

# The DETONATOR

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Committed to the Army Core Values of Loyalty, Duty, Respect, Selfless Service, Integrity, and Personal Courage

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## Morefield Memorial

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Commanding Officer: Col. Brian L. Rogers

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## Blue Grass Chemical Activity NCO retires, makes his family proud

Written by Mary Moses

"Today is a great day for the Moragne family, and it's a sad day for the U.S. Army," said Lt. Col. Steve Basso, commander of Blue Grass Chemical Activity.

Sgt. 1st Class David W. Moragne, Jr., the senior enlisted advisor for Blue Grass Chemical Activity (BGCA), retired from the U.S. Army with twenty years of military service Monday, June 6.

At his retirement, Moragne told his family members, friends, and BGCA coworkers that he joined the military for his family. Where Moragne grew up in small town Gadsden, Ala., most of the jobs came from working at the steel plant or the chicken plant. Moragne chose a third option: joining the U.S. Army.

"I realized there was something more important that I wanted to do with my life," said Moragne. "And so I decided I would join the military. Why? Because of my family...I wanted them to be proud of their father."

During his speech at the retirement ceremony, Basso praised Moragne for his faithful and valiant service.

"He is truly the backbone of the U.S. Army," said Basso.

Although some people join the Army to build their education or lead a better life, Moragne said, there's more to the military than just getting an education.

"It's about maintaining that tradition, maintaining family, the things that are important in life," said Moragne. "The love of God, the love of country, making a difference, not just coming to work because there's a dollar to be made, but



Lt. Col. Steve Basso, Blue Grass Chemical Activity commander, presents a Certificate of Appreciation to Michelle Moragne at her husband Sgt. 1st Class David Moragne, Jr.'s retirement ceremony June 6. Photo by Sheryl Lowell.

because you want to change something."

Moragne has served in chemical units throughout his military career. He was first assigned to the 24th Infantry Division in Fort Stewart, Ga. in 1992, where he served as an NBC reconnaissance team member.

Moving to Fort Stewart wasn't easy. When Moragne enlisted as a private first class, he and his wife Michelle already had a large family.

"I said, 'How are we going to make it, a young PFC, a wife and four kids, in Fort Stewart, Ga.?' " said Moragne. "But the Lord provided."

In 1994, Moragne was assigned to the U.S. Army Chemical Activity Pacific (USACAP) on Johnston Atoll in the Pacific Ocean. As a technical escort team member for USACAP, Moragne aided in the demilitarization, storage, monitoring and transporting of thousands of toxic chemical munitions.

Moragne returned to Fort Stewart In 1995 to serve as an NBC reconnaissance squad leader, 92nd Chemical Company,

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# IN LOVING MEMORY OF ADAM R. MOREFIELD



*Our thoughts and prayers go out to the  
Morefield family during this difficult time.  
Adam, you are greatly missed.*



*With heartfelt sympathy,  
the Blue Grass Army Depot Family*

# Col. Rogers recognizes employees, answers big questions at Town Hall

Written by Mary Moses

## Employee Awards

Col. Brian L. Rogers, Blue Grass Army Depot commander, recognized depot employees and answered important questions about BGAD at the Town Hall meeting Thursday, June 23, at the fitness center.

Rogers presented 26 awards to 25 depot employees at the semi-annual event. The first awards presented were for years of civilian service at the depot. The following employees received service awards: Frank Gulley, Jr., with 20 years; James H. Johnson and Armando Ortega with 25 years; Isaac C. Bowman, Robert Browning, Carol A. Fraiser, Suzanne McCurry, and Ronald Roberts with 30 years; Richard Krossber with 35 years; and John Stephens with 45 years.

Several employees received Beyond Expectations Peer (BXP) awards: for first quarter, Gary W. Langford, Michael Mounts, Ronald E. Ody, Gregory E. Ranard, James W. Smith, and Charles D. Watkins; for second quarter, Larry Baker, Samuel G. Hudson, Nathan M. White, Ralph Whittemore, and Richard R. Wright.

The winners of the new BGAD Army Values contest were also announced at the ceremony. During the first quarter, the Army Values award went to Abraham Aster for selfless service and Steve Rhodus for integrity. During the second quarter, the award went to John Stephens for loyalty and Joseph Nantz for personal courage. Third quarter nominations for the Army Values contest are due Thursday, July 14.

The final award announced was the prestigious Commander's Award for Civilian Service, awarded to Thomas G. Turning, Directorate of Law Enforcement and Security.

## Changes on the Depot

After speaking briefly about summer safety, Rogers dived into the matter depot employees have been most concerned about: the depot's financial situation and cost-cutting measures.

"Our nation is at a crisis for money, and the Department of Defense is going to be a bill-payer. And what we have to do is think our way through that now," said Rogers.

In response to changes in higher head-



quarters, senior depot leaders met last week to discuss the reorganization of the depot. The reorganization will align authority and responsibility to new areas of the depot, improve internal and external communication flow, gain efficiencies, and reduce duplication of effort.

"This is going to be a very, very important step in shaping our future, and in making sure our organization is what we want our organization to be," said Rogers.

The depot operates under the Army Working Capital Fund (AWCF). This means that the depot is not run by appropriated funds, but instead incurs expenses based on its yearly anticipated revenue. In other words, the depot is run like a business, and receives

funds based on the workload it generates from its customers.

However, depot customers are "feeling the pinch" from drastically decreasing Congressional funding, said Rogers.

By reducing expenses and increasing revenue, the depot can stay in business even with a shrinking customer base, he also said.

The depot is using several different strategies to promote their business, including the business development office and public private partnerships. Most recently, the depot's Industrial Service Division was awarded a \$2 million contract for MRAP parts, a contract which may be extended into additional revenue into the start of the next fiscal year,

Above: A Blue Grass Army Depot employee asks BGAD Commander Col. Brian L. Rogers a question during the Town Hall meeting Thursday, June 23, in the fitness center. Photo by Mary Moses.

Rogers said.

Because we had the right material on hand and there was a critical need from the warfighter, we were in the right place at the right time, Rogers also said.

While the depot looks for ways to increase its revenue, it is also looking for ways to reduce expenses.

"Mr. Sharp and I have made a conscious decision to live with what we need, not with what we want," said Rogers, using his weathered government-issued truck as an example. "We are serious about being a part of this cost culture."

The depot is also making cost-cutting measures in salary costs by limiting overtime, attrition, making internal hires,

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## PAO Disclaimer

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The editorial content of The Detonator is the responsibility of the BGAD Public Affairs Office.

# Commander Takes Questions at Town Hall

Continued from page 3

and most significantly, not renewing term and temporary positions on the depot.

All temporary and term employees were notified in writing before the required date that their positions would not be renewed to the next term.

"I sent that letter out, and I didn't want to delay it, I wanted everybody to have the maximum notice. It said that expectations and conditions have changed, and we're not going to renew it, so if it's a year from now, you've got a year to look for another job," said Rogers.

"That's a terrible letter," Rogers continued, "but I think it's the most fair thing I can do."

Temporary and term positions on the depot have, in the past, had the potential to turn into permanent positions, but temps and terms are not guaranteed permanent jobs, Rogers said.

"What we've got ourselves into is an expectation pickle, where folks that are on the terms and temp position might, some might, have had an expectation that wasn't realistic because positions change...our nation's changing, the na-

ture of the war is changing," Rogers said.

Assistance with job placement and information on continuing education are available through the depot's human resources department.

"This is part of our attrition, part of our downsizing, to avoid the rift," Rogers said.

After Roger's presentation, he opened the Town Hall to questions.

An employee on the phone asked about the depot's washout facility, which was recently damaged by a fire. Rogers answered that the facility will reopen for business Friday, July 1.

Another employee asked Rogers whether the rumor he had heard about 400 employees losing their jobs on October 1 was true.

"Unequivocally no, on the 400 people, because we have the workload to take us through several months," Rogers responded. "We have the workload to get us through fiscal year 2012 without having to do something drastic like losing, shedding 400 people."

Rogers said the depot's next decisive moment would be in May 2012.

"I think next May is the decisive month to prepare us for FY 13," Rogers said.

"We have the workload to buy us some time," he also said, to cut costs and "to generate work."

The depot is cutting costs by reorganizing departments, conserving energy, focusing on safety measures, and starting a revolutionary program called Total Employee Engagement, or TEE. TEE was originally used by Raytheon, a government contractor, to create a million \$1 ideas to cut costs.

"Everybody in here has a \$1 idea (to save money)," said Rogers.

Although times at the depot are lean, Rogers has faith in the organization and its people to survive and once again thrive.

"What we bring to the table is an unbelievably patriotic, sound, and well-resourced workforce," Rogers said. 🌟

Town Hall questions and answers can be found on page 8.

## Operation Golden Cargo gets underway

By Sgt. David Turner, 214th MPAD

Soldiers of the Army Reserve and National Guard kicked off Operation Golden Cargo at Blue Grass Army Depot, Richmond, Ky., June 7, by moving their first convoy of ammunition as part of a nationwide large-scale transportation support training exercise.

Members of six Guard and Reserve units, headed by the 1050th Transportation Battalion, are working together in this annual training event to update and refresh their skills in an exercise which simulates how logistics work in a combat theater of operations. But it is also a real-world exercise, giving Soldiers an opportunity to move thousands of tons of ammunition in support of the Joint Munitions Command.

The first cargo contained stockpiles of inert or outdated artillery rounds to be destroyed.

For the soldiers of Task Force Red, the team headed by the 1050th, it's a chance for transportation, munitions, medical, and other skill sets to be improved and for lessons learned in combat operations to be passed on to newer soldiers, said Capt. James Brown, support operations officer for the 1050th. Many of the battalion's

soldiers recently returned from deployment in Afghanistan, where they conducted similar missions.

"We have a lot of new soldiers, so this is going to be something new for them," said Brown. "This is a major exercise which is going to give our soldiers great experience and an opportunity to perform a real-life mission."

Lt. Col. Renita Berry, commander of the 1050th, emphasized that the exercise challenges her soldiers to perform their mission as safely and as carefully as possible, perhaps even more so than in a combat environment.

"We have to be careful with the ammo," said Berry. "There are certain areas that won't allow us to bring it through. Certain states don't even want us traveling through parts of the city."

Safety, both to civilians and to her soldiers, is Berry's greatest concern.

"I'm worried about our soldiers getting back here, that I'm getting them there safe and I'm getting them back safe, so that at the end of the mission I'm sending them back the way they came." (Article taken from [www.army.mil](http://www.army.mil)) 🌟



Above: Soldiers with the 1055th Transportation Company of Newberry, S.C., handle artillery rounds and prepare them for safe transportation during Operation Golden Cargo at Blue Grass Army Depot June 6. Operation Golden Cargo is a premiere national exercise that allows soldiers to get realistic training through transporting large amounts of munitions across the country.

4 Photo by Sgt. David Turner

# Employee Spotlight: Outdoor Recreation open to employees and community

Written by Heather Madden

Family, Morale, Welfare, and Recreation, more commonly known as FMWR, plays an important role in the lives of Blue Grass Army Depot employees and the local community. At lunch time, employees know the FMWR team for their friendly faces behind the counter at the Igloo Club. They can be seen catering events, such as the recent Asian Pacific Luau, at the depot's Lake Buck Lodge. However, FMWR plays a much larger role on the depot than simply feeding BGAD employees.

"FMWR provides recreational opportunities for soldiers, their families, depot employees and the community," said Jeremy Hayes, depot recreation specialist.

Anybody in the local community can participate in FMWR's recreational activities as long as they have an FMWR membership. To become a member, one must sign up in the FMWR office next to the depot's Igloo Club. FMWR has a membership fee.

With the arrival of summer, FMWR has begun their outdoor campaign. The MWR Issue Office rents out campers and boats to anyone with an FMWR membership. FMWR has a 30 ft. pontoon, a 24 ft. boat, and campers of ranging types and sizes. Both the boats and campers can be pulled behind most vehicles.

"We have two boats at Lake Cumberland, they stay at the dock and we have two boats that you can pull wherever you want to go," said Hayes.

Hayes's job as a recreational specialist "heats up" during the summer. Along with all the year-round projects and rental services FMWR provides, Hayes is responsible for the depot's outdoor pool.

Although other facilities in the Richmond, Ky., area also have pool facilities, the FMWR pool has one rare feature: a portable handicap lift that can raise and lower people with disabilities into the swimming pool for therapy and recreation.

Hayes also works on various fishing programs on the depot's three lakes and 9-hole golf course, which are also open to the public. The golf course is host to several summer golf scrambles.

"My job is different every day. I never know what I will be doing," said Hayes.

Hayes spoke of his place on the depot with fondness. He said FMWR does the behind-the-scenes work and at the end of the day, when the project is done, it's all worthwhile.

"I tell everybody I get paid to play," said Hayes. "I love my job, I love working for the soldiers and their families, couldn't have a better job in my life, I love it. (People) have a good time, that's why we're here."

Hayes began his career at a summer camp for kids, where he worked at the fishing dock. He later went to Fort Knox, Ky., on an Eastern Kentucky University internship. Hayes soon realized this work was his calling. He worked at the FMWR in Fort Hood, Texas, in 2006, only to move to Fort Campbell, Ky., a year or so later to become an FMWR management trainee. While at Fort Campbell, he ran the sta-



Above: A depot employee uses the depot's outdoor pool. Right: Jeremy Hayes runs the outdoor recreation side of Blue Grass Army Depot's Family, Morale, Welfare and Recreation (FMWR) office.



Photos by Heather Madden

bles until he heard about a position opening at BGAD. The next thing he knew, he was the recreation specialist for the depot's FMWR.

"I've worked at four or five different places. The only way I know how to do it, is to just get in there and work," said Hayes.

Jeremy Hayes can be reached at the FMWR office or by email.

For any questions call, 779-6403 or email him at [Jeremy.hayes1@us.army.mil](mailto:Jeremy.hayes1@us.army.mil).



## Army Working Capital Fund Training held on Depot

Blue Grass Army Depot hosted the Army Working Capital Fund Resource Manager's Course June 7-9. 26 of the 36 civilian students attending the course were depot senior leaders. This interactive course trained students in the fundamentals of the Army Working Capital Fund (AWCF), which is the way BGAD and other depots are funded.

"Everyone of us will now be better able to do our jobs," said Shannon Pendergrass, BGAD chief of staff.

Right: Students in the AWCF Resource Manager's Course take a break from their three-day course held June 7-9 at Blue Grass Army Depot. Photo by John Stephens

# July 2011

## July 2

Red White & Boom 2011  
Whitaker Bank Ballpark, Noon  
Lexington, Ky.

Annual 4th of July Celebration  
Winchester, Ky., 6 p.m.

## July 4

Richmond Fourth of July Celebration  
Lake Reba, 6-10 p.m.

## July 5

Madison County Community Band &  
Madison County Singers  
Irvine McDowell Park, 7-8:30 p.m.  
Free Family Night Swim  
Berea Community Pool, 6-8 p.m.

## July 6

Eggs-N-Issues: Col. Brian Rogers  
Arlington House, 8-9 a.m.

## July 9

Blues, Brews and BBQs  
Fountain in Richmond town center  
11-4 p.m.

## July 12

Georgetown Baptist Church  
Instrumental Ensemble  
Irvine McDowell Park, 7-8:30 p.m.  
Free Family Night Swim, see July 5

## July 14

Madison County-Richmond  
Community Blood Drive  
Madison County Public Library  
12-6:30 p.m.

## July 15-16

Scandals and Ghost Stories  
White Hall State Historic Site  
8, 9, and 10 p.m.

## July 19

Willow Branch Wanderers  
Irvine McDowell Park, 7-8:30 p.m.  
Free Family Night Swim  
Berea Community Pool, 6-8 p.m.

## July 22-31

Madison County Fair  
Madison County Fairgrounds  
6-11 p.m.

## July 22-23

Scandals and Ghost Stories  
White Hall State Historic Site  
8, 9, and 10 p.m.

## July 23-24

Living History - Military/Militia Muster  
Ft. Boonesborough State Park

## July 26

Freedom Rider Band  
Irvine McDowell Park, 7-8:30 p.m.  
Free Family Night Swim, see July 5

## Moragne Retires

Continued from Front Page



Left: Sgt. 1st Class David W. Moragne, Jr. shows his hula prowess at the Taste of Asian American Culture celebration May 24 on Blue Grass Army Depot. Photo by Heather Madden.

ey on the 4,000 mile move by driving to Alaska—and he brought the whole family with him, he said.

“It was crazy, bugs, rain, storms, everything you can imagine in that trip, but it was one of the best trips that we had, because we were all stuck together, we were in that vehicle as a family, and it was great,” Moragne said with a smile.

After his Alaska assignment, Moragne joined the U.S. Army Training and Doctrine Command, Total Army School System in Fort Monroe, VA. He served as the chemical AC/RC advisor responsible for chemical, biological, radiological, and nuclear training in eight states in the southeast region.

Moragne’s final assignment was for BGCA, where he served as the chemical stockpile NCO.

His retirement fell on the 67th anniversary of D-Day, when 160,000 Allied troops invaded northern France, turning the tide against Nazi Germany during World War II.

“And today as we stand and celebrate D-Day, the event that some of these [BGCA] chemical weapons were even made for, is an honor itself, and you should all be proud that we’re bringing closure to that event,” said Moragne.

“With any military career, for any span of time, I think the greatest achievement is that I still have my family together,” Moragne said, reflecting on the hardships endured by military families. Moragne and his wife Michelle have four children, Joshua, Jarvis, Jeremy, and Whitney.

Basso presented Moragne with a Meritorious Service Medal at the ceremony. Both he and his wife received Certificates of Appreciation. Moragne’s other awards and decorations include the Army Commendation Medal and the Army Achievement Medal, with two bronze oak leaf clusters each.

Like any good NCO, Moragne said he will miss his soldiers most of all upon his retirement.

“I’m going to miss the soldiers more than anything,” Moragne said. “They kind of drive me to want to do a lot better, to try and stay young.”

After spending some time on leave with his family, Moragne plans to work as a civilian and to begin studying for a master’s degree from Eastern Kentucky University.

Moragne’s position as BGCA’s senior enlisted advisor will be filled by Sgt. 1st Class Cathy L. Strong. 🌟

3rd Infantry Division (mechanized). He deployed to Kuwait in support of Operation Desert Thunder in 1998. In 1999, Moragne served as a senior instructor writer for the U.S. Army Chemical School in the Smoke and Flame Division. In 2000, he was nominated for the U.S. Army Chemical School Enlisted Instructor of the Year.

In 2001, he was assigned to the 95th Chemical Company in Fort Richardson, Alaska. Moragne decided to save mon-

# Vouching for the Planet

Written By Heather Madden

Gas prices have been rising across the nation, and with summer on the way there appears to be little relief in sight. But don't give up all hope; many Blue Grass Army Depot employees can now put some of that gas money back into their pockets using the Mass Transit Benefit Program, created by the U.S. Department of Transportation.

Created in April 2000, the Mass Transit Benefit Program (MTBP) reimburses money to federal employees who use public transportation to get to work. President Bill Clinton created the program "to reduce Federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives," according to Executive Order 13150.

The program is managed by the U.S. Department of Transportation (DOT). The DOT delegated Army central management to an office at the Pentagon called the Army Mass Transit benefit program. There is a program manager that keeps track of all the programs throughout the U. S.

Jane Yerace, director of BGAD Resource Management, highly recommends the program. She first participated in the voucher program while working in D.C.

"It's a very worthwhile program," said Yerace, "You don't get to work stressed because you don't have to deal with traffic."

Yerace is one of many on the depot who have experienced the transportation program. Nathan White, BGAD archaeologist and an MTBP participant, said his experience "has been excellent so far."

"The voucher program is great... We are reducing demand for fossil fuels which should help reduce the cost of fuel," said White.

George Gentry, an environmental protection specialist, agreed.

"The voucher program is a win/win situation. To the individual it provides a cost savings in fuel expense. In our vanpool, we are removing 7 to 10 vehicles from the road each day, reducing air emissions," said Gentry.

What exactly is MTBP, and what does it have to do with my wallet? MTBP participants receive a subsidy for their commuting expenses while using a qualified means of public transportation. In the Richmond, Ky. area, this means using a commercial vanpool to get to the depot.



From Left: Blue Grass Army Depot employees Rod Sykes, Ben Bentley, and Nathan White take a vanpool back home to Lexington, Ky., June 15. All three employees are reimbursed for their daily vanpool rides through the federal government's Mass Transit Benefit Program.

Photo by Mary Moses

The vanpool must be registered with the Lexington Mass Transit Authority, and it must hold at least seven passengers, including the driver.

After meeting these basic qualifications, the interested party must apply with Yerace, the depot's MTBP point of contact. The application can be found on the Army MTBP website at <http://asafm.army.mil/Documents/OfficeDocuments/ASAFM/MassTrans/Forms/apf//ma.pdf>. The application deadline is the 20th of each month.

"They have to give me an application, which includes a mass transit expense calculation form. It is going to show how much they pay and they have to come with the copy of the agreement they have with the vanpool," said Yerace. The agreement with the van pool includes the participant's signature on sheet saying they will

not commit fraud. The voucher becomes the vanpool company's payment for the next month's van fare.

As of March 2009, vouchers allow a maximum non-taxable benefit of \$230 per month. There is no exchange of physical money between the DOT and the consumer, only vouchers.

"This program is an employee benefit, not an entitlement; thus there is no retroactive reimbursement for the program," said Yerace.

MTBP is available to most federal employees, including all military and civilian personnel and non-appropriated funds employees. Contractors, service members on temporary duty (TDY), ROTC students (unless enlisted), and military or civilian dependants are not eligible for this program.

For more information and resources, contact Jane Yerace. 🌱

*"The voucher program is a win-win situation."*

-George Gentry, BGAD environmental protection specialist

not commit fraud.

Once she receives the application, Yerace then sends the information to DOT, who is contracted with the Headquarters for the Department of the Army (HQDA) for funding purposes. After an estimated 30 processing days, the DOT sends a voucher with the appli-

## Do you know your Depot?



Take a virtual ride on the depot's train system and share your thoughts on the experience:

<http://www.youtube.com/watch?v=-jlsnuz6kc&feature=share>

# You Asked, We Answered: Town Hall Questions and Answers

*Question 1: How successful has the blue sheet process been, and specifically, how many positions have we been able to attrit by doing that?*

Answer 1: "I can tell you anecdotally, we've been very successful based on what I've seen in the senior leaders on our direct/indirect hiring board. We scrutinized every department, there's a stack of requirements a lot of times where we've had a legitimate need to fill a position...(and then we consider) 'How do we manage this workload, and how we afford to fill this space?' It's been tremendously successful in having us discuss our cost culture. I don't know the exact number of folks we've attritted out of it."

*Question 2: Is the rumor that 1 October, 400 people and a RIF true? If it's not happening on 1 October, is it happening in the near future?*

Answer 2: No, we have the workload to get us through fiscal year 2012 without having to do something drastic like losing 400 people. I see the workload decreasing, and it may continue to decrease, but our decision point where we have to look at ourselves will be at our Town Hall in May 2012. We'll all be getting a sense and a feel of where we're at on attrition and workload by then.

*Question 3: How can we find out more information about a reduction in force (RIF)?*

Answer 3: "Honestly, I know less about RIF than probably anybody in this room, because I haven't investigated it yet...I think it would be worthwhile to discuss RIF at some point, because I know everybody is concerned about that, however, if we talk about RIF, and if we train each other on RIF, on what the rules are, it's for professional edification only...when I tell you I'm committed to not doing RIF, that's what I mean."

\*For more information on Reduction in Force (RIF), visit [http://www.opm.gov/reduction\\_in\\_force/](http://www.opm.gov/reduction_in_force/).

*Question 4: What's the timeframe for VERA/VSIP?*

Answer 4: "My personal Rogers estimate for VERA VSIP is that it will be offered into the future for a couple years, in the Army Materiel Command...I don't want to promise it, that it's going to be here next year, my estimate is the Department of Defense is going to have VERA/VSIP authority next year, that's my estimate."

\*For more information on VERA/VSIP and to see the VSIP Workforce Survey, go to the Blue Grass Army Depot Intranet site.

*Question 5: Why is 2007 a magic number for the depot?*

Answer 5: If you look at our growth from the year 2000 to the year 2011, and you look at growth and revenue in the workforce, capital investment, human infrastructure, equipment growth, and revenue growth, 2007 is a peak year. The depot was growing at a certain rate around 2005 and 2006, and then it grew at a different rate in 2007. If you look at this growth, and look at what our future is, and our future workload, 2007 fits best.

What's different from 2007 is our Industrial Service Division (ISD), which is a revenue earner, a capital investment, and a growth in human capital. We can't go back to 2007, because ISD is one of the organizations that's going to earn us money and help us work our way out of this problem. As we try and get back to that 2007 workload/workforce balance, it's not going to perfectly match 2007, but it's a goal that people can remember.

*Question 6: Is anything in concrete? Are we on a path that we can't deviate from?*

Answer 6: The neat thing about working at Blue Grass Army Depot is that we get to decide what we want to do. We have laws, regulations, and rules, and we're constrained by our abilities, but we can control our path in many cases. If we can get the workload in, we can purely revenue ourselves out of this problem.

When the government contractor Raytheon started using Total Employee Engagement to save their organization, they used Lean Six Sigma to drive down their prices, and every time they leaned down their job, they put in a job, not a person. As a result, they've grown by 600 people and driven their prices down about 30 percent. Using this example, I think we're very much in control of reducing expenses and deciding what path we want.

Potentially, I think we could explore a niche and with some luck and continued skill, we could possibly grow in the next few years. The DoD is contracting at a drastic rate, but the depot does not have to contract at that same rate. We can control some of that by bringing in additional business. It's not going to be easy, because it's currently very hard to find business. Our responsibility right now is to validate what we are and what we do and make sure folks still want us in the future.

Next year we may have another senior leader offsite to validate what we've done or modify our work to make it efficient for the next team. I would love nothing more than to make sure the term and temporary workforce gets to stay in continued employment here on the depot, but I presently don't see that happening.

My rough number estimate is that we need to either reduce expenses or gain revenue of about \$40 million over the next two years. It's not unachievable, but there's a lot of housekeeping to be done.

*Question 7: If there was a RIF, then what are the rules, and who goes first and who stays last?*

Answer 7: "I'm committed to not doing that, I think everybody in this room is committed to not doing that, but it's going to be a lot of hard work."

For more information on the rules of RIF, go to [http://www.opm.gov/reduction\\_in\\_force/](http://www.opm.gov/reduction_in_force/).

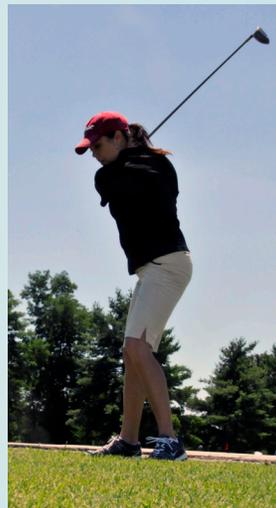
*Question 8: When will the washout facility open again?*

Answer 8: The washout facility is scheduled to reopen on July 1, 2011.

# Employee Appreciation Day!



Photos by Samuel G. Hudson, Heather Madden, and Mary Moses



View the rest of Blue Grass Army Depot's photos for Employee Appreciation Day at <http://www.flickr.com/photos/bgad/>!



# Depot Family Page

**Congratulations, 2011 Graduates! We're proud of you!**



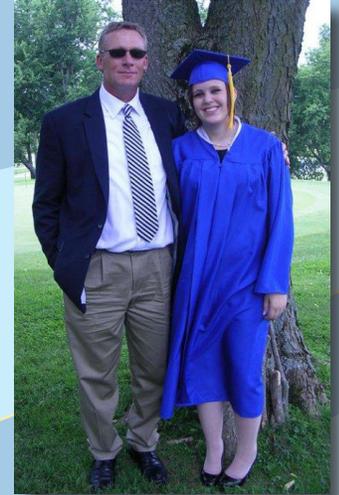
**Eric Steele**  
Madison Central High School  
Richmond, Kentucky



**Zachary Coltrain**  
Madison Central High School  
Richmond, Kentucky



**Joshua Coburn**  
George Rogers Clark High School  
Winchester, Kentucky



**Vivian Gatlin**  
Madison Central High School  
Richmond, Kentucky



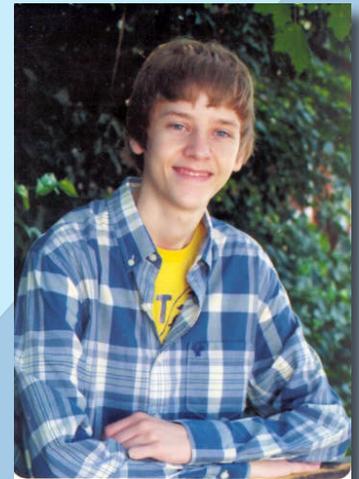
**Justin Williams**  
Madison Central High School  
Somerset, Kentucky



**Katie Cross**  
Somerset High School  
Somerset, Kentucky



**Dominic Myers**  
Madison Central High School  
Richmond, Kentucky



**Kevin T. Gaerke**  
Madison Southern High School  
Berea, Kentucky

## Welcome to the Depot!

Brandon Wesley, Safety  
Daniel Steven Murray, DLES  
Kyle DeCapio, DLES  
Keith Justice, Student, PAO  
Randolph Clark, Jr., Student, DSS  
Robert E Loeffler, BGCA



**Joshua Rauhauser**  
Model Laboratory High School  
Berea, Kentucky

Also graduating in 2011:

**Conor Clyde Gover**  
Madison Central High School  
Richmond, Kentucky