



Benchmark

F&SS News and Progress

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Cooking WITH Passion

David Fry, right, offers a slice of his delicious home-baked cake at a recent retirement gathering. F&SS employees have long enjoyed tasty food prepared by seasoned culinary co-workers like Fry and those in photos below (left to right): Carlo Melbihess, Richard 'Spanky' Lang, Kevin Brown and Ed Anderson.



Chefs of F&SS show off their culinary creations

By Paul Menser

American labor leader and civil rights activist Cesar Chavez once said, "The people who give you their food give you their heart."

If this is true – and there is no reason to think otherwise – there is a lot of heart being given at Idaho National Laboratory. While the lab's organizational structure is laid out in a no-nonsense way, consider this: Facilities & Site Services Director Carlo Melbihess is legendary for his brisket (a 22-hour production), while Carol Mascareñas, head of Environment, Safety, Health & Quality, has an exalted reputation for guacamole. Even Ed Anderson, the F&SS deputy director, wears an apron when grilling steaks that states, "Grill master: The Man, The Myth, The Legend." From the top down, food is more than a casual thing.

The call for food can come at any time – a retirement party, a recognition luncheon, a reception for Washington bigwigs – and when it does the call goes out to an unofficial cadre of culinary commandos.

Let's meet three of them:

- Richard "Spanky" Lang, adept at grilling steaks for scores and sometimes hundreds of people
- Kevin Brown, who has developed his own methods for making baked beans special
- David Fry, who can come up with seven different cakes for a single event.

"I don't think I have a secret. The cow's doing 80 percent of the work," said Lang, a mechanic/inspector at Central Facilities Area. Originally from Potlatch, in northern Idaho, Lang moved to Blackfoot with his family while in his teens. The nickname came from the manager of a tire store he worked at during high school.

"He started with Skippy, then Sparky, then Spanky," Lang said. "Spanky stuck. One thing you didn't want was him calling you by your actual name. That was when you knew you were in trouble."

Lang came to INL in 2005 as a tire repair person. To build team spirit and camaraderie, there were plenty of barbecues, but it was typically hamburgers and hot dogs. "All the mechanics said, 'We want some-

thing better,'" Lang said. So they started shelling out their own money to buy 16-ounce rib-eye steaks.

By this point in his life, Lang had a longtime affinity for food. He and his sister both belonged to 4-H when they were young, and one of their projects around the age of 8 or 9 was baking. Inexplicably, his bread won a ribbon at the Latah County Fair while hers didn't, even though it was the same dough baked at the same time and temperature. Even now, he makes brownies, cheesecakes and carrot cakes, as well as breakfast burritos.

His reputation as an INL cook was enhanced by a holiday dinner at CFA. "They said, 'Oh, you can do more than change tires,'" he said. This was about the time Melbihess took charge of F&SS. While his predecessor was a big believer in building team spirit through food, Melbihess upped the ante, buying five food-grade stainless steel grills, capable of grilling 40 10-ounce steaks at a go. Two are at the Advanced Test Reactor Complex, two at Materials & Fuels Complex

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FACILITIES AND SITE SERVICES

F&SS



Unprotected birds: From left, pigeon, European starling, house sparrow, Eurasian collared dove

Protected birds find a refuge at Idaho National Laboratory

By Karen Bass

Idaho National Laboratory’s infrastructure (buildings, roads, parking lots, landfills, etc.) makes up less than 2 percent of its 890-square-mile desert footprint. The remaining 98 percent – thousands of acres of sagebrush, grassland, and lava outcrops – contains a myriad of biological, cultural, and natural resources. The Department of Energy is committed to protecting and preserving those resources, including many protected bird species.

“Being a new person here, I am very impressed at how concerned people are about the birds and wildlife at INL,” said Amy Cox, a Regulatory Compliance Performance Analyst with Environmental Support and Services. “It doesn’t matter who it is or what position they have, they are very active in taking care of the habitat and animals at the site.” Cox, the former resident bird expert for eight years at the Idaho Falls Zoo, began working at INL in January 2018.

Nearly all birds at INL are covered by the Migratory Bird Treaty Act, which protects all birds native to the United States and its territories. The Act, which fulfills treaties with Canada, Mexico, Japan and Russia, prohibits taking or destroying birds, hatchlings, fledglings, or eggs; and imposes a criminal penalty of up to \$15,000 in addition to six months confinement for each egg or bird destroyed or taken.

The word “migratory,” in regulatory context, refers to any bird native to the United States, not just birds that migrate from place to place each year. This is why birds such as great horned owls, which live at INL year-round, are protected.

Of the 164 bird species that have been sighted at INL, all but four are protected. Pigeons, European starlings, house sparrows and Eurasian collared doves were introduced to the United States from other countries; therefore, they are not shielded by the MBTA.

The presence of protected birds at INL helps direct when and where work occurs on the desert Site throughout the year. Nesting season is typically from the first of April until the end of August. During that time, work crews pay close attention to nesting birds. Nesting can be discouraged with noise, by hanging netting, and with approved chemical deterrents, but



There are four Killdeer eggs in the nest in this photo – can you find them?

once eggs are laid, a nest cannot be disturbed until the chicks have fledged. It takes two to four weeks for eggs to hatch and hatchlings to leave the nest, which can result in work delays and rescheduling.

Nests can be found in surprising places. In addition to expected locations such as trees, ground surfaces, and vegetation, birds will nest on equipment, vehicles, buildings, and sites intended for excavation or construction. Killdeer nest in rocky areas, including gravel parking areas – their eggs blend in with surrounding rocks and are often not recognized until too late.

Nests can be built in a very short time. They have been found inside partly demolished buildings and on equipment such as flatbed trailers left idle over a weekend.

“Eric Walker and his crew deserve a lot of credit for protecting birds at the Site,” said Steve Christensen, Sitewide Services manager at CFA. Walker is the Facility Support Services D&D foreman. His teams maintain railroad tracks and tertiary INL roads, in addition to supporting D&D and other activities.

Walker’s teams often encounter nesting birds – their response is to set up cones, barriers and signage to ensure the birds remain undisturbed. They have temporarily skipped railroad sections because of the presence of killdeer nests, and avoid mowing inhabited areas while burrowing owls are nesting. “We’ve done a lot of work where we have made sure that,

environmentally, whatever it is, we don’t come in to do work until it’s okay,” Christensen said. “Last year, they put off some D&D work waiting for baby bats to fledge. If birds have built nests, we wait for them to hatch, mature, and fly out.”

Walker’s crews always work under the direction of an environmental checklist, and their work is carefully planned to take into consideration any environmental impacts. Most INL workers won’t encounter wildlife every day as F&SS crews do. If you encounter a nest, or a dead or wounded bird, stop work and call your supervisor or your program environmental lead. Any of the six program environmental leads at INL can answer your question or direct you to someone who can.

A few bird species at INL merit additional protection. Although sage grouse are not on the Endangered Species list, they are considered protected at INL through the Candidate Conservation Agreement for Greater Sage-Grouse on the Idaho National Laboratory, an agreement between DOE and the U.S. Fish and Wildlife Services.

During the spring, several areas are simply off limits during sage grouse dating/mating season. “Sage grouse really like two of INL’s gravel pits,” Christensen said. During mating season, Walker’s teams put up signs and barriers, and direct customers to gravel pits the birds don’t use.

INL workers can help protect sage grouse from one of their natural predators – the common crow. Crows prey on sage grouse nests and eggs. They are protected by the MBTA, but that doesn’t mean they can’t be discouraged. Never put out food for crows or other birds, dispose of food scraps properly, and keep outdoor garbage bins closed to avoid providing food and encouraging crows.

“I remember years ago that sage hens used to be all over Central. Now I’m more likely to see a bull elk than a sage hen,” Christensen said. “They used to be so abundant out here, and that’s why we watch over them.”

“People at INL want to protect wildlife and habitat at the Site,” said Cox. “Not because they are told to, but because they truly, honestly care.”

DOE honors INL Fleet Operations for innovative no-idle bus technology

The Department of Energy Sustainability Program Office (SPO) recognized INL’s Motor Coach Solar-Powered No-Idle HVAC Proof of Concept project with a DOE Sustainability Award for Innovative Approach to Sustainability.

This project implemented a modified HVAC system to use energy from the sun to provide cooling to the bus cabin without having to idle the engine. INL Fleet Operations managers and staff Ira Pray, Jeff Brown, Michael Perez, Bill Ziegler, Colin Letham and Kevin Meudt were recognized for their key roles in developing the technology in partnership with motor coach company Bergstrom Inc., and Motor Coach Industries.

SPO leaders presented the award plaque to Sustainable INL leaders Chris Ischay and Ernest Fossum and DOE-Idaho’s Teresa Perkins and Jason Anderson at the Energy Exchange and Better Buildings Summit in Cleveland during the Energy Facility

Contractors Group (EFCOG) meeting in late summer.

Kevin Carroll, DOE Sustainability Performance Office director, said, “Your efforts and commitment to sustainability are essential to ensuring DOE is a federal leader in sustainability.”

Each year, the DOE Sustainability Awards program honors exemplary achievement that advances sustainability at DOE sites and national laboratories and this year, INL is one of six recipients. The Innovative Approach to Sustainability award recognizes the use of innovative methods, technologies or new processes in the



pursuit of site sustainability.

If implemented across INL’s entire bus fleet, INL projects an annual savings of 10,000 gallons of diesel fuel a year and 87 metric tons of CO2 emissions. A scaled-down version of the system also was installed on two INL security patrol vehicles, which typically idle for extended periods of time during security patrols to provide heating and cooling to vehicle occupants while the vehicles are stationary. With the solar-powered no-idle HVAC system, continuous idling is no longer required. Reduced vehicle idling results in increased vehicle reliability, decreased fuel consumption, and reduced maintenance costs.

This technology is transferable to the private-sector motor coach industry, public safety and military patrol vehicles.

[DOE Sustainability Award photos](#)
[DOE SPO website](#)

INL power line workers receive DOL certification

By Paul Menser

It might be an understatement to say Idaho National Laboratory's Power Management group is responsible for "keeping the lights on" at the U.S. Department of Energy's Idaho site.

The group, which has roughly 30 people working out of Central Facilities Area, handles management and operations of the INL power transmission and distribution system. The heart of the system is at the Scoville substation, which supplies power to the 65-mile transmission line loop that serves nine site campuses. The Scoville substation is manned 24/7. Along the high-voltage (138 kV) loop are seven substations, including those at the Advanced Test Reactor Complex, Materials & Fuels Complex, Naval Reactors Facility, CITRC, TAN/SMC and INTEC. Two additional substations are fed from Scoville via a radial feed at the Radioactive Waste Management Complex and AMWTP.

At the heart of the division are the 13 line workers, including two employees in charge (EIC), responsible for installation, repair and maintenance of the transmission, distribution and substation equipment. They perform this work in any kind of weather. Last winter, between November and March, the average temperature was subzero. The linemen continue to perform the necessary work in all elements of weather. But still, it's a good job, evidenced by the length of time most of the people have been on the job, three of them for 40 or more years.

"There's a real camaraderie here, a sense of teamwork," said Cathy Hatch, who recently joined as the division's administrator. "You find that with a lot of crafts departments, and it's especially strong here."

Members of the Power Management team gathered Sept. 18 in the CFA-624 high bay for one of the semi-regular lunches they have to mark special occasions. In this instance, it was to recognize eight line workers who achieved certification with the U.S. Department of Labor.

The linemen recognized were: Kurt Neeser, Bob Pattee, Lance Leavitt, Russ Powell, Ryan Christensen, Eric Orr, Wade Wheeler and Tom Atkinson.

In 2011, INL management let the division's participation in the apprenticeship program lapse. The accreditation is not necessary to become a line worker for INL Power Management, which has an extensive and accredited training program of its own.

But for career purposes, professional accreditation is as important to a craftsman. Starting in 2015, linemen were asking if the apprenticeship program recognized by the DOL could be reinstated. Management was happy to oblige, said Carlo Melbiess, INL Facilities & Site Services director.

"It reaffirms their professionalism in support of INL

'There's a real camaraderie here, a sense of teamwork. You find that with a lot of crafts departments, and it's especially strong here.'

— **Cathy Hatch,**
Power Management
administrator



INL Power Management linemen were recognized recently for achieving certification with the U.S. Department of Labor. Linemen recognized were Kurt Neeser, Bob Pattee, Lance Leavitt, Russ Powell, Ryan Christensen, Eric Orr, Wade Wheeler and Tom Atkinson.

and its bright future," he said. "This is key for professional development."

When the decision was made in 2016 to reinstate the program, management met with representatives from the U.S. Labor Department and United Steelworkers to draw up a plan. It included an update to the apprenticeship program guide. This document was required to be approved by Labor Relations, management, the USW union members, and the DOL. The apprenticeship program consists of an on-the-job training (OJT) checklist, an approved self-study program by Merchant Powerline Job Training & Safety, and tracking hours performed in specified linemen work scopes. Most of these were already being done.

Power line maintenance has been identified by the Labor Department as a high-demand apprenticeship occupation. Registered apprenticeship programs typically range from one to six years. During the program, the apprentice receives both structured, on-the-job training and job-related education. For each year of the apprenticeship, the apprentice will normally receive 2,000 hours of OJT training, and a recommended minimum of 144 hours of related classroom instruction.

The average linemen's age in the INL Power Management division is 53, said Ken Barnes, Power Management Maintenance manager. Retirements are coming, which means a program needs to be in place to train the new linemen as they join the ranks of the current line crew.

"We hope to have new people brought on board and trained before our senior linemen retire for the 'tribal knowledge' to be passed along by the elders," he said.

Mike Auble, F&SS Sitewide Utilities Division director, added that he is "exceptionally pleased with the cooperation exhibited by management, USW leadership, and Labor Relations over the past two years, enabling us to make good on our promise to the team." He looks forward to a long-lived successful apprenticeship program at INL.



Brad Anderson appreciates receiving his 40-year service anniversary award.



Left, Joe Siepert and fellow linemen enjoy the luncheon for the DOL certification. Right, Eric Orr hears the announcement about receiving an award at the DOL certification luncheon.



Firefighter recruit class graduates from academy

At the INL Firefighter Recruit Academy Graduation ceremony on Oct. 11, INL leaders congratulated 13 recruits for completing 22 weeks of high-intensity fire academy training.

It included daily fitness training, INL-specific training (two weeks), INL radiological worker training (two and a half weeks), high-angle rescue/confined space training (two weeks), structure collapse training (two weeks), wildland fire training (one week), hazardous materials operations (two weeks), and EMS training emphasizing INL medical supervision plan (one week).

The 13 graduates are a diverse group whose backgrounds include wildland firefighting, volunteer fire department, industrial fire department, EMS, and health and wellness. They come from Idaho, Montana, Utah, Oregon and California. About 300 people applied for the positions, and through a process of interviews and physical fitness testing, the final group of 13 was chosen. The class includes Brian Hill, Christina Pendl, Craig Hogge, Cody Thornton, Fernando Ruiz III, James Jensen, Katlynn Hannan, Mitchell Christensen, Nick Hess, Nick Terry, Riley Esplin, Stephanie Jenson and William Lancaster.

Robert Boston, DOE-ID deputy manager, passed along his heartfelt congratulations to the new graduating class.

Mark Peters, INL lab director, welcomed them to the INL family. “Speaking for the entire laboratory, we could not be more pleased that you have chosen to join us,” Peters said. “Congratulations to Brian, Christina, CJ, Cody, James, Katlynn, Mitch, Nando, Nick H., Nick T., Riley, Stephanie and Wil.”

“We understand and have great respect for all you went through to be here today,” Peters said. “Each of you is here because you are the best of the best. Your attitudes, experiences, abilities, dedication to country and community, willingness to serve, and desire to excel brought you to this place. Each of you earned your seat in this room tonight and your position on our elite firefighting force.

“I’m proud of you. The laboratory is proud of you. Your families are proud of you. And I hope you take great pride in what you’ve accomplished.”

Carlo Melbihess, Facilities and Site Services director, said it was an honor and pleasure to welcome the new firefighters to INL. Since its inception, the INL Fire Department has been committed to protecting INL and neighbors in surrounding communities during the greatest time of need.



INL leaders join the 13 graduates of the 2018 Firefighter Recruit Academy in saying the Pledge of Allegiance. The graduates celebrated the start of their INL careers at a recent ceremony.

“The skills and knowledge you have acquired will provide a strong foundation of competency, and will serve you well as you begin your career as an INL firefighter,” Melbihess said. “Thank you to the friends and family of our recruits for your encouragement and support. Without you, none of this is possible.

“I want to thank our instructors for their countless hours of training and for teaching our cadets the skills necessary to perform their duties safely. I also want to thank Chief Eric Gosswiller, his chief officers and his entire team for making tonight’s graduation ceremony possible. And last, but not least, I want to recognize and thank the International Association of Fire Fighters, Local I-83 for your continued partnership and commitment to INL.”

The F&SS director said it’s an honor to include the fire department in F&SS, and he couldn’t ask for a better, more committed team. He will ensure firefighters have the required training, tools, equipment, facilities and response vehicles to carry out their mission protecting the nation’s lead nuclear laboratory.

“Here at INL, we live by five enduring values: excellence, integrity, ownership, teamwork and safety,”

Melbihess said. “Let us live these values every day with honor and pride. It is my goal that every INL firefighter will go home to you, their families, safe and injury free, each and every shift for their entire career.

“For you are the ‘guardians’ of INL.”

Fire Chief Eric Gosswiller said it was difficult to screen the many qualified candidates to the top 13.

“We don’t take the responsibility of selecting new members to our team lightly,” Gosswiller said. “We were looking for the unique combination of attitude, integrity, ownership, teamwork, the ability to adapt to the INL way of doing business, a passion for the fire service, and desire to make a difference. We have a high bar and I’m confident we made the best possible selections. We will be a better and more diverse organization because of you. We’re adding a diverse blend of wildland, career and volunteer fire department, INL protective force and training programs, health and wellness, and industrial firefighting backgrounds...an impressive range of education, experience and capability to our team.”

[Firefighter academy graduation photos](#)

[Fire chief’s complete remarks](#)

Under the gaze of four American presidents, INL fire captain saves a life

By Karen Bass

Capt. Logan Lewis has performed CPR several times in the course of his 14 years with the INL Fire Department. That experience and knowledge were called into action recently while he and his family were vacationing at Mount Rushmore in South Dakota.

Lewis and his wife ran a half-marathon at the national memorial early on Sept. 22. That evening, they were waiting at the top of an outdoor amphitheater at the foot of Mount Rushmore for a patriotic program to begin when they heard people at the bottom, some 25 rows away from them, calling for help.

“A gentleman who was traveling by himself with a tour bus group fell over,” Lewis said. “People near him saw him clench his chest and then go down to the bench and fall over.”

Lewis hurried down to help, along with a doctor and a nursing student who were also there to see the evening program. The elderly man was unconscious, with no pulse.

Working together, Lewis and the doctor began cardiopulmonary resuscitation. As the pair worked, others located medical equipment, including an



Logan Lewis

automated external defibrillator. “During the course of CPR, someone showed up with an AED. We put it on him and delivered a shock,” Lewis said.

The two continued working on the man, supplying him with oxygen and using the AED two more times, until he began breathing on his own and they were able to cease CPR. Lewis estimates 15 to 20 minutes passed from the time the man collapsed until an ambulance crew arrived.

“We continued to check his vitals and supplement his breathing until the ambulance crew arrived,” said

Lewis. “We helped get him loaded onto a backboard, carried up out of the amphitheater, and handed him off to a helicopter crew, who were able to provide more intensive care. He was beginning to move his arms and try to talk – it looked like he was definitely improving.”

Lewis is grateful that he was able to use his training to help someone. “I’ve never had a positive outcome doing CPR before,” Lewis said. “This was a first.”

Battalion Chief David Hirschi says no one was surprised to hear that Lewis went to the man’s aid. Hirschi has known Lewis since he began working at the fire department. “From day one, Logan has brought tremendous value – he has done a great job in the alarm room, as a fireman and as union president,” he said. “It is in his character – it’s just instinct for Logan to jump in and help.”

Lewis is heading back to the alarm room soon, this time to manage the Fire Alarm Emergency Communications Center. Hirschi is disappointed to lose Lewis as a firefighter, but confident that he’ll succeed. “Logan’s got the drive and the knowledge and the people skills that he very well could be in charge of that department some day,” he said.

INL Fire Department honors 9/11 first responders

By Eric Gosswiller, INL fire chief

It's hard to believe 17 years have passed since the tragic events of 9-11-2001. I remember it as if it were yesterday.

It is very important to the fire service at large that we NEVER FORGET the great sacrifices of the first responders to the three attack sites, most notably ground zero in New York City.

The INL Fire Department conducts a ceremony every Sept. 11, rain or shine, to remember, reflect and honor our brothers and sisters who paid the ultimate sacrifice. We began today (Sept. 11, 2018) by assembling at 0759, the approximate time of the collapse of South Tower of the World Trade Center. Following a 361-second moment of silence, the Fireman's Prayer was recited over the radio system. The INL Fire

Department Honor Guard then presented the colors of the United States.

The most powerful portion of our ceremony for me is the closing stair climb, where our team members climb a flight of stairs for each of the 361 fallen firefighters at ground zero. Following the climb, each of the firefighters' name is read aloud followed with an honor bell tone.

Historically, the ground zero line of duty deaths has been understood to be 343. This past month, FDNY added 18 names to the memorial wall, firefighters that have since passed as a result of medical conditions attributed to their response and exposure to the ground zero environment.

9-11 – Let us NEVER FORGET!



INLFD Honor Guard embrace the flag preparing to display for annual 9/11 Memorial Ceremony.



INL firefighters climb 361 flights of stairs for the 361 firefighters who lost their lives as a result of the events of Sept. 11, 2001.

Sitewide Facilities & Operations introduces safety culture on day one

By Karen Bass

When new custodians Kent Scott, Chad Nelson and Mason Barnes, and new electrician Mike Strawn reported for work at Central Facilities Area on June 27, they were welcomed to the Sitewide Facilities and Operations (SFO) Division with the first-ever SFO new hire orientation.

All new employees go through INL Human Resources new hire orientation that covers benefits, time cards, and companywide policies and safety information. SFO decided to do more.

“We recognized that the new hires are getting a lot of stuff thrown at them very quickly, and we didn’t want to overwhelm them,” said Shawn Williams, SFO safety professional. “But we thought that a CFA- and SFO-specific new hire orientation would set them up to better understand how and why we do things the way we do, and help explain our safety culture to people just coming in.”

Newcomers to SFO are now welcomed even before they arrive at CFA. “We made sure that when they showed up, there was someone there to meet them at the front gate,” said Rod Bitsoi, SFO Division director. “From there, they were escorted to our facility for the orientation.”

The orientation provides information so someone new to INL, CFA and SFO can understand how the work they will be doing fits in with their division, with Facilities and Site Services, and with the overall mission of the lab. “We wanted them to understand the magnitude of our division – our responsibility for maintaining the entire 890-square-mile INL Site,” Bitsoi said.

“We think if people understand how they fit into the organization, and what the organization does, it will

The Round Table

SFO’s new hire orientation is the brainchild of the Round Table – a committee of managers, supervisors, and both new and experienced employees who brainstorm ideas for improving the SFO safety culture. “We talked about a lot of ideas,” said Williams, who worked with Rod Bitsoi and Athena Britschgi-Fowler to put the group together. “The first thing we wanted to tackle was a new hire orientation. We thought that was the way to set the tone and explain our safety culture to people just coming in.”

Williams, Britschgi-Fowler and Chris Petersen put together the first draft of the orientation and the committee helped refine it. In the future, the group will look at other areas their fellow employees think could be improved. “It’s not a management-down structure; it’s a structure they help create,” said Bitsoi. “The people on the Round Table are highly respected. Although they develop ideas in the committee, they also go back to their team to ask: “What is it you want us to discuss? What do you want us to be able to change?”

The Round Table meets as necessary, about once a month. Members include Chris Petersen, Quint Lindsay, Scott Hollaway, Ramiro Ortega, Jimmy Hernandez, Wendy Snyder, Athena Britschgi-Fowler, Shawn Williams, Bryan Crofts and Rod Bitsoi.

be easier for them to take ownership and responsibility and understand why they are being asked to do things this way,” Williams said.

The orientation also gives SFO the opportunity to reinforce what new hires have learned about Battelle Energy Alliance safety culture during the HR orientation and make it relatable to work the new employee will be doing. The orientation gives an overview of the F&SS safety culture, including the Environment, Safety and Health Road Map, BEA’s Eight Principles for Safe Conduct of Research, injury reporting expectations, physical therapy engagement, Target Tailgates, the “Did You Know?” program and Time Out/Stop Work.

In addition to learning about F&SS, new employees meet their new managers and mentors. “The mentors are volunteers who will be working directly with the new employees,” said Bitsoi. As part of the orientation, mentors take their new co-workers on a tour of

CFA, including the medical dispensary, the cafeteria, evacuation routes, the Big Shop, tool crib and other locations. In the weeks that follow, mentors are available for questions and day-to-day assistance. Wendy Snyder mentors the three new custodians, and Quint Lindsay is mentoring the new electrician.

Following up with the new hires has proven to be a critical part of the orientation. “The follow-up meeting gave us a chance to talk about our safety culture again,” Williams said. “You could really see the light come on then. The follow-up meeting is where it really sank in.”

The newcomers told Williams they have never seen anything like the welcoming they received and the attention to detail F&SS provided to make their work lives better. Longtime employees have told the new hires they wish they’d had the opportunity to go through a similar orientation.

Newly retired, Dave Lively looks back on 28 years at lab

By Paul Menser

Looking back over 28 years, first at Argonne National Laboratory-West, then with Idaho National Laboratory, David Lively can say he was on the job during a time of massive transformation.

When he came to ANL-West from Naval Reactors Facility, the internet was little more than a rumor. Most of the work was done on paper.

“They didn’t even want computers,” he said. “Now they can’t live without them.”

Hanging over everything was a sense of unease that despite unwavering support on the local level, nuclear energy in the United States was in for a rough time. Nobody knew how this was going to affect their employment prospects, or whether they would have a job in five years.

“Argonne basically bet that nuclear science would be the mission,” said Lively, a native of New Orleans and graduate of Louisiana State University whose work experience started at Newport News Shipbuilding. He came to Idaho in 1984 to work at NRE, before going to ANL-West. He started there as a maintenance engineer, and eventually became manager of operations and maintenance for the Hot Fuel Examination Facilities North and South (HFEF South is now the Fuel Conditioning Facility).

When INL was formed in 2005 and ANL-West became the Materials & Fuels Complex, Lively saw that jobs had been posted with INL Facilities & Site Services. “I bid on one, just for a change of pace,” he said.



Dave Lively

The new job, planning manager, put him in charge of consolidating the work control programs of ANL-West and Idaho National Engineering and Environmental Laboratory (INEEL). It was the collision of two vastly different worlds.

“It was a huge job,” he said. “We had to find a workable solution.”

The big difference was that while INEEL work control procedures were standards-based, ANL-West’s were expert-based. “Argonne had people who had been there for a long time and they knew their job,” Lively said. But no one stays on a job forever, and during the time he was MFC complex manager, in 2006 and 2007, “many decided it would be a good time to leave. A lot of knowledge walked out at that time,” he said.

“There were differences as small as how to handle timecards,” said Scott Lyman, who got to know Lively during the merger and counts him now as not only a colleague but a close friend. The biggest challenge was getting Voluntary Protection Program standards for the craftspeople set up uniformly and across the entire lab.

“David always thinks before he speaks,” Lyman said. “He’s listening and he’s thinking. He’s an engineer by training, and that’s just his personality. He’s always thinking ahead and about all aspects.”

Eventually, after years of riding the bus, Lively took a job in town, as facility complex manager of Research and Education Campus IRC, basically managing INL’s east campus and about 60 people. He is being replaced by two people: Justin Aquino, who will handle operations, maintenance and facility management controls, and Max Wolf, who is in charge of

planning, scheduling and long-range strategies.

For all the changes he has seen in nearly 30 years, Lively said there are more on the way. His first experience with the internet was at ANL-West, when a client-server system was established. They switched to a Java-based system.

“It was a paradigm shift for everyone,” he said. “Using technology to help us succeed, that’s fun.”

Today, the big change is going to be to tablets and mobile platforms. He has every confidence that the next generation of INL staff will be up to the job.

“The lab is changing,” he said. “The younger generation is forcing us to think outside the box. We’ve got much more work going on than we did in 2005. I see a bright future for this place.”

His favorite job? “The last is always the best. I enjoy what I do. I’m just grateful to have had an opportunity to work with such wonderful people,” he said. “We have very interesting people here. Some are incredibly smart. Some are very challenging.”

On his last day on the job, Lively and Lyman decided they’d have a look at the two new buildings going up – the Cybercore Integration Center and the Collaborative Computing Center (C3). As they talked about the possibilities represented by these two new facilities, Lyman said, “We had two young guys showing us around, and we told them it’s going to go by very fast. You’re going to be saying, ‘I remember when they built these.’”

Lively said he doesn’t have any firm plans for retirement yet. “Just staying in bed a little longer after the alarm goes off,” he said.

Great Race for Education gets new racers from F&SS, Security

By Paul Menser

Battelle Energy Alliance, operator of Idaho National Laboratory, has supported the Great Race for Education since it started in 2008, but in 2018 its involvement broadened to include some people who had never heard of the event: union members from INL Facilities & Site Services and Safeguards & Security.

A fundraiser for the College of Eastern Idaho Foundation, the Great Race has turned into one of the big events of the summer in Idaho Falls. Its support in the community has climbed steadily and in 2018, its 10th anniversary year, it posted its biggest participation and numbers ever.

Originally inspired by “The Amazing Race” television show, the Great Race for Education is basically a scavenger hunt. Four-person teams sponsored by local businesses and nonprofits run from station to station through downtown Idaho Falls, performing challenges at each. Where those stations are can only be determined by solving clues. Support teams at Snake River Landing, where the race begins and ends, help the runners solve clues over their cellphones. The first 10 teams to make it back get to participate in the final elimination rounds. Teams can buy clues to help their chances. All the money collected goes toward CEI scholarships.

“This was a big year, because it was our 10th anniversary and because of our rebrand to CEI,” said Natalie Hebard, executive director of the CEI Foundation. (Before achieving two-year community college status in 2017, College of Eastern Idaho was Eastern Idaho Technical College.) “It was our biggest year, because we had 35 teams and raised more than \$55,000,” she said.

Because the money goes toward scholarships, the Great Race is not a tough sell on the corporate citizenship front. BEA has provided from the beginning, and fielded teams since the event began in 2008. But the idea to get union members involved came from F&SS Director Carlo Melbihess, who sits on the CEI Foundation’s board, Cal Ozaki, the lab’s Public Affairs and Strategic Initiatives lead, and Lori Priest, INL community relations coordinator and the



This year’s Great Race for Education racers are, left to right in front row, Jacob Jones, F&SS Site-wide Facilities and Operations, Tyrell Bott, F&SS Mission Support Services, Matthew Egbert, Safeguards and Security, and Carey Thomas, F&SS Fire Department. Supporting them in back row, left to right, are Ed Anderson, Lori Priest, Eric Gosswiller and Carlo Melbihess.

main point of contact for the event.

“We wanted a team our people would get behind,” Priest said.

INL team runners at the 2018 Great Race included:

Tyrell Bott, F&SS Mission Support Services, mechanic and member of Amalgamated Transit Union Local 1517

Carey Thomas, F&SS Fire Department, paramedic and member of International Association of Fire Fighters (IAFF) Local I-83

Matthew Egbert, Safeguards and Security, security police officer (SPO) and member of the Security

Operations Specialist Association (SOSA)

Jacob Jones, F&SS Sitewide Facilities and Operations, carpenter and member of United Steelworkers (USW) Local 652

“I had no idea of what I was in for,” said Egbert, who was approached about running by his union local chief, Shawn French. “I don’t think Shawn was sure what it was, either.”

Because physical conditioning is part of his job as an SPO, Egbert had no trouble with the running. Support from the BEA table was solid when it came to the clues. “They figured them out pretty quick,” he said.

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Managers Forum

At the Sept. 6 Managers Forum in the Willow Creek Building, managers reviewed the Campus Plan and the Contractor Assurance System. They formed teams and performed a table-top exercise on dynamic learning scenarios with a focus on event response and management.



Sen. Risch names Walsh Engineering Services Small Business of Month

U.S. Sen. Jim Risch, chairman of the Senate Committee on Small Business and Entrepreneurship, recently named INL contractor Walsh Engineering Services the Small Business of the Month for October 2018.

Walsh Engineering Services is the largest engineering contractor supporting Idaho National Laboratory.

“We consider Walsh Engineering to be an extension of our F&SS Engineering organization,” said Kurt Ririe, Facilities and Site Services Engineering Services director. “This recognition, which is based on work for our organization, is well-deserved.”

“Walsh has supported the Applied Engineering organization for 11 years,” said Tracy Langenwalter,

Facility Design Engineering manager. “They provide design, fabrication and construction services for a wide variety of projects, from hot cells, roads and roofs, to office space remodels and laboratory space. We congratulate them for this recognition. Another job well done.”

October is National Women’s Small Business Month, making the honor particularly significant for the company, established by Stephanie Walsh of Idaho Falls. Walsh graduated from the University of Idaho with a degree in mechanical engineering and began her professional career at INL. In 2005, she created Walsh Engineering Services to provide engineering expertise for INL and eastern Idaho. Today, the

company supports clients across the country.

“Walsh Engineering Services is a woman-owned design and architectural engineering firm that provides high-quality technical and design services to customers throughout Idaho and around the country,” said Risch. “Since its founding, Stephanie Walsh has grown the company from a small group of dedicated engineers and designer-drafters to a full-service engineering and architecture firm. She is an outstanding example of Idaho’s unique entrepreneurial spirit and is an inspiration to women entrepreneurs across the great state of Idaho. During National Women’s Small Business Month, I am pleased to honor a great woman-owned small business in Walsh Engineering.”

Chefs

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and the last is at CFA (grills in town are kept at the INL Research Center on North Boulevard).

Lang’s internal temperature guidelines for steaks off the grill are as follows: rare, 130-135 degrees; medium rare, 140 degrees, medium, 155 degrees; and well done, 165 degrees. A steak between three-fourths and 1 inch he will sear in a 500-degree oven for four minutes. After that, it’s important to let it sit. Above all else, do not cut the steak to see how it looks inside.

“I go a lot by feel,” Lang said. “Sometimes, I get it wrong.” But he takes pride that when he and colleagues cooked 600 steaks for an F&SS appreciation lunch – “It’s definitely a group effort,” he said – only one got sent back.

“I love doing them, but they drive me nuts,” he said.

When it comes to beans, Kevin Brown is used to dealing in bulk, too. He was first introduced to the fine art in the mid-’2000s when his friends Tadd and Tim Jenkins persuaded him to help with weekend camping retreats. Since then, he’s fed groups up to 1,000 people in size (this required seven people to help).

He started with the Jenkins’ recipe for beans, and started experimenting. The beans – Bush’s – are bought in bulk and put in a Dutch oven at high heat. What gets added from here has been the result of a lot of “how about this” experimentation.

Brown sugar, ketchup, mustard, molasses, onions, Worcestershire sauce, vinegar and jalapenos go in the pot. Then there is the meat: hamburger, bacon, sausage, Lil’ Smokies. “You kind of want to balance all the sweetness with a little heat, but not too much.”

The final sweetness belongs to David Fry, nominally F&SS’ union safety and health representative, but the division’s go-to cake baker. At a Sept. 25 retirement reception for Carey Walton and Lana Egan, longtime administrators with 76 years of experience between the two of them, Fry provided the following cakes: white chocolate, chocolate pistachio, lemon blueberry, pineapple coconut, chocolate/chocolate, raspberry and chocolate lemon.

Ornamentation is not his thing, just flavor, said Fry, whose experience in the kitchen dates back to the early ’70s, when at age 14, he went to work at Royal Fork, at the corner of E Street and Yellowstone Avenue (where the Department of Motor Vehicles office in Idaho Falls now is). He migrated to Sambo’s on West Broadway, but when his hours were cut, he cast his sights on the café in the Bonneville Hotel.

“I didn’t realize it was a Chinese restaurant,” Fry said. Although owner Harry Yee was noncommittal at first, he liked Fry’s clean-cut looks enough that he called him that night and offered him a job.

“They treated me like gold,” Fry said.

Eventually, Fry got a job in the Idaho National Engineering Laboratory mailroom. One of his jobs was posting notices, which was how he learned of the call for a pipefitter’s apprentice. After getting that job, he earned his bachelor’s and master’s in industrial technology and safety. “I’ve never had a bad job at INL,” he said.

Making cakes for a lot of people is not that hard, as long as you’re organized and determined to finish



Richard ‘Spanky’ Lang demonstrates his steak-grilling prowess at an F&SS team-building luncheon.

what you started. He’s made them from scratch, but doesn’t have a problem with mixes found in the grocery store. “I can make a store-bought cake mix taste like it’s homemade,” he said. “If you can cheat and make it good, why not?”

Melbihess said making food for a group comes from the heart. “When you give them something they can’t buy, it’s a compliment,” he said. “And it’s a recognition, too, when you spend hours and hours preparing food for people.”

Race

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As for the tasks, the most difficult one involved balancing a plate on your head with five blocks stacked on top and walking five yards. Also, there was a mix-up at one of the stations, where the team had solved the clue correctly but the people at the table said they were in the wrong place.

Representing INL firefighters, Thomas, with no prior Great Race experience, said she probably should have read the instructions she received by email a little more carefully. “I showed up in khaki shorts,” she said. “I thought it was going to be more of a trivia type of thing.”

Once she ran across the street to Bill’s Bike & Run to buy a pair of running shorts, however, she was good to go. “I thought it was awesome,” she said. “I thought it was a super fun way to get everybody involved.”

Besides the balancing-the-plate challenge, Thomas said the biggest hurdle for her was “Trying to keep up with a bunch of 6-foot-tall, lean running guys.” She is game to participate next year, but said she would like to be more prepared.

Hebard was especially happy to see union members involved in the Great Race this year. Before she took the CEI job she has now, she worked at INL as an HR administrator, focusing on labor relations, documenting interest-based bargaining. “We had some phenomenal people come out and support the event,” she said.

Priest said she is optimistic that some if not all of the runners will return for the 2019 Great Race. “They were such good sports, even with the mix-up at the first station,” she said. “When this team does it next year, watch out! They will compete to win.”

Benchmark

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