

The Challenge

Sierra Army Depot, Herlong, CA

December 2004/January 2005

Vol. 61 No. 10



Commander's View

This year has flown by. It has been a busy and productive year for Sierra. We have worked over seven hundred thousand direct labor hours, most of them in support of Operations Enduring and Iraqi Freedom. This includes Two Sierra employee rotations into Balad, Iraq to support the HMMWV hardening mission. Our personnel performed tremendously and represented the Depot well. We welcome their safe return back home. Included as well is our support to the Federal Emergency Management Agency during the Florida hurricanes. We have also hired many new members of the workforce and quickly integrated them onto the Sierra team. Further as we provided quality world-class logistics support to our warfighters we have embraced and made great progress in the area of lean. In concert with support of the lean concept we have made additional progress at capturing and recording our business and quality processes so we can attain the important ISO 9000 certification at the end of January.



Colonel Paul R. Plemmons

Each and every employee can be proud of Sierra's contributions to our nation at war.

While we have accomplished much over this busy year, an old sports quote comes to mind. "What have you done for me lately" says it all, as the pace will pick up even more as we increase our customer base and business opportunities. We will have to work that much harder to ensure we continue the quality, professional and timely work that Sierra employees are known for

throughout the Army industrial base. We are planning to work over one million direct labor hours this year. This means we will have to work harder to insert technology, improve our business processes and improve our leadership competencies to continue down the road to success. None of what we have accomplished has been easy nor will it get easier. I ask you to keep in mind, the bigger effort our organization supports and that is a war against a serious and lethal enemy who desires to change our way of life.

The holidays that we are entering should provide some respite from the hectic pace we have been on. For those of us who will take time off to enjoy family, this should be used as a relaxing, reenergizing time so we can all come back ready to pick up where we left off.

Of course, I will never write my regular column without mentioning and stressing safety. Safety is not just Commander's business, but also, every Depot employees' business. Situational awareness is the first key to

reducing the accident and injury rate at Sierra. I am recommitting myself to drive down the accident rate. We will do this by making the collateral safety program work, insure proper training is taking place and holding leaders and subordinates responsible to operate in a safe environment. Accidents affect the productivity of the Depot and the overall mission in a negative way. Just as, or more importantly, it costs the taxpayer money and causes unnecessary pain and suffering to the injured personnel. Think safe, be safe!

Finally, as the holidays come, I ask you to remember our men and women, Soldiers and civilians alike, deployed in harms way. Keep them in your thoughts and prayers. Best wishes for a great holiday to all of our employees, their families and the great community we are part of. Pride in Excellence!



The Union's Position: AFGE, Local 1808

On October 28, 2004, Chairman, Lassen County Board of Supervisor's, Jack Hansen and AFGE Local 1808, President, Jim Swistowicz hosted a meeting with Congressional Staffers from each of our Congressional Representatives offices, Osie, Herger, and Doolittle Offices and Senator Feinstein and Senator Boxer. Also present were County Officials and Ms. Kuma Deboo, Warden, Herlong Federal Correctional Institution, and her Executive Assistant, Mr. Robert Young.



Jim Swistowicz, President

This BRAC will close approximately 25% of military bases in the US (125). This BRAC will be used to transform bases from a cold war posture to reducing bases overseas. The Pacific Coast will become critical in the downsizing of military bases and the new Department of Defense restructuring.

With the Military closing bases abroad and 70k troops and civilians support coming back to the US, DoD needs to strategically place its assets for

Rapid Deployment. Bases must prove its value to the future of the Military.

Economic impact to the community is not a factor in BRAC 05.

Sol Cranfill, Congressman Herger's Office:

Sol asked about fire protection at the airfield for planes that would be landing and/or taking off. There is only one engine Company with no Crash Truck on the Depot due to the downsizing in BRAC '95. This could be overcome through the coordinated efforts of Federal, State and Local governments on funding issues.

Also talked about new missions at Beale Air Force Base. The primary mission is the Global Hawk unmanned reconnaissance mission. Beale Air Force Base is the ideal location because FAA has identified a problem with unmanned aircraft flying over populated areas and in heavily used commercial air space.

Jack Hansen, Chairman of the Board of Supervisors for Lassen County:

Jack discussed the importance developing the South County and the key to development is Sierra Army Depot. County needs to pursue affordable housing for Correctional Officers at the prison. Guards are paid at the GS-05/06/07 pay grades (\$25K-\$40K).

Jack said that the development of the airfield for commercial use is important to the county, to be able to market it and create more jobs not only in the county, but the Depot.

County wants to partner with the Depot on water/sewer and fire protection for the surrounding area. Insurance rates are high due to the fact there is no first response fire department in the Herlong area. Sierra Army Depot is mutual aide (secondary response) even though at times it is the only responder.

See Union, page 3

The purpose of this meeting was to discuss the economic impact the closing of Sierra would have on both Lassen County and the City of Reno in Nevada. Ms. Deboo briefed everyone on the status of the new Federal Prison.

Discussion Items:

Mike Reagan, Policy Advisor from Congressman Osie's Office:

The Challenge

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Army welcomes Dr. Harvey as 19th secretary

By Dennis Ryan

Staff Writer, Pentagongram News

FORT MYER, Va. (Army News Service, Dec. 7, 2004) — The Commander-in-Chief's Guard emerged from the dark, cavernous confines of Fort Myer's historic Conmy Hall Dec. 6 as part of the ceremonial review to welcome new Secretary of the Army Dr. Francis J. Harvey.

The colonial-uniformed Fife and Drum Corps swapped playing tunes with the Army Band at the ceremony before Harvey reviewed the troops with Col. Charles Taylor, commander of the 3rd U.S. Infantry, known as the "Old Guard."

Dr. Harvey praised the Army's core values and rich tradition before relating some of his priorities for his stewardship of the Army. He stressed the need to use technology to help the transformation of the force, especially information technology.

Harvey also cited the need for "business transformation" to make better use of "finite financial assets" to provide more resources for the war fighter.

"As the chief has frequently said, Soldiers are the centerpiece of our formations," Harvey said. "I could not agree more. As the secretary of the Army, my top priority will be the well-being of Soldiers and their families.

There is no more important aspect of our effort to win the Global War on Terrorism, than taking care of our people."

The secretary said to ensure the nation's security in the near term, the Army must meet its fundamental responsibilities of recruiting, organizing, training, equipping, sustaining, and developing Soldiers and leaders. In the long term, he said there is much work yet to be done in business transformation, and in developing Network Centric Operations.

Sgt. Maj. of the Army Kenneth Preston addressed the audience, which included two former secretaries of the Army, Deputy Secretary of Defense Paul Wolfowitz, Army Chief of Staff Gen. Peter Schoomaker and a handful of retired general officers.

Preston told how he dined with the new secretary and other Soldiers on Harvey's first overseas trip in Korea during the Thanksgiving holiday.

"Our Soldiers in Korea are on freedom's frontier," Preston said. "Mr. Secretary, I represent and speak on behalf of the more than one million men and women who are proud to serve as Soldiers."

Schoomaker mentioned how 289,000 of those 1 million troops are "forward deployed" around the globe.

"Our Soldiers can expect to see him and share MREs with him," the chief said about Harvey.

"Secretary Harvey brings a wealth of knowledge from private industry," Schoomaker said. "These are challenging times for the Army. We ask a lot from our Soldiers and every single day they make us proud."

Wolfowitz delivered a brief history lesson — the 60th anniversary of the Battle of the Bulge — which he called the greatest battle ever fought by the Army. He said more than 500,000 troops "fought tenaciously and courageously."

The battle raged from Dec. 16, 1944 to Jan. 28, 1945 and resulted in 70,000 American casualties and 10,000 deaths.

"I mention all this because our troops today are fighting the same kind of battle," Wolfowitz said. "The men and women of today's Army are doing [this] generation proud."

The deputy Defense secretary went on to tell how the Army "deserves civilian leaders as selfless as themselves. President Bush realized how important this was when he appointed Francis J. Harvey."



Photo By Adam Skoczylas
Secretary of the Army Dr. Francis J. Harvey reviews the troops during his welcome ceremony at Fort Myer, along with 3rd U.S. Infantry commander, Col. Charles Taylor.

Seasons Greetings

Union:

Ms. Kuma Deboo, Warden, Herlong Federal Correctional Institution:

Prison will have a \$15M annual budget and at least \$1M will go into the Community the first year. There will be 1500 medium security inmates at the prison and a 125 bed minimum-security prisoners. Ms. Deboo said there will be 327 staff positions that need to be filled and that before any prisoners are accepted the prison must be staffed at 90%.

Prison and Sierra Army Depot are at preliminary talks on how they will partner on the type(s) of services Unicore can provide for the Depot (painting, small engine repair, etc). No

government jobs will be lost with the partnership - there will be enough work to go around.

Prison is interested in the use of the airfield, for prisoner transport and response for their **Special Operations Response Team (SORT)**, which has been regionalized, and they will respond from Atwater, CA.

There will be a need for affordable housing for correctional officers and staff.

Jim Swistowicz, Union President AFGE Local 1808 Sierra Army Depot;

Discussed the Wage Survey and that Lassen County is the only County in Northern California that is in the

Reno Wage Survey area, all other Counties are in the Sacramento Wage Survey Area. Carson City, NV, which is further south of Reno, Nevada, is also in the Sacramento Wage Survey Area. The locality pay for the GS employees (white collar) in Sacramento is higher than Reno NV, and the Wage Grade employees (blue collar, Journeymen level) in Sacramento wages are higher.

Ms. Deboo says that it would be easier to hire and retain employees for the Federal Prison if we were in the Sacramento survey area and it would be the same for Sierra Army Depot and the Forest Service working in Lassen County. The employees work

in California and most of them live in Lassen County and pay California taxes. The Unions' and Management will have to work together to see if we can change the Survey Areas. All will have to concur with the change, and then it has to be approved by the Wage and Salary Commission. This is a long process (up two years).

After the meeting had concluded, Col. Plemmons gave a Command Briefing on the Mission of Sierra Army Depot, along with a windshield tour of the Depot.

What Sierra Army Depot does is critical to the support of the Warfighter, the Soldier in the Field, Depot to Fox-hole.

"TAG! (RFID Tag that is) SIAD YOUR IT!"

By Devon Ransom
Strategic Planning Office

During the week of November 16th thru November 18th a game of tag, RFID (Radio Frequency Identification) tag that is, was played here at Sierra Army Depot (SIAD). Bearing Point, a leading company in the RFID technology field, held a demonstration of RFID tags and the support hardware and software for the tags at the medical storage building 671.

The game of RFID tag was brought to SIAD by the recommendation of Dennis Dunlap, a Rock Island employee. Dennis Dunlap asked Bearing Point to give the demonstration to show federal civilian employees and military personnel the benefits and opportunities RFID technology can give.

Bearing Point brought in some other companies to help give the demonstration. Some of these companies included; Microsoft, Printronix, Oat, Savi, Alien, and Symbol.

The demonstration was led off by Ronald Treusdell, Managing Director of Bearing Point. Ronald Treusdell started off the demonstration with a quick talk on what was going to be seen during the demonstration and gave basic definitions for the different types of RFID tags. Ronald Treusdell introduced 3 types of RFID tags: Passive, BAP (Battery Assisted Passive), and Active. Passive tags are tags that only broadcast information when it is within range of a RFID Receiver. The Passive tag receives the power it needs to send out the radio waves from RFID receivers. BAP tag works exactly like Passive tags except that it has a battery to assist in the power of the tag. More power in the tag allows for longer range and more storage space for the tags. The final tag is the Active tag. The Active tag is 100% battery powered. Because it's 100% battery powered, the Active tag is always on sending radio waves, but the battery allows for the most information storage and range of any RFID tags. At the end of the quick talk, Ronald Treusdell introduced the individuals representing the different companies involved in the demonstration.

The group that was led out to the warehouse where the demonstration was set up. The demonstration was broken down into 6 parts.

The first part of the demonstration was showing how labeling and receiving of new products would be done once the system was up and operational. One of the most impressive piece of this section of the demonstration was the actual label, created by Printronix, which contained 3 different forms of storage information about the product. The label



Photo By Lynn Goddard

Bearing Point employees, along with employees from Microsoft, Printronix, Oat, Savi, Alien and Symbol provided a demonstration on the benefits and opportunities of the Radio Frequency Identification Tags to a group of federal employees and military.

contained the RFID tag, a barcode, and the printed information about the product. This type of labeling would allow for a fail-safe system of 2 extra backups if any of the information forms do not operate, as they should. A second impressive part of section one of the demonstration was the Symbol handheld. The Symbol handheld has a barcode reader, RFID tag reader, and a keyboard all on one piece of equipment. The Symbol handheld is the perfect piece of equipment for the RFID labels created by Printronix.

The second part of the demonstration involved the "Kitting" process and shortage of the incoming product. While the third part showed how picking "Kits" and other products could be done easier and faster. The major reason both "Kitting" and picking can be done in a quicker manner is that RFID technology does not need line of sight. RFID technology picks up radio waves that the system reads as information, just like a person reading the label of the product, or a scanner scanning a barcode. It was in part 3 that the group was shown how just waving the RFID scanner can pick up the needed information without opening the box the products are located in.

The fourth and fifth part of the demonstration was the area that showed how shipping and tracking would be performed under the RFID tag system. Under part 4, shipping, basic scanning and placement of

items were done to have a shipment ready for movement. Part 4 with the help of part 5, showed the security issues of the shipments. For security, an Active tag was used as an electronic lock. The electronic lock could not physically stop a break-in on the shipment, but it would inform the computer system that a break-in on the lock had occurred. The only restriction of notification of break-in is that the RFID tag has to be within range of a RFID receiver (reader.) Part 5, besides helping with security issues, was the part where tracking of shipments was shown. In Part 5, the demonstrators moved a pallet which was acting like the shipment, to show how if RFID receivers were set-up at different points within the same supply chain, an up-to-date location of the shipment can be given.

The last part of the demonstration, part 6, was the part on how the end user for shipment can receive the incoming products from the shipment. After part 6 of the demonstration there was a summary of what was shown in the demonstration and a question and answer session.

As the group was leaving, and after everything was said and done, I imagined Bearing Point and the other companies involved in the demonstration touching SIAD and yelling "TAG YOUR IT!"

Happy
Holidays

From the Staff
of the Challenge

Keep Your House Safe During the Holidays

WINTER/HOLIDAY SAFETY !!

The winter holidays are a time for celebration. That means more cooking, home decorating, entertaining and an increased risk of fire due to heating equipment.

FACTS & FIGURES:

1) In the U.S. during 1999, there were 370 Christmas tree fires which resulted in 5 deaths, 60 injuries and \$15.7 million in direct property damage.

2) In 2001 there were an estimated 18,000 home fires started by candles reported to public fire departments. These fires resulted in an estimated 190 civilian deaths, 1,450 civilian injuries and a direct property loss of approximately \$65 million. (December had almost twice the number of home candle fires of an average month.

SAFETY TIPS:

Holiday Decorating & Lighting:

1) Use caution with holiday decorations and whenever possible choose those made with flame resistant, flame retardant or non-combustible materials.

2) Keep candles away from decorations and other combustible materials; don't use candles to decorate Christmas trees !!!



3) Purchase only lights and electrical decorations bearing the name of an independent testing lab, and follow the manufacturer's instructions for installation and maintenance.

4) Carefully inspect new and previously used light strings and replace damaged items before plugging lights in. **Do not overload extension cords !!!**

5) Always unplug lights before replacing light bulbs or fuses.

6) Don't mount lights in a way that can damage the cord's wire insulation (i.e., use clips, not nails).

7) Keep children and pets away from light strings and electrical decorations.

8) Turn off all light strings and decorations before leaving the house or going to bed.

Holiday Entertaining:

1) Unattended cooking is the leading cause of home fires in the U.S. When cooking for holiday visitors, remember to keep an eye on the range.

2) If you are a smoker or smokers will be present, provide plenty of large, deep ashtrays and check them frequently. Cigarette butts can smolder in the trash and cause a fire, so completely douse cigarette butts with water before discarding.

3) After a party always check on, between and under upholstery and cushions and inside trash cans for cigarette butts that may be smoldering.

4) Keep matches and lighters up high out of the reach of children (preferably in a locked cabinet). When smokers visit your home, ask them to keep their smoking materials with them so young children do not touch them.

5) **TEST YOUR SMOKE DETECTORS !!!!** Let your guests know what your **FIRE ESCAPE PLAN** is.

(The NFPA does not test, label or approve any products).



Commander's Christmas Holiday Safety Message

As we celebrate the *Christmas Holiday Season*, I want to remind each Depot employee that we are approaching what has been historically, one of the most dangerous times of the year. Many families travel to spend holidays with parents, loved ones, friends and relatives. In some instances this may mean traveling a considerable distance in a vehicle and increase traffic on our interstates and highways. If you plan to drive, remember to *get plenty of rest* prior to starting your trip. Don't try to drive too far or faster than road conditions allow in an effort to squeeze your holiday into a short timeframe. Make sure you buckle up even for the shortest of trips. Make sure children and infants are secured in proper restraints. Above all, **NO DRINKING AND DRIVING**. If you drink, ensure there is a designated driver or make alternate plans for your trip. Don't let a

single *moment of inattention* be the cause for sadness in what should be a joyous holiday season.

Remember to *practice your defensive driving skills*, not just for yourself, but for the other driver as well. **Be alert** to what is going on around you. **Be prepared** for emergencies, don't become a victim of a traffic mishap or crime. If traveling at night, dim your lights as you approach oncoming traffic. **Respect** posted speed limits.

We need each and every one of you to *consider safety* in all aspects of your celebration and to safely return from the holiday season healthy and happy. We cannot afford to lose a single employee or family member to senseless and preventable accidents.

I wish you all a safe and Happy Holiday Season and a prosperous New Year.

Colonel Paul R. Plemmons

What In The World Is Sustainable Design and Development?

By Heather Coursey
Supervisory General Engineer

The Army defines sustainable design and development (SDD) as an 'integrated approach to planning, designing, building, operating, and maintaining facilities in a collaborative and holistic manner among all stakeholders.' Many people visit state and national parks and are familiar with the phrase 'leave no trace'. Well, in the Army, we have missions to perform and facilities are needed to support these missions. If we can find a way to maximize the reuse of an existing building; use recyclable materials, use materials which aren't harmful to people or the environment; and reduce energy consumption and maintenance requirements, then we in the Army are contributing to the 'leave no trace' concept as best we can.

How do we rate sustainable projects?

The Army Corps of Engineers has developed a Sustainable Project Rating Tool (SPiRiT), on a 1-100 point scale in which: a Bronze rating is 25 to 34 points, silver rating is 35 to 49 points, gold rating is 50 to 74 points and platinum rating is 75 to 100 points. SPiRiT focuses on optimizing site selection (20 points max.); maximizing renewable energy consumption (28 points max.); using environmentally preferable products/materials (13 points max.); protection and conservation of water (5 points max.); enhancing indoor environmental quality (17 points max.); and optimizing operational and maintenance practices (3 points max.).

What is the current Army standard?

The Army requires all MILCON projects in FY06 and beyond to meet at least the Gold standard. This applies to vertical construction. For horizontal construction, such as roads, airfields, etc., SDD is to

be applied to the maximum extent possible. SDD is to be applied to major maintenance and repair projects as well.

How can we and how are we contributing to SDD principles at SIAD?

We should be including requirements in our procurements to procure/use recyclable materials, items/systems which require less maintenance.

We should and are exploring renewable energy sources.

We are striving to eliminate toxic-based materials and replace with environmentally friendly materials.

We are choosing low Volatile Organic Compound (VOC) paints and should explore low VOC flooring.

In summary, we should include SDD principles in all installation projects, planning deliberations, mission statements and strategic plans.

LEAN/Six Sigma: Using Production Control Boards

By Allen Jones
Lean Office

A Production Control Board is designed to be a very simple, visual tool. It is used to quickly show to anybody that looks at it, how an area is doing and whether or not they are meeting their production goals. It is also used to identify problems within an area and to let workers know that the problems are being addressed.

The Information/Data captured on a PCB board should be very basic in nature and should contain the following data:

Plan: The plan is based on historical data and/or the result of an RIE. The plan is determined by what comes in (documents, line item, pumps, containers etc.) and how often those items are completed. In other words, if an area has historically completed an average of 50 items per day, then the plan is 50 or, as a result of an RIE it is determined that by changing a process 55 items can be completed, than the plan is 55.

A plan is a measurable number to track against to determine how well an area is doing.

Actual/Output: Actual is what is received and Output is what is completed. In other words, if 100 items are received, and 55 are completed, than the plan is still met. The 45 left over items are then rolled over into the next day, and become WIP.

WIP: Work in progress/process, this is what has not yet been completed. If it is determined that due to increased production requirements resulting in WIP regularly over or under your plan, the process can be reevaluated to develop new staffing levels.

Hours: This is the total number of hours associated with work completed. This number is determined by the combined hours of everybody that works on the actual.

Issues/Comments: Specific problems for work not being completed or carried over (manning/equipment problems, training, shortages etc.)

NOTE: If you don't complete what you plan, resulting in WIP, a comment should be noted as to why.

Action/Supervisor Review: A signature or initials that signify that the board is correct, and/or Issues/Comments are being addressed to include who is addressing the problem, with a suspense date of completion.

The Board itself should be publicly displayed, and the information/data captured updated on a daily basis (in a few cases weekly, depending on the type of work that is done). The proper format should be broken into columns representing: Date, Plan, WIP, Input/Output, Hours, Comments/Issues and Action. This should be at least a 4' X 4' large board.

Site Project

PLAN	ACTUAL/OUTPUT	WIP IN PROGRESS	HOURS	ISSUES/COMMENTS	REVIEW

Sample Production Board



Virginia Garman, right receives a Sierra Army Depot jacket in recognition for her contributions during her deployment to Iraq. Ms. Garman was one of eight depot employees who volunteered their time to work at the HMWWV Service Center and install armor door kits on the vehicles. Other depot employees who were recognized were Tim Milligan, William Robinson, Warren Tuft, Patricia Erickson, Diana Eakin, Patrick Helmka, and Collette Wheeler. Thanks goes out to each and every one of you for all that you sacrificed to help the Soldier in the field.

(Photo was submitted by Lynn Goddard, Depot Photographer)

Happy New Year

The Corner Market



By Bill Coffenberry
Business Development Office

Over the last few months, the Depot has entertained many visitors who have come to see first-hand what Sierra Army Depot is all about and how we support the "Warfighter" on the battlefield. From the Base Realignment and Closure visit to the recent Bearing Point Demonstration, we have had the opportunity to showcase the many talents SIAD possesses.

For many years, as our core ammunition mission decreased and we searched for new workload, attracting visitors to the Depot has been somewhat of a challenge, as the stigma of being just an Ammunition Demil Depot still was at the forefront of many minds. In addition, many folks that visit our booth at the various conferences and symposiums we attend still think we were BRAC'd in 1995. So, one of our main goals when we are marketing is to get a commitment from those companies or other agencies that are interested in doing business with SIAD to visit the Depot and witness our core capabilities in operation. But the marketing doesn't stop after the conference is over.

As BDO personnel return from TDY, the trip report details the many contacts made and topics of discussions held that allow us to develop a list of potential candidates to focus our efforts on. Follow-up correspondence is sent or phone calls placed to keep in touch with possible suitors. Once a commitment is received to visit the Depot, the wheels are set in motion to develop an agenda and determine what areas of the Depot to tour, focusing on specific areas or showcasing our entire Rapid Deployment capabilities encompassing all aspects of Logistics Lifecycle Management.

One of the unique aspects that differentiates SIAD tours from other Depot's is our utilization of the employees as the storytellers. Allowing the subject matter experts to detail our processes leaves a lasting impression on those selecting SIAD as their Depot of choice.

As we entertain more visitors in the coming months and as the BRAC decisions near, it is imperative that each and everyone of us remember how critical our importance is to the overall success of the Department of Defense and continue to strive for "Pride in Excellence."



DECEMBER

Eddie Adams - Chad Alexander - Jessica Azzano
 Debbie Bergstrand - Robert Boulanger - Matt Bussell - Russell Collier - Michael Craig - Travis Dickinson-Wood - Dalton Dinger - Walter Dorman - Glenn Flannery - Susan Flesvig - Raymond Gallagher - Larry Gallego - Cindy Garza - David Gentilcore - Vincent Goodwin - Jason Haggerty - Jeanine Hamilton - Rob Hamden - William E. Harris - Billie Heckenliable - Parker Heisey - Ray Hiliard - Travis Hinshaw - David Holsey - Alicia Huff - Blake Hutchinson - Dale Johnson - Donald Johnson - Allen Jones - Judy Kiesner - Gloria Long - Kim Madsen - Thomas McClure - John Mooney - David Morris - David Mosher - Katherine Pendleton - Robert Picco - Johanna Pitt - Andrew Rena-Dozier - Larry Roberts - Ralph Schroepfer - Merritt Shepard - Frank Somerville - Tui Soalto - Danny Tracy - Warren Tuft - Sherei' Underwood - James Vaccaro - Allen Vanderville - Francis Vaughan - James Vinson - Brett Weaver - Grover White - Sean Winkler

Child Youth Services Monthly Update

Thank you to all who played a part in our food drive. We had a wonderful response. All the non-perishable items were given to the Doyle Fire Department, and were an addition to food baskets made for our local families in need.

Martial Arts, Coming Soon!!

CYS will be starting our first martial arts classes and would like all interested families to sign up at YS. Please call us at 827-4696 or stop by YS to sign up because spaces are limited.



Photo Submitted

During the annual tree lighting ceremony on December 2 at the Child and Youth Services Center, Santa takes time to enjoy waving to the parents of baby Briana Russ. Briana is the daughter of Bill and Jackie Russ of Herlong. Both parents are employees at Sierra Army Depot.

Toastmasters

CYS has partnered up with Herlong High School to offer a Youth Leadership Program called Toastmasters. The program is based on the belief that every young person has the potential to become a good communicator and leader, but this potential needs to be developed.

The program's unique design enables participants to develop this potential through practical experience. Participants learn speaking and leader-

ship skills that they will use for the rest of their lives.

Employee Of The Quarter

Congratulations Martha Olsen on being employee of the quarter! Your sense of humor and warm smile always brightens our day. Your positive attitude, creativity, and hard work have really enhanced our programs. You're always willing to help out without ever being asked. You're definitely a team player and a huge support to all of us. Thank You!

SIAD Sponsors Child Care Program

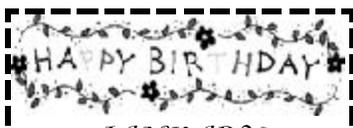
Sierra Army Depot, Child and Youth Services, announces the sponsorship of the Child Care Food Program. All children in attendance will be offered the same meals **at no separate charge.**

The Child Care Food Program is available to all eligible participants.

The United States Department of Agriculture (USDA) prohibits discrimination in all its' programs and activities on the basis of race, color, national origin, gender, religion, age, special needs, political beliefs, sexual orientation, or marital/family status.

If you believe you have been discriminated against, write immediately to the USDA, Director of Civil Rights, Rook 326-W, Whitten Bldg, 14th & Independence Ave, Washington, DC 29250-9410, or call (202) 720-5964. Persons with disabilities who require alternative means for communication or program information (Braille, large print, audio tape, etc.) should contact USDA's Target Center at (202) 720-2600 (voice and TDD).

For more information contact Lanaya Chapman, x4696, or Renate Jones, x4696



JANUARY

Richard Barker – Daryl Bottini – Chester Chicotka – James Cinnamon – Melvin Cowart – Tammie Dunn – David Foxworthy – Larry Friend – Dennis Gaskill – Kathryn Godwin – Phillip Gonzales – Walter Hamel – Dylan Hamilton – Franklin Hernandez – Burma Hewitt – Kenneth Hewitt – Edith Higgins – Margaret Hill – Michael Hranac – David Huhtala – Lisa Huston – Barton Jankorver – Stuart Kenworthy – Douglas Kern – Brandy Knight – Ryan Linn – Tim MacDonald – Blake Marsters – Edward McKee – Davis Nass – Bonnie Rock – Richard Rock – Donald Scarpa – Lisa Shockey – Jeffrey Swift – Paula Taylor – Daniel Trabke – Susan Villa – Craig Wilde – Shawn Wilson – Valerie Zaun



Photo By Lynn Goddard

Colonel Paul Plemmons, left, congratulated Mr. Steve Podhurst, Director of Public Works for his 20 years of continuous federal service. Mr. Podhurst received a Length of Service Certificate and a pin. Congratulations Steve!

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday - Thursday, 6:30 a.m. to 5:00 p.m., (Thursdays until the last customer leaves). It is also equipped to cater large or small events.

Call the manager at 4360 or email: raul.granados@sierra.army.mil The business hours are Monday-Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

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

Sierra Bowling Center and Snack Bar

Open everyday, 11:00 a.m. to 8:00 p.m. Call 4442 for information. Check out the Lunch Specials Monday through Thursday. Delivery available on all orders received before 10:45 a.m. Contact Jackie Weston-Chase to book your birthday packages and holiday parties.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 1:00 p.m. and 5:00 p.m. to 8:00 p.m. Open Friday, Saturday, Sunday from 11:00 a.m. to 1:00 p.m. The only charge to individuals is \$3 for use of the Racquetball Court (per hour).

ITR is available at the Physical Fitness Center. For more information call 4655 or email ok.fern@sierra.army.mil

Outdoor Recreation and Equipment Rental

For reservations and information call Tony Bruening, 4354.

Laundromat

Open daily, 7:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and .25 cents (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 5:00 p.m. Call 4504.

Morale, Welfare, and Recreation

Administrative Assistant can be reached at 4797, Mon.-Thurs. from 6:30 a.m. to 5:00 p.m., or email her at jessica.cuevas@sierra.army.mil. Business Office can be reached at 4178 or 4609.

*Happy
(and safe)*

*A New
Year*

