



New CCAD employee deploys after two weeks on the job

by Lois Contreras
CCAD Public Affairs



(Photo at left): CWO Fred Focken with the 110th HHD Medical Battalion (EVAC), Nebraska Army National Guard, came to CCAD as a new hire in Feb. and worked for two weeks before deploying with his unit to Camp Arifjan, Kuwait. The photo at right shows Focken in his office in the components production control branch at CCAD.

Fred Focken came to CCAD from Lincoln, Neb. last Feb. and started his new job in the components production control branch of the directorate of production management, looking forward to finding a new home for his family. Two weeks after his arrival, he received a call that his National Guard unit had been activated and was deploying to Kuwait. Focken, a production controller at CCAD and an aircraft main-

tenance technician with the Guard, put his personal plans on hold, as so many other Reserve and Guard members have done since Operation Iraqi Freedom started, and answered the call.

Focken, whose unit supported medical evacuation companies in Kuwait, says since his private sector boss was the company's executive officer, Maj. Kevin Bricker, he was one of those handpicked

(See "Focken" continued on page 6)

T55 engine turnaround time (TAT) reduced

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The T55 engine assembly branch in the directorate of engine production celebrated a major milestone last Thurs. when a T55 engine passed the testing process 176 days after induction.

This reduction is attributed to the T55 engine assembly management and

employees' close cooperation and team work. Together, they gathered, compiled, and analyzed data, set their goal, identified obstacles, and worked out solutions to overcome the obstacles. Through better planning, closer control of induction dates, and ensuring that quality is built in, they achieved their goal.

Pete Barrientes, chief, engine induction/final sell and T55 assembly division, credits the daily reporting and tracking of parts availability, close tracking of induction dates, and quick response of all support areas, from engineering equipment maintenance teams to program managers and production control as the

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CCAD supervisors/managers meet for training

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Approximately 165 depot supervisors and managers gathered at the NAS Corpus Christi Bay Club Mon. morning for training provided by a drug recognition expert and a motivational speaker.

Col. Jim Budney, CCAD commander, welcomed the group and told them the depot is in very good shape and that there is a lot of work available and it is "ours for the taking."

"We have taken great steps to cut our turnaround time. Next we have to work on our efficiency," said Budney, adding that some areas are meeting the 1615 direct labor hour goal for the fiscal year. He stressed the

importance of all supervisors attending the Lean events and getting everyone involved in talking about the best way to improve work processes. Budney further asked everyone's support of the Lean program in the year to come.

On the subject of substance abuse in the workplace, Budney reiterated the reason drug testing is so important in an operation such as CCAD's. The aircraft we send back to the warfighter, must be the best our employees can produce.

"We all need to do a better job of communicating, including me," Budney

told the assembled supervisors. "We need to let our employees know what is going on—whether good or not so good. Let them know the repercussions of not meeting the 1615 direct labor hour goal."

Trooper Rob Cox, a drug recognition expert with the Texas Department of Public Safety give an hour-long presentation on how to recognize signs that a person may be under the influence of drugs.

Mike Scott, employee training specialist with Mike Scott and Associates, spoke on the subject "Motivating the Motivator to Motivate the Team".

"I really enjoyed the presentation by Trooper Cox on ways to identify someone who may be abusing drugs. I learned a lot from it," said Connie Nelson, chief of the equal employment opportunity office.

"We all need to do a better job of communicating, ... We need to let our employees know what is going on..."

Directorate holds new employee orientation

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In addition to the CCAD new employee orientation, Mo Asaad, director of manufacturing and process production believes a new employee should know the directorate to which the employee has been assigned. To accomplish this, the directorate holds an orientation session for new hires where they receive information on the organization's mission and functions, safety, security, performance measurements, and benefits.

"I was already feeling extremely fortunate to have been hired by CCAD," said Mark Bertrand, a journeyman inspector in the NDT shop who came from the Lockheed-Martin plant in New Orleans which builds the external tanks for the space shuttle. "After this orientation, I feel even better. Mo (Asaad, director of manufacturing/process production) didn't have to do this—he is really promoting the 'big

family' environment, letting us know we are not just a number. This is different from the organization where I previously worked." Bertrand says he appreciates knowing that he has the directorate's support and the tools (i.e., access to building/changing resume) available to him should he seek advancement within the organization.

Danny Aguilar, an aircraft overhaul trades helper, said he applied for a job at CCAD in 1978 with no luck. "I worked for an oil company and for Celanese in Bishop, but I always wanted to work for the Army, and now, I am happy to be here," he said.

Both employees expressed their

pride in knowing that the work they do at the depot contributes directly to the support of Operation Iraqi Freedom.

"We have to remember that we support the troops and I like the fact that

I am contributing to that support," said Aguilar.

"They (troops) and their families are counting on us to put out a good product to help them return home safely", added Bertrand.

Both employees said they feel comfortable knowing they can

ask any of the CCAD artisans for help and feel welcome in their new environment.

"I was already feeling extremely fortunate to have been hired by CCAD. After this orientation, I feel even better."

CCAD has its own inspector general



Wayne Lunsford is shown in the Cribbins Conference Room after a recent staff call

Wayne Lunsford joined the CCAD team last July and has taken up residency in CCAD building 1727. Lunsford, who hails from Alabama, is a graduate of the University of Alabama in 1966 where he earned a bachelor of science degree in business. After four years in the Air Force, he worked in the private sector and city government before joining the federal workforce in 1985. After twelve years with the AMCOM IG, Lunsford accepted a position as management analyst in Taegu, Korea where he worked for two and one-half

years and then went on to SHAPE headquarters in Belgium for two years prior to accepting the IG position at CCAD. He and his wife Vera have one son, Adam, who was born in Miami.

"I am happy to reenter the IG field where I may be of service to the depot and help folks who need my expertise. Vera, Adam, and I look forward to making Corpus Christi our new home and I look forward to meeting and working with the entire CCAD Team," says Lunsford.

You may contact the CCAD IG at X16223.

Letter of praise

(Editor's note: The letter below was received by LTC(P) Howard Killian, commander, Aviation Center Logistics Command at Ft. Rucker, Ala. from the UH-60 fleet manager at DynCorp and forwarded to CCAD by the UH program manager's office. The aircraft mentioned in the letter is CCAD's first recap UH-60.)

DYNCORP

A CSC Company
Fort Rucker Division

September 30, 2003

LTC Killian,

I would like to commend all the personnel who participated in the recapitalization of UH-60 86-24510. This aircraft has had nothing but praise from the USAARL pilots who picked it up, DynCorp Test Pilots, DynCorp Mechanics and School Pilots. I have even heard rumor that the school pilots fight over who will get the aircraft when it is issued.

I was on the flight line last night talking to some pilots and when 4510 came in he immediately recognized the aircraft by the buzz number **10L** and started telling me what a great aircraft it was to fly.

We have not had any problems since it arrived and inducted it into the school fleet in 5 days. So far, it has flown over 72 hours since it arrived. During the last two weeks it flew over 50 flight hours with six straight 5 to 9 hour days.

Again to all involved, Thanks.

Rudolph (Rudy) Zibelin
UH-60 Fleet Manager
DynCorp, a CSC Company
Fort Rucker Division

Supervisor awarded Six Sigma green belt



George Garcia, (2nd from left in photo above), received his green belt certificate of training in Six Sigma at a staff call in Sept. Shown with Garcia are (l-r) Tony Conrad, GE representative; Garcia; Joe Herrera, director of engine production; and Col. Jim Budney, CCAD commander.

George Garcia, of the directorate of engine production was awarded his Six Sigma green belt certificate of training at the Sept. 9 staff call. In order to achieve a green belt in Six Sigma, an individual must define a project to reduce shop quality defects, field quality deficiency reports (QDRs), assembly rework, overall costs, and improve assembly turn around time.

Six Sigma is a training program included in the CCAD-General Electric

(GE) partnership. Along with parts and technical help, GE also provides CCAD employees training to improve work practices and processes and in turn, production.

Garcia took information from field data and defects identified by the San Angelo/Mesa facility and formed a team which consisted of assemblers, quality inspectors, equipment specialists, a GE mentor and a GE black belt. The team
(See "Award" continued on page 6)

A W A R D S



Joe Caines, (r) from the directorate of components production, received his 30-year certificate and pin.



Oscar Lopez (r), from the directorate of components production, received his 40-year certificate and pin.



Eduardo Trujillo (r) from the directorate of components production, received his 35-year certificate and pin.



Ricardo Hankerson (r), supervisor in the directorate of component production's rotary wing section, received a 35-year pin and certificate from Col. Jim Budney.



Col. Jim Budney presented certificates of appreciation to (l-r) Carla Withers, Melodie McGuire, Betty Jo Vela, Adela Ornelas, and Ronnie Perez for their work which resulted in a successful Springfest last April. Not pictured are Tony Guzman and Rey Guillen, who were also on the committee.



Col. Jim Budney (far right) presented the Achievement Medal for Civilian Service to a depot field team who gave up time with their families during last Christmas holiday season to answer a call for help from Ft. Campbell. The team worked in freezing weather, doing an excellent job to get the aircraft up and flying again. Receiving awards were (l-r): William Miller, Chris Greenwood, Scott Walton, Abel Garza, Lina Pena, Ernest Padilla, Alfredo Torres, Floyd Rayburn, Gary Musgrove, and Daniel Arriaga.

Around the depot...



Supervisors'/managers' training – Approximately 165 CCAD managers and supervisors attended a training session at the CC Bay Club on Mon. and received training on substance abuse recognition and communication with/ motivation of employees. In the photo above (front row, l-r) Al Gonzales, director of production management; Pete Epperson, director of security and industrial risk management; Connie Nelson, chief, equal employment opportunity; and Pete Rivera, director of resource management listen as Col. Jim Budney, commander, welcomed the attendees.



Mark Bertrand (l), a journeyman inspector in the NDT shop, and Danny Aguilar (r), aircraft overhaul trades helper in the engine cleaning shop, say the directorate orientation provided information they find very helpful. Both expressed appreciation for the welcome they've received at CCAD.



T55 engine turnaround time (TAT) reduced – (Top left): The T55 engine assembly branch in the directorate of engine production gathered last Thurs. for a photo to celebrate a TAT of 176 days on the T55 engine. Pete Barrientes, chief, test cell, attributes the success to T55 engine assembly employees' teamwork



along with all support areas, from engineering's equipment maintenance quick reaction to getting down equipment up and running, to production control and program managers. (Top right): Phillip Lewandowski runs the controls in test cell #12 during the test process.



FMA Sept. training – Juandalynn Givhan (standing at right in photo), of the CCAD wellness center, talks to assembled Federal Managers' Association members at the training luncheon in Sept. The wellness center's training provided managers information on situations that call for testing to determine whether an employee is working under the influence. Givhan also provided information regarding the Employee Assistance Program (EAP) as a resource for both supervisors and employees who have need for evaluation, counseling and referral services.

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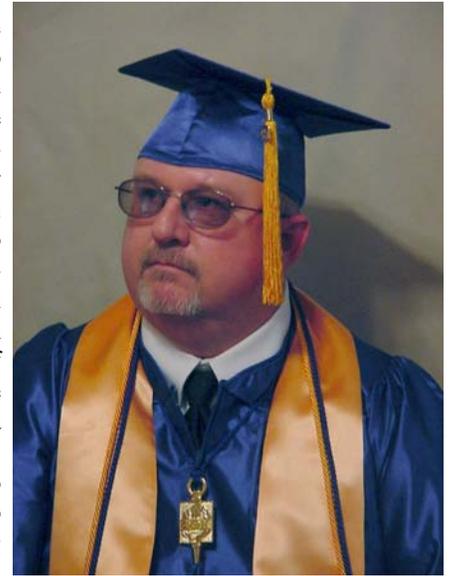
Monday,
October 13, 2003

CCAD employee earns degree

“Never discourage anyone who continually makes progress, no matter how slow” is a Plato quote and James Vaughn’s motto. The recent graduate from Del Mar College started classes the fall semester of 1997. He was uncertain which path to take with his education, so his wife and sister-in-law encouraged him to pursue a degree in counseling. Graduating Magna cum laud with a grade point average of 3.86, Vaughn was inducted into the Gamma Sigma Chapter of Phi Theta Kappa last April.

Vaughn looks forward to starting his counselor internship where he will work towards meeting his 4,000 hour requirement, something he has to accomplish in order to qualify for the state exam. He plans to retire in November 2009 and feels he will be able to fulfill the requirements after his retirement and pursue his goal of becoming a licensed chemical dependency counselor.

“Someone helped me out in 1989 and now I’d like the opportunity to help someone else,” said Vaughn, referring to his celebrating



fourteen years of sobriety.

Vaughn, who has 26 years of federal service, is an Air Force veteran and works in CCAD’s aircraft battery shop, said he used his veteran’s education benefits to pay his tuition. He was one of 26 honor graduates in a class of 289, which included a 72-year-old graduate.

“It’s never too late to accomplish your educational goals,” concluded Vaughn.

Soldier returns home and to CCAD from Kuwait

(“Focken” continued from page 1)

for this deployment. Although his primary MOS in the Guard is in the aviation maintenance field, his degree in computer technology found him providing computer support during his deployment.

“The worst part of the deployment was the uncertainty about when we would be returning home to our families,” says Focken. Even after living in a warehouse with approximately 400 others and no air conditioning for the first three weeks, Focken says he can’t really complain about the living conditions. “We had good quarters and we were treated well,” he stated, adding that they moved into new billets com-

plete with air conditioning.

Focken was able to communicate with his family (wife, Alicia and children Matthew, 17; Mark, 13; Sarah, 8; Joshua, 2; and Isaac, 1), on a weekly basis through the ten-minute morale call allowed.

“I would like to thank my supervisor, Carlos Medina, for taking the time to call and check on my family while I was gone. He was very supportive and ensured my wife that if my family ever needed anything, all she had to do was call,” says Focken. He did get to spend three weeks with them back home prior to his return to CCAD on Sept. 16 and looks forward to having them join him soon.

Award improving work practices

(“Award” continued from page 3)

collected data to better define the project and met to discuss the results. Garcia measured and analyzed data to identify the critical causes for defects and provided this data to the team for further analysis. Working together, Garcia and the team recommended process improvements and measured the new process to test effectiveness. This resulted in a check list that reduced defects and rework by 25% in the first month the check list was used.

Of special significance is the fact that Garcia is the first production supervisor to earn the green belt.