

The Challenge

Sierra Army Depot, Herlong, CA

July 2003

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'Time is here and now' for changes in the system

By Sgt. 1st Class Doug Sample
American Forces Press Service

WASHINGTON — The “time is here and now” to modernize Defense Department personnel practices with changes to the civil service system, said David S. C. Chu, undersecretary of defense for personnel and readiness, during a Pentagon briefing.

In a step that will transform the way DoD does business, Chu said a bill before lawmakers would bring the civil service system into the 21st century and into place with modern business practices.

He said some measures in that bill will eliminate decades-old policies of guaranteed annual pay raises and General Schedule pay step increases. And the bill

would also seek changes in the way government personnel are hired, fired and promoted.

“This is not a new set of developments,” he observed, adding that the call for change comes from years and “decades of calls that we need to modernize these processes.”

Chu, who is DoD’s senior policy adviser for recruitment, career development, pay and benefits for all active duty military, Guard and Reserve personnel and roughly 700,000 DoD civilians, said two proposals are aimed at changing hiring practices and the pay schedule for federal employees.

He told reporters the federal government places too many restrictions in the hiring of new workers and that those restrictions need to be relaxed if the government is to compete with outside industry for new talent.

Chu said that the department cannot “compete in the modern marketplace for talent with the tools that we have.” He cited, for example, what DoD goes through in recruiting.

“If you go to a college job fair ... and you tell them it’s going to take three months before I give you an answer, that young man or young woman is typically not going to wait for you,” he said. “They’re going to have to be awfully committed to your cause to sit it out that long.

“We have all sorts of restrictions of who we can hire, how we can hire. So we’re asking in the proposed statute that we relax some of those restrictions,” he added.

Chu said the current General Schedule pay system of automatic annual raises — regardless of performance — and rewards based on longevity is running backwards and “not meeting the marketplace standards,” he said.

“The one thing that our own people in the surveys that the Office of Personnel Management conduct have criticized about our system is that the good performers are resentful in that they get the same reward as the person who is just sort of getting by,” he said.

He said a system of pay bands would better reflect the system the Defense Department is seeking.

Career fields would be assigned a salary range based on entry, journeyman and executive levels, he said. Managers and supervisors would then determine what salaries to offer based upon a budget.

The top personnel chief also discussed the “controversial aspect” of pay banding: performance. “You create a pay pool with the money you would otherwise have for the so-called within grade increases”, Chu said.

“Indeed, with an annual salary increase and the bonus pools, you have a great pool of money, and you allocate that disproportionately to your best performers. And the mechanics of how you do it can differ among various systems.”

Another benefit of the pay band system is that managers can change a person’s job duties and compensate them accordingly without going through the time-consuming process of “recompeting” the job, he added.

Chu pointed out that despite rumors, the department does not seek to end collective bargaining with unions.

However, he said the Defense Department is moving to bargain with national unions on those issues that are “cross-cutting,” issues that affect more than one local union.

There are 1,366 local unions in the Defense Department, he noted, “that is a recipe for long delays in taking needed steps,” he said.

“It’s more constructive to bargain at a national level. So this is not an end to collective bargaining. It is a change in how we conduct collective bargaining. We think it is a change that would be actually better for our people.”

Chu also said the bill before Congress addresses the status of some 300,000 jobs that are now conducted by uniformed military personnel in the Pentagon.

“A number of slots now occupied by military personnel will probably be converted to civil service status — in fact, quite a significant number,” he said. “We have quite a bit of military doing things we don’t absolutely have to have military people doing.”



Lynn Goddard

Lauren Reyes, Headquarters, Army Materiel Command (AMC), signs an interim contract pertaining to AMC Non-Army Managed Items/Army Managed Items, while Vince Sabatino, Acting Commander, Sierra Army Depot, waits his turn to sign. This operation involves materials in the AMC Natural Reverse Pipeline. The Depot will assist in the redistribution of an estimated \$50-million in materials returning from overseas locations. The two parties agreed a final contract with a few minor changes will include signatures from AMC, Sierra, and the Ground Systems Industrial Enterprise.

President nominates Retired General as next Army Chief of Staff

WASHINGTON — President Bush has nominated retired Gen. Peter J. Schoomaker to be the next Army Chief of Staff.

Schoomaker retired in November 2000 as the Commander, U.S. Special Operations Command at MacDill Air Force Base, Fla.

The Senate must first confirm Schoomaker before he can take up his new duties.

This is only the second time that a president has reached into retired ranks for a high-ranking military position.

Army Gen. Maxwell Taylor was retired when President John F. Kennedy asked him to serve as the Chairman of the Joint Chiefs of Staff in 1962.

Schoomaker was commissioned via ROTC in June 1969. Early in his career, he served in Germany and Korea.

In 1978, he became commander, 1st Special Forces Operational Detachment (Airborne) at Fort Bragg, N.C.

He was part of the unsuccessful rescue attempt of the American hostages taken by radical students in Iran in 1980. Eight Americans died and five were wounded at the Desert One refueling site in Iran. In a 1999 Soldiers magazine article, Schoomaker said that the failures of that rescue attempt led to the formation of the U.S. Special Operations Command.

Schoomaker had several assignments with the

Joint Special Operations Command at Fort Bragg throughout the 1980s and served on the Long Commission to investigate the October 1983 terrorist bombing of the Marine Barracks in Beirut.

He was appointed Commander of U.S. Special Operations Command in 1997.

Among his decorations he has received the Distinguished Service Medal (with Oak Leaf Cluster), the Defense Superior Service Medal, the Legion of Merit and two Bronze Stars.

Schoomaker, 57, is a master parachutist and has received the Combat Infantryman Badge.

(American Forces Press Service, based on biographical data from the Department of the Army.)

Commander's View

Let me start this month's article with a sincere thanks to all of you as we continue to give great support to soldiers around the world and to the great impression you give to visitors who come to the Depot seeking someone who can do the work they need done.

Our Commander, Col. Plemmons is still deployed. Welcome back to Stu Kenworthy, John Bower, and Walt Garner

By the time you read this we will have had another opportunity to sell our services when we sponsored the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review. I am confident, even before the event, that each of you gave it your best.

Speaking of the visitors, I think of the old adage about first impressions. When someone comes here for the first time, they form lasting impressions. Therefore, I ask that you regularly take a look around your work area and if it does not look like an area you would



Vincent Sabatino

be proud to work in, take the initiative and do something about it. Appearances do make a difference and can be the first reflection to a visitor of the quality of work and attitude of the employees. A clean and neat work area will truly reflect our Depot motto: "Pride in Excellence."

By now I hope you have all begun to learn about the Lean Conversion and have heard from some of your co-

workers of their experience with this program that is crucial to our survival in this ever-changing world.

Maj. Gen. N. Ross Thompson III, Commanding General of the Tank-automotive and Armaments Command, speaking recently at the Depot said: "Management and Union Officials need to realize job security can only come to those who are competitive."

I echo those words and add that all of us, not just management and union, need to realize that if we don't all adapt to the ever changing environment we will pay the price collectively.

Safety is a regular topic in this forum that I hope you do not just gloss it over because of its repetitiveness. The reason it is mentioned so often is its importance.

On the job safety may be second nature to some but we have many recently hired employees who may not be familiar with a particular work area and hazards that may exist. Watch out for the other person. When we stop thinking safety, accidents happen.

A son writes home from Iraq

(Editor's note: The following are excerpts from a letter that was received by Jay Brandenberger from his step-son, Corporal Jason Kimball, written May 6 and is reprinted with permission.)

Greetings from Iraq. Well, I guess the war is pretty much over now so tell everyone there is no need to worry anymore. There are some firefights every once in a while but its mostly gangs and thieves. Our biggest thing now is just making sure the country runs smooth before we come home.

I think you and I make a good team. Seems like we both do more work for the Army than they need. If we didn't do it, who would?

Without you my mission would surely fizzle. I have told my platoon about you (Sierra Army Depot) and the things you do for us. They are very thankful for your work. I'm the only one who has a family members that helps us. Makes me proud when I can say, "See that bridge over there? Yeh, my step-dad got it here. Without him we would have to swim" Believe me the water around here is not for swimming in.

I do know my guts kept on going no matter how bad things got. For that I owe them and their country owes them. These guys are....well they are just as tough as they come. I don't know if what we did here will work, but we made a statement to these people.

Tell everyone hello. I'm safe and I love you all.

Jason

(Note from Jay with this letter: I told Jason in a letter that the full credit belongs to all the employees of Sierra Army Depot, as we are a team, just like him and his team, the 101st Airborne)



The Union's Position: AFGE, Local 1808

Union Representation Negotiated Agreement Article XI Sec. 11.2 c

"Upon notification to a steward by an employee requesting representation during working hours, the steward and the employee requesting representation will notify their respective supervisors of such a request in each instance prior to scheduling a meeting. Permission for such a meeting will be granted and the meeting will be scheduled at a mutually agreeable time set by the parties involved to prevent undue interruption of work."

If an employee wishes to speak to a Union Rep, the above applies to all. The best way to accomplish this is for the employee to ask his/her supervisor for a Union Rep. The Supervisor should call the Union office, 5375, ask for a Representative for the employee. If I am not there to take the call leave a message and I will notify the Chief Steward (Gary Garrett) and get a rep-

representative to the requesting employee. Employees' Rights Article VII Sec.7.1

General. Each employee shall have the right to form, join, or assist any labor organization, or to refrain from any such activity, freely, and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such rights. Except as otherwise provided under the Civil Service Reform Act, such right includes the right:

a. To act for a labor organization in the capacity of a representative and the right in that capacity to present the views of the labor organization to heads of agencies and other officials of the executive branch of the Government, the congress, or other appropriate authorities.

b. To engage in collective bargaining with respect to conditions of employment through representatives chosen by employees.

Representation Article VII Sec. 7.4

a. An employee, or group of employees, in the bargaining unit may present grievances and/or appeals to the employer and have them adjusted without a Union representative, provided the adjustment is not inconsistent with the terms of this agreement. A Union representative has the right to be present at the settlement.

b. The employee, or group of employees, have the right to have their interest represented by the Union without discrimination and without regard to labor organization membership.

The above articles were taken from the Negotiated Agreement Between Sierra Army Depot and AFGE Local 1808.

The monthly Union meetings are held the first Tuesday of each month at building, 58 at 5:15 p.m. Union office Phone is 4375 or Fax 4271.

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 is the #1 thing you would change to make Sierra a better place to work?



Danny Colgain
Preservation
Packer

“Install better heating and lighting in building 353, to get optimum results with the vinyl adhesive that we use.”



Ronald Collins
Conductor/
Engineer

“Put center and side lines on the roads out in the general supply area of the Depot.”



Bob Stapp
Preservation
Packer

“Change the way the Army does resumix to the Air Force way.”



Susan Flesvig
Safety Officer

“Put in a McDonald’s or some other variety fast food restaurant. I feel better when I’ve eaten a good meal.”

Commentary:

AKO keeps families in touch, securely

By Patrick Swan

WASHINGTON (Army News Service) -- Loose lips sink ships, but will errant e-mails strafe soldiers and their families?

It may all depend upon whom soldiers trust with information about themselves and their families when surfing the vast, anonymous, unsecure locale called the Internet.

We'd be rightly skeptical if we linked to a Web site offering support for U.S. military families with emergency notifications -- but which was run by Osama bin Laden's operatives.

But what if the Web site with such a service seemed innocuous enough -- with good, red-blooded American names and addresses listed in its "Contact Us" button?

And what if the organization offering this service couched its request in noble-sounding, patriotic, rally-around-the-flag sentiments?

You know the kind: "We help our dedicated military people and their concerned loved ones stay in touch in uncertain times as these."

You just might be persuaded to submit your soldier's name, address, social security number -- or your family member's names and addresses and other Privacy Act Information.

Such an Internet-based organiza-

tion may or may not be legitimate. But to borrow a phrase from a typical site's pitch, in these "uncertain times," why take the chance?

After all, any information provided to such sites could be used for identity theft, intelligence gathering by foreign nations or terrorists, or pose other threats to service members, their families and their privacy.

Indeed, why take any such chance when the Army is already offering a Web site to keep soldiers and families connected when separated by a deployment. That place is Army Knowledge Online, www.us.army.mil.

AKO allows family members the ability to rapidly access general-level knowledge about the Army and their soldiers across a secure communications channel. Translation: It keeps the bad guys from getting your personal information while it helps you keep in touch with those you love in uniform.

AKO is a cyber-space example of its familiar credo: The Army takes care of its own. Hence, every family member of a soldier is eligible for an AKO account/e-mail address. All family members have to do to get one is sign in as a new user and request a guest account.

Soldiers serve as the sponsors and once they approve the family member's

request, they are re-connected in a trusted sector of cyber space. They can exchange e-mail, chat online, engage in instant messaging. They can even post photos or personal information in a secure individual knowledge center on AKO that only the soldier and family can access.

A soldier from the Oklahoma Army National Guard recently wrote that a friend at work has a son who just joined the Army.

"She didn't know how to contact him via e-mail," said 1st Lt. Benjamin J. Weiss. "I was able to go onto the white pages in AKO and find his e-mail address. He's at Fort Carson, Colo., getting ready to head overseas."

And because his mother only has to know one, lifetime e-mail address for her soldier-son, she can stay in touch, even when he is far away. That makes her very happy when she could be heart-sick and worried.

Clearly, not every Web site claiming to "support the troops" is a security risk for the soldier and family member. But thanks to AKO's ability to keep the Army family connected, we don't ever have to find out, either. That's worth a world of piece of mind.

(Patrick Swan, is a public affairs liaison with the Army's Chief Information Office/G-6 in the Pentagon.)

Initiative offers vets construction jobs

"The United States of America will never run of Veterans. Veterans can and will run out of jobs." Duane C. Schlusler, Life Member, Veterans of Foreign Wars and American Legion said when he dropped off the following article (used with permission of the AFL-CIO magazine)

An innovative new union-employees initiative seeks to help overcome a growing worker shortage in the construction industry, enable workers to win a voice at work with union and assist veterans in making the transition to the civilian economy, armed with skills to land jobs that pay well.

The Center for Military Recruitment, Assessment and Veteran's Employment - known as Helmets to Hardhats - is a cooperative effort between the AFL-CIO Building and Construction Trades Department (BCTD) unions and the nation's largest contractor associations.

Launched in late 2002 after Congress approved a \$3.4 million grant in the fiscal year 2003 defense appropriation bill, the program was created to address the shortage of skilled con-

struction workers, which could run as high as 1.6 million workers over the next five years, according to construction industry estimates.

BCTD President Edward Sullivan says such a shortage undermines the nation's ability to meet growing infrastructure need such as building and repairing highways, bridges, schools, water and sewer systems and other public works. Sullivan calls Helmets to Hardhats has a triple win: "Veterans benefit, Workers benefit, Contractors benefit."

Headed by retired Marine Maj. Gen. Matthew Caulfield, Helmets to Hardhats will begin placing veterans in jobs and apprenticeship programs this spring. The center is directed by a board of trustees made up of an equal number of union and management representatives from all AFL-CIO-affiliated building and construction trades unions and the eight largest U.S. contractor associations.

Helmets to Hardhats provides a one-stop program in which veterans can learn about career opportunities in construction, find information and con-

nections to construction apprenticeships and jobs, and work with military-friendly hiring and placement counselors and coordinate with the Veterans Administration's training and benefit programs.

Veterans who learned construction trade skills in the military can enter the industry at a high level, with full credit for their experience explains Talmadge F. Graham, director of Service Training for Plumbers and Pipefitters local 420 in Philadelphia.

Graham, a former Navy Machinist, also points out that veterans who pursue apprenticeship training are eligible for GI Bill benefits, along with their apprenticeship wages and benefits.

Caulfield says the program is working closely with the armed services, veterans' groups and other organizations by reaching out to veterans and soon-to-be ex-service personnel through its website (www.helmetstohardhats.org), brochures and other recruitment materials. The program goal is to recruit some 700,000 men and women veterans over the next five years.



Lynn Goddard
A container rotator, conceived, developed, and patented at Sierra Army Depot, is demonstrated by Joe Stauffer (right), Welder Supervisor, Metal Working Branch, Shops Division, Directorate of Operations, during a tour by members of the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot.



Lynn Goddard
Gary Motsec (left), Deputy G3 for Support Operations, Army Materiel Command (AMC), gets a chance to lift a large container with the superstacker, under the guidance of Steve Watkins, Forklift Operator, Storage and Distribution Division, Directorate of Operations. A. David Mills, Executive Deputy to the Commanding General, AMC, also received a demonstration ride from Richard Chase, Forklift Operator, Storage and Distribution Division, Directorate of Operations, during a tour of the mission operations area while attending the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot.



Danny Fletcher (right), Supervisor, Shops Division, Directorate of Operations, explains to Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot, the w



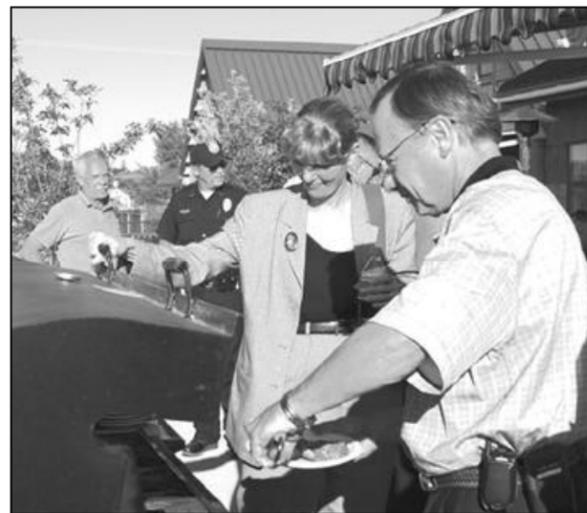
Lynn Goddard

Manual Leslie (center), Welder Leader, Metal Working Branch, Shops Division, Directorate of Operations, points out some modifications being made to a Reverse Osmosis Water Purification Unit (ROWPU) during a tour by people attending the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot.



Lynn Goddard

Directorate of Operations, explains to those attending the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot, the work that is underway on a 100KW generator.



Lynn Goddard

After a tour of Sierra Army Depot mission operations, those attending the Army Materiel Command Depot/Arsenal Commander's Conference and Program Review, hosted by the Depot, are joined by Depot employees for a cook your own steak dinner at the Skedaddle Inn. Col. Patricia McQuiston, Commander, Tobyhanna Army Depot, and Jesse Poor, Deputy to the Commander, Anniston Army Depot, check the grill to see if their steaks are ready.

CYS News: Computer Lab/Sports Camps top schedule of activities

CYS Computer Lab

Child and Youth Services will host several special programs in conjunction with the School Age Services summer camps.

The CYS Computer Lab is sponsoring a "4-H Go Cyber Camp", which is a web based learning environment for school age children.

As virtual campers, the children learn about their world and environment through online activities throughout the campsite. The children will be linked with other campers, which will allow them to interact and plan adventures with others.

Another summer computer program is "4-H Computer Mysteries", which is an exciting multi-media curriculum using web based activities to teach fundamental computer skills.

"Club Tech" is a Boys and Girls Clubs of America computer program for youth ages 13-18.

The first lesson is Design Tech, which guides youth through graphic design processes and techniques.

The second lesson is Photo Tech, which teaches youth basic photography skills.

The third lesson, "Web Tech" is the final stage of Club Tech where the youth will use all of their prior knowledge to design a website.

These activities and more are available throughout the summer. For more detailed information, please contact Vicki Campbell at 827-4696.

CYS Sports Camps

CYS is sponsoring sports camps for school age, middle school, and teen youth during the summer.

If youth are interested in participating in the camps, they must be CYS members. The membership cost is \$15 annually. Registration forms are available at CYS, building 145. For more information, call 827-4696.

Sports Camp Schedule of events

July 7 to 11- Bowling

July 14 to 17- Baseball

July 21 to 24- Field Hockey

July 28 to 31- Lacrosse and Horse Shoes

Aug. 4 to 7- Racquetball

The sports camps will be conducted:

Monday through Thursday

School Age Youth

8 a.m. to 9:30 a. m.

Middle School/ Teen Youth

1 p.m. to 3 p.m.

Join the summer fun!

MWR Services

Skeddadle Inn Conference Center

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 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.

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.

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

ITR is now available through the Physical Fitness Center. For information email: ok.fern@sierra.army.mil or call 4360.

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.

Mystery Bowl underway!
Check out the weeking drawings.
One entry with every purchase at the Bowling Center.

Reading marathon kick-off event

Child and Youth Services hosted a "Reading Marathon" as a part of their "Power Hour" Interactive Reading Component. The program was funded by a mini grant from the Maurice Robinson Foundation.

The Reading Marathon is a nine-week program for school age children from ages five to eleven. The marathon was just a "kick-off" event to the extended program that will continue to implement during the school year.

It was decided to use an incentive to jumpstart the interest of children in order to encourage participation.

The staff ordered five different sets of material to use for the marathon, including workbooks from Spectrum Reading and Spectrum Phonics. The software used was Reading Lesson, Reading Blaster, and the Storybook.

The marathon was separated into two parts. One was written lessons and the other one was interactive reading activities on CD ROM.

The "Reading Marathon" began with twenty participants and ended with fourteen. The CYS staff worked very hard to make sure that the computer lab scheduled coincided with the School Age program.

The first step to this process was a meeting between CYS staff members and the Herlong Elementary School faculty. The faculty provided the information needed to determine the weak areas of the students. The materials were age and developmentally appropriate, but had to be modified according to the needs of the children.



Vicki Campbell

The winners of the Child and Youth Services reading marathon are (left to right) Alex Harris, second place; Tyler Fuller, first place; and Audranae McGinnis, third place.

The marathon was conducted on Tuesdays and Thursdays, in conjunction with Power Hour. On Tuesdays the children completed work from the phonics and reading workbooks and on Thursdays the children participated in interactive media lessons and games in the computer lab.

The children were very excited about the program because of the added incentive prizes for their participation. The prizes were as follows: First place. - bike, Second place. - game boy advance with a game, Third place. - \$25 gift certificate from Wal-Mart. The other participants received \$10 gift certificates from Wal-Mart.

The program was very successful because the children who participated progressed positively each week and they were given more challenging activi-

ties every week. According to the opinions of the faculty of Herlong Elementary School, the workbooks and software were very good choices and they felt that the individual needs of the students who participated were well met by the materials.

Overall the children enjoyed the marathon and the CYS staff look forward to the continuation of the program.

The winners are: First place- Tyler Fuller, Second place- Alex Harris, Third place- Audranae McGinnis.

Participants were: Jake Croghan, Kirsten Croghan, Camra Comier, Jacob Cunningham, Anthony Demague, Danielle Harris, Taylor Retterath, Rachel Silva, Roger Stoddard, Cheryl Weber, and Justin White.

Old Geezers

"Geezers" (slang for old man) are easy to spot. At sporting events, during the playing of the National Anthem, Old Geezers hold their caps over their hearts and sing, without embarrassment. They know the words and believe in them.

Old Geezers remember World War I, the Depression, World War II, Pearl Harbor, Guadalcanal, Normandy, and Hitler. They also remember the Atomic Age, the Korean War, the Cold War, the Jet Age and the Moon Landing, not to mention Korea and Vietnam.

If you bump into an Old Geezer on the sidewalk, he will apologize.

Old Geezers trust strangers and are courtly to women.

Old Geezers hold the door for the next person and always, when walking, make certain the lady is on the inside for protection.

Old Geezers get embarrassed if someone curses in front of women and children and they don't like filth on TV or in the movies.

Old Geezers have moral courage. They seldom brag unless it's about their grandchildren.

It's the Old Geezers who know our great country is protected, not by politicians or police, but by the young men and women in the military serving their country.

This country needs Old Geezers with their decent values. We need them now more than ever.

Thank God for Old Geezers!

Author Unknown

Anticipated Vacancies:

Production Machine Mechanic, WG-5350-10/NTE 1 Year

Production Machine Repairer, WG-5350-08
Secretary, GS-0318-08/Command Group

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 and updating your Resume takes about 10 days for processing - don't lose out on a good opportunity for advancement!

Apply Now!

CLASSIFIEDS:

TWOFAMILY YARDSALE!

July 11 and 12 from 9 a.m. to 2 p.m. at 472-095 Chappuis Lane in Standish - corner of Chappuis and Highway 395 East. Items include: sofa, treadmill, exercise bike, 50 gallon aquarium in teak house with all shells and equipment, Octagon aquarium (10 gallons), willow furniture, bakers rack, satellite system, 49 Dodge flatbed pickup, children's toys and clothes, large size women's clothes, plants, HORSE TACK and lots more! Items added each day! No Early Birds.

Quote of the Month

"Good judgment comes from experience, and experience comes from bad judgment."

Barry LePatner

"I need my Resumix now!"

By Ruth Dowden

I need my Resumix done.....and I want you to stop what you are doing and do it for me!

Now that I have gotten your attention I want you to know this happened to me as a Resumix Coach. It wasn't "I need my resumix done when can you fit me in and what do I need to get it started...".

The first thing you need to do when you need your resumix initially started or even updated is to call the coach and find out if they have time to help you. Some already have other employees scheduled and can't take any more at that particular time. Others will tell you to bring your information and come on over...it just depends on their workload. And yes, we do have our own work to do so please be patient.

I had one employee bring me only a SF50 Action and expect me to start from that...which is not the way to do it. When you come to your appointment bring everything you have, from an old application to your most current SF50 Action....also needed is any training you have that is related to the job(s) you are interested in.

"My military doesn't count"....(this is what one employee told me)...I asked him "since when?"...all military counts...what you did back then you are able to do again and it gives you some experience that you would not otherwise have.

"All my information is in storage"...well kid...go to the storage unit this weekend and start digging because you need it if we are not going to waste your time and mine.

Your Resumix will only be as good as the information you provide to me!

Don't get upset if you have to wait a few days for some help....we do get burnt out doing them just as much as anything else.

When one Resumix looks the same as the next you know you are in trouble!

So the best advice I could give is to have everything pertaining to your past and present employment, training, certification and even any volunteer work with you when you attend your appointment.

I myself have never been very good at putting puzzles together!



THE SNOOP: From Camera to Pen!

Knock-knock

Who's there?

A "Container Rotator"

"What is a Container Rotator?"

As you can tell I have traded my camera for a pen. The digital camera that I have been using belongs to the Director's office and is broke (no, I did not do it). Until they get a replacement or the current one fixed I am "pen bound." This is not a bad thing actually, as it gives me time to write about you all!

I was out walking around (trying to find some trouble) and ran into Joe Stauffer (Branch Chief of the Metal Working Branch). I asked him what that big thing with the container was. Joe explained to me that it is called a "Container Rotator" and was actually invented by a group of Sierra employees!

It seems that in 1996, a group of employees devised a safer and more efficient way to rotate containers. Using the idea of a rotisserie, they designed and built the "Container Rotator." The Rotator reduced the total handling time from several hours to twenty minutes and manpower from four to two employees. (Prior to 1996, four employees, a 30,000-pound forklift, two 6,000-pound forklifts and nylon straps were used to reposition the container.) In 1999 the same group of Sierra employees applied and received a U.S. Patent for the "Container Rotator"! The depot now takes orders and manufactures the rotators for our customers! Good Going Guys! *This is just one of many ways Sierra stands out from other installations!*

HAPPY BIRTHDAY!

Employees celebrating birthdays this month include: Lynn Goddard, Larry Brown, Michael O'Brien, Gary Amunson, Zoltan Andahazy, Werner Bauer, Jack McDonald, Thomas Byers, Dennis Child, Herb Clemons, Dan Colgain, Michael Chastain, James Davis, Darrell Dowden Sr., Bobby VanMeter, Richard Martinez, Amanda Farley, Bob Freed, Roy Garcia, Steven Newton, Gary Gover, Dan Harp, Bill Harris, Pat Helmka, Dianna Hill, Bob Hildebrand, Jeff Hall, Ricky Ridenoure, Carol Gordon, Casey Humphrey, Beth Holmes, Chris Jacobs, Angel Jimenez, Brian Jones, John Knaup, Dana Landry, Robie Linn, Nick Long, Don Morgan, Ken Morrison, Rodney Maines, Kitty Halstead, Harvey White, Carolina Martinez, Jerry Simpson, John Dennis, Carl Oaks, Barry Spratt, Drew Owen, Bill Russ, Chris Turek, Robert Robinson, Kristy Turner, Charvette Comier, James Wenger, Peggy Wilburn, Denise Wilcox, and Becky Wilder

CANCER: *If you have always felt the desire to do something as a writer, dear Cancer, now is the time to take the plunge. You certainly don't lack the imagination! The problem you have may be that you have more difficulties taking your prose seriously. Don't think so seriously about being a "Writer" Just write! And above all, don't hesitate to let people read what you write. A writer's group would be a great way for you to come out of hiding! Virgo continues to be your choice of mate, Virgo men/women need a hand to lead them where they need to go.*

LEO: You may find yourself having some strong hesitations during the day, dear Leo. You may have to cover up the truth or, on the contrary, say it out loud. If this is the case, say what is on your mind without hesitation. You will be supported by the current planetary positions, which will help you formulate your ideas in a way that won't shock people, and in fact might even sway them to your point of view! Sagittarius continues to be your choice of mate, Sagittarius men/women tend to be outspoken when necessary and very smart! Beware, your ship has landed!

Ceremony marks 30th anniv of all-volunteer force

By Casie Vinall

Special to American Forces Press Service

WASHINGTON – For three decades, America's armed forces have served on a solely volunteer basis. The nation marks the 30th anniversary of the All-Volunteer Force this month.

On July 1, President Bush hosted a re-enlistment ceremony at the White House, recognizing the anniversary. Enlistment ceremonies were also held at 65 military entrance-processing stations around the country.

Connecting a ceremony at the White House with ceremonies across the country on the same day is a unique way to salute the patriotism of our

nation's service members and new recruits, according to Pentagon officials.

Before the All-Volunteer Force, established in 1973, the nation depended upon an involuntary draft system.

The draft was used during World Wars I and II, and the Korean and Vietnam wars.

In the late 1960s, defense officials said, the draft came under intense scrutiny and was viewed with growing dissatisfaction and a sense of inequity by the American public. As a result, Defense Secretary Melvin R. Laird established the All-Volunteer Force, which Congress approved in 1973.

"In the draft era, we largely told you what was good for you," a senior defense official said at a recent briefing on the All-Volunteer Force. "Now, we come to you and say, 'Which of these training opportunities would entice you to join and stay with us?'"

After the switch, the all-volunteer military served in conflicts in the Persian Gulf, Panama, Bosnia and Kosovo. Today, volunteer troops serve in operations Enduring Freedom in Afghanistan and Iraqi Freedom.

Yet, the controversy has remained, with a recent push to return to the draft system. The official said there is no need to reinstate the draft which arose

out of "economic" and "historical reasons." Today, the military leaders do not want to return to this system.

"They do not want to go back to a system where the people in the ranks are people who don't want to be there, who are there for short periods of time, which are not really focused on the job," he said.

According to the military's top-ranking officer, the All-Volunteer Force has been a success.

The service chiefs and the Joint Chiefs of Staff "feel the All-Volunteer Force is working extremely well," Air Force Gen. Richard B. Myers, chairman of the Joint Chiefs of Staff, said at a recent briefing.

"It's efficient, it's effective. It's given the United States of America, the citizens of this great country, a military that is second to none," Gen. Myers said.

(Casie Vinall is an intern working in the Office of the Assistant Secretary of Defense for Public Affairs.)

Transfer of lake on board agenda

The Sierra Army Depot Restoration Advisory Board will meet July 16, 6 p.m., at the Skeddaddle Inn. Topics of discussion include transfer of the Honey Lake property to a conservation team. Representatives of that team are scheduled to attend the meeting, which is open to the public.

For more information contact Mike Erickson, 827-4892.



Lynn Goddard

Vincent Sabatino, Acting Commander, Sierra Army Depot, bids farewell to Susan Holliday, Environmental Protection Specialist, Environmental Division, Directorate of Public Works, and her husband Richard Rock, Plumber, Utilities Division, Directorate of Public Works, as they prepare to take an assignment in Sicily. They received a send off at a cook-out, attended by their friends and co-workers.



Lynn Goddard

Lori McDonald (left) receives a Department of the Army certificate commending her for doing a great job as the Secretary, Directorate of Administrative Services. Vince Sabatino, Acting Commander, Sierra Army Depot, also recognized her at a staff meeting for outstanding efforts with realignment actions as noted in a letter to her from Dr. Mario P. Fiori, Assistant Secretary of the Army (Installations and Environment.)



Lynn Goddard

Bob Picco (left), Training Officer and Inspector General for Sierra Army Depot, is congratulated by Vince Sabatino, Acting Commander, as he presents a certificate at a staff meeting recognizing Picco's 30 years of federal service.

