil/Training/default.aspx.

For further information or any questions regarding workforce development programs or specific training opportunities, please do not hesitate to reach out to our CECOM (G1) Human Resources Development Directorate at: usarmy.apg.cecom.mbx.g1-hrd@mail.mil -- or your organization's training coordinator.

Working together, we will not only meet our workforce development goals as a command, but continue to ensure our CECOM Team remains a highly-trained and exceptional group of professionals respected and admired by all we support.

Thanks for all you do each and every day,
MG Robert Ferrell



CSM Kennis J. Dent

COMMAND SERGEANT MAJOR'S PERSPECTIVE

One of the questions that I am most often asked here at CECOM is “What do I need to do to get ahead?” My answer is simple... Training, Education and Experience!

As a young Noncommissioned Officer, I realized the Army was a great profession and it became my desire to learn how to become a professional Soldier. In those days, one spent a long time waiting on the Education and Learning Centers to get into civilian and military training. But in 2010, the Army recognized the need to revamp the education and training platform and created what has become the Center for the Army Profession and Ethics. In large, this program was inspired because of talented, certified experts like each of you and reaffirms the Army's commitment to your education and training.

As a member of the Department of the Army workforce, you are a vital component of the Army Profession. And as an Army professional, uniformed or civilian, you are an expert certified within your chosen profession, consistently demonstrating competence, character and commitment,

bonded with comrades in a shared identity and culture of sacrifice and service to the Nation.

It was your credential from education and experience that secured your position with the federal government, but it is imperative for your continued development that will allow you to grow in your understanding and service with the Army's ethics and culture.

If you are a member of the Acquisition workforce, this means you should be on track in obtaining the appropriate certification level. You should also think about short and long term career goals and plan what it will take to help you achieve those goals. As you gain technical experience over time, training will help you to develop the professional and leadership skills necessary to move to the next level in your career.

Like most of you, I too am in the process of earning Acquisition Certification from Defense Acquisition University (DAU). DAU is a great example of how the Army has integrated the members in the Army Profession thereby making acquisition certifications a requirement for Professional Military Education and Civilian Education System.

Yes, sometimes it is not convenient to leave the office for two weeks or even two days to attend a class. But if you don't make it happen, no one is going to do it for you. My advice, be proactive! The biggest advocate for your training and development should be you. Training opportunities will be available at every step of your career and it is up to you to take advantage them.

In addition to DAU courses needed for acquisition certification, CECOM also offers a variety of on-site training programs which are tailored to the needs of our workforce: APG Senior Leadership Cohort, Skills for First Line Supervisors, Emerging Leaders, Army Logistics University courses, and the Action Office Development Program.

The opportunities are endless, but now is the time to start down the path to get ahead. I challenge each of you over the next 30 days to take a hard look at your training requirements. Talk with your supervisors. Create a two year training plan with goals that will get you to the next level in your career.

There is a way ahead, and the Army will help you get there. Army Strong!



.....> cover story continued

THE DECISIVE EDGE

Depot upgrades humvee ambulances for Army Guard

*By Jacqueline Boucher,
Tobyhanna Army Depot*

(continued from page 1)

Rock Island was awarded the contract to manufacture the new M997 models starting with a Low Rate Initial Production (LRIP) run of 72 units. Tobyhanna signed on to provide some mechanical and electrical components.

Officials have expressed an interest in the depot doing more during full-rate production, Evans noted.

“The components we’ve received have met our production specifications and we’re very happy with the pricing, delivery time, professionalism and weekly progress reports for delivery updates,” said Scott Young, an official at Rock Island Arsenal Project Management and Engineering, Mobile Maintenance. “Working with Tobyhanna Army Depot, we were able to procure the parts necessary for successful completion of the project without having to ask for additional long-lead funding approval to produce higher quantities, which could have delayed the project.”

The first shipment went out in the middle of June, according to Dawn Heffler, production controller, Production Management Directorate's Manufacturing Support Division.

"We're doing small to medium complex electrical assemblies," she said, adding that the assemblies are part of the Electrical Installation Kit. "That's all the wiring for the lights, sirens and equipment in the ambulance, including the cables."

Shop personnel are fabricating 22 different cable assemblies. The kits are sent to Rock Island for installation.

"Everything is on schedule and the customer is very happy with the quality of our work," Heffler said. "Personnel here have pulled together to get the job done on time and within budget."

The funds arrived in March and fabrication began in April. Heffler oversees the project by working with several depot organizations and acts as a liaison between Tobyhanna and the customer.

Electronics Technician Jeremy Howells commended everyone for taking on the challenge of a new workload without hesitation.

"There were some hiccups along the way, but in the end, we were able to improve on the process and still meet the customer's requirements," Howells said. "Personnel of every skill level are working on this project, sharing experiences and ideas to provide a quality product."

There's been a steady flow of information between the depot and Rock Island, according to Joe Kalinowski, work leader. "The constant contact and exchange of information was vital to the success of this project."

The Army's M997 series ambulances are equipped with basic armor and used to transport casualties from the battlefield to the

medical aid stations. The unit can be heated, ventilated or air conditioned, depending on environmental conditions.

The ambulances are capable of transporting up to four litter patients, eight ambulatory patients, or a combination of litter and ambulatory patients and still have room for medical personnel, equipment and a driver.

Tobyhanna Army Depot is the Defense Department's largest center for the repair, overhaul and fabrication of a wide variety of electronics systems and components, from tactical field radios to the ground terminals for the defense satellite communications network. Tobyhanna's missions support all branches of the Armed Forces.



Electronics Technicians Christy VanVliet and Ed Polifko prepare lengths of cable for braiding. (Photo by Steve Grzedzinski)



PROVIDING THE
**CRITICAL
LINK**

Central Technical Support Facility (CTSF)

Network Integration Evaluations — The CTSF-Forward Team at Fort Bliss, Texas provided technical knowledge and expertise in support of the next round of the Army’s Network Integration Evaluations being conducted at Fort Bliss and White Sands Missile Range, N.M. The team constitutes a critical interface between the CTSF’s expertise and integration and system interoperability and the technicians in the Army’s System of Systems Integration Directorate and Brigade Modernization Command.

Common Operating Environment — The CTSF Test Team at Fort Hood, Texas recently completed the 15th week of Integration and Interoperability Evaluation (I2E) work on the Army’s tactical software baseline of the future – the growing number of systems that make up the Common Operating Environment (COE).

CTSF test officers and operators are currently working on integrating some 37 COE software systems and are identifying and addressing issues. Before the I2E is completed, it is possible another 66 software systems will

be added to the COE mix. The goal of the I2E effort is to prepare mature tactical systems for Army Interoperability Certification testing prior to the first of next year. The COE effort is being coordinated by Assistant Secretary of the Army, Acquisition Logistics and Technology, and is being conducted with the cooperation of the Army’s Operational Test Command.

Army Interoperability Certification Testing — The CTSF Test Team well on its way to the mid-August successful completion of the Software Block-Capability Set 11-12 tri-annual Army Interoperability Certification test. The test event will be followed by a three-week assessment of the Host-Based Security System. The system is designed to protect tactical software from cyber attacks.

Another CTSF team has been deployed to Yuma, Ariz. to execute an Army Interoperability Certification test on a Stryker Family of Vehicles video display electronic terminal. The test was to run through the middle of July.

Information Systems Engineering Command (ISEC)

Main Communication Facility (MCF) Support in Kuwait — In support of Product Manager, Power Projection Enablers (PdM P2E), ISEC provided on-site engineering support for Camp Arifjan’s new MCF. ISEC’s primary responsibilities included engineering reviews, providing expert opinion and quality assurance on the contractor’s system design and implementations. This facility is critical to the consolidation, Internet protocol convergence, and modernization of the command, control, communications, computers, and intelligence infrastructure and network throughout South West Asia.

Communications Upgrades at UK Air Base — ISEC is currently providing engineering support for communications upgrades at Fylingdales, UK. Fylingdales is an important communications hub because it supports the Missile Defense Agency’s (MDA) early warning radar mission. Our engineering efforts include the design and installation of new equipment to support services to the MDA. This is noteworthy because it will significantly improve the efficiency of the network communications and facilitate future upgrades.

Logistics and Readiness Center (LRC)

Training Repair Tech Assist Forward — The 3rd Brigade of the 1st Armor Division at Ft. Bliss recently received 64 M-1151 A1 vehicles from the RECAP/RESET program and was in the process of preparing to participate in exercise “IRON FOCUS” as well as a rotation at the National Training Center in preparation for deployment to Operation Enduring Freedom. However, the vehicles did not have Single Channel Ground and Airborne Radio System (SINGARS), VIS-3, or Blue Force Tracker installation kits, putting the exercise and training in jeopardy.

Historically, CECOM LRC would have solved this problem for the unit, using the C4ISR vehicle integration special repair team. However, the Army sharply reduced support for special repair teams in early fiscal year 2013 leaving no funding available to meet the 3rd Brigade’s requirement.

But CECOM LRC, working with the Tank and Automotive Command, was able to develop a solution to help 3rd Brigade do the C4ISR integration themselves. CECOM trained the Soldiers and provided technical assistance. The installation kits were filled from LRC’s vehicle integration program’s residual stock and the remainder purchased by the 1st Armor Division. In the end, all 64 vehicles completed C4ISR integration and the unit met their timeline to conduct the “IRON FOCUS” exercise, preparing them for their National Training Center rotation and their upcoming real world war time mission.

This is an excellent example of transitioning “Back to Basics” where available resources are invested in transferring expertise and building Soldier capability while meeting today’s mission requirements at a significantly lower cost.

Retrograde/Reset Production Operations — CECOM LRC Draw Down Special Projects Office processed a total of 8596 C4ISR systems in South West Asia for the month of July. South West Asia teams also processed 7677 Depot Level Repairables (DLRs), valued at \$39,881,549.98. Operations continue as plans to implement CECOM’s draw down plans move forward with projected closures of the following forward operating bases Salerno, Sharana and Jalalabad (in Regional Command-East). In Regional Command-SouthWest within the next 120 days, the projection for CECOM closures will focus on forward operating bases Leatherneck and Shindand. Currently, the main focus throughout theater continues to be force protection and drawdown planning.



Logistics Assistance Representative Roland Bourgeois provides Soldier training on the Global Broadcast System.



Maintenance Tech Alex Cannon provides Soldiers Satellite with Transportable Terminal training.



Logistics Assistance Representative Darrell Cress provides maintenance training on Single Channel Ground Airborne Radio Systems, otherwise known as SINGARS.

CECOM LRC LAR Support to Exercise Shared Accord 13 (SA 13) — CECOM LRC provided Logistic Assistance Representatives (LAR) supported the ‘joint’ mission/AFRICOM Regionally Aligned Force (RAF) engagement “Shared Accord 13,” an exercise to increase US and South African National Defense Force capability and capacity to deploy and conduct operations; scheduled for July 22 – August 7, 2013. Shared Accord resulted in proof of concept on how we provide support to the RAF initiative. Four LAR skill sets were provided: Power and Environmental, Radio, Switch and Long Haul Transmission. The plan at this time is to deploy LARS from mid-July through mid-August. LARs will coach, teach, and mentor soldiers on C4ISR equipment, provide sustainment training, and support PEO/PMs with technical advice/support on new equipment.



Logistics Assistance Representative Jeremie Lewis assists a unit with installing the AN/PRC-117 SatCom Radio system in preparation of Shared Accord 13.



Maintenance Technician David Luckey provides generator training to Soldiers.

Software Engineering Center (SEC)

Protecting Civilian Personnel PII — In support of Headquarters Department of the Army (HQDA) G-1 Civilian Personnel, SEC conducted vulnerability assessment and management along with resolution of open findings on their personnel systems. This is part of SEC's ongoing support safeguarding the personally identifiable information (PII) resident on the applications, systems and networks. These personnel systems provide critical personnel resource services, but because they contain PII, protecting them from unauthorized access is essential. SEC's support ensures HQ G-1 confidentiality, integrity, and availability of the Civilian Information Services Division information systems providing human resource services to the entire Army civilian workforce deployed globally.

PEO Aviation, PM Apache — In support of Program Manager Apache, SEC's Army Reprogramming Analysis Team-Program Office tested a new aircraft radar program, confirming a critical fix restoring combat effectiveness for the entire Army Apache fleet was successful. During testing, SEC discovered that a bug in the original programming was causing the system to become randomly inoperable, potentially endangering both aviators and ground troops due to lack of fire support or inaccurate fires. SEC identified the problem to the PM, who then had the developer fix the problem. SEC confirmed the software fix was successful, averting potential loss of Apaches in combat situations.

Distributed Common Ground Station-Army — When the 1st Brigade Combat Team, 4th Infantry Division (1BCT/4ID) in Camp Beuring, Kuwait found that their Distributed Common Ground Station-Army, Enabled Common Ground Station (DE-CGS) was experiencing network connectivity and software issues, they requested help from SEC's field support. Since there are no Tactical Ground System Field Software Engineers (FSEs) assigned to Kuwait and because of the importance of the system to the unit's supporting mission, SEC re-directed an FSE demobilizing from Afghanistan to Kuwait a few days to assist the unit. The FSE arrived on site, performed a system check-out and corrected several issues, restoring their DE-CGS to full operational capability within 36 hours of arrival in country.

Royal Netherlands Air Force — SEC's Army Reprogramming Analysis Team (ARAT) – Program Office is continuing to train the Royal Netherlands Air Force (RNLAf) on configuration and installation of the AN/APR-39A(V)1/4 and AN/APR-39B(V)2 Radar Signal Detecting Sets, giving them the capability to use SEC developed Mission Data Set (MDS) software specifically tailored to their mission profile. This MDS installation and training provides the RNLAf, a trusted ally of the United States in the European region, with both the knowledge and capability to SEC ARAT developed mission software and associated aviator products for their on-board radar signal detection sets.

Tobyhanna Army Depot (TYAD)

Language Lab Program — The 10-year-old Language Lab program at Tobyhanna Army Depot has sent technicians to more than 70 countries to install state-of-the-art computerized classrooms designed to teach English. Tobyhanna personnel fabricate the labs, assembling computers, loading software and testing them prior to sending them to the customer. If requested, depot employees will install a system in-country.

Ambulance Fleet Update — Tobyhanna Army Depot technicians are fabricating miles of cable as part of a program to update the Army's tactical ambulance fleet. Depot employees are working with Rock Island Arsenal to produce 72 new M997A3 Humvee Ambulances for the Army National Guard. The new models feature a variety of upgrades over the ambulances they will replace.

Air Force Unmanned Threat Emitters — Overhaul of sophisticated Air Force Unmanned Threat Emitters began at Tobyhanna Army Depot in late 2011. The first system was completed earlier this year and now three more are undergoing overhaul. The system provides realistic surface-to-air missile and anti-aircraft artillery threat training to Air Force pilots. Depot personnel will also field the systems.

iSALUTE



SEE SOMETHING • SAY SOMETHING

ANTITERRORISM Awareness Month



The Army has set August as Antiterrorism Awareness Month, a month to heighten awareness and vigilance Army-wide to prevent and protect against acts of terrorism.

Every member of the Army community plays an important role in preventing terrorist acts. Maintaining vigilance and encouraging situational awareness are guiding principles that will help ensure the safety and security of our Soldiers, Civilians, Contractors, Families, infrastructure and information.

Everyone has a responsibility to be continuously watchful for threats and hazards. When you see something, say something.

The strength of our defense is our ability to work together to protect our people, our infrastructure and our Nation.

What to Report:

- Unauthorized attempts to access classified or sensitive data
- Person advocating support for a terrorist organization
- Contacts that may suggest extremist group recruitment
- Suspicious behavior possibly associated with terrorist activity

How to Report:

- Contact your local Counterintelligence (CI) office
- CONUS Hotline: 1 – 800 – CALL SPY (1-800-225-5779)
- iSALUTE-The CI reporting portal via AKO at: <https://www.us.army.mil/suite/page/633775>



RECOGNITIONS AND AWARDS

On June 19th, MG Ferrell held the quarterly CECOM awards ceremony at Aberdeen Proving Ground to recognize excellence in the workforce from individuals and outstanding team efforts.

Superior Service Awardees

Shirley Hayden, LRC
Aberdeen Proving Ground

For her selection as one of the C4ISR Top Ten Personnel of the Year 2012.

Jamie Plakosh, LRC
Aberdeen Proving Ground

For her exceptional service as executive officer, Network Integration Evaluation Plans and Operations Cell G3/4 Headquarters AMC.

Commander's Service Awardee

Patricia O'Connor, G6
Aberdeen Proving Ground

For her outstanding efforts as team lead of the command Personally Identifiable Information (PII) Core Management Team.

Achievement Service Awardees

For successfully executing the public outreach program which notified over 36,000 personnel affected by a major PII Incident and addressed their individual issues.

Medhat Abuhantash, SEC
Aberdeen Proving Ground

Kelly Doolittle, SEC
Aberdeen Proving Ground

Kevin Gahre, G6
Aberdeen Proving Ground

Jason Juliano, SEC
Aberdeen Proving Ground

Jeffrey Jurgensen, Command Group
Aberdeen Proving Ground

Terrance Kalka, SEC
Aberdeen Proving Ground

James Lint, G2
Aberdeen Proving Ground

Eric Manansala, G6
Aberdeen Proving Ground

Scheree McDonald, G6
Aberdeen Proving Ground

Kara Metcalf, G6
Aberdeen Proving Ground

Liz Miranda, G8
Aberdeen Proving Ground

Larry Perry III, G6
Aberdeen Proving Ground

Antoinette Peterson, G6
Aberdeen Proving Ground

Violet Reedlouisaire, G6
Aberdeen Proving Ground

Marc Rosen, Legal
Aberdeen Proving Ground

Joseph Sarraf, G1
Aberdeen Proving Ground

Gary Scott, G6
Aberdeen Proving Ground

Andricka Thomas, Corporate Communications
Aberdeen Proving Ground

Janet Wallen, G6
Aberdeen Proving Ground

Kia Weber, G6
Aberdeen Proving Ground

Kevin Kirkwood, LRC
Aberdeen Proving Ground

For his excellent performance while serving as a General Engineer and Contract Officer Representative, which were keys to the CECOM Security Assistance Management Directorates' mission success.

Certificate of Achievement

Noel Osborne, G3/5
Aberdeen Proving Ground

For his selection as the first CECOM Employee of the Quarter, First Quarter, Fiscal Year 2013.

Congratulations
to our winners!



CHAPLAIN'S CORNER

God cares!

*By CH (MAJ) Young D. Kim,
CECOM Command Chaplain*

The English lawyer and philosopher, Francis Bacon said, “We cannot too often think, that there is a never sleeping eye that reads the heart, and registers our thoughts.”

Our God is a super natural God. He is everywhere, with everyone and considers precious every single hair on our head. He knows us all by name and can have perfect intimacy with each one of us, as we were his only child.

“The Child was unique in the world’s history—but the same providence that watched over His infancy, watches over the infancy of every child,” wrote James Russell Miller.

To our eyes, evil seems to strike where it pleases. Weakness appears to have no defense against strength. Pestilence knows no distinction when it comes into a community—but enters the homes of the evil and the good with like impunity. But Heaven is ever watching. There are lives no pestilence can touch. There is a wall of protection about them which nothing can pass.

Only one thing need concern us—the doing of our duty, hour by hour, as it comes to us. We have nothing whatever to do with the keeping of our own lives. We never need to ask whether a certain way is safe for us.

Absolutely the only question we need to ask is –what God would have us to do?

His way is the safe way, though it is through a thousand perils. If we listen for the divine voice, and then follow it without question, we shall ever be under the wings of God.

Scripture says not to worry and in these words is a promise that He will take care of us. “Who of you by worrying can add a single hour to his life? (Matthew 6:7). There is nothing we can do but live each step according to God’s Words and trust in God that He will take care of the rest. Deuteronomy 33:27 says, “The eternal God is the refuge, and underneath are the everlasting arms.”

Blessings!

WORKING SMARTER

Packaging liquid HAZMAT — not the same as it used to be.



Jim Mott, systems engineer, demonstrates how new packaging methods can save money and protect the environment when shipping liquid hazardous materials.

By Jacqueline Boucher, Tobyhanna Army Depot

Employees at Tobyhanna Army Depot's Logistics Support Activity's (LOGSA's) Packaging, Storage and Containerization Center (PSCC) here have devised an award-winning method for packaging liquid hazardous materials (HAZMAT) that's better for the environment, less expensive and reusable.

The new configuration eliminates typical loose-fill materials such as vermiculite [a mineral known for its absorbency and insulation properties] and replaces it with readily-available fiberboard and sheets of commercially-available absorbent material that comes in a roll.

The innovative use of fiberboard and absorbent materials earned first place in the 2012 Packaging Design Competition, Short-Life Packaging category.

The award was presented to Logistics Support Activity PSCC team members Charlotte Lent, industrial engineer, and Jim Mott, systems engineer, who are responsible for designing the sustainable packaging configurations. The competition was sponsored by the National Institute of Packaging, Handling and Logistics Engineers (NIPHLE).

According to Lent, the PSCC Packaging Applications Testing Facility has had a long-standing partnership with Defense Logistics Agency (DLA) to provide a family of internationally certified packaging for all elements of the Defense Department. Packaging that supports the shipping of cans, bottles and jars of every size, shape and material, she added.

"In the early 1990s, the most practical method was to center the containers in a box or drum full of vermiculite," Lent said. "In later years, cellulosic materials (ground paper) were used."

The loose-fill materials, especially vermiculite, are dusty, creating a housekeeping nightmare for both packers and units receiving and unpacking the HAZMAT, noted Mott. Furthermore, in some locations this was considered a breathing hazard.

"Achieving a level whereby the loose-fill materials were compressed uniformly and consistently across all was problematic," Mott said. "Additionally, lab samples and other articles were often contaminated when containers were opened."

Besides the mess, shipping facilities have to maintain storage space to keep the bags and quantities of loose fill material dry. "After all, it was an absorbent and was likely to absorb the moisture in the air," said Mott. "Once

unpacked, the loose fill was destined for the landfill."

The good news is that the fiberboard and absorbent sheet components are all reusable and recyclable. The team tested designs in open-head steel drums and fiberboard boxes. Mott and Lent explained that standard components can be determined for each drum size and in conjunction with DLA and the General Services Administration, can easily be made available, possibly by National Stock Number.

Items are placed inside the drum and surrounded by stacked fiberboard cartons and enough pads to cushion and absorb the liquid contents if damaged.

"The design process is in its infancy," Lent said. "Plans are underway to design an entire family of configurations without loose fill."

So far, six designs have been successfully tested to the performance standards required by federal and international regulations. These and other available internationally-certified HAZMAT designs for Department of Defense (DoD) use can be found on the DLA Distribution Performance Oriented Packaging Program website.

Since 1956, NIPHLE has brought together recognized experts from government, military and industry to highlight and reward the latest developments in packaging, handling and logistics to strengthen the bonds between warfighter logisticians, government experts and supply chain partners.



AUGUST IS

National Immunization Awareness Month

This month is dedicated to highlighting the need to improve national immunization coverage across the world. We want to educate and encourage everyone to protect their health by being immunized against infectious diseases.



Types of vaccinations. There are several infectious diseases that can cause serious damage to our body: measles, mumps, rubella, hepatitis B, polio, tetanus, and whooping cough, etc. The common thread is all of these diseases are preventable diseases if vaccinated.

Travelling outside the United States.

Vaccinations are critically important for travelers going to other countries. There are some diseases that are not common in the United States that still exist in other parts of the world. Before traveling, please review your vaccination history.

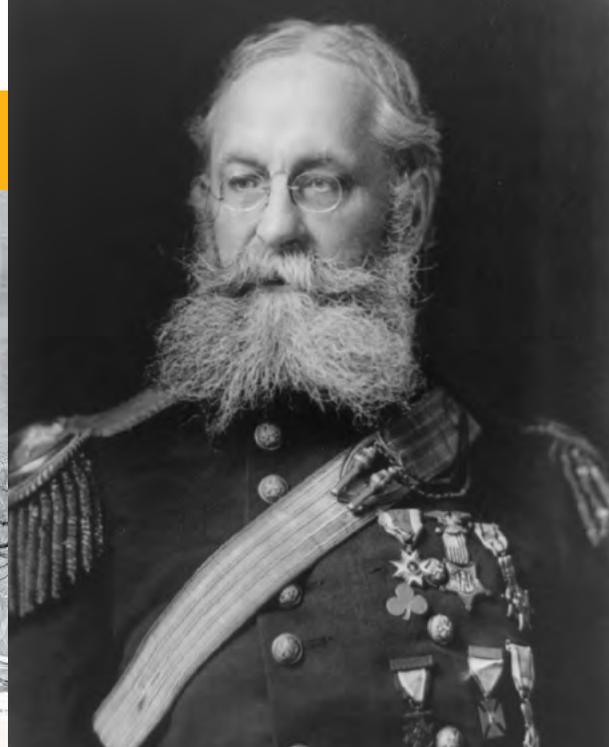
Vaccinations for the elderly. Elderly adults are known to become more susceptible to contact infections, which can potentially lead to a difficult recovery. Over time, elderly adults' immune systems begin to weaken and they're incapable of fighting off infectious diseases. Three common diseases for which elderly adults should be vaccinated against are influenza, pneumococcal disease, and shingles.

Vaccinations for children. Vaccines are highly recommended for very young children because their immune systems are not yet fully developed and their stomachs produce less acid, making them accessible for ingested bacteria and viruses to multiply.

For more information on the CECOM Wellness Program, contact the program POCs: Keosha Pointer, 443-861-7915 (DSN: 848-7915); Tiffany Grimes, 443-861-7910 (DSN: 848-7910).



Photo Courtesy of U.S. National Oceanic and Atmospheric Administration.



Celebrating the Greely Collection and the First International Polar Year

By Chrissie Reilly, CECOM History Office

CECOM and its predecessor organizations have a rich history of scientific advancement and exploration. In a collection of papers housed in the CECOM Historical Office, the pioneering spirit of the early Signal Corps resides.

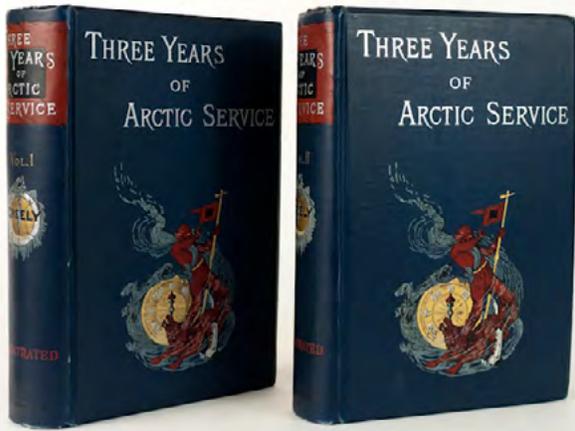
The Greely Collection contains materials dating back to the 1880s and highlights Adolphus Greely's expedition to the Arctic via Fort Conger, formally known as the Lady Franklin Bay Expedition. This was part of the first ever International Polar Year (IPY), which was in itself a turning point in history. The key concept of the first IPY was that geophysical phenomena could not be surveyed by one nation alone; rather, an undertaking of this magnitude would require a coordinated international effort.

A dozen countries participated in 15 expeditions to both the Arctic and Antarctic. During that first International Polar Year, the United States conducted two expeditions, one on either side of the continent. One went to Point Barrow, Alaska, and the other went to Fort Conger,

in Nunavut, Canada. This latter expedition was the northernmost polar site during this year and was led by the U.S. Army Signal Corps' First Lieutenant Adolphus Greely. A wonderful collection of materials – including hundreds of pages of handwritten manuscripts by members of the expedition – are part of the CECOM collection. Greely Expedition related materials maintained by the historical office archive include journals of members of the expedition, contemporary news articles, and other related original and facsimiles. The collection contains photos, rare drafts of manuscripts, letters, and maps.



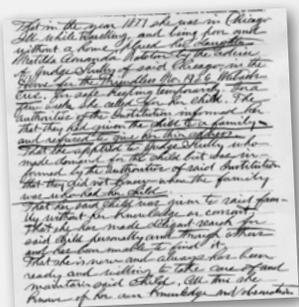
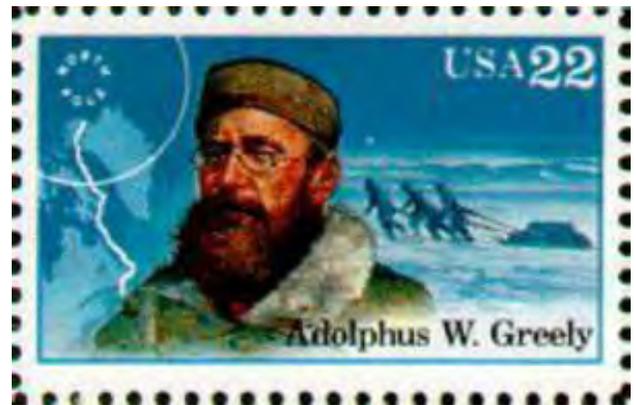
Lieut. Greely's corner at Fort Conger.



As a lieutenant, Adolphus W. Greely led the 1881-1884 Signal Corps Meteorological Expedition to the Arctic. As Chief Signal Officer from 1887-1906, Greely oversaw, during the Spanish-American War, the installation and operation of telegraph communications throughout Puerto Rico, Cuba, and the Philippine Archipelago. He received the Congressional Medal of Honor on his 91st birthday, March 27, 1935.

Greely was the commander of the Lady Franklin Bay Expedition. They departed St. Johns, Newfoundland, on the ship Proteus, and sailed northward up the bay to Fort Conger. The expedition was developed to establish meteorological-observation stations as part of the First International Polar Year and amongst other purposes was commissioned to collect astronomical and polar magnetic data. The expedition is a topic that is discussed in scientific and historical communities even today.

Beyond the advances to science and geographical exploration, a principal legacy of the First IPY was setting a precedent for international science cooperation. Subsequent polar years, in 1932-1933 and in 1957-1958 (also called the International Geophysical Year because research extended beyond the poles), as well as most recently in 2007-2008, were all inspired by that first season of discovery.



Check out the Greely Expedition blog!

The CECOM Historical Office is highlighting this collection throughout the year at in-person events and on our history blog. Our virtual outreach focuses on making digital versions of photos available, as well as posting transcribed hand-written journal entries of the diary entries relating to the journey.

We hope that this year-long campaign will be enjoyable to readers. Keep on the lookout for more from the collection including stories about the failed re-supply mission, the scandal at Signal Corps headquarters that delayed their rescue, the intrigue of possible evidence of cannibalism, and the heroic feats of the expedition members.

VIGILANCE

YOUR MENTAL HEALTH OR YOUR SECURITY CLEARANCE

By James Scroggins, CECOM G2

The old stigma that seeking mental health treatment could impact your clearance is a thing of the past. It used to be that answering “yes” on question 21 of the SF 86 (Questionnaire for National Security Positions) would raise a flag and usually have an adverse affect on the adjudication of your interim clearance or eligibility.

It's OK to Seek Mental Health Treatment.

Times have changed and the wisdom of mental health treatment has prevailed. In light of the mental and emotional health issues affecting our workforce today, the importance of treatment and its benefits are now better understood. The U.S. Government's position toward seeking treatment for mental health conditions has changed. The vital importance of mental health is recognized and the proactive management of mental health conditions and wellness is strongly supported. The rationale behind this change in policy is that an individual who has experienced a mental health condition may in fact benefit from mental health treatment and support. If left untreated, mental and emotional health conditions may affect an individual's reliability, judgment and trustworthiness.

WARRIOR CARE **QUESTION 21** Reducing the Stigma

In an effort to reduce the stigma associated with seeking mental health counseling, Defense Secretary Robert M. Gates has announced a change to Question 21 on the security clearance form. It will now exclude counseling related to service in combat.



When it comes to answering YES on question 21 of the SF 86, the Under Secretary of Defense for Intelligence wants you to know: “Your decision to seek mental health care will NOT in and of itself adversely impact your ability to obtain or maintain a national security position. In fact, seeking personal wellness and recovery may favorably impact your eligibility for a national security position. All information pertaining to treatment will be handled on a strict need-to-know basis and any misuse of information provided is punishable under applicable privacy laws.”

“The patriots who have volunteered to serve in our armed services have no equal in the world. I made a solemn commitment to the congress, to the nation, and to you to keep the welfare of men and women in uniform uppermost in my mind at all times.”

-Secretary Robert M. Gates

Tech Byte

What is an IMO?

By Patty O'Connor, CECOM G6

Did you know that in June 2013 the Army updated Army Regulation 25-1 "Army Information Technology (IT)" and Army Pamphlet 25-1-1 "Army Information Technology (IT) Implementation Instructions"?

In paragraph 6-4 of the pamphlet, it describes the duties of the Information Management Officer (IMO). An IMO is the individual that represents their organization and assists the Chief Information Officer (CIO) in effectively managing the organization's IT processes and resources to enable the organization's business and mission processes. The IMO is a liaison to the Network Enterprise Center (NEC) that reports and tracks user requirements, alerts the NEC of any network issues, documents and shares all IT purchases and system deployments, maintains

a list of users and IT assets as well as provides guidance to organization's users on IT policy.

While hardware is accounted for using the appropriate supply regulations that address property book accountability; software is treated as a durable item. Although software does not require property book accountability, software should be documented and controlled by the using organization's IMO.

Please review the new Army Regulation and Pamphlet to ensure your organization is performing all required duties listed in the new regulation.

If you have any questions, please contact your organization's IMO or Patricia O'Connor, CECOM CIO at patricia.l.oconnor18.civ@army.mil.

FATAL DISTRACTION

By Robert McNabb, CECOM Safety & Occupational Health

Two decades ago, fatalities caused from leaving children and pets in cars were somewhat rare but that has changed in recent years. Statistics show that from 1998-2012 there were over 500 deaths.

"Death by hyperthermia" is the official designation and in its advanced state it is referred to as heat stroke, an acute condition which occurs where the body produces (absorbs) more heat than it can dissipate.

Vehicles can heat up rapidly within the first 15 to 30 minutes (30 minutes can equal a 34 °F rise in

temperature inside the car) and leaving the windows open slightly does NOT decrease the heating process at all.

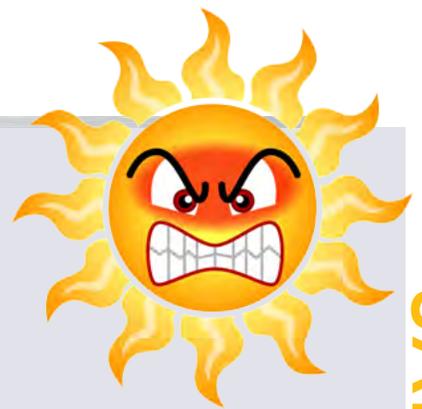
Safety measures you can take

- Always put something you'll need for work or to carry with you - cell phone, handbag, etc. on the floor of the back seat, near the child as a reminder.

- Keep a large teddy bear in the child's car seat when it's not occupied. When the child is placed in the seat, put the teddy bear up front as a visual reminder in the passenger seat.

- Make sure all occupants leave the vehicle when you are unloading.
- Have a plan so that your childcare provider will call you if your child does not arrive on time.
- Remember, a child's body warms 3-5 times faster than adults!

The bottom line is for parents to remain extra alert of your precious cargo and don't leave them alone, even for a minute!



SAFETY FIRST

What's new

Please join us in welcoming two of the newest members of our CECOM Senior Leadership Team, COL Patrick Kerr and LTC Gregory J. Gastan.



COL PATRICK L. KERR

COL Patrick L. Kerr (Pat) is the new Commander of the CECOM Information Systems Engineering Command at Fort Huachuca, Ariz.

Keer is a native of Staunton, Va. and holds a Bachelor's Degree in Business Administration from James Madison University, a Masters of National Security Strategy from the National War College, National Defense University and a Masters of Business Administration from Webster University. His military education includes the Signal Officer Advanced and Basic Courses; United States Army Battalion/Brigade Maintenance Officer Course; and the US Army Command and General Staff College.

Prior to his assignment at ISEC, Colonel Kerr served as the Deputy G3 for the U.S. Army Cyber Command/2nd Army.



LTC GREGORY J. GASTAN

LTC Gregory J. Gastan is the new Military Deputy at the CECOM Software Engineering Center at Aberdeen Proving Ground, Md.

Gastan is a native of Pittsburgh, Pa. and holds a Bachelors Degree from the Lock Haven University and a Masters Degree from Chapman University. His military education includes the Armor Officers Basic and Captains Career Courses, the Army Acquisition Basic Course, and Acquisition Intermediate Level Education.

Prior to his assignment at SEC, Gastan served as the Deputy Director of Plans and Engineering for RDECOM.



HAIL & Farewell

The GECOM family would also like to welcome our new Military serve members that have come on board for the month of August. Let's greet them with open arms, support and a smile.

CPT Christee Cuttino
SEC, Aberdeen Proving Ground

CW4 Howard Phillips
SEC, Aberdeen Proving Ground

SFC Yeku March
LRC, Ft. Huachuca

CPT Carson Tenney
ISEC, Ft. Belvoir

CW3 Naamon Wright
LRC, Ft. Huachuca

What better way to spend the summer then heading into retirement after years of dedicated federal service. Let us all wish the following employees a happy and healthy GECOM retirement!

Patrick McCathern
LRC, Ft. Huachuca
26 July 2013

Hak Keun Pak
ISEC, Ft. Detrick
30 August 2013

Russell Slate Jr.
LRC, Aberdeen Proving Ground
14 July 2013

Stephen Usry
ISEC, Ft. Huachuca
2 August 2013

AROUND the COMMAND



Event host, LRC Director Lane Collie (aka "The Nature Boy - Ric Flair"), presents the trophy to Team SEC (from left to right Gary Lichvar, Brittany Bernier, Meghan Shoaf, Tim Feerrar and Garvey Jones) as they celebrate winning the final round of CECOM Family Feud during the APG CECOM Team Building Event and Hail & Farewell held at the Top of The Bay on 27 June.

MG Ferrell engages G8 employees during their Organizational Day, 27 Jun 2013, CAPA Field, Edgewood, MD. From left to right: Anne Decker, Nancy Collins, Antoinette (Toni) Lopez, MG Ferrell and Chris Hosson.



Denise Williamson of the Wildcats focuses to try to whack the ball out of the galaxy during the All Star Women's Softball Game held at Tobyhanna Army Depot. The Wildcats defeated the Toby's Angels 11 - 7. (U.S. Army photo by Steve Grzedzinski)



Tanya Chervenak goes for a strike out during a women's softball game at Tobyhanna Army Depot. (U.S. Army photo by Steve Grzedzinski)

While visiting the CECOM workforce at Fort Sill, Chaplain Young Kim stopped by to see SENSOR LAR, Glenn Smith and Delisa Cliatt.





CTSF Test Operator Shannon Yoder welcomes CECOM Command Chaplain MAJ Young Kim to the facility's test floor. Kim spent several hours at the Fort Hood-based test and integration facility, touring and chatting with CTSF staffers. His visit was part of a tour of CECOM branch organizations. (Photo by David G. Landmann)



SEC Chief, Data Management Branch (A) Pravin Ponnuri presented his children's magic show during the SEC at APG Organizational Day.



While waiting for a rain delay, MG Ferrell met Ferrous, mascot of the Aberdeen Ironbirds during Military Appreciation Night at Ripken Stadium.



SEC Deputy Director, Larry Muzzelo (third from right) chats with members of the SEC workforce during their "Dine with a Director" lunch. Each week a member from SEC Leadership Team shares a brown bag lunch to discuss various topics that impact the organization. For more information or to join in on the next scheduled lunch, contact Meaghan Shoaf (meaghan.l.shoaf.civ@mail.mil).

During the 4th of July holiday Petty Officer Nora Hess from the CECOM LRC Communications Security Logistics Activity (CSLA) volunteered with an organization in Sierra Vista, AZ known as VICAP (Volunteer Interfaith Community Action Program) providing assistance to the elderly in the community in the form of transportation to medical appointments, food shopping, and performance of light housekeeping functions.

CSLA has a handful of active duty Army and Navy personnel, as well as a couple Air Force civilians assigned to the Tier 1/ Central Office of Record to support electronic Communications Security (COMSEC) cryptographic key and account management. The Tier 1/COR tracks accountable cryptographic items held by tri-service COMSEC accounts homed to our site. CSLA's Tier 1 site is one of two providing world-wide support; the other is located at Lackland Air Force Base, San Antonio, TX.



SHARE-POINTERS – ALERT ME!

By Renee A. Ullman, Corporate Communications



Alerts are email notifications of changes to content on a SharePoint site. They help you keep track of the changes your teammates make to documents, libraries, lists, and tasks. All users have the ability to establish an alert.

Examples of the types of information an alert could provide are:

- A document or document library has changed
- Information changes on a calendar, or a specific event is updated
- A list that you have interest in has changed
- A task has been updated
- Someone has updated a picture gallery
- A slide has been added, deleted, or changed within a slide library

When establishing an alert you have the ability to zero in on exactly under what circumstances you want to receive the alert and refine the alert parameters to make sure you are getting the information that you want. You may specify when you want to receive it – immediately, daily or weekly, and the time of day. The delivery method, timing and criteria may be set. Designating other recipients to receive the alert is another option.

Once you set alerts, you may manage them directly from the My Alerts page.

More information about how to use and activate alerts may be found on the milU SharePoint section. If you would like more information about this topic please contact Renee A. Ullman, renee.a.ullman.civ@mail.mil, Corporate Communications.

milU SharePoint: - <https://www.milsuite.mil/learn/capability/sharepoint>

KEEP IN TOUCH WITH COMMAND NEWS AND INFORMATION:

Dots and Dashes

<https://sp4.kc.army.mil/cecom/home>

CECOM on Flickr

www.flickr.com/photos/cecom/

CECOM Public Site

www.army.mil/CECOM

CECOM SharePoint Site

<https://sp4.kc.army.mil/cecom/home>

CECOM on Facebook

www.facebook.com/CommunicationsElectronicsCommandCECOM

CECOM Dress-Right-Dress

By Karen Quinn-Doggett, Corporate Communications

Now that we have defined CECOM's new strategic direction with the release of the Campaign Plan, our next job is to ensure every aspect of our organization is aligned to the plan.

The Army has a command for this, Dress-Right-Dress. This is when Soldiers are standing in formation with the right flank man standing fast and each member, looks to the right to align with the person on the right.

Well, now is the time for CECOM to Dress-Right-Dress.

Below are our new Mission and Vision statements along with the strategic goals and lines of effort.



PLEASE USE THIS CUT OUT AS A REFERENCE MOVING FORWARD AS WE ALIGN THE COMMAND.

Mission

Develop, provide, integrate and sustain the logistics and readiness of C4ISR systems and mission command capabilities for joint, interagency, intergovernmental and multinational forces worldwide.

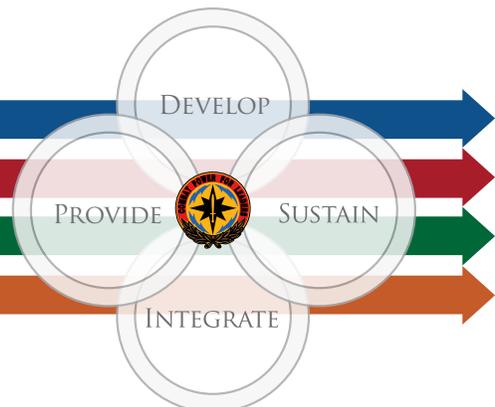
Vision

Be the life cycle provider of choice for supporting superior joint warfighting through world-class, globally networked C4ISR systems

Strategic Goals

- Serve as the single manager of common joint tactical C4ISR systems
- Provide responsive Industrial Base capability
- Develop next generation software support model
- Streamline delivery of Field Support
- Build strategic partners

Core Competencies



Allocate and Apply Resources Efficiently and Effectively

Drive Enterprise Processes to Provide Lifecycle Support

Attract, Develop and Retain an Agile, Highly Skilled Workforce

Improve Strategic Communications Initiatives

Lines of Effort

ON THE HORIZON



By Larry Main, CECOM G3/5

With all the turmoil created by the return of Soldiers from the wars in Southwest Asia and the accompanying down turn in budgets, plus the rapid changes in technology that impact our business, we often struggle to keep up with all the changes. It is our goal to use this space to give you a heads up on some of the strategic events, articles and publications that have potential for impacting your future.

Of course, the concern that hits closest to home for all of us is the budget. Budget cuts are driving Army Force Structure Reductions such as the inactivation of twelve Active component brigade combat teams in ten states and Europe. These reductions do not reflect cuts due to sequestration which could mean the loss of another 100,000 Soldiers across the Active, Guard and Reserve force structure.

The release of the Army Equipping Guidance provides the information we need to get "the right equipment, to the right units, on the right installations, at the absolute least possible cost."

On the career side of things, the Army Leader Development Study has been published, outlining an increased emphasis on self development and point-of-need training. Check out the information on the Civilian Cohort on page 16. Also review your records in the Army Career Tracker that facilitates individual development and mentoring. You will also want to review ADRP-1, The Army Profession. It applies to the Active Army, Army National Guard (ARNG)/Army National Guard of the United States (ARNGUS), United States Army Reserve (USAR), and Army Civilians defining what it means a professional and the process for achieving the appropriate certifications in your field.

Civilian Furloughs and Total Force Management

http://www.govexec.com/media/gbc/docs/pdfs_edit/070113cc2.pdf

CSA Press Conference on Army Force Structure Reductions

<http://www.army.mil/article/106355>

Army Equipping Guidance

http://www.g8.army.mil/pdf/AEG_20June2013_lq.pdf

http://www.army.mil/article/106705/Army_spells_out_long_term_plan_for_equipping_force_after_drawdowns/

Army Leader Development Study

<http://usacac.army.mil/cac2/CAL/repository/ALDS5June%202013Record.pdf>

Army Career Tracker

<https://actnow.army.mil>

ADRP-1, The Army Profession

[https://g357.army.pentagon.mil/FoundationalDocuments/ADRP%201%20The%20Army%20Profession%20\(June%202013\).pdf](https://g357.army.pentagon.mil/FoundationalDocuments/ADRP%201%20The%20Army%20Profession%20(June%202013).pdf)

For a regular update on strategic news, documents and events, check out milWire at <https://www.milsuite.mil/wire/author/larry.e.main>



CECOM DOTS and DASHES



The answer to "What's in the box?" is:
Morse code for - Agile, Highly Skilled Workforce (Line of Effort 3 from the CECOM Campaign Plan)

DISCLAIMER: Dots and Dashes is an authorized CECOM publication for the CECOM workforce. This publication focuses on awards, achievements, people and events internal to CECOM as well as topical and policy updates from staff. Contents of Dots and Dashes are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of the Army, or CECOM. The content of the publication is the responsibility of the U.S. Army CECOM Chief of Public Affairs, Robert DiMichele. The newsletter is published monthly and distributed electronically via email. It is posted to the CECOM SharePoint site at: <https://sp4.kc.army.mil/cecom/home>

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renee.a.ullman.civ@mail.mil, 443-861-6622 (DSN 848-6622)