

The Challenge

Sierra Army Depot, Herlong, CA

August 2003

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Critical support role today and in the future

By Larry Rogers

Public Affairs Officer/Editor

and Meg Hill, Contractor, Radian Corporation

Sierra Army Depot has played a critical role in defense efforts for more than 60 years and continues to be important to our Armed Forces world-wide, today and into the future.

The war on terrorism has brought the Depot to the forefront with its ability to quickly respond to military requirements, particularly with Amedee Airfield located on the Depot.

As it looks to the future, Sierra is in the beginning phases of adding a program that spans the gap between Current Force, previously referred to as Legacy Force, and the Objective Force: the Stryker Brigade Combat Team Configured Loads.

At the Combined Arms Support Command last month it was announced that the Tank-automotive and Armaments Command, Rock Island would be the manager of the configured loads for the Army Material Command.

Sierra Army Depot is leaning forward as the strategic platform location for the assembly and storage of configured loads to support the Stryker Brigade, pending final decision.

Gen. John Keane, the acting Army chief of staff, announced July 23 that the transformational Stryker Brigade 1, the Fort Lewis, Wash. unit that has been undergoing operational testing and evaluation for several months, will arrive in Iraq in October and replace the 1st Armored Cavalry Regiment in spring of 2004.



Lynn Goddard

Patrick Helmka (left) and Brian Stevens, General Support Helpers, Directorate of Mission Operations, prepare material for the Stryker Brigade Configured Load project. Sierra is the strategic platform for the assembly and storage of these materials which will support the future Army (Objective Force).



Lynn Goddard

Landing Mats and Solar Shades are loaded aboard an Air Force C-17 cargo jet at Amedee Airfield as critical Operational Project Stocks continue to be shipped to world-wide locations. Large cargo aircraft like this one are able to move medical, water purification, petroleum distribution systems, and other materials from Depot storage to soldiers in the shortest possible time because of this unique on Depot airlift capability.

As configured loads takes hold with Stryker, other systems that are transcending from the Current force to the Objective Force will be inducted into the configured load concept. Configured loads will supply the Warfighters with most classes of supply in modules from a strategic platform, reducing the large supply activity within the theater of operations.

The bulk stock is assembled into military unique modules that meet the specific needs for the Warfighter, the unit, and the mission- whether it is a training mission or a deployment. These military unique modules enable the throughput of supply and lessen cost, manpower, and time delays.

Sierra's program will initially be limited to a few classes of supply, until other classes are developed. As the concept for configured loads spreads to include more equipment, additional locations will be added for

the assembly, storage and shipping of configured loads.

Configured loads are different from other supply requests. Previously, Warfighters would have to order single line items in bulk, receive them in a forward area and then have to sort through and configure everything prior to sending items to specific units.

Configured loads, on the other hand, are assembled into military unique modules of specific components, which can be used as building blocks to meet requirements of a specific unit, mission or commodity class. In this way they can be shipped from a strategic platform (Sierra) through to the Warfighters that need it, without having to reconfigure in between, thereby increasing throughput, lowering the supply footprint and sustaining the Warfighter, an integral part of the transformation from the Current Force to the Objective Force.

Resumix only good if up to date

By Ruth Dowden

Special to *The Challenge*

When you hear the words "Resumix Builder" do your knees start to shake and your body get hot and sweaty? Well, you really don't need to worry. The Resumix Builder is there to help you to submit your resumix.

One of the good things about using the Resumix Builder is that it instantly goes into the system. This is more timely than submitting your resumix by email, which takes anywhere from seven to ten days to process.

What happens if you need to update your Resumix? Easy! Just go into the Resumix Builder and make your changes (be sure you have your User ID and Password).

But remember – just like any other computer program you need to complete everything and save it, for the system to work. Lately employees have been complaining that their resumix is not in the system after they used the Resumix Builder. Most likely they did not complete the last step- therefore it is lost in limbo – limbo land.

Whichever way you decide to submit your resumix, by email or by the Resumix Builder, keep a close eye on it and update frequently. Unfortunately there is currently no way to know what jobs are coming up for grabs until the final curtain call!

DON'T FORGET: A saved resumix will be deleted from the Army Civilian Resume Builder database 180-days from the last time it was accessed for any reason. So check your resumix today!

Commander's View

Seeing my picture still here is probably a surprise in that we all expected Col. Plemmons to be back by now. As the old saying goes, plans change. The Army still has need of Col. Plemmons' skills in Iraq and he will remain there until mid-August. In my conversations with him he tells me he is living in a palace in Baghdad.

I truly appreciate your support in helping me keep things on track and moving forward.

We continue to work at a fast pace with operational stocks still being shipped around the world while we are also seeing some item returns.

Thank you for your continued efforts to produce quality work. Your dedication to each days effort directly contributes to the opinion of our customers towards us and our future.

Let me fill you in on some current business developments.

Ammo - We have orders to ship over thirty-three thousand tons this year. That's almost 50 percent of the ammo we have in storage.



Vincent Sabatino

Stryker Brigade Configured Loads - We participated in the Rock Drill at Ft. Lee, Va., and SIAD is the Army's supplier of choice to begin this important mission. The competition is very tight and fierce.

Force Provider Reset - We will team with Letterkenny Army Depot to fully rebuild up to 32 modules over the next three to four years.

Reserve Component Hospitals - Of the three deployed, two have returned to Sierra. We've begun to rebuild, reconfigure, and resupply these assets. there will be two different contingents of soldiers here (80 at a time for 6 to 8 weeks) starting this month to help with the hospital work.

Congressional Visit - Congressman John Doolittle is interested in a SIAD visit. He and his staff keep in contact regularly to stay abreast of our issues.

Headquarters Renovation - Renovations to our new headquarters, building 150, continue and I hope we can move in when Col. Plemmons returns.

Employee Safety Stand Down - Mark you calendars for Thursday, August 21. The morning will be in the former chapel and theater to discuss/learn safety. At 11 a.m. the Commander will address the workforce under the big tent and at noon, sporting events, relaxation, swimming, cards, music, and food begins.

On another note, I am recruiting for a Garrison Director. More later.

Please join me in welcoming our new Attorney, LeRoy DeNooyer; Operations Officer, George Ray; and Contract Specialists Theresa Coffenberry and Eva Austin.

We are all aware of how competitive our world is. To maintain our competitive edge and provide the high level of service our customers demand, it is essential that we do all we can to keep costs under control. Cost reduction, efficiency, and productivity improvements are more important and meaningful today then ever.

I challenge you to continue to provide reliable, quality products and services while seeking ways to reduce costs and make improvements.

The Lean Conversion will go a long way toward helping us keep costs down but it needs your input to be effective. Talk to your supervisor about getting personally involved and do your part to ensure a solid future for Sierra.

The Union's Position: AFGE, Local 1808

I go out to the work areas almost daily and I talk to the workforce, including Supervisors, and I get briefed on issues that affect the workers, and make personal observations of things that happen out in the Mission area.

This is my concern: **Base Realignment And Closure 2005** is coming. For the older work force we know what that means as many of us have been through a base closure or base realignment. The workforce is always affected one way or another. I am addressing this to the WG-05 Support Helpers who have been hired recently and have not experienced a **BRAC**.

There have been incidents that have occurred that could affect us in **BRAC**, such as, an increase in on the job injuries, vehicle and forklift accidents, incidents of sexual harassment, drug and alcohol abuse, violence in the workplace, etc.



Jim Swistowicz

Last month all of you had training on these issues and the consequences that would follow if you indulge in these prohibitive actions or fail to follow safety procedures. So, what does this have to do with a **BRAC**? There are

many different things that are looked at and part of that is the workforce.

If we have problems with the workforce not willing to comply with laws, policies, or regulations, causing management to spend most of their time dealing with employees that don't want to comply with rules, regulations or policies which affects completion of our mission it doesn't look good to our higher headquarters, it could count against us in the decision process of a **BRAC**.

What I am asking is, let's stay focused on what we are here for, what our mission is, and to show our management and our higher headquarters (TACOM) that we are here to support our soldiers in the field, and that we are a viable part of our National Defense.

Union Meetings are held on the first Tuesday of the month at Bbuilding 58 beginning at 5:15 p.m. Everyone is welcome to attend. Hope to see you there.

BLOOD DRIVE

August 14, Thursday

at former Chapel.

Call Veronica Garcia,

4438,

for an appointment

or more information.

A Marvel Action Hero Bowling Club is getting underway at the Bowling Center. This is a fun league for everyone in the family. The Depot Bowling League will run for ten weeks at a time and takes place every other week. For details call Chris Long, 4442.

The Challenge

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Question of the Month

What would you rather be doing today?



Sue Ritz
Contract Specialist
“I would rather be sitting on my boat at Lake Powell.”



Dale Maynor
General Support Helper
“I would rather be on my private island with my wife, drinking margaritas while she is massaging me all day and feeding me grapes, except when she is fanning me with palm leaves.”



Caroline Maynor
General Support Helper
“I would rather be sitting on a beach, sipping daquiris, while my husband massages my feet and hand washes my laundry with beach pebbles.”



Buck The Amazing Guard Dog, K9-05, Physical Security Assistant
“Woof Woof (I’m currently doing it).”

Learning about women’s right to vote

To help celebrate Women’s Equality Day, the National Women’s History Project developed the following quiz:

1. August 26th is celebrated as Women’s Equality Day to commemorate

- a. the work women did during the Second World War
- b. the anniversary of women winning the right to vote
- c. the flappers of the 1920’s
- d. the contemporary women’s rights movement

2. In what year did Congresswoman Bella Abzug introduced legislation to ensure that this important American anniversary would be celebrated?

- a. 1992
- b. 1984
- c. 1971
- d. 1965

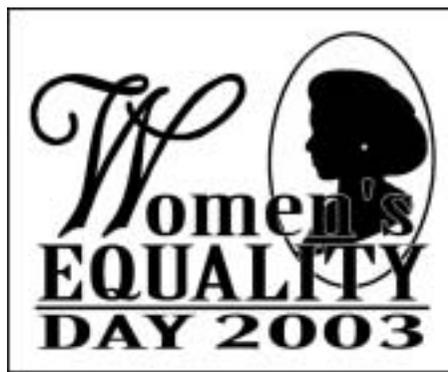
3. In what year did women in the United States win the right to vote?

- a. 1776
- b. 1848
- c. 1920
- d. 1946

4. How many years did it take for women to win the right to vote in the United States?

- a. 72 years
- b. 120 years
- c. 20 years
- d. 51 years

5. Women in most of the



western states won the right to vote years before the Federal Amendment was secured. This is the 90th anniversary of women in Kansas and Oregon winning the vote. What other state is celebrating the 90th anniversary of women winning the right to vote in their state.

- a. New York
- b. Florida
- c. Maine
- d. Arizona

6. What was the name given to the 19th Amendment to the Constitution which guaranteed women’s right to vote in the United States.

- a. Abigail Adams Amendment
- b. Sojourner Truth Amendment
- c. Susan B. Anthony Amendment
- d. Gloria Steinem Amendment

7. Women who worked for women’s right to vote were called

- a. radical
- b. immoral

- c. suffragist
- d. all of the above

8. The term suffragist is derived from

- a. one who suffers
- b. a voting tablet in ancient times
- c. the Constitution
- d. the Bill of Rights

9. How many other counties had already guaranteed women’s right to vote before the campaign was won in the United States?

- a. 6
- b. 2
- c. 1
- d. 16

10. What was the first country that granted women the right to vote?

- a. Canada
- b. Germany
- c. New Zealand
- d. United Kingdom

Answers:

1. b 2. c 3. c 4. a (from the first Women’s Rights Convention in 1848 to 1920) 5. d 6. c 7. d 8. b 9. d (New Zealand (1893), Australia (1902), Finland (1906), Norway (1913), Denmark (1915), USSR (1917), Canada (1918), Germany (1918), Poland (1918), Austria (1919), Belgium (1919), Great Britain (1919), Ireland (1919), Luxembourg (1919), the Netherlands (1919), Sweden (1919)) 10. c (1893)

Safety Clip: Fire up the grill season

By Ken Auld
Depot Fire Inspector

Because gas and charcoal grills cause an average of 1,500 structure fires and 4,800 outdoor fires in or on home properties, the National Fire Protection Association (NFPA) offers these sensible outdoor grilling tips to help you keep your cookout safe and fun.

When ready to fire up the grill, keep the following in mind:

- Position the grill well away from siding, deck railings and out from under eaves and overhanging branches.

- Place the grill a safe distance from lawn games, play areas and foot traffic.

- Declare the entire grill area a “kid free zone” until the grill has completely cooled off.

- If you have a charcoal grill, purchase the proper starter fluid and store the can out of reach of children, and away from heat sources.

- If you have a propane grill, check

the propane cylinder hose for leaks before using it. A light soap and water solution applied to the hose will quickly reveal escaping propane by releasing bubbles. Have leaking fuel lines repaired before using.

- All propane cylinders manufactured after April 2002 must have overfill protection devices (OPD). OPD’s shut off the flow of propane before capacity is reached, limiting the potential for release of propane gas if the cylinder heats up. OPD’s are easily identified by their triangular-shaped hand wheel.

- If you are using fluid to start a charcoal grill, use only fluid intended for this purpose. It is extremely dangerous to substitute any other combustible liquid to start the coals. This is especially true for gasoline, which can be ignited explosively by even a tiny spark.

- Apply starter fluid directly to the coals, then reseal and put away the can. Light the coals carefully, avoiding the flame flare-up. Store the can out of

reach of children and away from heat sources.

- When you’ve finished cooking, keep an eye on the grill until it has completely cooled. Charcoal can be soaked with water to speed the cooling process, but use extreme caution to avoid the steam and splatters.

- Propane and charcoal BBQ grills must only be used outdoors. If used indoors, or in any enclosed spaces, such as tents, they pose both a fire hazard and the risk of exposing occupants to toxic gases and potential asphyxiation.





William Wilke (left) and Kaleo Babb (right) are both Seniors at Herlong High School. They are working at the Directorate of Public Works as Laborers. Both intend on going into the Navy after they graduate from high school. They both plan to spend some of their hard earned summer cash on new clothes.



Lisa Hodgson, a Senior at Herlong High School, is working at Pass and ID. She plans to spend the summer on a new car. After high school, she plans to attend Shasta College and then go to LA.



Jeremy Sheets (Winter), Lassen High School Class of 1994, is a soldier deployed in Baghdad with the 3rd Infantry Division, Field Artillery, and is the son of Patty Erickson, Support Helper, Storage and Distribution Division, Directorate of Mission Operations

Photo submitted

Summer hire program provides Depot and students jobs

All
photographs by
Lynn Goddard



School, is working money she makes school she plans to Law School.

rogram help S

Cassandra Hankins, is an Office Automation Clerk for the summer working in building 201. She is a Senior at Herlong High School and is saving her money for a new car. She doesn't know what she's going to do after high school.



Joseph Shipley is working this summer as a Laborer at the Directorate of Public Works. He is a Junior at Herlong High School and plans to attend college when he finishes high school. He is going to put his money that he earns here at Sierra into savings.



Geoff Pruett started working at the Directorate of Public Works, June 23, as a Laborer. He attends Herlong High School and plans to go into the military after he graduates. He is putting his money into savings.



Kim Madsen, a Junior at Herlong High School, is working in the information technology building for the summer, doing turn-ins. She plans to pursue a career in business after high school and is using her money to make car payments.

CYS News: Summer fun continues

It's not too late to join in on summer fun at CYS!!!!

Child and Youth Services have many summer programs and events for children and youth of all ages.

The summer programs at CYS are youth driven and they provide a variety of activities and events to support the needs and interest of our youth.

Even though we are two-thirds through the summer, we still have a lot more fun activities for youth such as sports camps, 4-H activities, field trips, computer lab camps, swim lessons, water play and a variety of other daily

activities.

Our goals for summer camp are to provide safe and fun programming by offering positive choices and activities for youth while they are out of school.

When school starts back on the 27th of August, more academic programs will be offered to support youth such as reading enhancement programs, power hour, career launch, PSAT/PACT tests, and job shadowing.

Youth are interested in participating in any camps or field trips must be CYS members. The membership cost is \$15 annually.

Registration forms are available for all age groups at CYS, building 145.

Please call 827-4696 for more information about our programs.

Upcoming CYS highlighted events: **Aug. 5** - Nutrition Challenge/Cooking Experience. **Aug. 7** - Young Eagles (Ages 8-17 will learn about aviation while enjoying an exciting flight). **Aug. 11** - SAS Volunteer Celebration. **Aug. 13** - Monthly Birthday Party. **Aug. 14** - Family Eagle Lake Trip. **Aug. 19** - MS/Teen "Girls Night Out." **Aug. 20** - Back to School BBQ. **Aug. 22** - 4-H Computer Mysteries.

HAPPY BIRTHDAY!

Celebrating birthdays this month are: Pat Ashley, Marlene Bevins, Jose Bonilla, Helen Brown, Michael Butcher, Linda Cady, Jabari Chapman, Richard Chase, Bill Coffenberry, Harold Collins, Tom Patrick Cooper, Jeannie Crowe, Michael Dahl, Elinda Davis, Gary Davison, Norman Demontigny, Nick Dolphay, Larry Draper, Kenneth Dunn, Gerald Eckhardt, Virginia Eckroat, Kenneth Fanning, Richard Fleckenstein, Walt Garner, Michele Giese, Stanley Graham, Antonio Green, Kim Greenwood, Diana Hamilton, Katie Leanne Haynes, Thomas Heneghan, Carolyn Hernandez, Kenneth Holmes, Caleb Johnson, Sean Johnston, Steven Jones, Michelle Joyner, Dorothy Juneau, Lucie Keck, Sherrie Keith, Chester Long, Cliff Louie, Frank Macaluso, James Marcotte, Benjamin Marquez, Ken McCreery, Lawrence Moore, Wyatt Musnicki, Richard Paige, Christopher Palazzo, Kevin Pasley, Bruce Patton, David Peterson, James Riger, Kevin Robinson, Maria (Gina) Rogers, Bobby Root, Daniel Rosas, Diane Salazar, Lee Schroeder, Genevieve Shoemaker and Joseph Turner!



Larry Rogers
Dan Galbreath (right), Warehousing and Stock Handling Supervisor, Storage and Distribution Division, Directorate of Mission Operations, shares some memories with Vince Sabatino, Acting Commander, Sierra Army Depot, at a lunch time gathering of friends and co-workers giving Galbreath a proper send off into retirement. He is known world-wide as "Demo Dan" and was the chief of ammunition demil operations for many years.

MWR Services

Skedaddle Inn Conference Center

Lounge is open Thursday, 5 p.m. to ? p.m.

The Skedaddle Inn Conference Center is equipped to cater large or small events. Call the manager at 4360 or email: ok.fern@sierra.army.mil
Hours: Monday through Thursday, 6:30 a.m. to 5 p.m.

Sierra Lodge/Guest House

Call the lodging manager, 4544, or email: ok.fern@sierra.army.mil for information.

Sierra Bowling Center and Snack Bar

EXPANDED HOURS Open everyday, 11 a.m. to 10 p.m. Call 4442. Check out the Lunch Specials Monday through Thursday. Delivery available.

Physical Fitness Center

Open Monday through Thursday, 11 a.m. to 1 p.m. and 5 p.m. to 8 p.m. Friday, Saturday, Sunday open from 11 a.m. to 1 p.m.

The only charge to individuals is \$3 for use of the Racquetball Court (per hour).

ITR is available at the Physical Fitness Center. For information call 4655 or email: raul.granados@sierra.army.mil.

Outdoor Recreation and Equipment Rental

For reservations and information call Joe Rosnack, 4354.

Laundromat

Open daily, 7 a.m. to 10 p.m. in building 142. Cost for wash, \$1 and .25 cents for 15 minute drying. For your convenience, there is a machine with laundry supplies located inside the facility and also a change machine.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5 p.m. Call 4504.

Morale, Welfare, and Recreation

Administrative Office, 4563, Administrative Assistant, 4497, Monday through Thursday, 6:30 a.m. to 5 p.m. tamara.gage@sierra.army.mil or regina.stauffer@sierra.army.mil
Business Office: 4178, 4155, 4154.

Check them out.

Special promotions
at the Bowling Center.

Director of Operations answers your questions

QUESTION: In the April 2003 issue of *The Challenge* you stated that "all personnel who were picked to help initiate the Production Planning and Control Division are working on details" (no more money) when, in fact, the three people who came from Resource Management were given temporary promotions (more money). When will other people be temporarily promoted, or re-promoted, as appropriate to fill these positions and reap the rewards?

RESPONSE: At the time I responded to the question above which was in Mid-March, the statement I made was accurate. Since that time frame, the three Resource Management (RM) positions were temporarily promoted from the RM Table of Distribution and Allowances (TDA) and not the Mission TDA. Bottom line is that an accurate response at the point and time I was asked was provided. As we developed the Job Descriptions and clarify the "Garrison TDA" with the rest of the Army, all positions will be documented and competed. Sorry for any confusion.

QUESTION: I am watched over by a very conscientious timekeeper who records leave to the quarter hour. I have noticed that some persons who record their own time/leave aren't required to charge themselves leave for personal business taken during the workday. Others who are working on special teams have automatic timekeeping and aren't charged leave if they come in late, leave early or just don't come to work. When can we all look forward to selectively using our leave and/or being on automatic time recording and not having to use leave at all?

RESPONSE: I find this question very disturbing if it is actually happening. The rules of time keeping apply equally to all, and there are no exceptions to these rules. We have strict times for reporting to work, breaks, and lunch periods. The bus requirement for those of us behind Gate 202 adds time to our commute to and from work, but doesn't alter the work schedule. I would caution generic statements of this nature to insure we are talking about facts and not perceptions. I'm not sure how anyone would know

CLASSIFIEDS:

1973 Chevy Suburban. 3/4 ton, 2WD, tow package, SB 400 eng., TH 400 trans, new tires, Edlebrock torker manifold, and carb, headers, dual flowmaster exhaust, AM/FM/CD, clean strong running/\$2500 OBO. State requires no smog due to the year/Call Dennis at 253-4144.

4 black spoke 15"X8" 6 lug rims, fits Chevy, Toyota and Nissan 4X4 trucks. \$125. Also 4 mag rims, 15" X 8". fits Chevy 1/2 ton 2WD truck, and 60's, 70's and 80's full size GM cars such as Impala, Bonnieville, Olds 88 & 98's, Cadillac, and Buicks. Doesn't fit Camaro or Firebirds \$125/253-4144.

1997 Lincoln Town Car – 40,000 miles, leather interior/new tires and loaded! Asking \$13,000 O.B.O. Call Judy Victory at 827-2097 after 6 p.m.

Fuel Cell for Race Car – call Darrell at 254-6650 after 6 p.m.



James Manfred

the time and attendance of other employees. If you have facts on this matter, please provide them to me so I can conduct the proper administrative investigation. I will reiterate to all Supervisors the timekeeping responsibilities and the equality to all.

Anticipated Vacancies:

Production Machine Mechanic, WG-5350-10

NTE 1 Year

Production Machine Repairer, WG-5350-08

Instrument Mechanic Leader, WL-3359-11

Instrument Mechanic, WG-3359-11

Painting Worker Supervisor, WS-4102-07

(temp promote)

Marketing Management Specialist, GS-11 and

GS-12 (not sure of series yet)

If you are interested in applying for any of the anticipated vacancies, please access the CPOC web page at: <http://cpolrhp.belvoir.army.mil/west>. You will find complete instructions for applying for positions and updating your resume.

Remember: Submitting your Resume (through email) takes about 10 days for processing - don't lose out on a good opportunity for advancement!



THE SNOOP AT WORK!

Resident Ghost – Fact or Fiction?

Do you believe in things that go bump in the night?

Apparently some employees here at Sierra do. From what I understand, several years of ghost stories have been told featuring building 201 as the main character!

Instances have been reported by Security Guards who work the night shift. Most often they tell you about the lights in building 201 going on and off by themselves. Several accounts have been told about footsteps (when nobody is there), cold spots, drafts, items that have come up missing and then found in the office when employees return to work in the morning. This has occurred when both outside and inside office doors have been locked.

My favorite (which I actually experienced myself) was when one of the toilets in the women's bathroom began flushing by itself!

Does building 201 have a resident ghost? Well, I am not an expert in the ghost hunting field – but it would be interesting to find out!

QUESTION: Why is it that when a Referral List comes for a job and interviews are set-up, that the selection board has to "rate the resumix's" when that was already done by Ft. Huachuca? The employees that are referred must have been rated high enough to qualify by using their Resumix.

Why have the selection board do it when they are not trained to do it and it isn't something they should be doing in the first place? (This includes the Union and EEO from what I understand.)

RESPONSE: First of all, the resume's are not rated at CPOC. The qualifications and referrals are based initially on required and desired skills via "key words." I can't tell you what the key words are, but I do know that is the process, having provided the aforementioned during interviews and vice versa.

The idea behind rating the resume' and rating the interview is to develop some type of balance between the applicants and panel members.

As I review the selection process, wide differences in rating between the panel members show up quickly. This allows the questioning of the panel members to insure we get the most qualified applicants. This is a method of "stabilizing" the selection process for all applicants.

ZucchiniQuiche

Ingredients:

3 cups thinly sliced zucchini

1 small chopped onion

1 cup Bisquick

4 large eggs

1/2 cup oil

1/4 cup Parmesan cheese

1 teaspoon parsley

Salt and pepper to taste

Instructions:

Place all ingredients in a mixing dish and mix well. Preheat oven to 350. Butter a 11"x12" glass baking dish. Place batter in the baking dish and bake for 30 minutes until golden brown.

(Serves 12)

TSP "Catch-Up" contributions options expanded

TSP catch-up contributions are additional tax-deferred contributions available to TSP participants age 50 or older who are already contributing either the maximum TSP contribution amount allowed or a dollar amount to any qualified plan which will result in reaching the IRS elective deferral limit by the end of the year. In order to qualify, employees must be in a pay status, and must not be in the 6-month non-contribution period after receiving a financial hardship in-service withdrawal. The annual elective deferral limit for regular TSP contributions is \$12,000 for 2003. Catch-up contributions are limited to \$2,000 for 2003.

Beginning August 24, 2003, eligible Department of the Army civilian employees may make TSP catch-up contribution elections electronically via the Employee Benefits Information System (EBIS) web application at <https://www.abc.army.mil> or the Interactive Voice Response System (IVRS) automated telephone system at 1-877-276-9287 (see the ABC-C Telephone Menu on the ABC-C web site for OCONUS phone numbers). Hard copy enrollment forms will not be accepted. The Defense Finance and Accounting Service (DFAS), the DoD payroll system, will not begin to process catch-up contribution deductions until

the pay period beginning September 7, 2003.

Publicity from the Thrift Investment Board (TIB) and several non-official publications have indicated elections to contribute could be submitted as early as July 2003 with August effective dates. However, for all Federal agencies, implementation of this program is dependent upon adaptation of personnel and payroll systems to allow for deduction of catch-up contributions. The automated enrollment systems EBIS and IVRS could not be turned on to accept these elections until the data could flow to the Defense Civilian Personnel Data System (DCPDS) and on to the DFAS systems. The Army Benefits Center - Civilian (ABC-C) web site at [https://](https://www.abc.army.mil)

www.abc.army.mil provides a "Hot" item with links to Q&A's and detailed information about TSP catch-up contributions.

The delay in implementing the program does not affect the maximum contribution amount of \$2,000 for 2003. Eligible employees considering participation in this new benefit are encouraged to start thinking about the amount to have each pay date if they intend to contribute the maximum \$2,000 in 2003. An example of how to arrive at that amount, as well as other useful information, can be found under "TSP Catch-Up Contributions" at <https://www.abc.army.mil>.

ABC-C Counselors are available at 1-877-276-9287 to answer questions regarding TSP catch-up contributions.



Lynn Goddard

Harvey White (left), Directorate of Information Technology and Special Services, receives congratulations from Vince Sabatino, Acting Commander, Sierra Army Depot, along with a certificate recognizing his exceptional effort toward the modernization and process improvement in the computer operations area and his work to eliminate obsolete wiring and equipment as well as the design and installation of new equipment.



Lynn Goddard

George Neiss (left), is congratulated by Vince Sabatino, Acting Commander, Sierra Army Depot, for his exceptional job performance as the Equal Employment Manger for the Command Group,



Lynn Goddard

Michele Russell (left), General Supply Specialist, Storage and Distribution Division, Directorate of Mission Operations and Helen Evans, Paralegal Specialist, Legal Office, participate in the Depot Fitness Program, an eight-week program designed to encourage employees to engage in healthy habits and get regular exercise. Contact your supervisor or Sue Flesvig, Safety Officer, 5531, for information.