

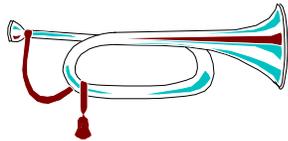


AMC COST BUSTERS BUGLE



Vol. 2

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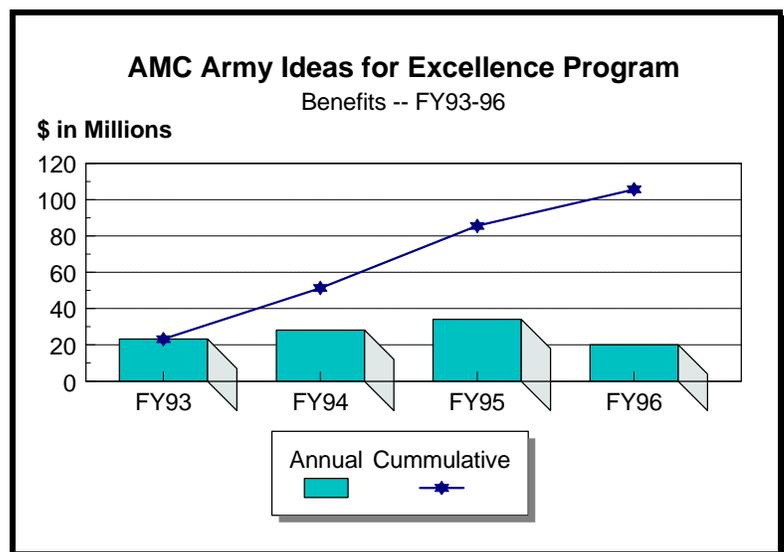


TWO AMC EMPLOYEES SHARE \$25,000 AWARD

Each year the Secretary of the Army presents the Army Civilian Suggester of the Year Award. AMC employees have walked off with this award four of the past five years. This year in a Pentagon ceremony, the Honorable Togo West presented the award to Donald Bowen of TACOM and David Bullock from Watervliet Arsenal. Both procurement and production specialists, they collaborated on a suggestion that modified the process used to reconfigure the M109 155mm Self Propelled Howitzer breech mechanism. Validated first year benefits are estimated at \$4.2 million. Bowen and Bullock shared a well-deserved cash award of \$25,000. Other AMC folks also received cash as runners-up for Army's Suggester of the Year because of significant first year benefits earned through their ideas.

Wanted: Your Best Ideas. In an era of budget shortfalls and shrinking resources, commanders, soldiers and employees are asking, "How do we get the job done; how do we carry out the mission?" There are, of course, many answers to this question. The continued effectiveness of today's Army indicates that our people already have discovered some of the answers. Not the least of which is the Army Ideas for Excellence Program (AIEP) -- today's suggestion program with roots back to World War I. This program yields tangible benefits worth millions of dollars and intangible benefits that are no less real.

"AIEP," as one old soldier put it, "allows one to question authority without being impertinent." The program begins with the assumption that nobody -- commanders or Pentagon warriors -- has all the answers. In these complex times, any organization, government or otherwise, that ignores employee initiatives is headed for obsolescence. Innovative ideas will be transformed into procedures that change the way we do the nation's defense business. In effect, the work force can reinvent its own job environment.



To achieve excellence, the Army must act on ideas that lead to saving resources or improving operations. The Army's Ideas for Excellence Program (AIEP) encourages and rewards the use of Army's most powerful weapon: the minds of its members.

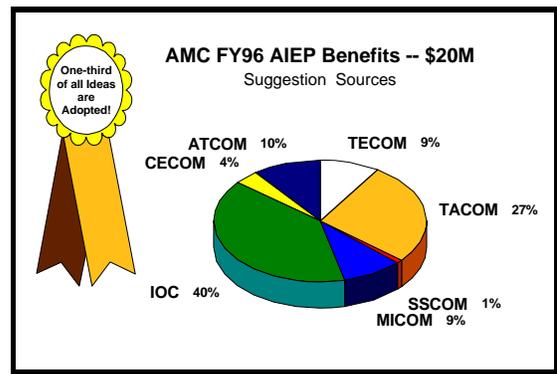
Does AIEP work? One third of all ideas are adopted. The results over the years have been impressive, and the past fiscal year was no exception. AMC's work force submitted well over 3,000 ideas with audited benefits for our Government of \$20.1 million, a big share of Army's total benefits. More importantly, by asking our people for their ideas, the Army demonstrates its respect for workers' skills and commitment, encourages soldier and employee participation, and promotes a continued search for excellence.

All suggestions count. Base hits mean as much as home runs; you just add them up. And even disapprovals count; they question the status quo and create an atmosphere for change. How do you get in on cash rewards? The Army pays for better ways to do its job. Just ask yourself this question: "How can I make tasks easier?" When tasks get easier, productivity results. Look for outdated requirements and procedures that time or technology have rendered counterproductive. The AIEP is designed to encourage ideas from soldiers and civilian employees that will reshape their jobs and worksites. The AIEP analysts are your advocates that get ideas a fair hearing.

How does AIEP work in AMC? A suggester submits his/her idea to the local AIEP coordinator located in Resource Management. If the idea shows merit, it is either adopted or forwarded through the chain of command to the headquarters that has authority to adopt it. Functional

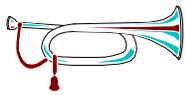
proponents are encouraged to match the suggester's creativity by using their know-how and daring to implement new ideas.

Adopted ideas can mean cash awards for the suggester if the idea is not explicit within the individual's job duties or performance standards. The benefits to the government are calculated as either tangible or intangible. The former generally pays ten percent of the first year benefits but is capped at \$25,000, and the latter permits up to \$10,000 depending upon the idea's value and extent of implementation. The bottom line: the Army increases its efficiency to focus on mission requirements, and the suggester pockets a healthy cash award.



That's the Army Ideas for Excellence Program: a vehicle to free the Army from the "business as usual" mindset and unleash the creativity and enthusiasm that increases productivity.

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*****S U C C E S S S T O R I E S *******IOC Has Seven Outstanding Ideas**

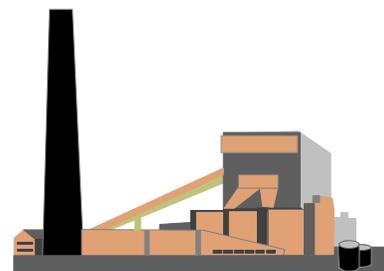
The U.S. Army Industrial Operations Command (IOC) had seven persons in the runner-up category for the Army Civilian Suggester of the year:

- Dawn K. Sherman (also a runner-up in fiscal year 1995) produced benefits of \$631,000 by proposing to use excess FASCAM batteries as government provided materials on contracts or procurements. Her idea earned her a cash award of \$9,556.
- When Jay Sloatt observed the cost of replacing electronic lens on the Remote Anti-Armor Mines, he proposed a procedure to reuse the previously unusable lens. His idea benefited the Army \$412,000 and earned him \$5,260.
- James Baker saved money and time by convincing Anniston Army Depot that he had a method of repairing cracks in a tank transmission instead of buying new housings. The Army paid Mr. Baker \$5,186 and produced benefits of \$397,217 the first year.
- Robert Breznitsky, Henry Eggert and Thomas Slavish joined efforts to save two years of effort in fielding repaired Patriot Systems. The time saved was even more critical than the first year \$580,000 benefits. Tobyhanna Army Depot felt the idea was well worth the \$5000 paid in cash awards.

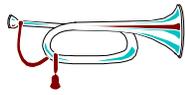
- The collaboration of James Daniel, David Halter and Larry Kuykendall resulted in a simpler method to test motherboards for the Bradley Fighting Vehicle's electronic control assembly and obtained benefits of \$261,614 in the process. The three Red River Army Depot employees shared \$4508.

- Daniel Zaiss received a cash award of \$1,815 for suggesting a method of repairing demilitarization ladles, which are large containers used in the foundry operation at Rock Island where they melt down material such as gun tubes. The molten material is then poured into molds which form ingots that can be sold. Mr. Zaiss's idea changed procedures and materials and derived benefits of \$37,174 per year.

- Edward Wood and Robert Ziembra uncovered and solved a serious life threatening situation while working at Tobyhanna Army Depot and shared a \$5,000 award. They found that the AN/PRC-112 tri-service multi-mission survival radio (the same one carried by downed Air Force pilot Captain Scott O'Grady) had a flaw that could permit water to penetrate the radio and render it inoperable to the user. After seeing the results of the suggester's modifications, the contractor changed its production methods.

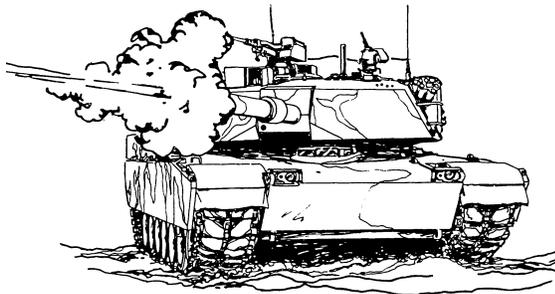


Look for Cost Busters on the World Wide Web at
<http://www.amc.army.mil/amc/rm/costbust.html>



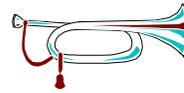
TECOM TEAM SAVES \$4 M

The TECOM team that reduced tank recoil mechanism maintenance costs saved time, prevented risks of damage, and produced benefits of \$4M. It consisted of: LTC Curtis McCoy, SGM Edward Braese, and Messrs. Bruce Amrein, Michael Audino, Hans Feldbusch, Juergen Francen, Raine Gilbert, John Jorczak and Victor Nerses. They shared a \$23,592 cash award.



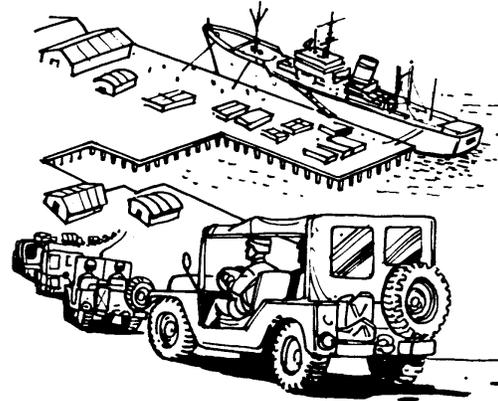
CECOM EFFORT DELIVERS \$2.2M

From the U.S. Army Communications-Electronics Command (CECOM), Donald Patelunas and Stephen McClintock teamed together to simplify and combine low noise amplifiers so that the Army's version is capable of working in the Air Force version and vice versa. A cash award of \$7,101 rewarded \$2.2M first year benefits.



TACOM IDEA REAPS \$1.9M

An outstanding idea from TACOM's Terry Buresh and Michael Yeager eliminated redundant logistics to the tune of \$1.9M.



AMC Army Ideas for Excellence Program Coordinators and their DSN numbers are:

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The AMC Cost Busters Bugle is a newsletter designed to share ideas and success stories throughout the Command. If you have a good news story to include, see your local Efficiency Czar or call Mr. Phil Brodowski at AMC Headquarters on DSN 767-9101.