

The Challenge

Sierra Army Depot, Herlong, CA

May 2003

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Installations/Environment Secretary tours Depot

By Larry Rogers
Public Affairs Officer/Editor

Dr. Mario P. Fiori, Assistant Secretary of the Army (Installations and Environment), got a first hand look at Sierra Army Depot from the ground and the air during a recent one day visit.

Dr. Fiori came to review actions underway that will eventually lead to the return of Honey Lake to the California State Lands Commission.

A process is underway to remove debris left on the eastern lake shore following ammunition operations in the 1940's and 1950's. The Army conducted demolition and burning of excess, unserviceable, and/or obsolete munitions at the site following World War II.

The orientation began with a helicopter overflight of the roughly 3,500 acres where the ordnance related items

TSP open season

The Thrift Savings Plan (TSP) open season continues until June 30. During open season eligible civilian employees may begin contributing to the TSP or change the amount of current contributions. Employees covered by FERS may elect to contribute up to 13 percent and CSRS covered employees may elect to contribute up to 8 percent of basic pay.

All open season changes must be transacted through the Army Benefits Center (ABC) via the Interactive Voice Response System at 1-877-276-9287 or the Employee Benefits Information System at <http://www.abc.army.mil> and selecting "Benefits Change".

Employees may make contribution allocations or interfund transfers through the TSP web site at www.tsp.gov and selecting "Account Access" or by calling the Thriftline at 504-255-8777.

Also, guidelines are still being developed regarding the "catch-up" contributions for eligible TSP participants who are age 50 or older. This will not be accomplished during the current open season. Additional information will be provided as it is received. The latest plan news is available at www.tsp.gov under Current Information.



Larry Rogers

Dr. Mario P. Fiori (left), Assistant Secretary of the Army (Installations and Environment), is greeted by (left to right) Col. W. C. Garrison, Deputy Director, Installation Management Agency, Southwest Region; Col. Paul Plemmons, Commander, Sierra Army Depot; and Vincent Sabatino, Civilian Executive Assistant, Sierra Army Depot, upon his arrival at Amedee Army Airfield.

are being removed. Charles Hubbard, Base Realignment and Closure (BRAC) Project Manager, Sacramento (Calif.) District, Corps of Engineers explained the work that is underway.

Col. Paul Plemmons, Commander, Sierra Army Depot, and Depot personnel involved in the realignment actions underway since 1995, gave the visitors a detailed update during a working lunch at the Skedaddle Inn, following the overflight of the lake area and other portions of the Depot.

Though time was limited following the BRAC business, there was an opportunity for Depot personnel to provide a driving tour of the mission area and explain what the depot is doing with Operational Project Stocks equipment items including Water, Petroleum, and Medical material, Bailey Bridging, and Landing Mats, in direct support of war requirements.

Force protection projects and other efforts in the industrial area were also addressed.

Amedee: key role in power projection



Larry Rogers

Amedee Army Airfield, located on Sierra Army Depot, continues to play a crucial role in supporting military forces around the world. A large Air Force cargo jet is loaded with medical supplies destined to support Operation

Iraqi Freedom while a military jet, carrying a group of VIP's including the Assistant Secretary of the Army (Installations and Environment), taxis upon arrival and a National Guard helicopter prepares to conduct an overflight of

"This was an excellent opportunity to raise the level of awareness of the important work that is being accomplished here," Col. Plemmons, said.

Dr. Fiori was joined by Col. W. C. Garrison, Deputy Director, Installation Management Agency, Southwest Region, who will eventually be responsible for Depot Garrison operations under an Army transformation program.

Also touring the Depot were Lt. Col. Gregg Chislett, Supervisory Engineer for Public Works, Southwest Region; Russell Shearer, Special Assistant to the Assistant Secretary of the Army (Installations and Environment); Bill Birney, Assistant for Real Property, Deputy Assistant Secretary of the Army (Installations and Environment); Adrian Nakayama, Program Manager, Base Realignment and Closure, Assistant Chief of Staff for Installation Management; Kristine Kingery, Assistant Chief of Staff for Installation Management, Environmental Programs Office; Charles Hubbard, Base Realignment and Closure Project Manager, Sacramento District, Corps of Engineers; and Roland Belew, Project Manager for Ordnance and Explosives, Huntsville District, Corps of Engineers.

the depot. Plans are in the works to extend the runway to accommodate an expected increase in Operational Project Stocks traffic as the Depot continues to grow as a Rapid Delivery Logistics Facility.

Commander's View

We have become accustomed here at Sierra to a rapid pace of operations. This continues to be the case, as we all well know.

As I ink this month's column I remember what remarkable scenes we have viewed since the war in Iraq began. Our military has performed remarkably in almost completing its mission. Though we supported from a far distance, make no mistake that Sierra's contribution to this great success is by no means small. We worked hard to meet the imposed timelines and did not miss a beat. Those timelines were critical to the entire military plan. You can be proud of your personal contributions and those of "Team Sierra". With all this said, there is still no time for rest from the tempo. We continue to have a large presence in SWA and a continuing follow-on mission. This means we will still be shipping medicine and some of our stocks that require replacement. Further there is on-going planning for reconstitution of supplies and equip-



Col. Paul Plemmons
ment. Sierra will most likely play an important role in this mission. This will probably mean future, consistent workload for our Depot.

While we worked hard here, some of our colleagues deployed forward to support the war efforts in theater. John Bower, Stu Kenworthy and Walt Garner are in the area of operations assisting

with the huge Army Materiel Command Mission. I have recently heard from John and he is 25 miles outside of Baghdad. I am sure he will have more interesting stories when he returns. We have also had several employees deploy as part of their Reserve Component units. Jan Hageman, though remaining State side, is doing important Homeland Security duty with the Coast Guard. Kevin Robinson is gone with his Air National Guard unit and Lawrence Moore is with his Army Reserve unit. Our thoughts and prayers are with all of our deployed folks and their families.

With all the action going on we have still had many visitors interested in the Sierra mission. The director of the Federal Emergency Management Agency, Region IX visited recently. His agency is looking for logistics storage sites to support their ever-increasing mission. We also had as a guest Dr. Mario P. Fiori, Assistant Secretary of the Army for Installations and Environment. He was interested in our progress in returning Honey Lake back

to California as well as the Depot's contribution to National Defense. Both individuals left with a great impression of our workforce, location and infrastructure. I believe this will translate into more business down the road.

Sierra also continues to conduct lean analysis. We just completed our second rapid improvement event. We are finding that lean thinking is allowing us to work smarter vice harder, which in turn saves our customers money. Keep up the good work in this area.

Finally, I will depart to the Area of Operation for a two-month tour. I ask you to support Mr. Sabatino as you have supported me. We need to continue the momentum we are currently experiencing. I will be in contact and plan to command from my forward location.

Pay attention in the work place and keep safety your number one priority.

Pride in Excellence.

The Union's Position: AFGE, Local 1808

When I travel to Union meetings, such as Legislative Conferences in Washington D.C., as Local Presidents we lobby our Congressional Representatives on issues that effect federal employees. Another meeting, the DefCon. Steering Committee, deals with issues that will affect DoD employees specifically. I talk to other Local Presidents and we at Sierra seem to be one of the few Depots' that have supported both the War on Terrorism and the War in Iraq and have stayed busy with work since 9/11. Because of your dedication and efforts, Sierra is able to accomplish its mission to support the Soldier in the field.

Col. Plemmons and Vince Sabatino (CEA) are working continuously to get new customers at Sierra to try and solidify us from BRAC 05. Some of the things that are being worked on are the new generation of water purification systems to be worked at Sierra in FY



James Swistowicz
05, making sure that all assets that left Sierra in support of our Nations Defense comes back to Sierra, working to get the Striker Brigade mission. They are also working to get backing for the runway extension for the airfield as soon

as possible. These are just a few things that are being looked at that would help us in BRAC 05.

When the WG-05 support helpers were hired, it was agreed upon by Union and Management that they would be rotated in order to give all of them an opportunity to work in all areas required in their job description..

The rotation plan for the WG-05 support worker is being worked on by the Directorate of Operations and nothing has come to the Union as of yet.

Jim Usher, Sierra's new Management Employee Relations Personnel Specialist and the Union are working the use of Compensatory Time by Mission employees. Hope to have something ready to present to the Commander and CEA here soon.

Our next scheduled Union meeting will be held May 6, at building 58 at 5 p.m. Everyone is welcome to come. Hope to see you there.

Worth Repeating

"One has the right to be wrong in a democracy."

- Claude Pepper,
U.S. politician

"The only thing that doesn't abide by majority rule is a person's conscience."

-Harper Lee,
U.S. writer

"Mob law does not become due process of law by securing the assent of a terrorized jury."

-Oliver Wendell Holmes, Jr.,
U.S. Supreme Court Justice

"Communications dominate war; broadly considered, they are the most important single element in strategy, political or military."

-RADM Alfred Thayer Mahan,
U.S. Navy

The Challenge

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News 'from the field'

We wish to take this opportunity to highlight employees from Sierra Army Depot that volunteered to participate in "Operation Iraqi Freedom." These are truly special individuals that are going the extra mile, putting themselves in harms way to support our troops and to protect our freedom as well as the Iraqi people. The following is an email from Sierra employee, John Bower, Criminal Investigator.

Stu (Kenworthy) and Walt (Garner) are with me here as well. We are assigned to the AMC - SWA Logistical Support Element (LSE). Our primary mission when we arrived was to account for every civilian U.S. Army contractor within the theater of operations.

I have since been attached to the LSE for the 3rd Infantry Division and am tracking ALL civilians, to include contractors, media, and DoD Civilians, embedded or attached to the Division.

In addition, early on, we made several recommendations to AMC headquarters that have been followed up on, or are being looked at for action in identification and accountability of DOD civilians and contractors before they deploy to the theater.

Those of us attached to the forward units live in tents. We generally get a tepid to medium warm shower every other day and one or two hot meals a day when in the cabals or encampments. Lunch is always an MRE and usually you eat one other meal as an MRE due to mission requirements. You live with sand in everything, including

your food and shelter, high heat, lack of comforts you take for granted back home, and lack of news. You live with 7/12 hour day weeks and constant fatigue. Basically any depot employee that has been to an overseas mission will know what I am talking about. Mission, mission, mission - do it right, do it as quickly as possible, and move on to the next objective. Since I do not have a vehicle I walk through the desert a lot. One good thing, I am losing weight!

Biggest problems are communications and transportation. I have to stand in line to borrow a computer to both file electronic information to the database and to check my email traffic. There are plenty of ports available but computers are scarce. The same with phone systems.

What can you do to help? Easy, you work to your best ability. I am living in a tent that was refurbished and stored at Sierra. It works great and I at least have heating and air conditioning that works. But anything that arrives missing parts, is mis-aligned, or in any way not completely and immediately functional, is dead weight that requires long hours to repair and days, even weeks, to find and install missing parts.

The troops are confident and are bearing up well. We have been ready for some time now and as I write this we are finally on the move. We will win, that is inevitable. There is no army on the face of the earth that these kids can't whip. You can pray that the cost is not high.

Colonel Plemmons has been terrific in seeing after those of us that have

deployed here from the Depot. So far, the Depot has looked very well in material that was stored, refurbished, or shipped from there. A few items I found out about I emailed to the depot, but the percentage was very low compared to the many things that were right on.

Kinda makes me proud I belong there.

I am sure I speak for Stu and Walt as well when I say how much we are looking forward to the completion of a successful mission, and going home to our friends and a cold beer!

John



Stu Kenworthy is one of the three Sierra Army Depot employees voluntarily serving in Kuwait and took this photograph at a sign showing how far he is away from home (Janesville 7,595).

Safety Clip: Dryer dangers

By Ken Auld

Depot Fire Inspector

Clothes Dryers can be a fire hazard if not maintained properly.

Clean the lint filter and never leave home while your dryer is running. The National Fire Protection Association (NFPA) is cautioning that clothing, and the lint it leaves behind, can catch fire in clothes dryers.

Dryers were among the most common types of equipment involved in home fires, ranking third behind stoves and fixed area heaters. From 1994 to 1998, they were involved in a per-year average of 14,800 home fires, 16 civilian deaths, 309 civilian injuries and \$75.8 million in direct property damage.

Lack of maintenance was the No. 1 cause of dryer fires. Other specific leading causes were part failure, leaks and breaks, short circuits or ground faults, and combustible materials too close to the dryer. Clothing was the item first ignited in one-third of dryer fires. Dust, fiber and lint were first ignited in more than one-quarter of the incidents.

To avoid such fires, NFPA advises:

- Clean the lint filter before or after each use, and also wipe away any lint that has accumulated around the drum.

- Make sure the dryer is plugged into an outlet suitable for its electrical needs.

- Do not run the dryer without a lint filter.

- Do not leave the dryer running if you go out, in case it malfunctions.

- Make sure that the air exhaust vent pipe is unobstructed and the outdoor vent flap opens readily.

- Keep combustibles, such as boxes and clothing, away from the dryer.

- Have your dryer installed and serviced by a professional. Gas dryers should be inspected periodically by a professional to make sure the gas line and connection are intact and leak-free.

We take it for granted that our home appliances will work safely as they should, but we need to take care of these devices to keep them safe. Don't let fire start in your home because you didn't clean your lint filter or maintain your dryer.

It's been a while but we did have a clothes dryer catch on fire here in Depot Housing.

Be aware of any fire hazards in or around your home and work place.

HAPPY MOTHER'S DAY



MAY 11, 2003

Medical water distribution research conducted at SIAD

By Meg Hill,
Special to *The Challenge*

Sierra Army Depot personnel, working side by side with U. S. Air Force representatives, recently conducted the "First Article Review" (FAR) at the Depot.

The team worked together to layout the system, insure all parts were compatible, and prototype pack the equipment into "RO-Pack" containers. The "RO-Packs" were then added to the infrastructure equipment and palletized onto a 463L Air Force Pallet.

Sierra Army Depot employees, working in conjunction with the Tank-automotive and Armaments Command (TACOM), Automotive Research, Development, Engineering Center (ARDEC) engineers, procured sub-components and assembled into hoses, valves, gages, and adapters for the system(s). This intense procurement research and validation process is expected to go a long way in the provisioning future sustainment assemblies, as well as additional systems.

The first article review was deemed a success by those involved.

Several components were re-

viewed, issues brought to light and changes incorporated to better meet the airmen's needs. Everyone involved in

the operation came away with a better understanding of the system, and how to achieve a leaner, capable end product.

Air Force personnel participating in the FAR: TSgt Randy Peterson (HQ ACC/SGXL), Kathy Murtagh (AFMLO/FOX), Trish Horwath (AFMLO/FOX), Tim Spencer (US Army TACOM/ARDEC), and Dave Hefner (HQ ACC/SGXL).

Sierra Army Depot personnel directly involved in the effort included Clifford Sanders, Janet Taylor, Deborah West, and Dennis Holcolm, all members of the Directorate of Mission.

The Air Force medical water distribution system (MWDS) is comprised of two systems, one to supply potable water and the other for waste water removal. These two sub-systems assembled at Sierra are then added to infrastructure equipment, such as tents, environmental control units, power distribution and lighting equipment. The system then becomes a part of the larger Expeditionary Medical Equipment Distribution System, (EMEDS).



U. S. Air Force Photo

This U.S. Air Force Expeditionary Medical Equipment Distribution System (EMEDS) includes a medical water distribution system (MWDS), comprised of two systems, one to supply potable water and the other for waste water removal. Sierra Army Depot employees, working with Air Force personnel, conducted procurement research and process validation at the Depot.

SBCT vehicles bring new dimension to NTC battlefield

(Editor's Note: You may have heard talk about the Stryker Brigade Combat Team and a possible involvement by Sierra Army Depot. This article, which was written last month, is provided to introduce you to the SBCT)

FORT IRWIN, Calif., (Army News Service) — Soldiers from Fort Lewis, Wash., are at the National Training Center getting a taste of how Army life will be in the 21st Century.

During "Operation Arrowhead Lightning I" at Fort Irwin, Calif., medics are driving larger vehicles, infantrymen are riding in vehicles up to 60 mph, and the engineers are clearing mines while on the go.

The commander's vehicle, another Stryker variant, allows leaders to control the battle out of the tactical operations center.

"It's an outstanding vehicle because it provides us uncommon capabilities, never seen in the Army," said Maj. Chuck Hodges, operations officer, 1st Battalion, 23rd Infantry Regiment.

The Stryker Commander's Vehicle is so advanced that it can track just about anything on the battlefield with its video display terminal, using the global positioning system. Red icons appear on the screen when the enemy is nearby and an automated voice sounds off with: danger! Enemy nearby!

Blue icons depict friendly forces

and by clicking on the icons the unit designation is given.

"It's quick, agile and quiet," said Sgt. Jimmy Rogers, from 1st Battalion, 23rd Infantry Regiment. "This thing even operates better on urban terrain and can go places a tank from the past can't."

The Medical Emergency Vehicle is also ions ahead of its predecessor — the field land ambulance, said Sgt. Joseph Harp, a senior line medic.

The MEV provides enough space for four litter and six ambulatory soldiers at a single time.

"The best difference is the speed factor," said Staff Sgt. Jesus Molina, treatment noncommissioned officer, 2nd Bn., 3rd Inf. Regt. "It allows us to get there quicker and that could save lives."

The purpose of the operation is to prepare the Stryker Brigade Combat Team for it's upcoming certification exercise in May at the Joint Readiness Training Center, Fort Polk, La.

On a hot, windless morning the unit was hit with a Nuclear, Biological and Chemical drill. These conditions gave the unit a taste of what to expect should the unit ever be hit with a Theatre Ballistic Missile, according to Capt. Chris Wong, the SBCT chemical officer.

"(They should) be familiar with what might happen," Wong said. "There's always that threat. There should be no difference between train-



Staff Sgt. Rhonda M. Lawson

Two soldiers with the first Stryker Brigade Combat Team guard the perimeter as their squad reconfigures their Stryker Infantry Carrier Vehicle after it was offloaded from an Air Force C130 Hercules aircraft at the National Training Center, Fort Irwin, Calif.

ing and the real thing."

Despite the temperature seeming to rise once the soldiers donned their Mission Oriented Protective Posture gear, soldiers were seen throughout the dust bowl preparing their vehicles and personal equipment.

"With things going on in the Middle East, this was very important," said Staff Sgt. Donald Price, Co. C, 2nd Bn., 3rd Inf. Regt. "It gave us an opportunity to be sure that we have our equipment and our equipment fits."

"This was good training," said Sgt.

Piotr Kulikowski, a squad leader with 2nd Bn., 3rd Inf. Regt. "We need more of it."

"It wasn't overdone," Price added. "We donned our masks for a while then they said 'all clear.'"

The wrap-up of NTC will be just the beginning for the Stryker Brigade Combat Team, who will continue to test the effectiveness of the unit at JRTC.

(This information was compiled from stories submitted by the 28th Public Affairs Detachment, Fort Lewis, Wash.)

Complacency: A very serious hazard on the job

For many, the word "hazard" evokes a picture of toxic chemicals, heavy machinery, explosives, or a myriad of other well-known hazards. But for most AMC employees, complacency can create more serious hazards.

The dictionary defines complacency as "self satisfaction accompanied by unawareness of actual dangers or deficiencies." This definition implies that a person who has done a task routinely and successfully over a period of time can mentally disconnect from the job at hand. Complacency is often brought on by: using reliable equipment that "never fails," working within a known and familiar setting, or anticipating the same

response to an action without verifying it.

Warning signs of complacency include:

- Lowering your standard of performance
- No longer making the effort to improve proficiency
- Bored with an activity and satisfied with the status quo
- Neglecting even the smallest items of personal safety equipment

Historical data indicates that approximately 80 percent of all accidents are caused by human error. Complacency is often one of the causal factors cited in human error accidents. We can all take steps to avoid complacency and

decrease the risk of this very real hazard.

Ways to limit complacency are:

- Develop a detailed plan to guide you through the task at hand
- Participate in training and stay abreast of current work methods
- Follow established procedures – don't attempt to do intricate tasks from memory
- Use near-miss information to re-educate yourself on the potential risks

Supervisors and employees working together as a team can limit the potential negative impact of complacency. Through teamwork, this command can limit an individual's complacency and its impact on the safety of

themselves and others. Complacency can be a safety hazard in all facets of our life — as you drive to and from work, do routine jobs around the house, perform complicated maintenance procedures, or make decisions about logistical support to our soldiers.

... Complacency to the fact that existing controls may not continue to control hazards in rapidly changing situations should be viewed as a hazard in itself." Army Field Manual 100-14.

(Editor's Note: This safety message was forwarded, at the request of Gen. Paul J. Kern, Commanding General, Army Materiel Command, by the TACOM Safety Director, Nick Straffon.)

Understanding rules of working with contractors

Working with a contractor requires knowledge of specific do's and don't's. The following are provided by the legal office to assist you in your contacts with contractors.

DO'S

- DO notify the Contracting Officer (Sue Ritz, 4836) if, during the life of the contract, you become aware of the contractor having either technical or financial difficulties.

- DO inform the Contracting Officer immediately of any discrepancies in performance so that the situation can be rectified.

- DO open all communications with contractors by stating that the purpose of the communication and explaining that no comments made are to be interpreted as committing the Govern-

ment. Any commitment of funds will be made only by the Contracting Officer in writing.

- DO conduct relations with contractor personnel with courtesy and in a professional manner. YOU ARE REPRESENTING THE UNITED STATES GOVERNMENT.

- DO inform the Contracting Officer immediately of any accident at the job site involving contractor and/or Government employees.

- DO inform the Contracting Officer of potential problems before they progress to the point of being uncorrectable.

- DO inform the Contracting Officer of any apparent violations of the terms and conditions of the contract.

- DO report to the Contracting

Officer any instances where the contractor is offering gifts or gratuities to Government employees.

- DO remember that, in your relations with contractors, no body of regulations can cover all possible situations, and that there is no substitute for good judgment and common sense.

DON'TS

- DON'T divulge to any contractor, present or proposed, any knowledge concerning a proposed project since this information could provide the contractor with an unfair advantage over other contractors.

- DON'T make any commitments to proposed contractors, whether or not you believe it will cost the Government money.

- DON'T providing contracting information or Government price estimates to contractors or anyone who does not have a need to know.

- DON'T tell contractors or bidders about their competitor's bids or proposals.

- DON'T, on your own, alter the scope of work prescribed within the existing contract.

- DON'T request or accept a loaned piece of equipment, free sample, free work, or free on-site demonstrations. Unsolicited items of equipment

or demonstrations should be referred to the Contracting Officer.

- DON'T submit drawings and specifications for contracting purposes without verifying that they are current, complete, and accurate.

- DON'T solicit from contractors or potential contractors, gifts, entertainment or favors, regardless of their value.

- DON'T accept gifts, entertainment or favors, regardless of their value, from contractors or potential contractors without first checking with the Ethics Counselor (Helen Evans, 4548).

- DON'T solicit nor accept gifts or gratuities through indirect means, such as acceptance through a friend or family member.

- DON'T engage in after-business hours and social relationships with contractors or their representatives. These types of activities create the appearance of favoritism and procurement improprieties.

- DON'T accept nor arrange for discounts or special favors for Government employees or officers from a contractor.

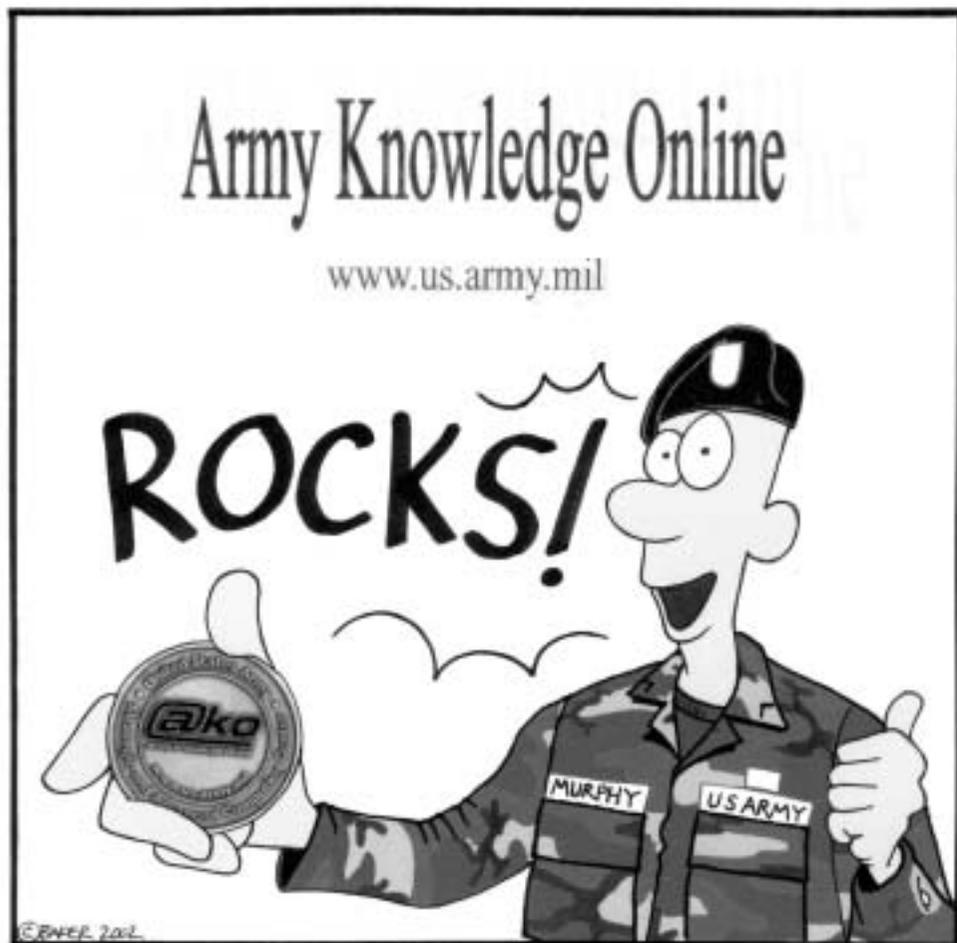
- DON'T solicit or accept a promise of future employment or business opportunity from a contractor or prospective contractor without first seeking advice from the Ethics Counselor.

** As Government employees, the public has imposed a special trust and confidence in our actions.

Through adhering to the Do's and Don'ts listed, we can insure that we do not violate that trust.

Some of these rules are stricter than the minimum requirements of the regulations. Remember though that following them can help avoid getting yourself in trouble in close cases.

For more information contact Helen Evans, Legal Office, 827-4548



Need a Ride?
Taxi available
by calling 4697

Service is available throughout the Depot for all employees on government business, during regular duty hours



Lynn Goddard

Butch Young, Directorate of Information Technology and Special Services, Information Technology Division, Supervisory Information Management Specialist, receives a flag and congratulations from Col. Paul Plemmons, Commander, Sierra Army Depot, during a retirement party for Butch.



Lynn Goddard

Butch Brower, Directorate of Operations, Production Planning and Control Division, Production Controller, receives a Certificate of Retirement from Col. Paul Plemmons, Commander, Sierra Army Depot, during a retirement ceremony.

Col. Paul Plemmons, Commander, Sierra Army Depot, joins the Civilian Personnel Advisory Center crew for a snapshot after presenting them Certificates of Appreciation for a special employee hiring project they conducted for the Directorate of Resource Management. Pictured with Col. Plemmons are (left to right), Kay Schneider, Jude Everett, Charlotte Randolph, and Ron Parks.



Lynn Goddard



Lynn Goddard

Col. Paul Plemmons, Commander, Sierra Army Depot, presents a Certificate of Appreciation to the Staff and Management of Reno Forklift, Inc., recognizing the tremendous support they provided in completing a forklift maintenance and repair contract at the Depot. The certificate notes the flawless coordination and support provided by Bob Manning (shaking hands with Col. Plemmons), Customer Service Representative, and the expedient maintenance and repair to over 100 forklifts completed by (left to right) Bryce Jones, Steve Overson and Rodney Lyman

Value Engineering + The Beneficial Suggestion Program = A Good Fit

By Clifford Louie

Special to *The Challenge*

Value Engineering (VE) is a powerful problem-solving tool that can help the Depot save money, make jobs safer and easier, and reward its participants.

It uses a step-by-step procedure to analyze the all the functions of a job, a piece of equipment, a facility or a process to try to achieve the REQUIRED FUNCTIONS at the LOWEST TOTAL COST.

For example, VE was used to redesign a valve support for Liquid Oxygen trailers (figure 1). Before VE, the old valve support cost \$34.14. After VE, the new valve support was surprisingly much simpler in design (figure 2) and cost \$1.50, only four percent of original cost. Savings totaled to \$65,280.

VE can serve all parts of an organization - design, engineering, manufacturing, production, procurement, supply, administration and management.

VE can be used side-by-side with the Depot's Beneficial Suggestion program (a.k.a. Army Ideas for Excellence

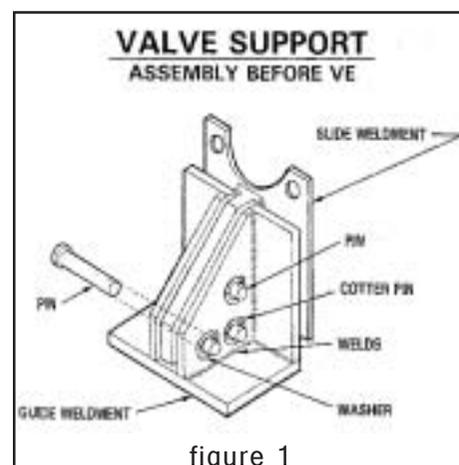


figure 1

Program) to produce maximum benefits.

If an employee has a good idea to improve the job or the workplace, VE

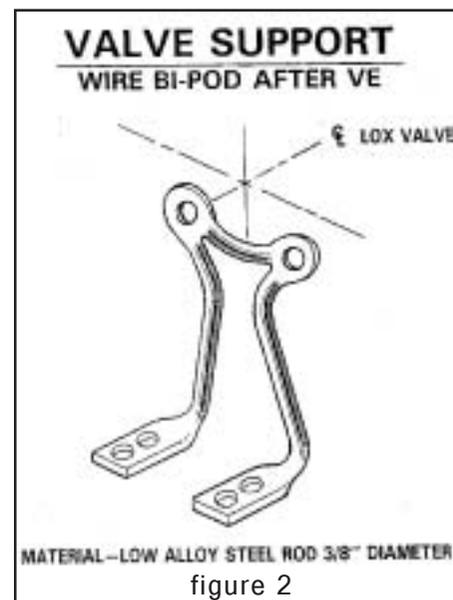


figure 2

techniques can be used to develop the idea to its highest potential and cost savings. Everybody benefits - the employee makes the job easier and can earn a substantial monetary award while the Depot increases its productivity and lowers its operating costs. It is a "WIN-WIN" situation!

In early June, the VE Office is planning to run a four-day workshop with the help of a VE facilitator from the Ground Systems Industrial Enterprise (GSIE).

If you have any good ideas that need to be developed and want to earn a monetary award, or if you want to learn an effective problem solving technique, contact Clifford Louie at the Value Engineering Office in building 201 or phone him at 4330.

Students receive awards

The Fort Sage School District, Sierra Primary School, recognized these students at a recent awards assembly:

STUDENT OF THE TRIMESTER: Danielle Harris, Rosemary Giese, Dennis Little, Desiree Readenour, Joel Rios Ornelas, and Alexandria Harris.

STUDENT OF THE MONTH: Shaila Sims, James Bruce, Nathon Ortiz, Michael Richards, Megan Phillips, and Jessica Sarkisian.

ACADEMIC AWARDS: Spencer Croghan, Mason Holmes, Danielle Harris, Jacob Cunningham, Brandon Zahara, Riley Clark, James Bruce, Cory Mullen, Audrnae McGinnis, Nathon Ortiz, Chrissy Bruening, Aaliyah James, Dennis Little, Bruce Blickenstaff, Jarred Allen, Angelique Owen, Brittney Sarkisian, Linsay Stevens, Randy Bell, Jacob Croghan, Gregory Jacobs, Taylor Retterath, Desiree Readenour, Levi Duncan, Camra Comier, Christin Buckallew, Joel Rios Ornelas, Ebone' Wheeler, Megan Phillips, Kirsten Croghan, Ryan Zahara, Andrew McFall, and Alexandria Harris.

CITIZENSHIP: Summer Bell, Jamie Dominguez, Jessie Custer, Jessica

Johnson, Matthew Johnson, Dennis Little, Aaliyah James, Randy Bell, Rikki Dominguez, Gregory Jacobs, Angelique Owen, Desiree Readenour, Taylor Retterath, Rachel Silva, Michael Richards, Linsay Stevens, Megan Phillips, Joel Rios Ornelas, Camra Comier, Kirsten Croghan, Alexandria Harris, Sarah Little, and Jessica Sarkisian.

ATTENDANCE (3 days or less, excused): Brandon Zahara, Jacob Cunningham, Jessie Custer, Rosemary Giese, Narissa Joseph, Matthew Johnson, Mason Holmes, Audrnae McGinnis, Dennis Little, Angela Hawley, Angelique Owen, Taylor Retterath, Michael Richards, Pearl Melton, Levi Duncan, Megan Phillips, Joel Rios Ornelas, Ebone' Wheeler, Malorie Duncan, Sarah Little, and Ryan Zahara. PERFECT ATTENDANCE: Spencer Croghan, Brittney Sarkisian, Rachel Silva, Jacob Croghan, Mikey Lamborn, Desiree Readenour, Joel Rios Ornelas, Kirsten Croghan, Eric Foster, Andrew McFall, Jessica Sarkisian, Roger Stoddard, and Mitchell Tescher.

HONOR ROLL: Alexandria Harris.

Mystery Bowl returns; June 1 - July 31 dates

Back by popular demand. Mystery Bowl 2! Eighty-seven Army bowling centers, including the Sierra Army Depot Bowling Center, will kick-off this summer's exciting promotion on June 1st...offering more bowling prizes...more instant wins...and more mystery events.

The promotion runs for nine weeks, with the weekly winners from each installation entered into a chance to win resort vacation packages.

Last year's bowling patrons and center managers asked for more bowling prizes and that the prizes be on display to create excitement.

This year's prize board will feature a Brunswick Viz-A-Ball, a double roller bowling bag from Brunswick, and there will also be bowling towels for some of the instant wins and smaller mystery promotions.

Last year's patrons asked for more prizes for kids. This year, centers will have a large variety of plush toys for younger winners. Kids will also like some of the prize board offerings...especially the CD player, headsets, 2-way radios and other prizes.

According to the promotion sponsors, this year there will be nine weekly events designed to offer a bit of mystery, replacing the on-line contest offered last year.

Some of the promotions patrons might see at their center will include a nightly "mystery bowler," a nightly "mystery lane," "Mystery Mondays"

with drawings for instant win prizes every hour, "mystery scores," a chance to create your own "mystery pizza" by drawing up to three ingredients from a bowl of options, and other locally-created mystery events.

Sponsors for this summer's promotion are www.GovArm.com <<http://www.GovArm.com>> and Brunswick.

Patrons can check out the resort destinations that weekly winners will have to choose from, if they log on to the sponsor's website.

From June 1st - July 31st, every purchase at participating bowling centers will be given an entry blank to participate in the weekly trip to the prize board. Winners will scratch-off one of the mystery spots on the board to reveal their prize. Only the nine weekly winners from each center will have the chance to win one of two resort vacations.

Patrons who would like to receive an entry without making a purchase will be able to do so by sending a request once the promotion begins to the event sponsors at:

Mystery Bowl 2
PO Box 3295
Alexandria, VA 22302

For additional information about this summer's bowling promotion, contact Shirley Kappa at CFSC's Events Division. (703) 428-6125 or e-mail: Shirley.kappa@cfsc.army.mil <<mailto:Shirley.kappa@cfsc.army.mil>> or locally call Chris Long at the bowling center, 827-4803 or 4442.



'To Our Soldiers' provides direct link to individuals

By Bruce Anderson
Army News Service

WASHINGTON - The Army has established a new Web link that makes it easier to send a greeting to soldiers serving in the War on Terrorism.

The link, called "To Our Soldiers," is on the Army HomePage. People interested in sending a message to a soldier can also access the program directly at <http://www.army.mil/tooursoldiers/>.

While similar Web sites for sending messages to service members in general already existed, there was no way to send a message specifically to someone in the Army.

"This link gives people a way to be connected directly to soldiers," said Lt. Col. Mark H. Wiggins, Web director for the Army HomePage.

"To Our Soldiers" was launched the night of April 8 and enjoyed immediate resonance. Within minutes of being launched, more than 20 messages were received, and by morning, the number of messages was more than 200, Wiggins said.

"The numbers are not the important thing," Wiggins said. "What is important is providing the capability for people to get their message to soldiers."

To Our Soldiers is designed for posting a message to an individual soldier or to a group, but is not designed to be a letter writing service, instant-messaging service, e-mail service, bulletin board or general chat service.

Each message is viewed individually, and may be edited or deleted if the content violates operational security, privacy or propriety.

Security concerns limit unsolicited troop mail

To bolster force protection, the general public is urged not to send unsolicited mail, care packages or donations to service members forward deployed unless you are a family member, loved one or personal friend.

On Oct. 30, 2001, the Department of Defense (DoD) suspended the "Operation Dear Abby" and "Any Servicemember" mail programs due to force protection concerns. Although these programs provide an excellent means of support to friends and loved ones stationed overseas, they also provide an avenue to introduce hazardous substances or materials into the mail system from unknown sources.

Unsolicited mail, packages and donations from organizations and individuals also compete for limited airlift space used to transport supplies, war-fighting materiel and mail from family and loved ones.

Recently, DoD has become aware of organizations and individuals who continue to support some form of the "Any Servicemember" program by using the names and addresses of individual servicemembers and unit addresses. These programs are usually supported by well-intentioned, thoughtful and patriotic groups who are simply unaware of the new risks facing deployed military forces.

Some individuals and groups publicize the names and addresses of service members, ships or units on Web sites, with good intentions. The result, however, is a potential danger to the troops they wish to support.

DoD cannot support creative and well-intentioned efforts that defeat force protection measures, but can instead recommend alternatives to mail and donation programs. To show support to troops overseas, the following are recommended:

√ Log on to the following Web sites to show support, to include greeting cards, virtual Thank You cards and calling card donations to help troops stay in contact with loved ones:

http://www.defendamerica.mil/support_troops.html

<http://www.usocares.org/home.htm>

<http://www.army.mil/operations/iraq/faq.html>

√ Visit Department of Veterans Affairs hospitals and nursing homes. Volunteer your services to honor veterans who served in past conflicts.

Mail from family members and loved ones has always been encouraged and the military mail system will continue to work hard to get that mail to servicemembers overseas.

"On the Homefront" USA Freedom Corps

The USA Freedom Corps has launched a new resource for people seeking to support our troops, their families, and their communities called "On the Homefront."

Background

While hundreds of thousands of men and women from all over America are serving in the armed forces and away from their homes, those on the homefront can be making a difference too.

Many individuals and organizations are looking for ways to support our troops, their families, and our country.

Partnering with the Department of Defense, the USA Freedom Corps is offering resources to Americans who want to express their support for members of the military, and help their families in meaningful ways.

Here are some of the ways to support our troops, give time and care to their families, and strengthen our communities.

These resources are available online at www.usafreedomcorps.gov.

Support Our Troops

There is a long tradition of writing letters and sending care packages to troops stationed away from home. To minimize delays and complications in getting this kind of support to our troops, the Department of Defense recommends the following:

- Through **Defend America**, sign an online thank you card for troops (<http://www.defendamerica.mil/nmam.html>).
- Through **Operation USA Care Package**, contribute to the purchase of a care package of items requested by troops such as sunscreen, disposable cameras, prepaid calling cards, and toiletries. (<http://www.usocares.org/home.htm>).

Help for Families

Families of reservists, National Guard men and women and active duty military may need extra help in meeting basic home and family needs during deployment. There are many ways individuals, organizations, and businesses can offer their time and resources to help families of deployed troops.

Here are some of the opportunities now available through the USA Freedom Corps' new "On the Homefront" web resource:

■ The local chapters of the American Legion, American Red Cross, Boys & Girls Clubs of America, BPO Elks of the USA, Camp Fire USA, National 4-H Headquarters, National Fraternal Congress of America, The Salvation Army, U.S. Chamber of Commerce, Veterans of Foreign Wars, and YMCA of the USA are among leading community service organizations providing ways for volunteers to help local military families.

■ Working with the National Guard and Reserve, as well as with military bases, these organizations will match volunteers with families that need help in areas such as household repairs, spring cleaning or tutoring and direct those families to businesses and organizations that may be offering free or discounted services. Volunteers can also help families, including those who own small businesses, with specialized skills like major repairs, financial planning or legal services.

■ Some of these organizations are also helping to take care of children, after school and on the weekends, whose families have a parent or caregiver stationed away from home. Organizations such as Boys & Girls Clubs of America, Camp Fire USA, National 4-H Headquarters, and YMCA of the USA are playing important roles in these efforts.

■ Individuals can also make a difference at home by reaching out to share their time and compassion with veterans to say "thank you" for their service to our country and by volunteering with a Department of Veterans Affairs hospital or other facility.

Service In Communities

Individuals who want to help strengthen their community and America can do so through volunteer service. Some communities may need particular help to replace valued volunteers who have been deployed.

Local opportunities for volunteer service such as mentoring a child, teaching someone to read, working in a local police department or serving at a local food shelter can be found through the USA Freedom Corps web site at www.usafreedomcorps.gov or by calling **1-877-USA-CORPS**.

President Bush created the USA Freedom Corps office at the White House to foster a culture of service, citizenship and responsibility.

CYS News: computer microscope

CYS staff member Vicki Campbell, Computer Lab Assistant, recently attended the Boys and Girls Club of America, National Technological Conference in Atlanta, Ga. This conference is held each year to enhance Computer Lab programs and introduce the latest technology available to youth programs. Attendees usually bring back new software to implement in the lab. This year, Campbell received an Intel computer microscope. This microscope allows youth to see microscopic images

on the computer screen. Watch for upcoming activities using this educational and fun tool. For more info contact Vicki at 827-4696.

CYS theme of the month is "Families and Flowers." SAS has several activities planned in honor of Mothers day. Some of them are: Making mothers day cards, making picture frames, window painting, watch a movie and a cooking project.

Ideas were submitted by Justin White, Janay Cunningham, Jacob

Cunningham, Spencer Croghan.

During the keystone meeting youth submitted the following ideas for May: 3 on 3 Basketball challenge, Pool challenge, more contests, Bowling, Reno trip to the movies, paint ball trip. Youth would also like to buy paintball equipment.

Activity ideas came from Miriam Ornelas, Casey Foster, Bob Mullin, Crystall Hall, Michelle Wong and Sam Davis. For more information, call 827-4696.

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.

Food Wagon

FAX order: 4425. Open for Lunch Monday through Saturday from 11:30 a.m. to 12:30 p.m. Closed Sunday.

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: raul.granados@sierra.army.mil or call 4655.

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, 4562, 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.

CYS applies for two grants & contest

CYS has applied for two grants and entered into one contest in order to obtain funding for future programming activities for School Age Services as well as the Middle School and Teen program.

The first grant that has been applied for is the Boys and Girls Clubs of America Teen Supreme Grant. This grant is for \$10,000 and twenty-five Army Installations will be awarded this grant.

The second grant is the "Dragonfly TV" science grant. This grant will fund investigative science materials for the School Age program.

CYC also entered the "Colgate Youth for America" community service contest. The community service projects that were submitted were done by the middle school and teen youth.

Golf news

Congratulations to the winners of the first golf tourney of the season.

Depot employees, family and friends, held the first golf tourney of the season at Eagle Valley Golf Course in Carson City. The day started beautifully and ended in bitter cold, but everyone had fun.

Champion Mo Korver
2nd place Vince Sabatino
3rd place Richard Jones
4th place Jimmy Padilla

For information on the next golf tourney please call Raul, 827-4655 or e-mail, raul.granados@sierra.army.mil.

One of the projects was "Marine Care Packages/ Operation Enduring Freedom", which was an opportunity for youth to send care packages to Marine Corps units deployed in Afghanistan.

The other project was "Safety for

Safety certificate

With summer fast approaching comes a desire to get out on the lake or river. However, if you do not have a current BOATER SAFETY CERTIFICATE (less than 2 years old) you will not be able to rent any water craft from Sierra Army Depot Outdoor Recreation.

Seniors." This project was completed to promote safety in the Herlong community by clearing ice and snow from sidewalks and walkways of the homes of senior citizens.

Results from all three organizations are expected by the end of June.

needed for rental

Classes are available, by appointment, every Saturday from 9 a.m. to Noon. Cost of classes or renewal of certificate is \$25 payable when you make your reservation and pick up your test booklet. Classes are held in building 142. Call Joe Rosnack, 827-4354, for information and or reservations.

Equipment rental rates for outdoor rec set

Outdoor Recreation equipment rental rates are:

Sea-Doo, \$75 Day/\$375 Week
Ski Boat, \$75 Day/\$375 Week
Bass Boat, \$50 Day/\$275 Week
Pontoon Boat, \$75 Day/\$375 Week
Boston Whaler, \$50 Day/\$275 Week
14 Ft. Aluminum Boat, \$50 Day/
\$275 Week

Canoe, \$35 Day/\$175 Week
Travel Trailer, \$75 Day/\$375 Week
Tent (5-9 persons), \$10 Day/
\$50 Week

Sleeping Bag, \$5 Day/\$25 Week
4 Horse Trailer, \$30 Day/\$150 Week
Flatbed Trailer, \$25 Day/\$125 Week
Wood Splitter, \$35 Day/\$175 Week
Tow Dolly, \$65 Day/\$325 Week
Snowmobile, \$65 Day/\$325 Week

Special "Weekend Package" available at half-rate on Sunday rentals.

Call Joe Rosnack, 827-4354 for reservations and information.



A FISH STORY!

The one that did not get away. Joe Rosnack, outdoor recreation, landed these monster salmon at Monterey Bay. Want to have a chance to catch a 38 pounder (or a 26 pounder)? Look for your opportunity to join an Outdoor Recreation sponsored fishing trip. Call Joe, 827-4354, for more information or to hear a great fish story.



Seatbelt

Be Smart

Wear It

Ride for free under federal plan

TEAM SIERRA AT WORK

Sierra received a call from the Tank-automotive and Armaments Command on a Friday requesting the preparation and shipment of equipment and containers for the 1208th QM Water Company.

The unit needed the equipment in seven days or less. Once received, they were required to work 24-hour days to configure and load the systems into containers for shipment. The equipment included over a hundred tricons, six ISO Containers, and four hose flaking stands.

In coordinating the expedition of equipment, Sierra contacted the 1st Sgt. to determine the best way to accommodate the unit's needs. The unit had a very short timeframe to ship out. In order to help as much as possible, Sierra also arranged to provide two sets of Tactical Water Distribution hose shelving with rails, and a hose pusher apparatus. Both would significantly cut the time and effort of the unit to prepare the equipment for shipment. The hose pusher, designed and developed at Sierra reduces the labor involvement and time used for the trans-loading of 500-foot hose from an older flaking tray into the tricon. Pack plans, drawings and configuration change information was forwarded to the unit in order to prepare the existing equipment on hand prior to the arrival of the containers and supplemental equipment.

The Box Fabrication Branch pooled their crew in order to manufacture the bulk quantity of shelving in record time forfeiting their scheduled day off and coming through as they always do. Storage and Distribution quickly gathered and loaded the additional equipment, staged the containers, and loaded trucks insuring the first eight trucks left with the needed equipment the day after the call. Transportation managed to book expedited trucks on a week-end evening when most people don't answer their phones. All trucks were on the road by Monday morning, with the first trucks arriving across country by Tuesday.

Together everyone at Sierra came together and made yet another little miracle happen. Way to go Team Sierra!

A Mass Transportation Fringe Benefit Program, directed by Executive Order 13150, April 21, 2000, requires Federal agencies to establish transportation fringe benefit programs to reduce Federal employees' contribution to traffic congestion and air pollution, and to expand their commuting alternatives. Department of the Army began a phased implementation plan, effective January 1, 2001, that is now considered to be fully implemented.

What does this mean to you?

Well, at the price of gas these days it might mean a few extra dollars in your pocket that you might not normally have.

Here are some basic Questions and Answers:

1. We have Temporary Employees coming on-board. Are they eligible for the benefit?

Normally, employees are eligible only if on board for 30 days or

more. This is because it normally takes a minimum of 30 days to get employees in the system and issue the benefit.

2. I ride in a vanpool and have to pay to reserve my seat whether I ride or not. Can I be reimbursed for this cost under the Mass Transportation Program?

NO! Reimbursement under the Mass Transportation Fringe Benefit Program Outside the NCR is only for "actual commuting cost" up to the maximum allowable amounts. Other costs such as seat reservation is the responsibility of the employee.

3. If I am out of the office on TDY or Annual Leave for the month will I be eligible to receive my normal monthly pass from DoT to save my vanpool seat?

No! You are only authorized to receive the benefit for actual commuting costs. If you are out of the

THE SNOOP: HIDDEN TALENT LOCATED



Yep, I got to thinking the other day on how varied our workforce is...did you know you have a local businessman working here at Sierra? Oh yes...even a published romance writer and a doll maker! I also found a Licensed Vocational Nurse (LVN)... I was in the "Snoop Mode" the other day and ran into Marci Luond. Marci was the nurse that took care of us at the Health Clinic when it was a full-blown hospital!

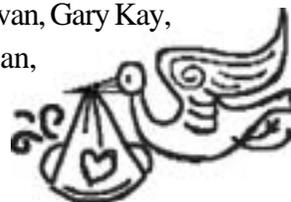
Marci also used to do some Rodeo in her earlier years - her husband (John) was the Rodeo Announcer in Susanville. Marci is now the Office Automation Assistant at Bldg. 357. She plans on retiring in the near future "unless something I can't say "no" to comes along". Marci plans to go into private nursing when she retires.

Do you have a talent or has anything "special" happened to you? If so, email us and let us know...or you can stop by give the information to Ruth Dowden - she will make sure I get your message!

May birthday celebrants wished the best

Melvin Cook, Lain Ayers, Don Ashley, Linda Sorrick, Marcus Teat, Ira Marcum, Lovina Retterath, Larry Whitebird, Joshua Abbott, Randall Barney, Joyce Palmer, Janet Hagemann, Daniel Donovan, Gary Kay, Doug Eck, Kenith Miller, John Contway, Teri Cowan, Herman Lucero, Michael Hewit, Gaosa Tautolo, Bernard Lindblom, Christopher Annerl.

Happy Birthday to ALL!



Anticipated Vacancies:

Instrument Mechanic, WG-3359-11

Instrument Mechanic Leader, WL-3359-11

Fuel Distribution Systems Worker (MVO), WG-5413-07/Temp promote

Management and Program Analyst, GS-0343-11

BUSINESS DEVELOPMENT OFFICE (BDO)

The BDO will be attending and setting up a display booth at the following conferences/symposiums:

Force Projection Symposium IV, May 6-8, Tacoma, Wash.

CUSTOMER VISITS:

Aviation and Missile Command (AMCOM), Huntsville, Ala.—TBD

Additional Liaison visits to our current customer commands are being arranged and will be published when the dates are set.

office for 30 days, you should not accept any benefit for that month.

4. I just found out about the program but I've been taking mass transportation for some time. Can I be retroactively reimbursed??

Enrollment in the Mass Transportation Fringe Benefit Program begins with completion and final acceptance of an application form. In no instances may benefits begin prior to final acceptance of an enrollment form. The time lag for receipt of the benefit is dependent on whether your activity is receiving the benefit through DoT or using SF-1164's.

For further information on this subject access the web and check it out! The web page is www.asafm.army.mil/rabp/masstrans.

MICROWAVE PEANUT BRITTLE

Ingredients:

1 cup raw peanuts

1 cup sugar

1/2 cup white corn syrup

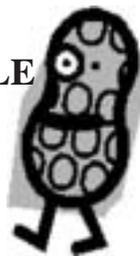
1/8 teaspoon salt

1 teaspoon butter or margarine

1 teaspoon vanilla

1 teaspoon baking soda

Combine peanuts, sugar, corn syrup, and salt in a 1 1/2 quart casserole dish. Microwave on high for 7 to 8 minutes, stirring well after 4 minutes. Add butter and vanilla to syrup, blending well. Microwave for 1 to 2 minutes more. Peanuts should be lightly browned and syrup very hot. Add soda and gently stir until light and foamy. Pour mixture onto lightly greased cookie sheet; let cool for 1/2 to 1 hour. When cool, break into small pieces and store in airtight container.



FOR SALE:

1997 Lincoln Town Car - Less than 40,000 original miles. Leather interior/new tires and loaded! Asking \$15,500 or best offer. Call Judy Victory at (530) 827-2097, after 6:30 p.m..

2 Bedroom house on 1/4 acre, 150 foot well newly dug. Asking \$45,000/ or best offer (house is currently being rented) call 827-2209 - Let's talk financing!

8 Gallon Fuel Cell taken out of race car - \$50, **Electric Treadmill** originally bought for \$400 asking \$150. Please call Ruth or Darrell at 254-6650 and leave a message.

LOOKING TO RENT/LEASE 3 Bedroom home in the Herlong or Janesville area. References available, call Dennis or Nancy at 253-4144.

Director of Operations answers your questions

1. Several of the General Support Helpers were "temp promoted" so they won't have to rotate! Just because some of these employees have been here before and became "pets" they get a higher graded job and don't have to rotate, this showed me what Sierra is really made of!

RESPONSE: I can certainly understand and appreciate your frustration. Our failure to implement a rotation plan ahead of an onslaught of work forced us into this situation to compensate independent work for these personnel in certain areas. I certainly can see how one could conclude your perception of the situation. We will be rotating soon, and I can assure you that the non-competitive temporary promotes will end after the 120 days, and all will rotate.

2. I like the idea of the food Canteen truck – but they never come on schedule (at least the schedule that was provided). Can they come closer to the time of our breaks in Shop area? It is really hard to get to them if we can't stop what we are doing. Also they need to honk their horn, otherwise we don't know they are there.

RESPONSE: I have asked that Mission leadership flex the break times and lunch times to compensate for the Canteen truck. With one conveyance, it is not possible for the truck to meet the normally scheduled break and lunch times at all of our Mission Locations. I will restate this need to the Mission Leadership to correct. I have notified the Canteen leadership to kindly honk the horn when they arrive at each spot. My intent is to follow this Canteen one day and see how this is working.

3. I understand that the new temp employees do not acquire leave, is this true? If so, is this something new?

RESPONSE: The Temporary Employees were hired for a 90-day period only. Because of the short time frame, the normal leave and holiday rules do not apply to those appointments. This isn't anything new, just the normal rules.



James Manfred, Director of Operations

4. Rumor Control says that Bldg. 520 is going to reopen for a new "Ammunition Division" what type of jobs will be available (WG and GS)?

RESPONSE: The volume of requisitions to move our demil stocks to other installations requires a dedicated Ammunition staff to complete the tasks. At this point in time, we reassigned Kirk Bausman to run that mission for us. Based on the current time frame and volume, we had to reassign Ammunition Certified personnel to accomplish the task. The length and depth of this requirement is still an unknown. There are no recruitments planned at this time. Yes. The Administrative Building 520 will be the Division Office for this effort.

5. Currently we are working 10 hours a day, (4 days a week). With all the bussing and such it must be causing a lot of confusion and extra work. If we all went to 12 hour days (4 days a week) it might consolidate some of the requirements, such as the bussing...would be going to/from work ... would not have extra problems.

RESPONSE: There are many options available for this concern. We are constantly reviewing our shifts and where we need to go. We examined the "unthinkable" of 8-hour shifts, 5 days a week along with your suggestion before settling on what we are doing today. The key is what workload and how quickly will our troops need our support. We had days and nights that had employees here from 6:30 a.m. to 3 the next morning. Normally, operations of this nature alter priorities daily and set requirements cannot be determined. The best thing we can do is prepare for all scenarios and have the workforce available to respond quickly. There is always a limit where overtime is not an efficient or effective tool for all concerned. Bussing needs to be constantly examined but cannot and will not drive our shift requirements. We will find alternatives to compensate for this requirement. Thanks for thinking about this alternative. It helps us to formulate our overall plan.

6. Who are the RESUMIX Coaches?

RESPONSE: Our Resumix coaches have been pretty much depleted and update training has not been accomplished. CPAC is developing a training program for this effort. We have the following volunteers to be trained: Zoltan Andahazy, Randy Barney, Ruth Dowden, Brenda Fletcher, Ellen Goodwin, Debbie Leonard, Sue Leslie, and Joni Pitt. If you would like to volunteer or need assistance, please contact the Director's Office for support. We'll help in any way we can.

Commentary

Marine thoughts from Kuwait

We got a letter from Josh today, if you could call it that, written 3/9. They are hearing about the anti-war protests and he was upset. That's all the letter talked about. He enclosed a poem he and his buddies wrote. He wants us to get it out, let people see how they feel. Any ideas?

"Wish You Were Here"

For all the free people that still protest.

You're welcome. We protect you and you are protected by the best. Your voice is strong and loud, but who will fight for you? No one standing in your crowd.

We are your fathers, brothers, and sons, wearing the boots and carrying guns.

We are the ones that leave all we own, to make sure your future is carved in stone.

We are the ones who fight and die,

We might not be able to save the world, Well, at least we try.

We walked the paths to where we are at and we want no choice other than that.

So when you rally your group to complain, take a look in the back of your brain.

In order for that flag you love to fly wars must be fought and young men must die.

We came here to fight for the ones we hold dear.

If that's not respected, we would rather stay here.

So please stop yelling, put down your signs, and pray for those behind enemy lines.

When the conflict is over and all is well, be thankful that we chose to go through hell.

Corporal Joshua Miles and all the boys from 3rd Battalion 2nd Marines, Kuwait.

Did You Know....

Better late than never...

In December 1992, in Berkeley, California, a postal carrier crashed into the car of Mr. Fran Ortiz, which was parked in front of Mr. Ortiz's house at the time. It wasn't a terrible accident; the postal worker wasn't hurt, and the United States Postal Service acknowledged complete responsibility, promising to pay \$758 in damages.

While filling out the damage claim, a Postal Service representative told Mr. Ortiz to expect "a long wait" before he received his reimbursement check. Ortiz understood the accounting process of most businesses, filed his claim, and left.

In October 1993, ten months after submitting his claim, Ortiz still hadn't received his check so he called the Postal Service. He was told that the claim was still on the executive's desk and they would send it out immediately. Again he waited.

When Mr. Ortiz did finally receive the check on March 10 (fifteen months after the accident), he noticed the letter was postmarked February 24, 1994. What had caused the fifteen-day delay? Apparently his check had passed through the Dead Letter Office, been returned to the Postal Service, and then forwarded to Mr. Ortiz because the check had been inserted backward in the window envelope and no visible address could be seen. It has never been comforting to hear, "The check is in the mail", especially if it's the U.S. mail!

Our Ultimate Customer



Aimee, Kirk, and Erin Bausman (left to right), all members of the Illinois Army National Guard, are the children of Kirk Bausman, Directorate of Mission Operations, Explosive Ordnance Division, Chief.



CW2 Jennifer Brown, is a blackhawk helicopter pilot with the 3rd Armored Cavalry, currently in Iraq. She is the daughter of Renate Jones, Directorate of Administrative Services, Child and Youth Activities.



Allen F. Jones, Jr. graduated from Lassen High School last year and completed Navy boot camp in December. He will be a radar/weapons specialist upon graduation from Air Crew School in Florida. He told his father, Allen F. Jones, Sr., a Captain with the Depot Law Enforcement and Security Division, that he believes he "owes this great country of ours something, and service in its military is the best way to pay that debt."



SP4 Jennifer Pack is currently serving with the 4th Infantry Division in Iraq. She is the daughter of Gina Rogers, Directorate of Public Works, Secretary and Larry Rogers, Public Affairs Officer and the granddaughter of Joe Rosnack, Directorate of Administrative Services, Outdoor Recreation.



John Angelo Dingman, is an F17 jet fighter crew chief and the son of John Dingman, an Engineering Equipment Operator in the Directorate of Public Works, Buildings and Grounds Division.

Captain Paul R. Plemmons Jr. (no photograph available) is currently assigned to Fort Benning, Ga. He is attending the Infantry Captain's Career Course. His follow-on assignment will be to a mechanized brigade at Fort Riley, Kan. He entered the service in May 1999.

If you have a relative serving in the U.S. Armed Forces and would like to have them recognized, please send information, and a photo if available, to the Public Affairs Office. Photos will be returned.