



KENNY LETTER

Chambersburg, Pennsylvania, U.S.A.

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LEAD names 2013 Woman of the Year

by LEAD PAO

Letterkenny Army Depot's Special Emphasis Program recognized LeAnn Alleman of the Directorate of Resource Management as the depot's Woman of the Year on August 28 in honor of Women's Equality Day. Nominees also included Donna Brechbill of the Directorate of Industrial Operations and Deborah Kissel of the Theater Readiness Monitoring Directorate.

Alleman received this award along with a Federally Employed Women one year membership for her dedication, her willingness to help others; volunteering to do any job that crosses her path and having the work ethic of "not knowing how

to fail." Everyone on depot knows that if they have a question, Alleman will find the answer. She is the epitome of a team player.

Alleman was honored to be named Woman of the Year but explained that she is just doing her job. She does her best to help anyone she can as the team lead in the payroll department. Most importantly Alleman truly loves her job, which is the biggest reward.



LEAD's 2013 Woman of the Year, LeAnn Alleman is the payroll team lead in the Directorate of Resource Management.

Federal Women's Program Manager, Becky Chilcote opened the presentation by reading the Presidential Proclamation for Woman's Equality Day 2013, celebrating women's right to vote with the ratification of the 19th Amendment.

Chilcote went on to recognize the women and men throughout history and the sacrifices they made to build equality between the sexes to where it is today.



Nominees for 2013 Letterkenny Army Depot Woman of the Year: (left) Deborah Kissel, Theater Readiness Monitoring Directorate and Donna Brechbill, Directorate of Industrial Operations.

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From the Commander's Desk

by Col. Victor S. Hagan, Depot Commander

contributions to the Joint MRAP and has credited LEAD for the program's success.

Our partner, Raytheon, presented LEAD with the Four Star Supplier Excellence Award as well as the Partner Performance Supplier Excellence Award for 2012, thanks to our joint success with the Patriot program.

On LEAD's safety side, we have been recertified in VPP, OSHA and OHSAS 18001. And our Wellness Program's success earned the title of "Fit Friendly Worksite" from the American Heart Association.

We all know that Safety is always a priority on the depot and receiving the aforementioned certifications is a great accomplishment. However, there are always things we can do to improve our fighting position so I encourage you to work with your supervisors and members of the LEAD Safety Office to create the safest workplace possible. It is important that you stop an unsafe act and report any hazards in your area immediately. You can do this by contacting your

supervisor, submitting a HRP, or just call the Safety Office. This is crucial in keeping our valued employees safe and to maintain our certifications each year. Thus, reminding our customer that we remain the "Depot of Choice".

We discussed the goals and objectives for the coming year in our recent town hall. Therefore, I ask each one of you to focus on these and to do your part to attain these goals. To review those slides on Sharepoint, go to:

<https://sharepoint.lead.army.mil/public/PAO/Documents/Forms/AllItems.aspx>

The depot will focus on cost conformance, quality, performance, workforce sustainment and shaping the business to secure LEAD's position to remain the depot of choice for industry and government. We will continue to deliver superior maintenance, manufacturing, logistics, life cycle support and service to the greatest Warfighters in the world.

Army Strong!!!

Letterkenny workforce,

As the fiscal year comes to an end, let us reflect on the challenges that the depot has faced in 2013. Budgetary uncertainty and the furlough impacted the depot dramatically, yet you remained focused and diligent, supporting the Warfighter, even when times were tough. I would like to take this opportunity to congratulate you on the obstacles that you have overcome this year and the recognition you have received for being the depot of choice.

Joint Program Manager for MRAP recognized this workforce for their outstanding contri-

ARMY CORE VALUE FOR JULY/AUGUST:

LOYALTY

BEAR TRUE FAITH AND ALLEGIANCE.

“Success is the result of perfection, hard work, learning from failure, loyalty and persistence.”

~ Colin Luther Powell, American statesman and retired four star general, U.S. Army 1937

LEAD

Comings...

Michael Sullivan
Roy Oliver
Joanna Rodriguez

& Goings...

Joseph Repasi Jr.
Michael Salmon
Sylvia Smith
Todd Beam
David Cordell
Jeanna Miller
Gergory Suders
Roxanne Cooper
James Inch
Jacqueline Shoemaker
Kelly Jordan
Michael Sullivan
Douglas Clopper
Vickie Torres
Jeffrey Stull
Mary Cosey
Ealizabeth Healey
Patrick Wright
Lynn Clark
Mary Smith

LEAD Completes M1151 UAH Program

by Dale McClanahan, Ground Equipment Division Chief, DIO



The M1151 is an improved version of the standard HMMWV used by the United States Armed Forces as a response to the United States Command requirements.

In March 2013 the Letterkenny Army Depot (LEAD) High Mobility Multipurpose Wheeled Vehicle (HMMWV) team began completion of the last M1151 Enhanced Armament Carrier, Up Armor HMMWV (UAH). The M1151 is an improved version of the standard HMMWV used by the United States Armed Forces as a response to the United States Command requirements. The vehicle has a heavier chassis and improved engine to handle add-on armor. Its Expanded Capacity Vehicle chassis allows for more passengers or additional supplies (up to 2,300 lbs).

When LEAD took on the M1151 program in November 2011 the outcome looked bleak and the production requirements seemed unreachable. When the program started the production numbers were low and the HMMWV team knew that something had to be done if they were going to have any chance of completing the program by the target date. The HMMWV team got to work on the daunting task of designing an assembly line that could support the production numbers needed to complete the program on time and return the HMMWVs to the Warfighter.

Using lean practices and experience from two previous HMMWV assembly lines the team built an efficient assembly line and a production schedule to meet its deadline. In order to reach the goal all divisions and branches pulled together and work as a well oiled machine. It was an uphill battle to keep everything on track but the HMMWV team did just that, and on March 21, 2013 the program was completed on time and under budget. Reaching this goal shows the dedication of the entire workforce to the Warfighters, the Nation and the depot.

LEAD's Safety year in review

by LEAD Safety Office

Letterkenny Army Depot (LEAD) received recertification this year in both the Voluntary Protection Program (VPP) and OHSAS 18001. There are still areas that need improvement across the depot so the Safety office will continue to work with management, making sure that locally established regulations are followed in each area. The Safety office will also be publishing new guidance on existing programs that need to be changed or modified in order to maintain safety certifications.

Another area of focus that employees are encouraged to work on is Safety communication. Hazardous working conditions are not being reported when they should. Even though most hazardous conditions are being resolved promptly, management and the Safety office are not being notified, therefore, the hazardous condition remains.

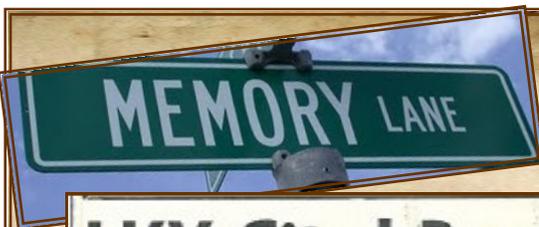
Please remember that DA civilians and contractors have the right to report unsafe working conditions without fear of reprisal. All employees are protected under federal law from reprisal when reporting unsafe conditions. If there are concerns regarding working conditions, report it to management or the safety office by notifying management or entering it into Hazardous Reporting Process. Employees can even report anonymously. The Safety office is here to support the workforce and provide a safe working environment.

Despite these challenges, LEAD's overall safety performance has been exceptional. The above challenges are minor compared to previous years. The depot has never experienced so few accidents within a year. This goes to show that employees are



paying closer attention, reporting and correcting hazards, and more employees and managers are following safety program requirements.

LEAD is a VPP Star site. That means safety practices reflect excellence. So do the right thing and fix those hazards that can be fixed on the spot. Still report them to get credit but fix it before someone gets hurt. Do not let an identified hazard or safety violation get someone else hurt. Safety is everyone's job.



LKY Cited By Purple Heart Organization

Letterkenny Army Depot was the recent recipient of a citation for meritorious and conspicuous service by the Military Order of the Purple Heart of the U. S. A., Inc., Department of Pennsylvania, in ceremonies held at the 30th state convention of the organization held recently at Gettysburg. In the absence of the Commanding Officer, Major Morgan G. Knudsen, Jr., accepted the award for the depot.

Straight from the pages of July 1963!

The citation reads — "Awarded to Letterkenny Army Depot for exceptional meritorious and conspicuous service for your community, and the Military Order of the Purple Heart of the United States of America, Inc., Department of Pennsylvania, composed exclusively of combat wounded veterans of all wars in which the United States participated."

The award was made to the depot for its selective placement of combat wounded veterans of all wars.

(Special thanks to recently retired LEAD employee, Roxanne Cooper who generously donated historic depot publications, including this 1963 edition of the Kenny Letter!)

TAKING THE HIGHER ROAD

Financial Liability Investigations

by CPT Justin Wilde, Legal Office

It's Friday afternoon, just a few hours until the 5 o'clock whistle blows and you are free for the weekend. As you continue grinding out the remainder of the work week, your mind wanders just a bit, thinking about your weekend plans with the family. BAM!

Accidents happen and things get misplaced; that's a fact of life that is unavoidable. If you are a federal employee, these occurrences may result in you being held financially liable for the loss or damage of government property.

The financial liability investigation of property loss is the government's way of documenting the circumstances surrounding the loss, damage or destruction of Government property. This article aims to provide a brief overview of financial liability investigations, or FLIPLs as they are more commonly known, and will hopefully assist individuals who are involved in the FLIPL process, whether they are an initiator, a witness, or an employee being recommended for liability.

What is the purpose of a FLIPL?

A FLIPL is used to: (1) Determine the cause of a loss to the government; (2) Assess responsibility for that loss; (3) Clear items from the property book; (4) Support the charge of responsibility to a party, if any, for the loss; and (5) Prevent similar losses to the government in the future. A FLIPL is *not* a tool to punish employees.

What happens when a loss is discovered?

When government property has been damaged, or when it is discovered that property is missing and cannot be found after a reasonable search, a DD Form 200 should be initiated as soon as possible. The DD Form 200 is the form used to document the FLIPL, and may be initiated by the property hand receipt holder, the property book officer, or a person with the most knowledge of the loss. If you discover that government property is missing or has been damaged, you should inform your immediate supervisor. Your supervisor will decide who shall serve as the FLIPL initiator.

The FLIPL initiator serves an important purpose, as he/she provides a written description of the circumstances under which the property was lost. This step is analogous to a police officer gathering facts and preparing a police report. The initiator's description should be a detailed and accurate statement of facts in the case including the location and date the loss or damage was discovered. If the discovery date is different from the date of the actual loss, that difference should be explained.

Furthermore, the description of circumstances lays the ground work for any ensuing investigation, and in some instances, may bring out facts allowing the matter to be resolved without the appointment of an investigative officer. As such, an accurate and detailed description by the initiator is imperative to ensuring that the matter is concluded in a timely manner.

I've been appointed as an investigative officer, now what?

As a financial liability officer ("FLO"), you are tasked with conducting an investigation to determine the cause of the

loss and the value of the loss. You will also make recommendations of whether an individual, or individuals, were liable for the loss based on your findings resulting from the investigation.

As soon as you are appointed as a FLO, and before you begin your investigation, you will receive a detailed briefing from the Depot's legal department. After your legal briefing, you will collect and document evidence and make findings addressing four topics: (1) Responsibility (who had an obligation to safeguard the property); (2) Culpability (was there negligence or wrongdoing); (3) Proximate Cause (did the negligence lead to the loss); and (4) Loss (what was the value of the loss to the government). The most critical analysis in this process is the connection between the negligence and proximate cause of the loss, since the two must be connected in order to assign financial liability. That is, was it foreseeable that the employee's behavior would lead to the loss? Also, if the FLO recommends that an employee should have less liability than the full value of the loss, reasoning in support of that recommendation must be provided.

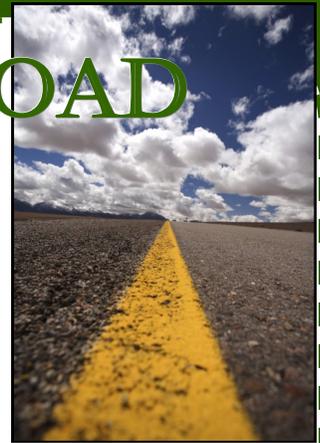
It's been recommended that I be held financially responsible, what are my rights?

If financial liability is recommended, you will have an opportunity to examine the findings and recommendations. If you believe the FLO's findings and recommendations are inaccurate or unsupported, you may submit a written rebuttal to the Depot Commander disputing the FLO's findings and recommendations. Your rebuttal should specifically address the findings that you take issue with, such as why you were not negligent, or why your negligence was not the proximate cause of the loss to the government.

Conclusion

If you initiate a FLIPL, make sure that you provide a thorough and accurate description of the circumstances surrounding the loss. If you are appointed as an investigative officer, make sure your findings and recommendations are supported by the evidence you have collected in your investigation. If you have been recommended for liability, and dispute the recommendation, use your rebuttal to address the FLO's findings, and state why the recommendations should not be followed.

Remember, the purpose of a FLIPL is not to punish an employee who had an accident or simply misplaced a piece of government property. The Commander carefully considers all relevant factors before assessing financial responsibility to an employee, including their experience and training. For more information on FLIPLs, or to help cure insomnia, see Army Regulation 735-5, Chapter 13.



Government vehicle maintenance and utilization

by Transportation Services branch, DPW



If you operate a government owned vehicle here are some things you need to know to ensure your vehicle is always ready to accomplish your mission in a safe manner, as well as provide justification for continued need for the vehicle by supply-

ing proper information:

Before you move a vehicle, go through the check list on the back side of the Mobil Equipment Utilization Record (trip ticket). At the bottom there is an operator preventative maintenance checks and service guide and it is the vehicle operator's responsibility to make these checks daily and report any deficiency to his or her supervisor. The supervisor will submit a work order to the motor pool to have repairs made as necessary.

The trip ticket should be with the vehicle at all times. Operators should enter the date, starting time, meter reading (miles or hours) and sign the trip ticket. When operators are finished with the vehicle they should enter the time, meter reading (miles or hours) and annotate any fuel consumption.

Some other helpful hints:

1. Immediately report any vehicle damage or misuse.
2. Do not use any government vehicle for personal use, including stopping at the HUB, for lunch, even if you are buying for a group.
3. Perform all preventative maintenance according to the manufacturer's recommendations, such as; inspecting fluid levels, checking tire pressure and proper operation of lights before, during and after operations.

Performing these actions will help ensure that your vehicle is always ready to accomplish your mission, remains safe, and that your use is properly recorded in our databases to help to continue to justify the need for the vehicle.

Roadside Spot Checks

The Transportation Services branch motor pool has been conducting random roadside spot checks over the past four years. These spot checks are conducted at random sites across the depot and are organized by the Transportation Services branch of the Directorate of Public Works (DPW).

The objectives of the road side spot checks are to assess the overall safety and maintenance of the equipment. These checks help reduce accidents due to potentially unsafe equipment, ensure that the operator is properly utilizing the equipment, and guarantee equipment is being properly maintained.

Vehicle areas assessed for safety during the inspection include: proper operation of lights, horns, seat belts and lifting devices. Requirements for the operator during the inspection include: proper license for the equipment in use, Army accident avoidance course training as well as completing pre-trip inspection and operator preventive maintenance.

During the inspection the operator has the opportunity to discuss any deficiency, and they are offered additional guidance to prevent this deficiency in the future. If a deficiency is found during the inspection, it may be repaired at the inspection point or deadlined and scheduled for repair.

If the equipment requires additional repair then the operator or supervisor is instructed how to submit a repair ticket as well as the information that needs to be included on the ticket for the motor pool to perform the necessary repairs.

Road side spot checks will continue and are scheduled every month of the year. DPW's motor pool requests you support these road side spot checks to help ensure the safety of all Letterkenny employees, and to help ensure the proper maintenance and availability of our mission critical equipment.



New happenings at the HUB!



The Post Restaurant hosted several ice cream socials both on location and across depot during the month of August. Employees had the opportunity to make their own sundaes and ice cream sandwiches to beat the heat and sweeten up their work day!

On August 29, a pig roast was held outside the Post Restaurant drawing quite the crowd. Patrons enjoyed pork platters and sandwiches right off the spit.

Be sure to keep an eye out for upcoming specials at the Post Restaurant. Notices will be posted on PADS monitors, through email and also at the main gate.

If you haven't had a chance to meet the restaurant's new manager, Maria Glenn, be sure to stop in for breakfast or lunch and say hello!

DRM bids farewell to seasoned LEAD team members



Barb Davis began her career in June of 1976 at the Navy Ships Parts Control Center in Mechanicsburg, Pennsylvania. She joined the Letterkenny team in 1978 and retired as the Financial Program Specialist in the Directorate of Resource Management after 37 years of Federal service.



Jacky Shoemaker (Rhodes) started as a trainee at LEAD in September 1974 in the Supply Division. After two reductions in force and 33 years of Federal service, she retired as an Accounting Tech in August.



After serving in the United States Air Force, Jim Inch came to Letterkenny as an office draftsman in Maintenance and wore several more hats before settling into his position as Management Analyst. Beginning his career in July of 1974, he retired with 43 years of Federal service.



Barbeque Meatballs

(from the kitchen of Janis Hough West)

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|-----------------------|---------------------------|
| Ingredients: | Sauce Ingredients: |
| 3 lb ground beef | 2 cups catsup |
| 1 cup oatmeal | ½ tsp liquid smoke |
| 2 eggs | ½ tsp garlic powder |
| ½ tsp garlic powder | 1 cup brown sugar |
| ½ tsp pepper | ¼ cup onion, chopped |
| 12 oz evaporated milk | |

Combine all ingredients (mixture will be soft) and shape into balls. Place in a single layer on cookie sheet lined with wax paper. Freeze until solid. Place in freezer bag until ready to cook. When ready to cook meatballs, combine sauce ingredients and stir well. Place frozen meatballs in 13" x 9" x 2" pan or roaster. Pour sauce over the top. Bake at 350 degrees for 1 hour.

Bacon Corn Chowder

(from the kitchen of Kim Raley)

- | | |
|-----------------------|-----------------------------------|
| Ingredients: | 1 (14.75 oz) can cream style corn |
| 6 bacon strips, diced | 1 cup evaporated milk |
| ¾ cup celery, diced | ½ tsp seasoned salt |
| 1 small onion, diced | ½ tsp salt |
| 1 cup potato, diced | ¼ tsp garlic powder |
| 1 cup water | |

In a saucepan, cook bacon, celery and onion over medium heat for 10-15 minutes or until bacon is cooked; drain. Add potato and water. Cover and simmer for 20 minutes or until potato is tender. Stir in remaining ingredients; heat through (do not boil).

Linguini with Seafood Sauce

(from the kitchen of Gene Bender)

- | | |
|--|-------------------------------|
| Ingredients: | deveined |
| 1 lb linguini | 1/3 cup lemon juice |
| 1/3 cup olive oil and vegetable oil mixed | 1 tbsp Basil |
| 1 stick butter or margarine | 1 tbsp Parsley |
| 3 or 4 minced garlic gloves (or 1 tsp jarred garlic) | 1 tsp Oregano |
| 1 lb shrimp and 1 lb crab meat | ½ tsp salt |
| OR 2 lbs shrimp – peeled and | ½ tsp black pepper |
| | 3 tbsp grated Parmesan cheese |

Cook pasta "al dente". Drain and set aside. Heat oil and butter in large skillet; sauté garlic and shrimp until pink. Add crab meat, lemon juice, basil, parsley, and oregano. Simmer for 5 minutes. Season with salt and pepper to taste. Add pasta, tossing gently to blend and heat. Sprinkle with Parmesan. Serves 6-8.

Banana Cake

(from the kitchen of LeAnn Alleman)

- | | |
|--|---|
| Ingredients: | ½ tsp salt |
| Cream ½ shortening (margarine or Crisco) | Add to other ingredients and mix for 2 minutes at slow speed. |
| Add 1 ½ cup sugar | Add 1 cup mashed bananas (2 or 3) |
| 2 eggs | ¼ cup sour or butter milk |
| Beat until fluffy | 1 tsp vanilla |
| Sift together: | Beat at medium speed until blended |
| 2 cups flour | |
| ¼ tsp baking powder | |
| ¾ tsp baking soda | |

Bake 30-35 minutes in 2 greased 9" layer pans or a 9" x 13" pan at 350 degrees. Sprinkle with 10x sugar or ice with cream cheese icing.

Breakfast Casserole

(from the kitchen of Gina Loose)

- | | |
|--|--|
| Ingredients: | 2 cups milk |
| 1 lb sausage | 1 lb bacon |
| 12 eggs | 12 eggs 1 bag (32oz) hash brown potatoes |
| 1 bag (32oz) hash brown potatoes with onions and peppers | 2 cups Monterey Jack cheese and cheddar cheese |
| 2 cups Monterey jack and cheddar cheese | 2 cups milk |

These are two separate recipes. Brown sausage and bacon separately and let cool. Mix the rest of the ingredients in 2 separate large bowls. Pour into spate 9" x 13" greased pans and refrigerate overnight. Bake at 350 degrees for 45 minutes to an hour.

Date Pudding

(from the kitchen of Scott Pheil)

- | | |
|---------------------|------------------------|
| Ingredients: | 1 tsp baking powder |
| 1 cup sugar | 1 cup dates, chopped |
| 2 eggs (separated) | 1 cup walnuts, chopped |
| 3 tbsp flour | |

Beat sugar and egg yolks; add flour and baking powder and mix. Add dates and walnuts. Beat egg whites and fold into mixture. Bake in a greased dish for 1 hour at 350 degrees. Serve with whipped cream.



Mark Your Calendars!

September 27

Native American Day

October 14

Columbus Day

October 16

Boss's Day

October 31

Halloween



U.S. Army

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****If you would like your family to receive the Kenny Letter via e-mail please contact the PAO office to be added to the e-mail list.**

Photos courtesy of LEAD photographers Don Bitner, Pam Goodhart and Trent Shields. Images are from Google.



**LEAD Red Cross
Blood Drive**

The American Red Cross will hold their quarterly blood drives for LEAD employees on the following dates:

October 29-30

FEW TRIPS!

SATURDAY, OCT 5, 2013

Philadelphia \$40

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Philadelphia \$40

SATURDAY, NOV 16, 2013

NYC Radio City Music Hall \$120

NYC day on your own \$60

SATURDAY, DEC 07, 2013

NYC day on your own \$60

SATURDAY, JUN 07, 2014

"Aladdin" \$150

*For more information
or reservations:*

Kim Raley at 717-267-5223

*Sponsored by the Molly Corbin Chapter
of Federally Employed Women*

VAN POOL CONTACTS:

LEAD: James Holmes
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James.c.holmes.civ@mail.mil

LEMC: Donna Horton
717-267-5592
Donna.m.horton.civ@mail.mil



Join the LEAD team participating in the:

**Second Annual Indiana First Bank
Veteran's Marathon
(Half Marathon & Marathon Relay)**

November 10, 2013

Contact:

Mike Unger for registration details
(717-267-8073)



**WANT MORE
LEAD NEWS?**

Log on to the Letterkenny Facebook page and www.lead.army.mil to get more up to the minute Letterkenny info!