

Up and Down the Hill

Serving the Fort A.P. Hill Community

VNDIA Officials Visit Hill; Discuss Future

By Ken Perrotte
Fort A.P. Hill Public Affairs Office

Land use around Fort A.P. Hill, economic and mission growth, and Virginia's commitment to its military installations were among topics discussed during a meeting here Aug. 17.

Fort A.P. Hill and its Army Compatible Use Buffer (ACUB) program conservation partners (the Nature Conservancy, U.S. Fish & Wildlife Service, Trust for Public Land, The Conservation Fund and the Virginia Outdoors Foundation) invited representatives of the fledgling Virginia National Defense Industrial Authority (VNDIA) to this inaugural session.

Attending for VNDIA were Dave Dickson, executive director, and two members of the Authority's Board: G. William Beale, president and chief executive officer of Union Bancshares and

past Chairman of the Board of the Fredericksburg Regional Chamber of Commerce, and Cord Sterling, vice president of legislative affairs for the Aerospace Industries Association.

Sterling recently concluded a lengthy tenure as Military Legislative Assistant to Senator John Warner.

Also attending was Blake Hite of Virginia House of Delegate's member Rob Wittman's office. Fort A.P. Hill is located within the district represented by Delegate Wittman.

Dickson explained that the VNDIA is the follow-on organization to the Virginia Commission on Military Bases created in 2002 by then Gov. Mark Warner to prepare the state for BRAC 2005.

It has 16 members, appointed by the Governor, Speaker of the

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Graese Outlines Command Philosophy

Editor's note: Fort A.P. Hill's Commander, Lt. Col. Michael S. Graese, recently shared his "Command Philosophy" with members of the garrison team. Graese assumed command July 14. It is summarized below.

"My goal for Fort A.P. Hill is identical to our stated vision, 'Provide the best training and support-anywhere!' Providing the best training and support ensures we accomplish the Fort A.P. Hill mission. It is also my goal that every member of the Team be successful and reach his or her full potential.

"To reach these goals, the following are imperative:

"a. **Focus:** All members of the Fort A.P. Hill team will always maintain an overall focus of supporting our mission, vision and values. We will accomplish all missions professionally and proficiently in a safe and moral way.

"b. **Values:** All team members must understand and strive to live and support the Fort A.P. Hill Guiding Principles of

Warrior Success, Innovation, Stewardship, Teamwork, Professionalism, Communication and Safety. Integrity and honor are non-negotiable!

"c. **Leadership:** Anyone, formally or informally, who influences another person, is a leader. Leaders of Fort A.P. Hill are expected to possess the following characteristics:

"(1) **Can-do Attitude:** An optimistic approach to challenges is a combat multiplier. I expect this from each and every leader. No Eeyores!

"(2) **Sense of Balance:** Effective leaders apply balance in everything they do. Enabling the best training, physical and mental fitness, warrior and family care, maintaining equipment, professional and personal development, and property accountability are just some of the issues competing for our time and resources. A balanced approach to all ensures the success of the team.

"(3) **Initiative:** I expect all team members to take initiative in all their duties,

from the seemingly mundane to the most critical. If there is a more efficient or effective way of supporting warriors and it is legal and

moral, implement it! I will always "write off" an honest mistake.

"(4) **Caring for People:** Fort A.P. Hill has the well earned reputation of being a strong, supportive, tightly-knit team. This is our strongest asset and all leaders will continue to cultivate the strong sense of family.

"By maintaining focus, living the Fort A.P. Hill Values, and practicing effective leadership we will continue to "Provide the best training and support-anywhere!" and will effectively contribute to winning our nation's wars."



Lt. Col. Michael S. Graese

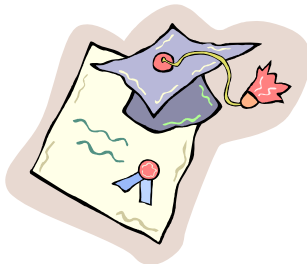
News & Info Shorts

Limited Hours for Obtaining ID Cards

Identification cards will only be issued Monday, Wednesday and Friday from 1-3:30 p.m., according to the Directorate of Human resources. Schedule appointments by calling 633-8797.

Education Records Up to Date?

It recently became apparent during a review of installation personnel files that many employees do not have current or accurate information listed regarding their education levels. New procedures announced this week by the Directorate of Human Resources allow for easy update of this important information. According to DHR's Cheryl Buzard, employees should review education level as currently shown in the personnel system by contacting their directorate administrative personnel or DHR and completing an Education Data Sheet, if necessary, to update the records. For more details, call Ms. Buzard at 633-8326.



Chamber Crab Feast Slated Here Again

The Caroline County Chamber of Commerce's annual Crab Feast is again scheduled for Fort A.P. Hill's picnic area. The event is from 5:30-8 p.m. Sept. 18. Tickets are limited and cost \$35 for a single/\$60 for a couple until Sept. 12 with prices increasing the week of the event. Children under age 12 are \$15. The event includes hot crabs, cooked on site, a serving of shrimp, potatoes, corn, hot dogs, lemonade and beer. Tickets will be available for installation employees in the Public Affairs Office beginning Aug. 29.

Salutes, Hails & Farewells

A hearty A.P. Hill welcome to firefighter Mario DeFelice, and nonappropriated fund employees Gloria Robinson and Bonnie Williams.

A number of individuals have left the post including Ben Allen of DPTMS, Ken Olson, a longtime Directorate of Public Works contractor; Annelle Watson, Resource Management Office; Police Officer Morgan Burch; and temporary employees Kathleen Oliver, Megan McDearmon, Angela Whaley, Steven Cecil, and Joseph Devita.

Brian Taylor, of the Plans, Analysis and Integration Office, recently completed his training in the Lean Six Sigma style of managing business processes and joins acting PAI Director Mike Brandt as the installation's only "Green Belt" level certified individuals in this initiative. Lean Six Sigma is an Army-wide initiative adapted from the private sector that helps organizations design and improve business processes. See related article Page 3

Carl Robinson, director of Morale, Welfare and Recreation completed his Master of Business Administration degree from the College of William and Mary this month.

Upcoming Community Events

* Sept. 2, 2006: Float and Film. Post Swimming Pool. Movie is "Finding Nemo. Call 633-8219 for more information."

* Sept. 15: The Fort A.P. Hill combined Federal Campaign Kickoff is scheduled for 11 a.m. to 1 p.m. at the Heth School House. There will be several non-profit organizations with exhibits. Call 633-8763 for more details.

* Sept. 19, 2006: Volunteer Recognition Luncheon. 11:30 a.m. to 1 p.m. Dolly Hill Guesthouse Basement.

* Oct. 13, 2006: Hunter's Open House at the Community Activity Center. 4:30 - 7:30 p.m. Information and vendors. Fort A.P. Hill hunting permits will also be available. Call 633-8244 to obtain the requirements for purchasing an A.P. Hill permit or see www.aphill.army.mil/sites/mwr/huntinginfo.asp.

* Oct. 27, 2006: Haunted Hayride, Beaverdam Pond. 7 - 10 p.m. The first hayride of the evening will be a "no boo" ride for younger children. Costumes are encouraged and prizes will be awarded. Nominal fee. Call 633-8201.

* Nov. 17 & 18: Holiday on the Hill Craft Show, Dolly Hill Basement. Nov. 17 from 11 a.m. to 5 p.m. and Nov. 18 from 11 a.m. to 3 p.m. Free Admission. Call 633-8201 for details.



July Yard of the Month

James Warga, a Fort A. P. Hill police officer, was presented with a certificate by the Installation Command Sgt. Maj. Roger Chase, for having the July Yard of the Month. Chase inspects the homes' front and backyard before selecting the yard of the month.

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House in the Virginia Legislature, and the State Senate. It falls under the Virginia Economic Development Partnership within the state government.

The Authority will have about \$25 million in grant money annually for the next two years and will make recommendations to the Governor as to how it should be allocated to projects related to military/economic vitality around the Commonwealth.

Fort A.P. Hill offered a review of military value issues rated during BRAC 2005 and articulated what the installation means to the military on a regional/national basis and the expectations for growth in the training mission.

In the Army's analysis, Fort A.P. Hill was ranked number 22 (in the first quartile) in the nation in terms of military value and higher than any other active duty Army installation in the state of Virginia. The installation's ability to provide realistic combat training for a wide diversity of units throughout the Department of Defense was key in that ranking.

This review was followed by an overview of the threat that encroachment can create for readiness training. The ACUB process helps buffer training lands by working with surrounding landowners to purchase conservation easements that preclude incompatible development.

Andrew Lacatell of the Nature Conservancy, speaking for the conservation partners, outlined the group's overlapping interests and the way non-profit conservation groups can leverage funds and work together to match any DOD or state funds allocated for easements around Fort A.P. Hill.

Fort A.P. Hill officials attending this inaugural meeting noted that they believed it productive with each party offering perspectives on A.P. Hill's value from both military and conservation standpoints. Recommendations were made for the conservation partners as to the approach they should use in making grant requests for funds to assist in procuring ACUB easements.

Fort A.P. Hill and its conservation partners will continue to identify potential easement targets with the partners serving as the primary contacts with VNDIA relative to grant money.

Army Rolling Out Lean Six Sigma Fort A.P. Hill Examining Ways to Employ Model to Save

WASHINGTON (Army News Service, — As commanders throughout the Army look for ways to cut operating costs, business practices of Lean Six Sigma are reducing expenses and improving productivity throughout manufacturing, contracting, administrative services and even recruiting.

"People will say: we're in the Army; we're not a business," said Col. Mike Petrash, deputy commander for the 96th Regional Readiness Command in Utah. "I would counter that and say every time we do a transaction, every time we promote a Soldier, pay a Soldier, supply a Soldier or move that Soldier from point A to point B, that is a business transaction."

Lean Six Sigma is a combination of two business-improvement systems, Lean and Six Sigma. Lean refers to the reduction of waste, or the elimination of unnecessary steps to increase speed and productivity. Six Sigma is the reduction of variance to improve system performance. Together, they free up resources and help ensure quality equipment and services are quickly provided to Soldiers.

Where Lean Six Sigma has been implemented, it's been successful, said Mike Kirby, deputy undersecretary of the Army for business transformation.

"This is all in a backdrop of severe fis-

cal-year constraints, so we have to do business differently," said Kirby.

"Lean Six Sigma is a lot different from the programs we tried to implement before. It gives you a set of tools that even the most inexperienced person can use," said George E. Kunkle III, process optimization manager at Corpus Christi Army Depot, Texas. "Initial response to Lean Six Sigma may be resistance, but it only takes one event for people to see right away that this is the right direction."

At Kunke's depot, employees decreased the time it took to rebuild the UH-60 Blackhawk from 256 days to an average of 70.

"Lean was the vehicle that we needed," said Clarence L. Dean, chief of UH-60 Blackhawk Assembly Branch #2. "It helped us to really sit down and think about how we do our job."

During fiscal 2005, the Army Material Command saw \$110 million in savings and cost avoidance by implementing Lean Six Sigma practices. By removing waste and better controlling output, for example, Letterkenny Army Depot, Pa., reduced costs by \$11.9 million in Patriot air defense missile system recapitalization. And Pine Bluff Arsenal, Ark., reduced repair cycle time by 90 percent and increased its production of M-40 protective masks by

50 percent.

But using Lean Six Sigma principles to redefine principles and improve speed, quality and cost requires the collaboration of both management and employees.

"The workers have to be enfranchised, because they understand the processes. We have to solicit their input on how to make their processes more lean and more efficient," said Kirby.

Brian Taylor of the Fort A.P. Hill Plans, Analysis and Integration Office recently received his "green belt" training in Lean Six Sigma and will soon be leading an improvement project related to Ammunition Supply Point operations to achieve his certification.

"Lean Six Sigma really adds an important component that has been missing to our current process improvement model," Taylor said. "It will help us better employ business-based statistical analysis to design and manage work process improvements."

"The focus is to streamline the processes, not necessarily the people and to balance workload to make operations as 'lean' and efficient as possible," he added. "How can we improve quality and speed to the customer, and reduce waste? Done right, we will improve our business processes," he added.

HISTORY LESSON

“YANKEES TRAIN AT A.P. HILL”

Editor’s note: *Our last edition’s coverage of the musings of World War II infantrymen bemoaning A.P. Hill’s hot, humid summers had Directorate of Public Works Utilities Shop Supervisor Billy Cecil digging out an Aug. 6, 1942 copy of the *Caroline Progress*. The headline “It’s an All-American War as Yankees Train at A.P. Hill.”*



*The writer of this article wasn’t talking about the Bronx Bombers and The Great DiMaggio; he was talking about the invaders of the South during the war of Yankee Aggression—commonly known as 1) The Civil War or 2) The War Between the States. Here are some excerpts, reprinted with permission of the *Caroline Progress*, that show what a different time it was compared to our world, and our seeming mood, in 2006.*

“There is a new song in the medley of American living, the song of unity in a nation at war. Gone are the sectional differences, the bitterness, the wounds of other days which separated North from South.

“When Gray meets Blue today the soul of America lives to serve under the Stars and Stripes which will fly again from Corregidor and Bataan and which in time will sweep the swastika from the deep waters of the Atlantic.

“American unity in war is nowhere better illustrated than in Virginia which gave the nation Washington, Jefferson, Lee and which in World War II is turning her resources to the task of winning the war.

“On a vast 95,000-acre tract of land in Caroline County, Virginia, A.P. Hill Military Reservation, soldiers from the North, the South, the East and the West receive field training against the day of combat when they will search out the enemy and defeat him wherever he is to be found.

“Currently training here is probably the most Yankee Division of them all, the 26th from New England and the hearts and homes of Virginia are open to these men from Massachu-

setts. The very designation, “Yankee Division”, and the “YD” identification these troops wear would not have welcomed them to the soil consecrated by Jackson’s me when sectional feeling was high. But gone are Manassas and The Wilderness. More important today are the six stars on the division crest from the six major engagements of World War I.”

Note: *The lengthy article goes on to recount the division’s history and how A.P. Hill came to be established, stating “Before the nation’s need Caroline County citizens withdrew their personal interests...” adding that while the land was purchased, there were memories for which no amount of money could be paid.*

“For troops of the division, the hospitality of the South lives up to its traditions. During liberty hours the men have met and made friends among residents near the reservation. At U.S.O. dances in Bowling Green and Fredericksburg and at informal entertaining the meeting of North and South has created new friendly understanding.

‘...they promise to teach the enemy a lesson neither he nor the world will soon forget.’

“In Massachusetts or in Virginia, Yankee candor is ever the same. The weather can and does get hot in Caroline County, and men of the 26th do not hesitate to say so. When Caroline people speak of ‘slight seasonable rises in temperatures’ the Yankee boys ask the location of the nearest swimming hole, and regrets for the Camp Edwards beach are genuine.

“Complaints about the weather, the chiggers and the wood ticks there have been, because any American soldier will complain if he feels like it. The men have had to accustom the Yankee energy for getting things done to a slower tempo, and officers have learned that a mere brisk march of 15 miles in Massachusetts is something more of a task under southern sun.

“But all of this is part of training in the field, and the exercises and maneuvers on Fort A.P. Hill speak for the determination of the 26th Division. At the proper time these soldiers will see action under fire, and they promise to teach the enemy a lesson neither he nor the world will soon forget.

“The 26th Division is not the first Yankee outfit to train in this historic section of the South. Last summer’s maneuvers launched large-scale training in the new reservation which bears the name of Jackson’s general. Troops bivouacked on the very spot where Booth is supposed to have been killed...

“...The wind whistling through the Virginia pines carried murmurs of other days the long road back. But in the roar of trucks, command cars, jeeps, artillery, and in the march of men from the North and men from the South is the sound of the long look ahead.

“America is united to win a war that peace and government by the people shall not perish from the earth.”