

The Challenge

Sierra Army Depot, Herlong, CA

February 2003

Vol. 60 No. 1

Commanding General surveys storm damage; reviews Depot support to worldwide operations

By Larry Rogers
Public Affairs Officer/Editor

Major General N. Ross Thompson III, Commanding General, Tank-automotive and Armaments Command, made his second visit to Sierra Army Depot since the installation became a charter member of the TACOM Ground Systems Industrial Enterprise, last October.

Maj. Gen. Thompson came to review damage throughout the Depot, estimated at more than \$750,000 dollars, caused by recent wind storms in the area and to get an update on continuing operations at the depot in support of military requirements around the world.

During a tour of the installation he also recognized several depot employees for the prompt actions they took to minimize damage caused by the storms, presenting them certificates and a Commanding General's coin. (Pictures on page 4).

Discussions with the depot leadership included an overview of mission



Larry Rogers

Major General N. Ross Thompson III, (right) Commanding General, Tank-automotive and Armaments Command, observes bridging materials stored at Sierra Army Depot as Meg Hill, Bailey Bridge and Water Systems Program Manager, Radian Corporation contractor, explains work that is underway. Col. Paul Plemmons, Depot Commander, and Vince Sabatino, Civilian Executive Assistant, look on.

operations, details of current projects, and increases in the depot workforce to support those projects.

"The retention of your new hires began the day they came to work," Maj. Gen. Thompson said, regarding the hiring of permanent employees to support the increased activity in Operational Project Stocks.

The Ground Systems Industrial Enterprise forms a single business activity bringing the combined capabilities of Sierra and Watervliet Arsenal, Watervliet, N.Y. to a partnership which includes Anniston Army Depot, Anniston, Ala.; Red River Army Depot, Texarkana, Texas; and Lima Army Tank Plant, Lima, Ohio.

"This enterprise is an organization that will transform the way Arsenals and Depots do business within the Army," Col. Paul Plemmons, Commander, Sierra Army Depot said just after the partnership was formalized. "There will be efficiencies and teaming projects that will make this enterprise the first choice in customer support."

Lean Engineering plan will involve all employees

By Clifford Louie
Special to *The Challenge*

Lean Engineering part 1: Value Stream Mapping

As we start on our three to five year journey to convert our operations to Lean Engineering, one ultimate goal is to have every employee become an active participant in the effort. Don't be surprised when you're asked to participate in a Lean Engineering event. Your experience, expertise, and ideas are invaluable and needed to ensure our success.

We recently held our first Lean Engineering event - a Value Stream Mapping (VSM) event of the Class VIII Medical Supplies. With the help of Simpler Consulting, Inc., a team of people performed the five steps of VSM.

First, they produced a "Current State Map" of the process to identify all the current activities involved to convert raw materials to finished product. Such activities included the documentation required, material tracking and

inventorying, material handling moves and distances, preservation and packing, delays, delivery times, labor costs, and staffing.

Second, they categorized these activities as being value-added or non-value-added. The former were activities that physically changed the material being worked and increased its value towards becoming the finished product. The latter were activities that took time, material or space but did not physically change the material or increase its value.

Third, they developed the "Ideal State Map" to create the ideal situation in which value-added activities were incorporated and non-value added activities were minimized or eliminated.

Fourth, they developed a "Future State (6-12 month) Map" to come up with a road map of goals to transform the Current State to the Ideal State Map."

Lastly, they created a "Rapid Improvement Plan" to implement actions to achieve these goals.



Lynn Goddard

Tim Whitmore, (standing) Simpler Consulting, Inc., takes employees through the first Lean Engineering event at the depot - a Value Stream Mapping of the Class VIII Medical Supplies operation.

To summarize, a VSM is the first Lean Engineering event to start improving a process. It identifies the existing process, the ideal process, and an initial plan to get from the existing to the ideal process. After it is over, a second type of Lean Engineering event takes place. It is a series of "Rapid Improve-

ment Events." These monitor the progress and makes adjustments to the plan to get to the ideal process.

Next month we will continue this series of articles in *The Challenge*. In the meantime, if you have any questions about Lean Engineering, contact Rick Anderson, 827-4156

Commander's View

First I wish all of you a Happy, Healthy New Year! I also want to publicly thank Michelle Russell, Lynette Hall and Claudia Zemanek for planning and coordinating our first ever Christmas Ball. All enjoyed the evening. My thanks also to Marsha Morgan, our CFC Campaign Chairman. Between her hard work and our employees generosity Sierra increased its contributions by almost \$4,000 from last year.

We continue to perform quality work to get equipment and supplies prepared and shipped to our soldiers in various areas of operation.

We recently had the good fortune to have a second visit from our TACOM commander, Maj. Gen. N. Ross Thompson III. He was interested in damage that occurred in mid December. He took time out to present coins and certificates to those folks who were instrumental in mitigating storm damage while completing the mission. (See additional information and photographs in this issue of *The Challenge*.)



Col. Paul Plemmons

Our employees' work continues to gain positive attention from the folks that use what we ship. As we probably all believed the better quality of work we do the more we receive. This is definitely the case. Our medical class VIII mission has increased more than we could have imagined and SIAD is increasingly the Depot of choice for this all-important work.

I ask you to continue to perform at the current high level. You are carving out the future of SIAD with every shipment of materiel.

We will be honored to host the commander of Army Material Command, General Paul Kern. This is a key visit, as we must leave General Kern with a positive impression of Sierra's value to the overall Army mission.

This is the first time in a number of years that the AMC Commander has visited Sierra. I will be proud to have him meet our great work force and see our great infrastructure.

As a way of update, we continue to analyze and design a split in our organization between mission and BASEOPS. This will allow us to breakout the costs of operating the Depot and hopefully allow us to reduce our hourly labor rates, thereby making us more attractive to customers.

We also are moving forward on our Lean initiatives campaign. We conducted our first value stream mapping event recently. The event focused on the Class VIII mission to discover the pos-

sible improvements which could be made to processes. These improvements will allow a more efficient execution of the mission. There will be more to follow on this subject as we progress and look at more areas that require streamlining.

Finally, I want to address safety. There seems to be an inordinate amount of vehicle mishaps resulting in thousands of dollars in damage. We must remain vigilant in this area.

Leaders and workers alike must be safety officers. I have spoken about this in many open forums, but we seem to be slipping.

I, along with our safety personnel, will be out and about looking for folks not using care and caution in the work areas. Safety is our number one priority.

We should be having our quarterly town hall meeting within the next few weeks. I look forward to talking with you all and addressing new concerns and updating you on old business. Watch for more information. Pride in Excellence!

The Union's Position: AFGE, Local 1808

AFGE, Local 1808 held a recruitment for new Union Members during the past couple of months. It was a great success with the signing of 42 new members into our Local. I would like to take this opportunity to welcome all our new members to the local.

The AFGE National's website is www.afge.org there is a lot of good information on the website dealing with federal employee concerns. Use your home computers for this site.

I will be attending an AFGE Legislation Conference in Washington, D.C. later this month to discuss the Army Third Wave proposal, wage survey area for Sierra Army Depot, outsourcing (Track Act) and other federal employee issues. My discussions will be held with Congressional representatives, Senators Dianne Feinstein and Barbara Boxer, and Congressman John Doolittle.



James Swistowicz

The following information was taken off of the AFGE Web site.

FEEA Scholarship Applications Now Available

The Federal Employee Education and Assistance Fund is pleased to an-

nounce applications for its 2003-04 scholarship program are now available. Eligible applicants are civilian federal and postal employees with at least three years of service, and their dependents. Dependent applicants must be full-time students in an accredited degree program and must have a cumulative GPA of 3.0 or higher. Employee applicants must meet the same academic criteria but may be part-time students. Additional qualifications and a downloadable version of the 2003-04 application are posted on FEEA's website, www.feea.org, in the "Educational Assistance" area.

To receive a printed application, send a self-addressed, stamped #10 envelope to:

FEEAScholarships
8441 W. Bowles Ave.,
Suite 200
Littleton, CO 80123-9501

On This Date In History

February 1 - Black History Month begins. (Also called African American History Month).

February 6 - President Ronald Reagan born, Tampico, Ill., 1911.

February 11 - American inventor Thomas Alva Edison born, Milan, Ohio, 1847.

February 12 - Abraham Lincoln born, Hardin County, Ky., 1809.

February 14 - Valentine's Day.

February 17 - President's Day.

February 22 - George Washington born, Westmoreland County, Va., 1732.

The Challenge

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Depot Commander/Publisher Col. Paul Plemmons
Public Affairs Officer/Editor Larry Rogers
Editorial Assistant/Photographer Lynn Goddard

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Question of the month

What are you doing for your sweetheart on Valentines Day?



Harvey White,
Computer
Specialist,
Information
Technology

"I usually get her a couple dozen roses, then take her out somewhere nice and quiet for lunch or dinner."



Sharon Steele,
Facilities Man-
agement Clerk,
Public Works.

"I'm taking my sweetheart out to Shasta Lake on our boat."



Kevin Pasley
Safety Specialist

"Get her some roses and take her out to her favorite Thai restaurant."

Thank you

Marsha Morgan, Combined Federal Campaign Chairperson for the Depot, wants to thank everyone who supported the recently completed campaign which brought in \$11,926 compared to \$8,696 last year.

Safety Clip: Static starts car fires

By Ken Auld
Depot Fire Inspector

STOP STATIC - The Petroleum Equipment Institute began a process of documenting automotive refueling fires in 2000. This was prompted by a sharp increase of incidents that could not be attributed to a running engine or cigarette smoking, the leading known causes of refueling fires.

To date over one-hundred-fifty refueling fires have been documented that appears to be caused by discharge of static electricity.

Studies indicate that fifty-eight fires occurred when the fueler returned to the car during refueling: thirty-one fires occurred when the fueler initially touched the gas cap area before fueling. No cell phones were involved in any of the reported incidents. No open flames, electricity or running motors were reported. The static buildup was caused by friction accumulating on synthetic fabric car seats when returning to the inside of the vehicle while refueling.

Hamilton gets QASAS job

Gena Hamilton, who worked at Sierra Army Depot as an Explosive Worker for eleven years, graduated from the Defense Ammunition Center, McAlester, Okla., following fifteen months of training to become a Quality Assurance Specialist Ammunition Surveillance (QASAS).

"I gained a lot of experience in the explosive side of the house there (at Sierra) and I believe that experience helped me to get into the QASAS program," Hamilton told *The Challenge*. "I thank Dan Galbreath, Kirk Bausman, and Lisa Swift, among others, who gave me the chance to learn and be a part of what made Sierra great!" she said in an email to the paper.

Hamilton will be working at Anniston Army Depot, Anniston, Ala.

The best way to avoid static electricity problems at the gas pump is to stay outside the vehicle while refueling. It may be a temptation to get back in the car when it's cold. But the average fill-up takes only two minutes, and staying outside the vehicle will greatly minimize the likelihood of any build-up of static electricity that could be discharged at the nozzle.

If you experience a fire when refueling following these guidelines.....

√ Leave the nozzle in the fill pipe of your vehicle and back away from the vehicle.

√ Notify the station attendant immediately to shut off all dispensing devices and pumps with emergency controls.

√ If the station is unattended, use the emergency shutdown button to shut

off the pump.

√ Leaving the pump nozzle in the vehicle will prevent any fire from becoming much more dangerous.

Motorists who cannot avoid getting back into the vehicle during refueling should discharge any static away from the fill point upon exiting the car before going back to the pump nozzle.

Static electricity may safely be discharged by touching a metal part of the vehicle, such as the vehicle door, or some other metal surface, with a bare hand.

Hopefully you will never get into this situation, but once again prevention is the best medicine.

Always be cautious of your surroundings and let others know of any unsafe fire situations in the work place or home.

D.A.R.E. grad on Feb 7

The only Drug Abuse Resistance Education (D.A.R.E.) program in Lassen County, will graduate a group of students from the Fort Sage School District, Sierra Primary School, fifth grade class this month. The program is sponsored by Sierra Army Depot.

Officer Robert Brent, Directorate of Information Technology and Special Services, who teaches the program in Herlong, invites everyone to attend the graduation program, Feb 7, 10 a.m. at the Skedaddle Inn.

You are invited to come enjoy pizza made by the club and paid for by

Youth Services and cake, donated by Susanville Supermarket, and congratulate the most recent youth to complete the program.

The D.A.R.E. program has been presented by Officer Brent since 1995. He provides information designed to help students recognize and resist pressures that influence them with drugs, gangs, and violence.

Program strategies are planned to focus on feelings relating to self-esteem, interpersonal communications skills, decision making, and positive alternatives to drug abuse behavior.

Why Skedaddle Mountains?

The Skedaddle Mountains came by their name this way, according to the Lassen County Almanac by Tim Purdy.

Skedaddle was a Civil War term used primarily by Southerners meaning 'to flee.' The mountains were named by the Kidder & Ives boundary survey crew in 1863. Their formal report stated:

"The line crosses Honey Lake Valley east of the lake, about eight miles and thirty-eight chains west of High Rock Spring, from thence over a barren volcanic country to Rush Creek, crossing said creek one quarter of a mile east of Rush Creek Station. Between High Rock Spring and Rush Creek, a small valley, hitherto undiscovered, and named by us Skedaddle Valley, from the following circumstance, viz:

On first discovering it we found a number of Pi Utes, of the Smoke Creek Band, who seized their weapons and rushed to the rocks, apparently to give us a warm reception. We immediately

signaled them, held a parley, and induced some four of them to visit our camp. I then thought it best, in company of one man, to visit the Indian encampment, leaving orders to retain the Indians in our camp until my return. Soon after arriving at one of their bough houses, where we found several more Indians, we were recalled by one of our men, who stated that those retained in camp had escaped, not heeding the weapons which were aimed at them, but not fired. I then deemed it best to move camp that night, which was done, arriving at Mud Springs (Bull Flat) about twelve o'clock. Luckily, the line had been run by the soldiers who went there to hunt the Indians, that there must have been at least fifty camped at that point, and they must have departed almost simultaneously with ourselves. I have consequently named the place Skedaddle Valley, thinking however, that the victory was on our side, as we captured one gun from the enemy."





Lynn Goddard

Jon France, (left) Traffic Manager, and Dan Donovan, Traffic Management Specialist, flank Maj. Gen. N. Ross Thompson III, Commanding General, Tank-automotive and Armaments Command, as Larry Rogers, (right) Public Affairs Officer, reads a Certificate of Recognition signed by Col. Paul Plemmons, (second from right) Commander, Sierra Army Depot. Maj. Gen. Thompson then presented a Commanding General's Coin to the individuals as part of the recognition given to the two Mission Operations employees for their efforts in reducing damage caused by a recent wind storm. The presentation was made at Amadee Air Field where an aerial shipment was underway.



Lynn Goddard

Col. Paul Plemmons, Commander, Sierra Army Depot, reads a certificate of retirement for John Reilly, in recognition of 25 years of military service in the Air Force and 20 years of civil service. John's wife, Rita, joined the celebration at a going away party held at the Information Technology Division. John also received an Achievement Medal for Civilian Service, a U.S. Flag, and various personal gifts from fellow employees.



Lynn Goddard

Col. Paul Plemmons, Commander, Sierra Army Depot, congratulates Linda Pass (left), and Linda Cady (right), after presenting them on-the-spot cash awards for their extraordinary support to Resource Management. Both are Lead Computer Assistants in the Directorate of Information Technology and Special Services, Information Technology Division.



Lynn Goddard

Dr. Roger Belcourt, (left) Sierra Army Depot Occupational Health Doctor, and Don Tompkins, (right) California Medical Detachment, present Depot employees letters of appreciation from Lt. Col. Norman Bussell, Commander, California Medical Detachment, in recognition of their utilizing their medical training to help the occupational health staff when 99 new employees required physicals. Pictured are (front row, left to right) Manar Sadek-Shaw, Marci Luond, and Jim Vinson, (back row, left to right) Jan Jones, Benny Morrow, William Jackman, Debbie West, and Allen Vanderville.



Larry Rogers

Depot employees receive individual recognition for their actions to limit the amount of damage caused by extremely high winds during a recent storm. They each received a Commanding General's Coin from Maj. Gen. H. Ross Thompson III, Commanding General, Tank-automotive and Armaments Command, in addition to a Commander's Coin and Certificate of Recognition from Col. Paul Plemmons, Commander, Sierra Army Depot. Pictured are (front row, left to right) Virginia Bartholomew, Randall Barney, Hugh Blosser, and Lee Harris. (back row, left to right) Steven Watkins, Gary Chandler, Maj. Gen. Thompson, Richard Schmidt, Cecil Fain, Ricky Ridenoure, Bobby Vanmeter, Ray Turek, and Terry Vorpahl. (not pictured) Michael Butcher, Donald Chase, Russell Collier, Thomas Heneghan, Herman Lucero, Jr., Ray Hilliard, Jack McDonald, and Jerry Simpson.



**You may be thinking
Valentine's Day but
Christmas memories
are still on the minds
of many.**

SIAD MWR customers can win great prizes

Moral, Welfare and Recreation customers at Sierra Army Depot can win resort vacations, grills, cameras, and other prizes, playing the Operation Leisure game

Through March, MWR customers at 12 installations in the Southwest Region have a chance to win two seven-day resort vacations and hundreds of other prizes by participating in "Operation Leisure: Capture the Fun."

The promotion, designed by business programs event planners at the U.S. Army Community and Family Support Center, is being tested at these installations before going Army wide in fall 2003:

- Sierra Army Depot, Calif.
- Presidio of Monterey, Calif.
- Yuma Proving Ground, Ariz.
- Pine Bluff Arsenal, Ark.
- Fort Sam Houston, Texas
- McAlester Army Ammunition Plant, Okla.
- Fort Sill, Okla.
- Fort Hood, Texas
- Fort Bliss, Texas
- Fort Huachuca, Ariz.
- Red River Army Depot, Texas
- Fort Irwin, Calif.

"Since the promotion involves thousands of game boards and millions of scratch-off pieces, we're using the Southwest Region as a test market to assess all aspects of the promotion before we run it worldwide," said Shirley Kappa, who's on the event planning team at USACFSC.

To participate, customers pick up a free Operation Leisure game board available at MWR clubs, bowling centers, golf courses and at installation information, ticketing and registration offices on the participating installations. Then every time customers make a purchase, they get a scratch-off piece which can be both an instant winner and a collectable to use on the game board.

"The game board is designed as a grid map with different land areas featuring the prizes available," explained Kappa. "Each scratch-off piece will contain a grid coordinate or an instant win. Once the players collect the correct grid pieces to cover the land area...they win a prize."

There will be up to 2,000 winners, but only three grand prizewinners.

Installations will award "instant" prizes locally, such as free sodas, free bowling, or a free bucket of balls at a golf driving range (replaced by bowling at SIAD).

Those who collect enough grid pieces can win anything from a \$600 gas grill, a color desk TV, and golf putters, to armband sports radios, deluxe kitchen mixers, digital or 35mm cameras, pro golf clubs, scooter, custom bowling balls and train sets.

Two of the grand prizewinners will win a seven-day vacation. They'll get to decide where and when they want take their vacation at dozens of destinations—from a Big Bear ski vacation to the big beaches of Hawaii, Mexico, Italy or the Canary Islands. Then they'll choose the size of the resort condo from those available through www.GovArm.com and log on to make their selections.

The third grand prizewinner will receive a voucher for seven-day rental of a custom motor home with 1,000 free miles. Several different sizes of motor homes are available, depending on when the winner chooses to travel.

Vacation packages and RV rentals are available to all military ID-card holders through the new travel planner web site www.govarm.com.

The USACFSC is the headquarters Department of the Army agency responsible for delivery and oversight of more than 200 MWR programs worldwide. Good luck!

Web sites available to show support for our troops

Thousands of Americans are asking what they can do to show their support for servicemembers, especially those serving overseas in this time of war. The following are Web sites for several organizations that are sponsoring programs for members of the Armed Forces overseas, listed in a Department of Defense news release. It was noted that while it would be inappropriate for the Department to endorse any specifically, servicemembers do value and appreciate such expressions of support.

* Donate a calling card to help keep servicemembers in touch with their families at Operation Uplink at <http://www.operationuplink.org/>

* Send a greeting via e-mail through Operation Dear Abby at <http://anyservicemember.navy.mil/> or www.OperationDearAbby.net:

* Sign a virtual thank you card at the Defend America Web site at <http://www.defendamerica.mil/nmam.html>

* Make a donation to one of the military relief societies:

Army Emergency Relief at

<http://www.aerhq.org/>

Navy/Marine Relief Society at

<http://www.nmcrs.org/>

Air Force Aid Society at

<http://www.afas.org/>

Coast Guard Mutual Assistance at

<http://www.cgmahq.org/>

* Donate to "Operation USO Care Package" at <http://www.usometrodc.org/care.html>

* Support the American Red Cross Armed Forces Emergency Services at <http://www.redcross.org/services/afes/>

* Volunteer at a VA Hospital: <http://www.va.gov/vetsday/> to honor veterans who bore the lamp of freedom in past conflicts.

* Reach out to military families in your community, especially those with a loved one overseas.

Please do not flood the military mail system with letters, cards, and gifts. Due to security concerns and transportation constraints, the Department cannot accept items to be mailed to "Any Servicemember." Some people have tried to avoid this prohibition by

sending large numbers of packages to an individual servicemember's address, which however well intentioned, clogs the mail and causes unnecessary delays.

The support and generosity of the American people has touched the lives of many servicemembers.



CYS News: Youth Internet safety

CYS, as an affiliated Boys and Girls Club of America, is participating in the Internet Safety program Netsmartz. This interactive computer program features age appropriate games that instruct youth ages 6 to 18 on how to safely "surf" the Internet. All youth are required to participate in Netsmartz prior to accessing the Internet. If you are interested in viewing the program, please set up an appointment with our Computer Assistant, Vicki Campbell, 827-4696.

CYS theme for the month of February is "Feelings and Emotions." Youth will be partaking in a variety of programs that reflect "feelings and emotions." Some of the special events for the month of February will include a Valentine Dance, Valentine Grams and a school-age Valentine's Party.

School-age suggestions for the Challenge submitted by editors Kristen Croghan, Alex Harris, and Ebone Wheeler were as follows: creating Valentines, pool challenge, bowling, soccer, movies, basketball and a Valentine's Party.

Suggestions were submitted by Riley Clark, Jake Croghan, Jarred Allen, Justin White, Kirsten Croghan, Alex Harris, and Ebone Wheeler.

Middle school program recommendations include dances, pool tournaments, PS2 tournaments, volleyball and cheerleading. Activity ideas were submitted by Michelle Shipley, Taryn Baker, Tyler Baker, Antrelle Whitmore, T.J. Hammond, Johnathon Ayers, and Shalani Sims.

It's that time of year again, BASKETBALL season. CYS has three teams that are participating in the **Susanville City Basketball League**: 5th/6th boys, 7th/8th girls and 7th/8th boys. There are scheduled games at Diamond View School every Saturday through March 8. If you are interested in seeing a game and supporting our local youth, contact CYS staff for a schedule.

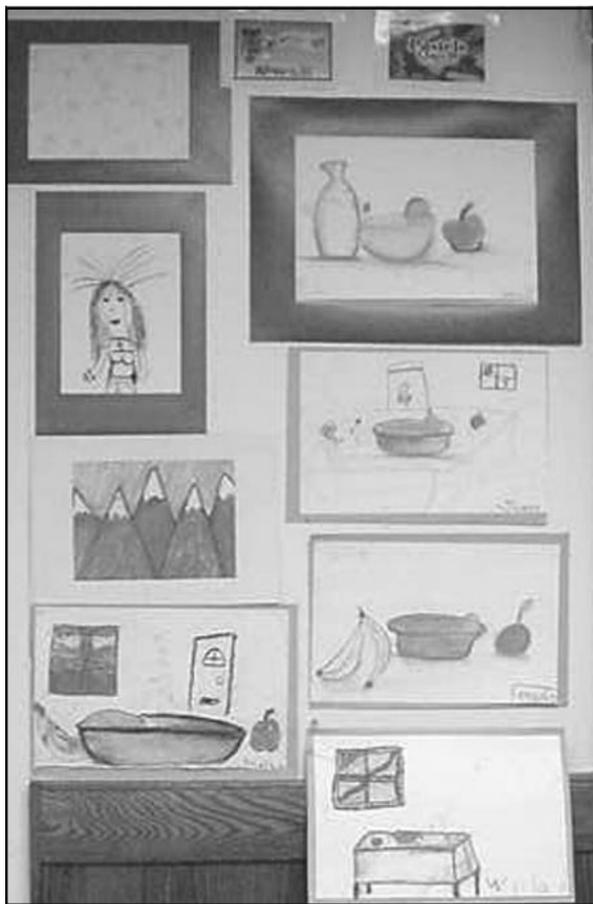
CYS youth participated in the Annual Boys and Girls Club of America National Fine Arts Exhibit.

CYS had 37 youth participate in this years exhibit. Local first place winners' entries will be forwarded to Monterey, California for a Regional Exhibit between seven states. Finalist entries at the Regional exhibit will then go on to the National competition.

Last year, Jessica Garza, won for the 14/15 old mixed medium category.

Winning entries are displayed at the National Boys and Girls Club of America Conference. In addition, BGCA utilizes the entries for marketing various programs.

Below is some of the art displayed at the Sierra Central Credit Union.



Caregiver Support Group Meeting

A monthly caregiver support group sponsored by Mountain Caregiver Resource Center/Transitions Program and Doyle Family Practice is being held the first Wednesday of each month at the Doyle Senior Center at 9:30 A.M.

The purpose of the support group is to allow individuals who are facing a difficult or crisis period to benefit from integration and support from other persons in a similar situation.

A degenerative or terminal illness, or an accident involving a family member, is a traumatic experience for everyone, and especially difficult for the designated primary caregiver.

This support group works towards mutual problem-solving, coping mechanisms, and dealing with stress and grief.

For further information, please contact Beverly Emerson, family consultant, at 258-4353.

MWR Services

Skeddadle Inn Conference Center

Call: 827-4360.

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

The Skeddadle Inn Conference Center is equipped to cater large or small events. Call the manager at 827-4360 or email: ok.fern@sierra.army.mil
Hours: Monday through Thursday, 6:30 a.m. to 5 p.m.

Sierra Lodge/Guest House

Call 827-4544

Call the lodging manager, 827-4544, or email: ok.fern@sierra.army.mil for information.

Food Wagon

FAX order: 827-4425.

Open for Lunch Monday through Saturday from 6 a.m. to 12:30 p.m.

Sierra Bowling Center and Snack Bar

Call 827-4442.

Open everyday from 11 a.m. to 9 p.m.

Check out the Lunch Specials. Closed Holidays.

Physical Fitness Center

Call 827-4655.

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

Individuals are charged \$1 per visit (good all day) and \$3 for use of the Racquetball Court (per hour).

I TR is now available through the Physical Fitness Center. For information email: raul.granados@sierra.army.mil or call 827-4655.

Outdoor Recreation and Equipment Rental

For reservations and information call Joe Rosnack, 827-4354.

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

Call 827-4504.

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

Morale, Welfare, and Recreation

Administrative Office, 827-4563.

Administrative Assistant, 827-4497

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

Admin email: richard.fleckenstein@sierra.army.mil

or regina.stauffer@sierra.army.mil

Business Office: 827-4178, 827-4155, 827-4154



February 17th

SAFETY NOTE: Watch out for fixed objects when operating equipment. You have to avoid it, it can't avoid you.

“Third Wave” recommendations due Feb. 20

By Gary Sheftick
Army News Service

WASHINGTON - Amy functional chiefs have been debating thousands of positions they believe should be exempted from the “Third Wave” of privatization.

Initially 213,637 positions - 154,910 held by civilian employees and 58,727 held by soldiers — were designated as “non-core” to the Army and eligible for public-private competition. That’s well over half of the Army’s 247,400 civilian jobs. But officials said the final numbers could be much different.

“Everybody wants an exemption,” said Dr. John Anderson, the Army official responsible for initially reviewing exemption requests.

Anderson already has received requests for thousands of positions to be exempted from the next wave of A-76 competitions and privatization actions. Many of the requests, though, had to be returned to functional chiefs for additional information. So the deadline for exemption requests was extended and the target

date for Assistant Secretary of the Army (Manpower and Reserve Affairs) Reginald Brown to finish reviewing the recommendations has been moved forward. Feb. 20 is now the date for an expected announcement on Third Wave exemption decisions.

As Anderson looked over stacks of Third Wave documents on his desk, he explained the origin of the term:

The first wave of outsourcing began in 1979 following the signing of Office of Management and Budget Circular A-76.

The second wave began peaking in 1998 and is often associated with “reinventing government.” It involved the Defense Reform Initiative Directive known as DRID-20 and the Federal Activities Inventory Reform or FAIR Act.

The “Third Wave” was initiated by the “President’s Management Agenda” signed by President Bush last year. Army Secretary Thomas White said the Third Wave will be “bigger and faster” than previous ones and may include “alternatives to A-76.”

Anderson explained that A-76 competitions would no longer be limited to installations and could cover an entire function Army-wide. He said for the first time, functions other than base operations will be competed.

Anderson said there are three over-arching reasons for the Third Wave. The primary objective, he said, is to make sure the Army is using its manpower as efficiently as possible, “before asking for additional resources.”

The second objective is to free up military manpower for core functions and the global War on Terrorism. Anderson said this is necessary because the Army is operating within fixed constraints - an end-strength of 480,000 active-duty soldiers - in a wartime environment where there may be increasing demands for military capabilities.

Third, Anderson said it is necessary for the Army to be a good steward of the taxpayers’ dollars and to support the President’s Management Agenda that calls for competitive sourcing.

DoD eyes targeted pay for civilian workers

By Gerry J. Gilmore
American Forces Press Service

WASHINGTON - Senior DoD personnel officials think a different compensation system could be used to target pay to certain defense department civilians, much like the current military pay system provides extra money to some noncommissioned and commissioned officers.

Charles S. Abell, the principal deputy under secretary of defense for personnel and readiness, told reporters at a Pentagon media roundtable “that’s a free suggestion from us.” He was acknowledging that the Office of Personnel Management and the Office of Management and Budget have priority over the management of government civilian pay matters.

“We have made some recommendations just to help our friends at OPM and OMB, that we have found the targeted pay for the military to be so effective that we would recommend that they consider, if

not in ’04, then in the future, looking at how one might target civilian pay,” Abell said.

However, Abell also cautioned that the department would have to first devote more study to any civilian targeted-pay concept. DoD civilians received a 3.1 percent raise Jan. 1.

In other news, Abell noted that 2002 was a banner year for enlisted recruitment and retention with all the services making their quotas. The military still faces challenges keeping aviators, but he said that the affected services are doing a good job in a tough situation.

The military pay and compensation arena is also bright, he added: On Jan. 1, service members garnered a 4.1 percent across-the-board pay raise, as well as targeted pay hikes for persons in certain ranks, mostly noncommissioned officers.

Abell noted that military pay tables still aren’t where officials want them, predicting more targeted

pay raises for some NCOs and other military leaders.

“Retention of NCOs is key” to the organizational health of the military services and national security, Abell said.

Bonuses that are paid to service members with special skills will probably continue to be part of the military’s compensation package, he added.

Abell remarked that military pay is measured against compensation for comparable education and skill levels in civilian life.

Thanks to recent, robust military pay raises, he said, pay for most entry-level privates and lieutenants is now “significantly” more than what is paid for comparable age, skill and education levels in the civilian sector.

Right now, he noted, military pay is figured at the Employment Cost Index, plus one-half of a percent.

Abell pointed out that service members will spend even less sums over the coming year for housing expenses, thanks to recent military housing allowance hikes.

The deputy under secretary also talked about an ongoing study of the reserve components, which he said may be made public sometime in January next year. DoD, he noted, could transfer some jobs now done by the Guard or Reserve to the active components, or recommend that particular skills be given to DoD civilians or contracted out.

At the same time, he added, DoD personnel officials are looking at ways to make the department’s personnel management operations more efficient. This, he said, involves a look at all of the jobs DoD civilians perform, whether those jobs are still valid in the 21st century or might be more efficiently done by the private sector.

However, he cautioned that the objective isn’t to contract out the jobs performed by DoD’s civilians, but to analyze how the workforce performs its missions and to make that workforce more efficient.

Answering a reporter’s question about whether the U.S. military is prepared for a possible war with Iraq, Abell noted: “Our forces are ready.”

SALARY TABLE 2003										
INCORPORATING THE 3.10% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 8.64% FOR THE LOCALITY PAY AREA OF REST OF U.S. (Total Increase: 3.10%) Effective January 2003										
Annual Rates by Grade and Step										
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GS-1	\$ 16,528	\$ 17,080	\$ 17,630	\$ 18,177	\$ 18,727	\$ 19,051	\$ 19,592	\$ 20,140	\$ 20,162	\$ 20,675
2	18,584	19,025	19,641	20,162	20,388	20,988	21,588	22,188	22,787	23,387
3	20,277	20,952	21,628	22,304	22,980	23,655	24,331	25,007	25,682	26,358
4	22,762	23,521	24,279	25,037	25,795	26,554	27,312	28,070	28,829	29,587
5	25,467	26,316	27,164	28,013	28,861	29,710	30,558	31,407	32,255	33,104
6	28,388	29,334	30,280	31,226	32,173	33,119	34,065	35,011	35,958	36,904
7	31,546	32,597	33,649	34,701	35,752	36,804	37,856	38,907	39,959	41,011
8	34,936	36,101	37,266	38,430	39,595	40,760	41,924	43,089	44,253	45,418
9	38,588	39,874	41,160	42,447	43,733	45,019	46,306	47,592	48,878	50,165
10	42,495	43,911	45,328	46,745	48,161	49,578	50,995	52,411	53,828	55,245
11	46,689	48,246	49,803	51,360	52,916	54,473	56,030	57,587	59,144	60,700
12	55,958	57,824	59,689	61,554	63,420	65,285	67,150	69,016	70,881	72,746
13	66,543	68,762	70,980	73,198	75,417	77,635	79,854	82,072	84,291	86,509
14	78,635	81,256	83,878	86,499	89,121	91,742	94,364	96,985	99,607	102,228
15	92,496	95,579	98,663	101,746	104,829	107,912	110,995	114,079	117,162	120,245

NOTE: Locality rates of pay are basic pay only