

VPP Preparation and Execution: Marine Corps Logistics Base – Barstow, CA

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The background features a dark blue gradient with several glowing, curved lines in shades of cyan and light blue, creating a sense of motion and depth.

**U.S. Marine Corps Logistics Base
Barstow, CA**

The background features a series of overlapping, curved, glowing lines in shades of blue and teal. The lines are thicker and more vibrant in some areas, creating a sense of depth and movement. The overall effect is a dynamic, futuristic, and somewhat ethereal visual.

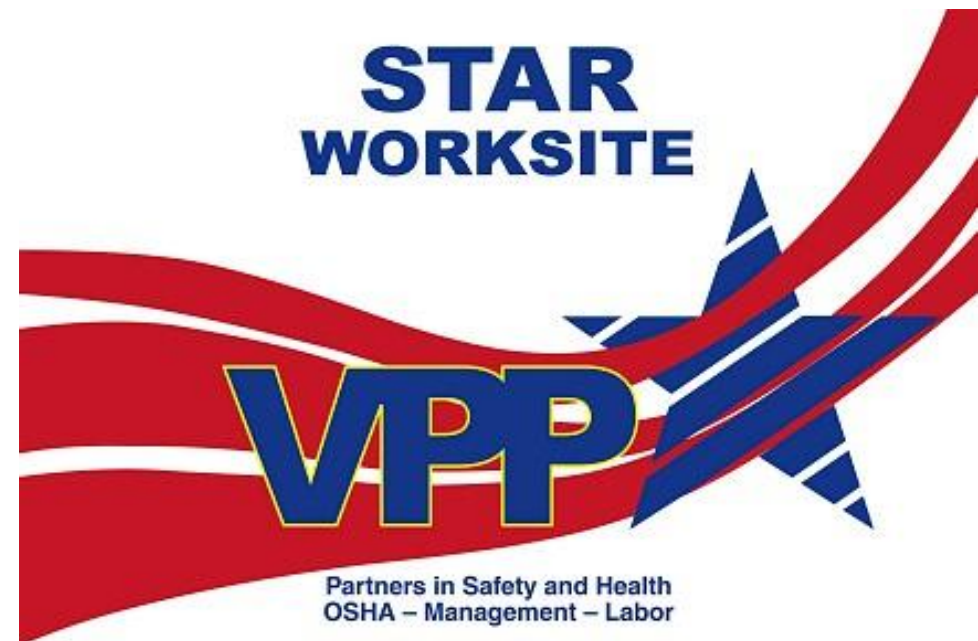
Going for VPP!



VPP Preparation

- Why VPP?

- ✓ Success in reducing accidents
- ✓ Strong safety and health management system
- ✓ At a plateau – need for continued momentum
- ✓ Previous exposure to VPP
- ✓ DoD emphasis on VPP





VPP Preparation

- Hurdles:
 - ✓ Leadership Support
 - Sell Commander / Manager on VPP
 - ✓ Union/Employee Support
 - Sell Union Leadership on VPP
 - VPPPA Conferences
 - Involve Union in VPP process
 - Involve employees
 - ✓ Middle Management
 - Commitment / Involvement
 - Leadership leverage



VPP Preparation

- Hurdles (cont'd):
 - ✓ Funding
 - Reprogram funds
 - Comptroller on VPP Steering Committee
 - Cost savings
 - Working use of non-appropriated funding



VPP Preparation

- USMCLB Strategy

- ✓ Assign VPP Coordinator
- ✓ Establish VPP Steering Committee
 - Roles and responsibilities
 - Empowerment / tasking
 - Membership
 - Personalities
 - Positions
 - Subcommittees
 - VPP elements
 - Cross section of volunteers
 - Embedded Safety Specialist





Key Events

- ✓ Formation of VPP Steering Committee
- ✓ Contact with OSHA Regional VPP Coordinator
- ✓ DoD VPP CX Assessment and Gap Analysis
- ✓ VPP Kick-Off Event
- ✓ VPPPA Conferences
- ✓ Informal Assessment with OSHA
- ✓ Informal Assessment with OSHA SGE
- ✓ OSHA On-Site
- ✓ VPP Star Ceremony

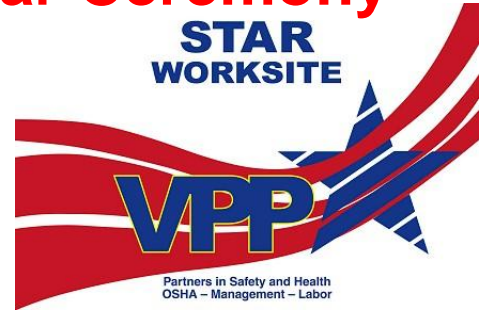


USMCLB VPP Journey

Apr 08 – MCLB VPP Site!

Jul 08 – VPP Star Ceremony

- Sep 07 – OSHA Announcement
 - OSHA Onsite
- Aug 07 – OSHA Accepts Application
 - VPPPA Conf
- Jul 07 – OSHA Application
 - OSHA SGE Assessment
- Jun 07 – OSHA Recommendation
- May 07 – OSHA Informal VPP Assessment
 - OSHA 10-hr Course
- Nov 05 – Leader Commitment
- Aug 05 – VPPPA Attendance



- Apr 07 – VPPPA Conf
- Aug 06 – VPPPA Conf
- Jun 06 – DoD CX Gap
- May 06 – VPP Star Site
 - VPP Sub-Committees

- Apr 06 – VPPPA Conference
 - Join VPPPA
- Mar 06 – VPP Kick-Off
 - DoD VPP CX Visit
- Jan 06 – Contact w/ Regional OSHA VPP Coord
 - VPP Steering Committee
 - Union Commitment





Keys to VPP Success

- Keys to VPP Success:
 - ✓ Management Commitment
 - Time and Resources
 - Clear Performance Goals
 - Visible Leadership
 - ✓ Employee / Union Leader involvement
 - ✓ Training and Tools
 - ✓ Improvements Driven by Data
 - ✓ Systematic Processes
 - ✓ Continuous Improvement
 - ✓ Support from qualified professionals



Committees



Committees

- VPP Steering Committee
 - ✓ Four sub-committees
 - ✓ Used to address elements of VPP
 - ✓ Used to involve employees in the process
 - ✓ Management & employees working together

OSHA Application



OSHA Application

• **Players**

- ✓ Safety Manager
- ✓ Business Performance Office
- ✓ Human Resources Office
- ✓ Industrial Hygiene





OSHA Application

- **Processes**

- ✓ CSP 03-01-003
 - TED 8.4 - Voluntary Protection Programs: Policies and Procedures Manual
- ✓ Detailed explanations
- ✓ Continuously evaluate and improve



OSHA On-Site



OSHA On-Site

- **Preparation** – Start early
 - ✓ Coordination with OSHA VPP Coordinator
 - ✓ Events
 - Union hosted VPP BBQ
 - Union furnished VPP items
 - ✓ Communication
 - Base newspaper articles
 - Sample OSHA interview questions
 - ✓ Employee involvement





OSHA On-Site

• Organization

- ✓ Safety Program Assessments
 - OSHA Lead & Safety Manager
- ✓ Escorts for OSHA Evaluators
 - Safety Specialists
 - VPP Committee Members
- ✓ On call Maintenance Teams
 - Radio Dispatch
 - Maintenance support



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Performance

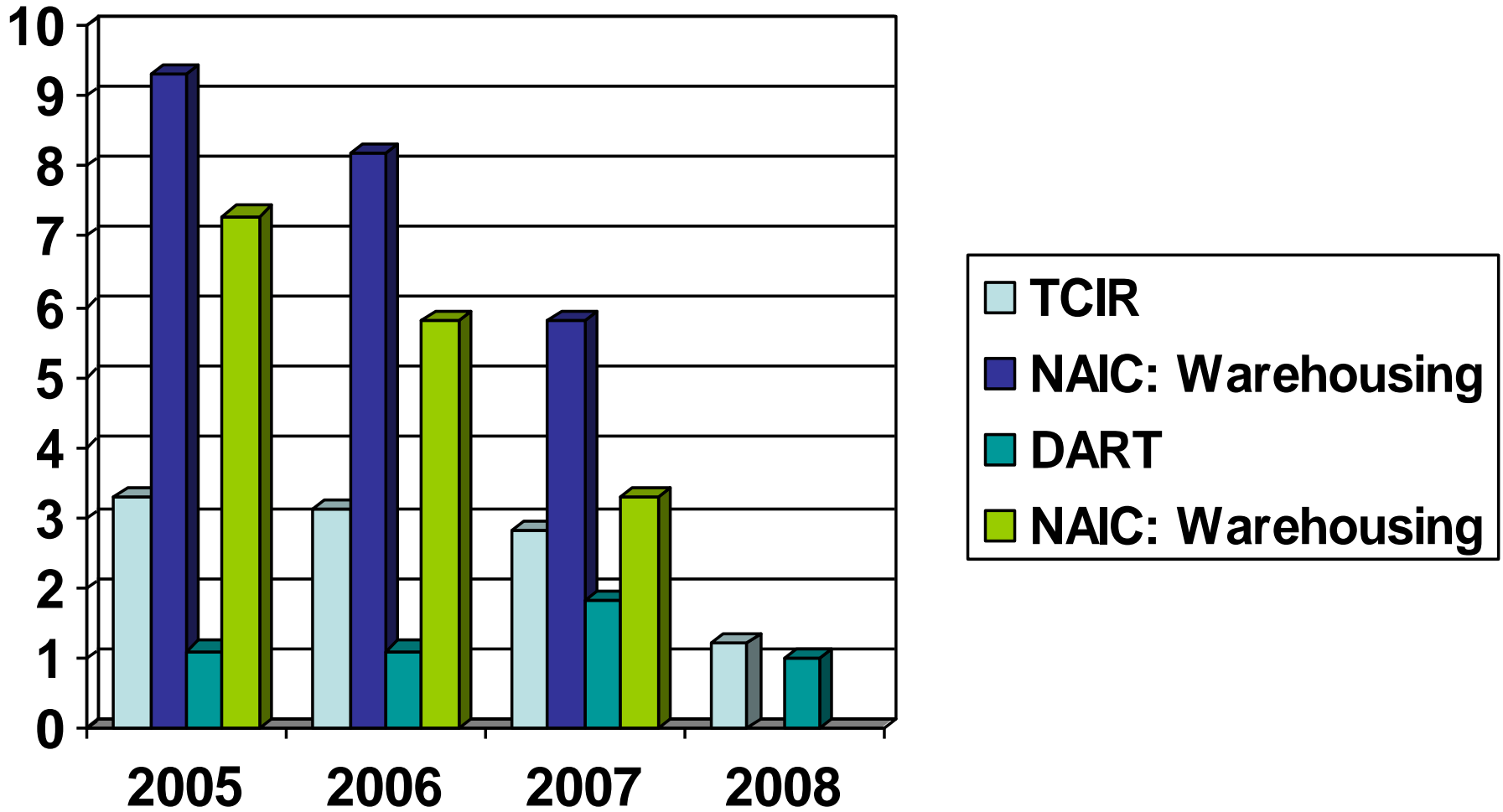


Outcome

“ It is always a pleasure to have our efforts – our hard work – validated by an outside agency. As the Base Commander, I am extremely proud to have our Base achieve this milestone. Nevertheless, I am more proud of the fact that our “commitment” to the safety of each other has also been validated. The spirit of cooperation exhibited between management, labor and government aboard this Base is commendable and it is my sincere wish that this “spirit” will spill over into all our endeavors.” - **Colonel Kenneth Enzor**

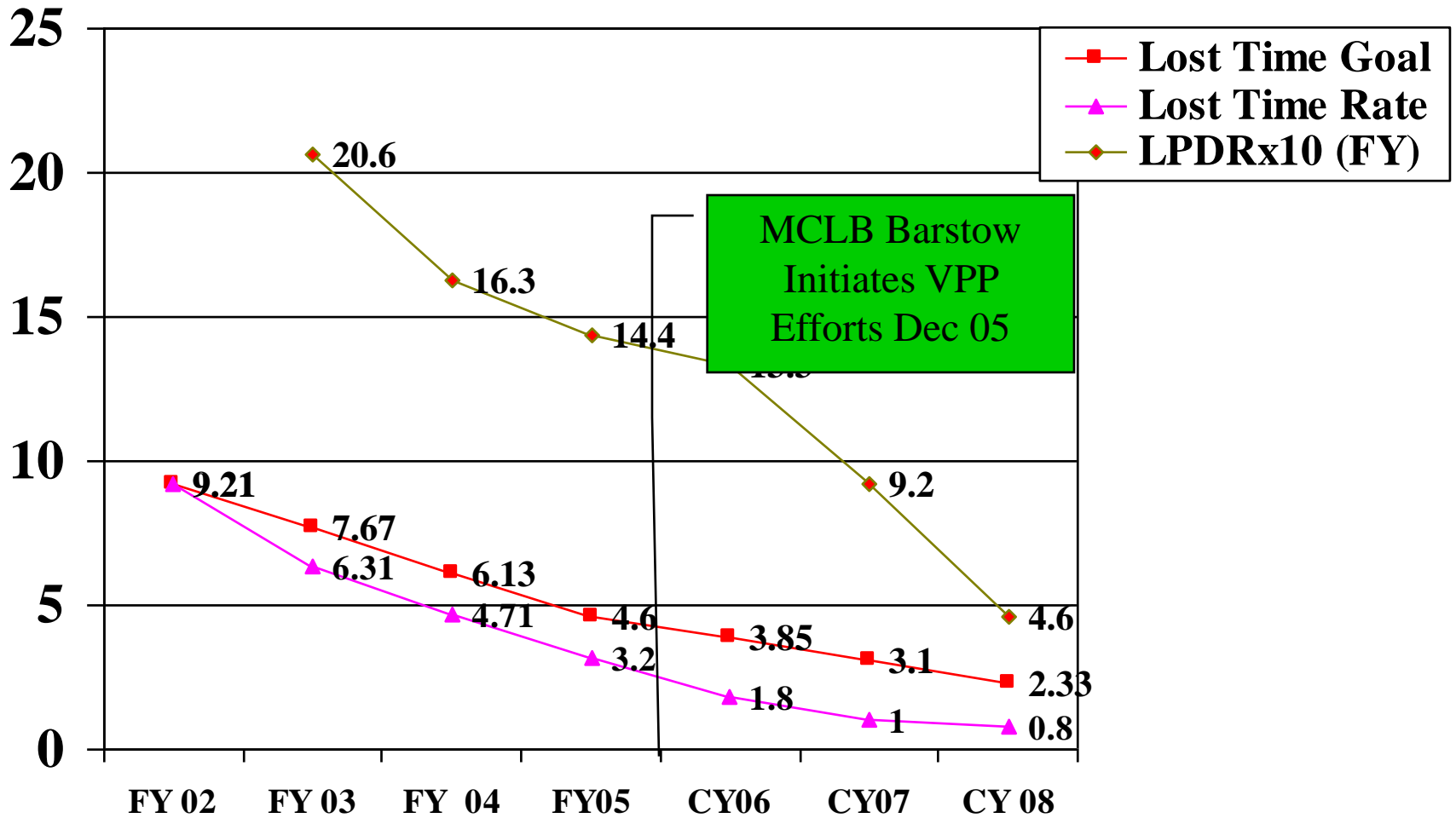


TCIR & DART Rates





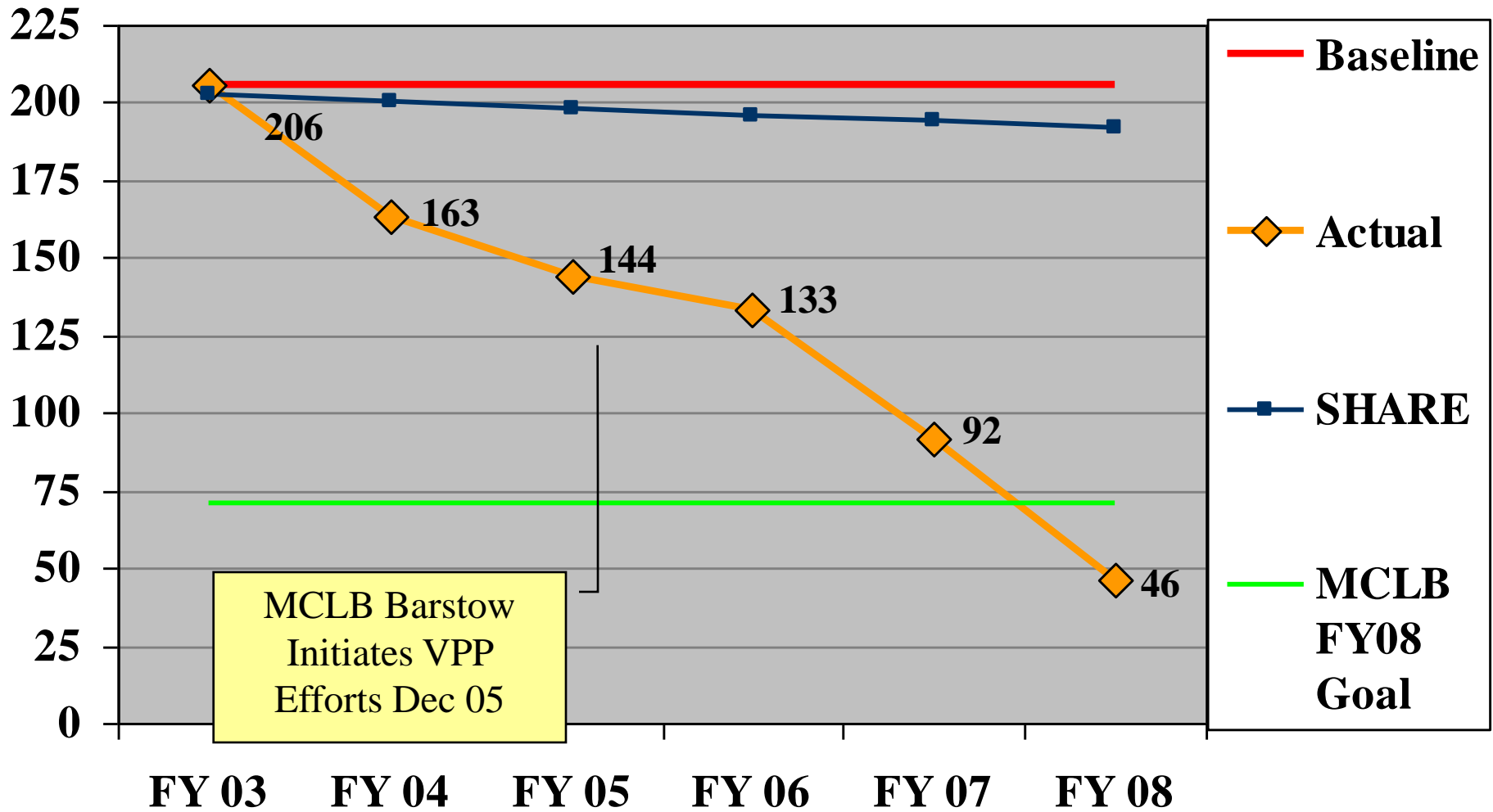
Lost Time Rate



- Goals 1. 50% Reduction in Lost Time Case Rate from FY 02 to end of FY 05
- 2. 75% reduction FY 02 through CY 08



Lost Production Day Rate



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Best Practices



Best Practices

- ✓ Implementation of OSHA 10-hr course for all employees
- ✓ 32-hr collateral safety course (modular)
- ✓ Establishment of safety resource lending library
- ✓ Communication
- ✓ Promotion and marketing
- ✓ Employee awareness
- ✓ Employee involvement



Return on Investment

- Other benefits:
 - ✓ Improved morale
 - ✓ Better communications
 - ✓ Cooperation between organizations
 - ✓ Improved manager / employee relations
 - ✓ Esprit de corps – Pride!

 - ✓ ...Improved safety and health

Questions?