

2016 Ammunition Hall of Fame Inductee

DALE T. POLLARD



Mr. Dale Pollard made a name for himself during his 57 years of federal service at Lake City Army Ammunition Plant (LCAAP) from 1946-1999. In 1941, he began his career in small caliber ammunition with Remington Arms Company, Incorporated, the first operating contractor at Lake City Ordnance Plant (LCOP). He remained with Remington Arms during the construction phase of the plant, only to be recruited into the Army Air Corps in 1942. He transferred to the Infantry while assigned to Camp Livingston, Louisiana. He was promoted to the rank of Corporal and served in the 274th Infantry Regiment, 70th (Trailblazer) Division as Technician Fourth Grade. As a member of the 70th Division, he saw action in the hills of northern Alsace in France. His unit also spearheaded the crossing of the Saar River into Germany, and advanced on Kaiserslautern, and later Mainz. Mr. Pollard returned home from the War in December 1945. He was awarded several medals including the Combat Infantry Badge and Bronze Star Medal for his military service in World War II. His career with the U.S. Army spanned almost six decades, from 1942 to 1999.

LCOP was one of 12 government plants manufacturing small caliber ammunition at the close of World War II. Mr. Pollard's dedication and leadership were key to LCAAP's longevity as a producer of small caliber ammunition. Mr. Pollard began his government civilian career in 1946 as a Supply and Finance Clerk with the 5th Army, who maintained the plant in standby status. The plant was re-designated Lake City Arsenal in 1950, and Mr. Pollard steadily earned promotions in the field of accounting under this new reorganization. In 1954, he was promoted to a supervisory position in accounting. During this timeframe, Lake City Arsenal was placed in charge of converting Atchison Cave, an underground mine located near Atchison, Kansas into a military storage facility. Mr. Pollard was placed in charge of contracts for this conversion. He managed contracts for installing electric lights, paving concrete floors and constructing a receiving dock at the facility entrance. The Army used the U.S. Storage Facility - Atchison Cave until it transferred its holdings in the late 1990s.

When promoted to Civilian Executive Assistant (CEA) at LCAAP in 1978, Mr. Pollard was involved in nearly all major decisions regarding small caliber ammunition production at the facility. He represented the Army's interest in overseeing the Department of Defense's (DoD) source for small caliber ammunition. Those decisions included modernizing the plant's small caliber ammunition operations with the introduction of the Small Caliber Ammunition Modernization Program (SCAMP). This high-speed, computer controlled, fully automated production system was installed for the manufacture of 5.56mm M193 ball ammunition. LCAAP's cumulative SCAMP production reached one billion rounds by October 1985. Mr. Pollard was critical to the success of the SCAMP program as the CEA and later as the Administrative Contracting Officer (ACO).

In these leadership positions, Mr. Pollard exercised primary responsibility over both contractual operations and supervision of the government staff at LCAAP. He was responsible for the contract transition from Remington Arms to Olin/Winchester in 1985. Mr. Pollard was known throughout the ammunition community as an honest tough-minded watchdog of government funds. He was a pioneer and advocate of contracting non-core missions to the private sector. Mr. Pollard approved contractor operator's reimbursement voucher for payment, and approved expenditure of funds pertaining to contractor's overtime, travel, and subcontractors. He fought throughout his career to cut overhead costs at LCAAP. He was fond of saying "just because there is money in the budget the contractor does not have a

free license to spend it." He pursued testing the market for security guard, fire, janitorial and laundry services at LCAAP to increase contract value for the government. He also scrutinized contractor cost submissions and travels requests. He never "rubber stamped" the contractor's cost submissions and where warranted he recommended disapproval for various costs/bills.

Under Mr. Pollard's direction, he ensured the contractor provided timely delivery of high quality small arms ammunition at the least possible cost. He ensured cost savings through subcontracting totaling more than \$7 million with a minimum of on-board contract personnel. The fixed price subcontracts for security, fire, and custodial services were well under the prime contractor's in-house cost, affording savings to the Army in 1989. The contractor consistently delivered ammunition 3-4% under negotiated rates during this period.

In 1990, the ACO Staff at Lake City underwent a civilian personnel reduction-in-force (RIF) from 66 to 46 personnel. Mr. Pollard rose to the occasion by assisting affected personnel through counseling, encouragement, and help in searching for outside employment with other agencies. At the same time, Mr. Pollard kept those who remained focused on the mission and managed the reassignment/realignment of duties in an extremely effective manner. In 1992, he was influential in achieving an amicable settlement of a labor dispute between a Corps of Engineers subcontractor and a local union which threatened to stop production at Lake City. He consistently and fairly represented Government interests while regularly providing reliable advice to the operating contractor on labor relations matters.

Under his leadership the contractor's cost proposals for contract years 1990-1992 were negotiated downward. Mr. Pollard pushed the contractor to excel in meeting its Small Business (SB) and Small Disadvantaged Business (SDB) Goals. In November 1991, for the first time in the history of the plant, Lake City was recognized by the Small Business Administration in recognition of its performance in SB and SDB subcontracting.

In October 1992, Mr. Pollard celebrated his 50th year of active federal service. He continued to save the government money and engage in contract activities until his retirement in December 1999. Mr. Pollard was honored on more than one occasion by having his name read into the U.S. Congressional Record. On his 80th birthday, he was presented the Ordnance Order of Samuel Sharpe, in recognition of his high standards of integrity and moral character, outstanding degree of professional competence, and selfless service to the U.S. Army Ordnance Corps. In appreciation of such dedication, the honorable Louis Caldera, Secretary of the Army, approved the Decoration for Exceptional Civilian Service award for Mr. Pollard in December 1999. The award citation officially commended for exceptional performance of duty in saving the government millions of dollars through contract negotiations. Mr. Pollard dedicated his entire adult life to government service, both in peace and in war. His contributions to the small caliber ammunition mission and selfless service continue to be remembered today. Mr. Pollard passed away in 2006 and is inducted posthumously into the Ammunition Hall of Fame.