



The

Challenge



Sierra Army Depot, Herlong, CA

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BG Lenaers Takes Over as TACOM CG

Brigadier General William M. Lenaers withstood gray skies and strong winds on September 28 and assumed the reigns as the 30th Commanding General of the U.S. Army Tank-automotive and Armaments Command (TACOM).

Brig. Gen. Lenaers attended Santa Clara University with a Bachelor of Science in Chemistry. He received his Masters degree in Oceanography from Oregon State University. Brig. Gen. Lenaers was commissioned in September 1971 as a Second Lieutenant.

Military schools Brig. Gen. Lenaers attended include Chemical Officer Basic Course, Ordnance Officer Advanced Course, United States Army Command and General Staff College, and United States Army War College.

Brig. Gen. Lenaers comes to TACOM after serving as the Commanding General, United States Army Ordnance Center/Commandant, United States Army Ordnance School, Aberdeen Proving Ground, Maryland. Previous assignments include Platoon Leader/Accountable Officer - Headquarters and A Company, 85th Maintenance Battalion, United States Army Europe and Seventh Army, Germany from 1971 to 1972; Platoon Leader, later Shop Officer, 699th Maintenance Company, 85th Maintenance Battalion, United States Army Europe and Seventh Army, Germany from 1972 to 1974; Aide-de-Camp, 3d Support Command, United States Army Europe and Seventh Army, Germany from 1974 to 1975; Student, Ordnance Officer Advanced Course, United States Army Ordnance Center and School, Aberdeen Proving Ground, Maryland from February 1976 to August 1976; Transportation Officer, later Maintenance Officer, Naval Support Force, Antarctica from 1976 to 1978; Armament Maintenance Officer, 4th Support Center, Armor Support Battalion, Fort Hood, Texas from 1978 to 1979; Company Commander, 190th Maintenance Company, Armor Support Battalion, Fort Hood, Texas from 1979 to 1981; Instructor, later Assistant Professor, United States Military Academy, West Point, New York from May 1981 to 1984; Student, United States Army Command and General Staff College,



Brigadier General William M. Lenaers

Fort Leavenworth, Kansas from 1984 to 1985; Logistics Staff Officer, later Chief, Plans Branch, 21st Support Command, United States Army Europe and Seventh Army, Germany from 1985 to 1988; Logistics Staff Officer, Office of the Deputy Chief of Staff for Logistics, United States Army, Washington, DC from 1988 to 1989; Commander, 707th Maintenance Battalion, Division Support Command, 7th Infantry Division (Light), Fort Ord, California from 1989 to 1991; Logistics Staff Officer, Office of the Deputy Chief of Staff for Logistics, United States Army, Washington, DC from 1991 to 1993; Student, United States Army War College, Carlisle Barracks, Pennsylvania from 1993 to 1994; Commander, Division Support Command, 1st Infantry Division, Fort Riley, Kansas from 1994 to 1996; Chief, Maintenance and Integrated Logistical Support Policy Division, later Chief, Staff Group, Office of the Deputy Chief of Staff for Logistics, later Executive Officer to the Deputy Chief of Staff for Logistics,

United States Army, Washington, DC from 1996 to 1999; Deputy Chief of Staff for Ammunition, United States Army Materiel Command, Alexandria, Virginia from August 1999 to November 1999; Commanding General, United

States Army Armament Research, Development and Engineering Center, Picatinny Arsenal, Dover, New Jersey from 1999 to 2001; Commanding General, 13th Corps Support Command, Fort Hood, Texas from 2001 to 2003.

His personal awards include Distinguished Service Medal, Legion of Merit (with 3 Oak Leaf Clusters), Meritorious Service Medal (with 4 Oak Leaf Clusters), Army Commendation Medal, Army Achievement Medal, Navy Achievement Medal, and the Army Staff Identification Badge.

Lenaers received a warm welcome by the workforce and he told the crowd how excited he was about working with TACOM to "build for the future."

"I understand the huge challenges of supporting our deployed forces as the Army simultaneously transforms and retests our forces for the long term."

He expressed his eagerness to become involved with such empowering programs as "Leadership Competencies" and "Lean and Six Sigma."

Lenaers addressed most of the initiatives at the command such as reset, modularity, rotations and the spiraling out of FCS technologies and said, "These are tremendous opportunities for the entire Soldier and Ground Systems community and will impact our entire Army."

He concluded his remarks by saying, "I am proud to be a leader on this team, I am ready to work with you."



Photo Submitted by TACOM

Despite the inclement weather, Major General N. Ross Thompson, left, outgoing TACOM CG, along with General Paul Kern, AMC Commanding General, and incoming TACOM CG Brigadier General William Lenaers stand tall and proud while showing honors for the playing of the National Anthem during the TACOM Change of Command held in Warren, Michigan on September 28, 2004.

Commander's View

I am writing my piece for this month's challenge after just returning from Sierra's annual strategic planning conference. I can tell without qualification that the session was a success. For those employees that are not aware this is the third such conference. What the expected outcome is has to do with a road towards the Depot's growth and success. This conference hit its mark again. The Depot leadership came away with the elements of a successful plan to work our current business efficiently and effectively, draw in new business and improve the Depot's infrastructure. You will all see the plan in its entirety soon on Sierra's intranet. The common vision for the upcoming year is to become the Department of Defense and Army's Expeditionary Logistics Center. This will be accomplished by providing the best value and best quality work and products to our war fighters and inter-agency partners.

I am encouraged as I get around the Depot at the great work going on. More importantly our great workforce



Colonel Paul R. Plemmons

is doing it with a great attitude and a sense of purpose. I thank you for your efforts. Those efforts are not going unnoticed or unrewarded. When I first assumed command the Depot's workload was around 200,000 direct labor hours. It has moved forward and today I can tell you we are planning for over one million direct labor hours of work! This is due to the fact of what I mentioned earlier. I talk to our customers regularly and I can tell you all that I

constantly hear how you go the extra mile to get it right and how flexible and dedicated you are. As a commander when you hear those comments about your unit you cannot help but be proud to be part of it.

The Depot's efforts on lean are also moving forward. You will see the annual plan of events and which employees will work these events. We are going to put predictability into our lean transformation. We are going to see much more predictability as we ramp up our Production, Planning and Control (PPC) Office in mission. Employees will know what project and area they will be assigned long before they come into work. We are also working hard to get the right training from leadership courses to solid driver training.

I wish to take this opportunity to welcome all of our new employees. Your fresh talent and new ideas will help this installation stay on our current path to success.

On November 11, I ask that you take a few minutes to honor our veter-

ans past, present and future - those who served, those who are serving and those who are preparing to serve the nation in the days ahead.

I cannot believe we are nearly into the holiday season. I hope folks are planning on attending the Depot annual Christmas formal on the 4th of December. Please accept my family's and my best wishes for a blessed and peaceful Thanksgiving holiday. Keep up the great work and keep thinking safety.



The Union's Position: AFGE, Local 1808

The below article is taken from the AFGE Standard which is published quarterly

Big Defeat for Federal Employees in Defense Authorization Conference

Skillfully using repeated Office of Management and Budget veto threats, House Armed Services Committee Chair Duncan Hunter (R-CA) and House Government Reform Committee Chair Tom Davis (R-VA) stripped almost all of the bipartisan reform provisions that had been included by the House and Senate in the defense authorization bill through the efforts of Representatives Jim Langevin (D-RI) and Jim Cooper (D-TN) and Senators Edward Kennedy (D-MA), Saxby Chambliss (R-GA), Susan Collins (R-ME), and Carl Levin (D-MI).

Provisions in both bills would have allowed federal employees in the Department of Defense to submit their



Jim Swistowicz, President

most competitive bids, pursuant to most efficient organization (MEO) plans, before their work is contracted out. Although it unfairly denies federal employees opportunities to be their most competitive, this bipartisan provision was dropped from the conference report. (However, an MEO requirement is included as a one-year provision in the FY05 Defense Appropriations Bill).

Provisions in both bills would have allowed federal employees in the Department of Defense opportunities to perform new work and contractor work. Despite the repeated findings that taxpayers are forced to subsidize contractor monopolists that grow fat from sole-source contracts, these bipartisan provisions were dropped from both bills.

Provisions in both bills would have excluded health care costs from the cost comparison process when contractors contribute less towards their employees' health insurance benefits than is required of the Department of Defense by the Congress. Despite the fact that the White House had already signed off on this innovative approach towards preventing contracting out from being used to undermine the health and well being of workers as an annual provision in the FY05 Defense Appropriations Bill, these bipartisan

provisions were dropped from the conference report.

Provisions in both bills would have provided federal employees in all agencies with the same appeal rights as contractors. Despite the heroic bipartisan efforts of Senators Levin and Collins, federal employees are still left with a second-rate appeals process.

AFGE National Office has been trying for years to get legislation through to make the A-76 process more Federal Employee friendly and every year if the provisions are in the Bill then the White house threatens a veto.

Vacancy Position

Vacancy position at Sierra Army Depot are posted on the Sierra Army Depot Intranet. These open positions are all listed in the Sierra Army Depot's Intranet site, www.sierra.army.mil

See Page 5, Union

The Challenge

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Depot Commander/Publisher _____ Col. Paul Plemmons

Public Affairs Officer/Editor _____ Lori McDonald

Editorial Assistant/Photographer _____ Lynn Goddard

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Wind Power - Not Just a Bunch of Useless Hot Air

By Robert Gee
General Engineer

Have you ever been out driving and seen propeller-like things turning around up on the hillside? They are most likely wind generators and you are looking at a wind farm. Wind power can be an excellent complement to a solar power system. In most locations wind is not suitable as the ONLY source of power—it simply supplements other power sources such as solar.

How does a Wind Turbine Work?

First of all, there are two common types of wind turbines or generators. There are three-bladed wind turbines which are operated “upwind,” with the blades facing into the wind. The other common type is the two-bladed, downwind turbine. So how do wind turbines make electricity? Simply stated, a wind turbine works the opposite of a fan. Instead of using electricity to make wind, like a fan, wind turbines use wind to make electricity. The wind turns the blades, which spin a shaft, which connects to a generator and makes electricity.

How much wind do you need?

Most performance curves start at 7 miles per hour wind speed. At 7 mph, most generators only put out a few hundred kilowatts of power. Generators generally work in the range of 7 to 40 mph, but for a reliable system, you should have an average annual wind

speed of at least 10 to 12 miles per hour. At speeds above 40 mph, most wind generators will shut down for self protection.

The peak wind months for the Sierra Army Depot area are March and April. If the temperature is cold enough to produce ice on the propeller blades, the system will become unbalanced and cause the generator to vibrate. This is not a good situation. This situation could cause premature failure of the bearings, which under good conditions, should last about 10 years. Another

hazard to the wind generator’s performance is dust. Dust is bad for the bearings also.

If you plan to install a wind generator, you must keep this in mind. Once you have determined the output required for your wind generator, you must consider your elevation. Manufacturer’s performance data is based on sea level conditions. So, you must adjust for your elevation. The higher the elevation, the lower the air density. Air density is directly proportional to the output of your turbine. For example, if

you live 4,300 feet above sea level and you think you need an 800 watt wind turbine, you must recalculate. At 4,300 feet, air is 15% less dense than at sea level. Therefore, your 800 watt wind turbine must be a 920 watt wind turbine to get the expected output. A quick break down for elevations is as follows:

- sea level to 3000 ft. (negligible effects)
- 3000 to 4000 ft. (12% of manufacturers performance data)
- 4000 to 5000 ft. (15% of manufacturers performance data)
- 5000 to 6000 ft. (18% of manufacturers performance data)

What are wind turbines used for?

·Utility interconnected wind turbines generate power which is synchronous with the power grid and are used to reduce utility bills by displacing the utility power used in the household and by selling the excess power back to the electric company. These machines are economically attractive where there is a good wind resource and where the local power costs are in excess of 15 cents per kilowatt-hour.

·Wind turbines for remote homes (off the grid) generate DC current for battery charging.

·Wind turbines for remote water pumping generates 3 phase AC current suitable for driving an electrical submersible pump directly.

How much energy can wind supply?

According to the U.S. Department of Energy, the world’s winds could supply more than 10 times the current total world energy demand. With today’s wind turbine technology, wind power could supply 20% of the United States’ electricity.

Can I power my home or business with wind energy?

There are two ways you can power your home or business with wind: You may be able to purchase wind energy in the form of green power from your local utility provider, or you may be able to install a small grid-connected wind electric system to provide part of your electricity needs. A wind turbine rated from 5 to 15 kilowatts (kW) could lower your utility bill by 50% to 90%.

The feasibility of utilizing wind power at Sierra Army Depot is still being studied. For the latest update on Sierra’s wind energy status or for other energy questions, contact Bob Gee at (530)827-4679.



The Corner Market

By Bill Coffenberry

Business Development Office

I’m writing this month’s article from seat 12F on Delta Airlines Flight 1604 from Salt Lake City to Detroit, on my way along with Meg Hill, to attend the TACOM sponsored Advanced Planning Briefing for Industry (APBI) Conference in Dearborn, Michigan. This annual event brings together Government representatives from the various program offices within TACOM and Industry representatives, to discuss what new programs are on the horizon and workload forecasts for FY05 and beyond. Although we won’t be setting up the SIAD display, both Meg and I will be spreading the word about SIAD as we assist in staffing the Ground Systems Industrial Enterprise (GSIE) booth. This presents a great opportunity for us to not only interact with our Industry counterparts, but our sister GSIE installations at Rock Island

Anniston, and Red River as well. Which leads me to this month’s topic, Partnerships.

Last month, I discussed the benefits of partnering with the Department of Homeland Security and the Federal Emergency Management Agency, which has increased SIAD’s Joint capabilities. Having completed our initial build requirement, negotiations are ongoing for a follow-on production quantity of up to 200 additional Initial Recovery Response (IRR) containers. But partnerships aren’t limited to just Government Agencies. Many opportunities exist to partner with private industry as well, and with our new Mechanized Vehicle Long-Term Storage (MVLTS) mission, that opportunity has come a knocking. United Defense LP Steel Products Division located in Anniston, Alabama, has submitted an unsolicited proposal to establish a Pub-

lic/Private Partnership with Sierra Army Depot to support the MVLTS program. As the Original Equipment Manufacturer of the M113 Family of Vehicles, UDLP will bring a wealth of product and logistic process knowledge to the table, and when combined with SIAD’s Rapid Deployment capabilities, will improve our efficiency and product delivery, as well as improving the readiness of deployed units. More to follow on this partnership as it develops.

In addition to attending the APBI conference, the Business Development Office will be attending the 2004 DoD Maintenance Symposium in Houston, TX, again assisting in staffing the GSIE booth, and will also be presenting our capabilities to the incoming Commander of the 62nd Medical Brigade at the Medical Re-engineering Initiative (MRI) Coordination meetings at Ft. Lewis, WA on the 22nd.

Supervisor's Checklist

- Set an example for the Employee to follow in your daily displays of courage, candor, competence and commitment.
- Get to know your Employee inside and out, and identify his or her strengths and weaknesses. Then create a training program that is tailored for your Employee.
- Review the Employee's personnel records, teach the Employee about these forms and files; and assist with updating and correcting records.
- Develop a job description that includes the Employee's input.
- Within the framework of the depot's and your standards, work with the Employee on establishing challenging and attainable goals.
- Discuss with the Employee the importance of understanding and following the professional Army ethics of loyalty to the nation, the Army and depot, duty, selfless service and integrity.
- Continually evaluate the Employee's performance and provide timely feedback.
- Teach the Employee how to objectively evaluate his or her performance and to use each success or failure to learn and grow.
- Formally counsel each quarter – at a minimum.
- Prepare the Employee's performance evaluation fairly and accurately.
- Get the Employee enrolled in job oriented correspondence courses.
- Encourage the Employee to go to college on a part-time basis.
- Prepare for and send the Employee to appropriate schools as they relate to their duties.
- Give the Employee additional responsibilities and appropriately reward him or her.
- Help the Employee learn how to polish communication skills through practical exercises, role playing and junior leadership training.
- Train the Employee to do your job; then let the Employee do it.
- Teach the Employee how to use Army Regulations, technical manuals and pamphlets so he or she becomes familiar with them and knows where to get information and answers.
- Prepare the Employee for promotion; hold mock interview panels and provide constructive criticism.

A Homeowner's Association at Sierra Army Depot?

By Carol Gordon

Real Property Specialist

Well, not exactly, but...

In today's world, when most of us buy a new house in a development, the development is part of a community association, which is run by a homeowner's association. Typically, the homeowner's association collects fees for common community services, like landscaping, snow removal, maintenance of community roads, etc. Furthermore, an architectural review committee reviews requests from homeowners who want to modify the exterior of their homes or yards.

Did you know that Sierra Army Depot has a similar organization? Well, think about it. The Army provides funds to Sierra Army Depot to operate, called BASOPS. These funds are used for a lot of things, to include such things as snow removal, grass mowing, minor maintenance and repair items called in on service orders, etc. This part is probably quite familiar to most of you.

What may not be familiar to you is the Architectural standards, which the Army calls the Installation Design Guide (IDG). The Installation Design Guide is specific to each installation and implements Army standards for facilities and infrastructure. When imple-

mented, improves the functional and visual aspects of Sierra Army Depot.

So what kinds of things does the IDG address?

The IDG sets guidelines for consideration of how to orient a building to minimize energy usage and maximize natural features of a site. It sets standards for signage, landscaping, exterior colors and materials, parking lot locations and design, lighting (street and interior), placing utilities underground, and seismic considerations in design and construction. It also incorporates force protection principles and Americans with Disabilities Act accessibility standards. This update of the IDG addresses interior space planning and standards.



How does the IDG get integrated into the work at SIAD?

Any alteration to real property facilities or land at SIAD should be coordinated/requested through DPW. As the proponent of the IDG, DPW will integrate IDG guidelines into the alteration requirement.

What if there is a dispute about how to apply the IDG in a particular situation?

As the proponent of the IDG, DPW interprets the intent and determines the application of the specific guideline. On a rare occasion, there may be a situation for which the proponent of the requirement feels that there should be an exception to the guideline and an exemption should be granted. These rare situations will be brought before the Real Property Planning Board for approval/disapproval. The installation Commander will make the final decision on these matters.

The Sacramento District, Corps of Engineers is finalizing SIAD's IDG as we speak. The updated version will be available to all Sierra intranet users by Thanksgiving at <http://dpw2/>, then select SIAD Master Plan and then Installation Design Guide. An older version is available on the intranet now.

For questions or information about Sierra's IDG, please contact Carol Gordon, at extension 4806.

Monthly Tips on Equal Employment Opportunity

By Tom Gordon, EEO Manager

PROTECTION FROM DISCRIMINATION

The statutes enforced by Equal Employment Opportunity Commission (EEOC) make it illegal to discriminate against employees or applicants for employment on the bases of race, color, religion, sex, national origin, disability, or age. A person who files a complaint or participates in an investigation of an Equal Employment Opportunity (EEO) complaint, or who opposes an employment practice made illegal under any of the statutes enforced by EEOC, is protected from retaliation.

In addition to laws that EEOC enforces, there are federal protections from discrimination on other bases including sexual orientation, status as a parent, marital status, political affiliation, and conduct that does not adversely affect the performance of the employee.

REMEDIES

The EEOC's policy is to seek full and effective relief for each and every victim of discrimination. The remedies may include:

- posting a notice to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation;
- corrective or preventive actions taken to cure or correct the source of the identified discrimination;
- nondiscriminatory placement in the position the victim would have occupied if the discrimination had not occurred;
- compensatory damages;
- back pay (with interest if applicable) and lost benefits; and
- stopping the specific discriminatory practices involved.

Rullan Joins the Team in Public Works

Nestor C. Rullan was born in 1952 in Manila, Philippines. He graduated from National University (N.U.), Manila, Philippines in 1978 with a Bachelor of Science degree in Civil Engineering. He immigrated to the Island of Guam, USA in 1976.

In 1978 Nestor married Celia Guzman and has 3 daughters and a son. He is also blessed with four grandchildren.

Nestor joined the Society of American Engineers, Guam Chapter in 1978. He worked as a Civil, Structural Draftsman and Cost Estimator for a private engineering and architectural firm.

In 1984, Nestor was hired to work for the Department of Public Works, Utilities Department, Guam Naval Station as a Civil Engineer. He was then transferred to the Public Works Center, Facilities Engineering in 1989. He served as the Project Design Engineer on all assigned civil structural engineering projects and as a CADD operator.

In 2000, Nestor was transferred to the 34th Support Group, Department of Public Works, Housing Division, Yongsan, Seoul, South Korea as an Engineering Technician and advisor to the Chief of Engineering Inspection Branch (E.I.B.). His job was mainly to overlook the functional operations and maintenance of the U.S. Army Family Housing (AFH), Bachelor Enlisted Quarters (BEQ) and Bachelor Officer's Quarters (BOQ). He was responsible for coordinating and monitoring maintenance, modification, rehabilitation, improvement, and minor construction projects.

Nestor is currently working at the Sierra Army Depot as an Engineering Technician for the Directorate of Public Works. Nestor Rullan enjoys traveling, watching movies, and exercising during his spare time.

If you have not yet had the opportunity to meet Nestor, stop by and welcome him to Sierra Army Depot.

Union:

(Continued from Page 2)

click on **Intranet access under the heading of Organizations, Command, Human Resources, and Vacancies.**

Union meetings are held the first Tuesday of the month bldg.58 at 5:15 p.m. Everyone is welcome to attend member or not. Union Office x5375 or Fax 4271.





The Directorate of Resource Management is really going to miss the good humor that was always present when Carl Nelson was at work. Well Carl decided to finally call it quits and retired on September 30. Ms. Alice Allison, right, presented a token of appreciation from Carl's co-workers talked about his 30 plus years of continuous federal service. Resource Management will not be the same without the comedy and morale booster that Carl Nelson brought to the office. Have lots of fun on your retirement!

Photo by Lynn C



If you happen to walk into the Contracting Office and find a new person in the wrong office. Sue Ritz, Contracting Officer, has succeeded left to right in front row Tracy Marino, Ellen Goober, and Roy Ford. In the back row (left to right) Roy Ford, Craig Biolette, Jay Branc Contracting Office at Sierra Army Depot.



Richard Martinez proudly holds the American Flag that was presented to him during his recent retirement. Richard was the Electronic Industrial Controls Mechanic within the Directorate of Information Technology. If you ever needed someone to work on the electronics throughout the depot, all you had to do was pick up the phone and call Richard Martinez. Richard along with Tom Higgins both retired at the end of September.

Length of Service

- 10 years - Gloria White, Ge
- 20 Years - Bill Coffenberry, erations
- 25 Years - Susan Flesvig, S
- 30 Years - Joni Pitt, Freight
- 35 Years - James Riger, Sec Security Operations

by
ard



Richard Neiger was wished good luck on his retirement from co-workers during a retirement luncheon in his honor. Colonel Paul Plemmons, right, presented Mr. Neiger with his retirement flag, certificate and retirement pin during the official ceremony. Mr. Neiger retired with over 30 years of federal and military service. He had the opportunity of being stationed at Sierra on two separate occasions. We would like to think that he really did like Sierra and just didn't want to leave. We wish you the best of luck in your new adventure.



recognize anyone, don't think you have entered the led the vacant positions within her organization. Pic-e Ritz, Theresa Coffenberry and Kim DeLeon. Middle and James Brooks. new faces can be seen within the



Tom Higgins, standing with his wife Remy, is all smiles after receiving the American Flag, retirement certificate and pin during his retirement luncheon. Tom retires from federal service with 20 years, not to mention the 20 years of military service to his credit. Tom was the Electronic Mechanic for the Directorate of Information Technology at the time of his retirement. Not only did DOIM lose a great worker like Tom, but Richard Martinez another Electronic Mechanic also retired.

rice Awards

port Worker, Mission Operations
Development Office, Mission Op-

nager, Office of the Commander
cialist, Mission Operations
rd., Directorate of Intelligence and

Winter Hiding Place for the Pacific Rattlesnake at Sierra

By Manar Sadek-Shaw
Safety Specialist

The only poisonous reptile found in the Sierra Army Depot area is the Pacific Rattlesnake. Although rattlesnakes have several distinctive features, many people are not sure how to identify one. Using the snake's color or pattern is NOT a reliable method of identification. Looking for the characteristic rattle on the tail is a good method, but sometimes these rattles are lost.



Rattlesnakes have a powerful body, thin neck and a well defined triangular or arrow shaped head. Their eyes are hooded and the pupils of the eyes are oval (like a cat) rather than round.

BE SAFE: DO NOT get close enough to a rattlesnake to see what shape pupils it has unless it is safely captured. Getting that close is a good way to get bitten in the face.

They are most active in the spring. During the winter months these animals hibernate. When a rattlesnake

feels the need to defend itself, it often will first coil and rattle its tail producing a "rattle" sound in an attempt to ward off enemies.

Since winter will soon be upon us, rattlesnakes may attempt to seek shelter in warehouses where it is warmer than the outdoors. If you hear or see a snake, don't panic and do not attempt to handle it in anyway. Simply back up slowly, one step at a time, then turn and walk away. The rattlesnake will not chase you. (Rattlesnakes usually only strike a person for self defense and as a last resort.) A rattlesnake will generally try to escape to avoid a potentially dangerous situation.

TO AVOID BEING BITTEN:

Do not put your hands or feet where you cannot see.

Be aware of your surroundings.

Do not attempt to kill or capture rattlesnakes (There is NEVER a case where killing a rattlesnake is safer than allowing it safe passage).

Give all rattlesnakes a wide berth, 5 to 6 feet, and allow them room to escape.

Remember a rattler's bite is venomous, although rarely fatal, is normally used only for feeding and de-

fense, it commands respect so please use common sense in their presence.

The chances of being bitten are EXTREMELY low. If bitten by a rattlesnake, medical attention is needed quickly. Follow these rules:

Remain calm; running pumps the venom through the body more quickly.

Remember that only 1% of all rattlesnake bites are fatal.

Keep the bitten area below heart level.

DON'T apply a tourniquet.

DON'T pack the bite area in ice.

DON'T cut the wound with a knife or razor.

DON'T use your mouth to suck out the venom.

DON'T let the victim drink alcohol.



**Don't Miss this
special opportunity**

Raiders



Titans

Fitness Center is accepting reservations now for the NFL game on Sunday, December 19 at Net Work Associates Colliseum. Hurry up and get those tickets! Call 827-4655

Lean/Six Sigma Update: A 3-P Event

By Allen Jones
Process Improvement Team

Last month, the Depot had another milestone event. We conducted our first official 3-P event. For those of us who are unfamiliar with this, 3-P is the condensed version of what is known as a Production Preparation Process. It is a Lean tool to help prepare an Installation on an up and coming program, or programs that the demand is going to increase. The tool is intended to analyze the Product, Parts, and the Process.

With the help of Simpler Consulting Inc., we analyzed our Mechanized Vehicle to Long Term Storage. The team identified and brainstormed seven different processes, and then weighted each process out, and to concluded the best feasible process to be used by the depot.

This process identified and will net the Depot a 20% productivity improvement, decrease hours per unit by 35%, and reduce the Total Manual Cycle time by 26%.

Our hats off to all the team participants, working through this new process, and eager on setting up a standard preparation process for "all" new programs.

The team had the honor of briefing out their results to MG Thompson. He was pleased with the results and even put his name as the "Owner" of one of the action items. This program is getting a lot of exposure, and rightfully so. DLA charges the Installations \$2,000.00 a vehicle for Long Term Storage. This program alone is 1,900 vehicles. This is a major cost avoidance for TACOM! It's programs like this, that will help SIAD avoid BRAC.

Fast Facts About FSAFEDS

What is the FSAFEDS Program?

FSAFEDS is a flexible spending account (FSA) program for Federal employees that can save you money on health and dependent care. An FSA allows you to set funds aside before taxes to pay for a wide range of common expenses. You can save by reducing your taxes and getting a discount of 20-40% while paying for the care you need.

FSAFEDS offers two kinds of flexible spending accounts:

The Health Care Flexible Spending Account (HCFSA)

An HCFSA can be used to pay for health care expenses not covered by FEHB or any other insurance. An HCFSA covers eligible health care expenses for you, your spouse, and your dependents. Beginning in 2004, an FSAFEDS HCFSA can be used to cover the cost of over-the-counter medications.



The Dependent Care Flexible Spending Account (DCFSA)

A DCFSA can be used to pay for dependent care expenses that allow you — and your spouse, if you're married — to work, look for work, or attend school full-time. A DCFSA covers eligible expenses *for care of:

- Dependent children under age 13; and/or
- A person of any age whom you claim as a dependent on your federal income tax return, and who is mentally or physically incapable of caring for himself or herself.

If you have questions regarding the FSAFEDS program, you may contact the Civilian Personnel Activity Center at (530) 827-4313, refer to the FSAFEDS "eligible Expense" brochure or go to www.fsafeds.com for more information. The timeframe for enrollment for this program is November 8 through December 13, 2004.

What We Do Truly Matters

By Sherie' Trone

Office Automation Assistant

As I was sitting at my desk working, out of the corner of my eye, I could see a massive white object going down the street. I raised my blinds only to see one of the most beautiful sights that I have seen here since my employment at Sierra. What I saw was our first shipment of FEMA containers leaving the depot. Before I realized it, tears were rolling down my face. It was at that moment that I knew that my work here is not in vain. Even though I am not in the warehouse physically putting those containers together, I still play an important role. Knowing the importance of those containers, it was then that I realized that the employees here at Sierra have no idea of the importance of what they do.

A few days later, I was talking on the phone with my husband. I was explaining to him the affect those containers had on me. I told him that I felt that it would be nice if Sierra could see what they have put together be utilized. Another example I gave him was the Armored Doors. I felt that if Sierra could hear from the

true war fighters what a difference having those Armored Doors were to them, that would give Sierra a serious morale boost knowing that what they do here is way more than just "a job." We save lives here. We help those in need. We don't get the same gratification that an EMT receives when they are called out to an accident, and are able to revive someone. They get to see right in front of them why all those hours of training, exercising, and hard work, what may have appeared to be mundane, were all about.

While on my soapbox, my husband had his own view. Let me give you a brief history about my husband. He is a Soldier in the United States Army. He has just returned from spending 15 months over in Iraq. Since his return, AT&T has had the benefit of many phone conversations of my husband telling me about some of the things that he experienced while in Iraq. As we all know, it was no Cancun vacation. As I am expressing to my husband about how nice it would be for Sierra to hear from the true war fighters of the difference that we are making here, my husband had his own view. While pausing for an Amen from my hus-

band, he quietly responded, "It would be nice to here from the United States while we were over there of the importance of what we do." Wow, is all that came to my mind.

He's right. As my husband explained, they do get Hooah's from the higher command when they visit them in the field, but my husband and I are sure of what other Soldiers fighting to keep war out of the USA want. They want to hear from the store owners, the housewives, the school teachers, the policemen and women, and the children in school. They desire to hear how what they are doing over there matters to us. I could only imagine, or not, what my husband and other Soldiers endured while in Iraq. But out of all of this, it still surprises me how we all want the same thing. To know that what we do is important to who we are doing it for.

So the next time you search for a close parking space in central parking only to arrive at the bus and have the driver tell you that he is full, or while you are working in the paint booth or in a overheated, poorly ventilated warehouse, know that what you are doing truly matters.



Happy
Thanksgiving

Sierra is Beta Site for Implementation of Active Directory

By Ken Rish
IT Specialist

Sierra Army Depot is taking the lead with major new improvements to our Information System. We are the Beta site for the Southwest Region, implementing **as installed Active Directory** as mandated by the Department of the Army.

A lot of you may ask, "What is Active Directory and how will it affect me?" In a nutshell, Active Directory is a management tool that enables centralized, secure management of an entire network, spanning multiple locations throughout the world. It is also an Integral component of the Windows 2000/XP operating system platform. With this service in place, one of the benefits is that it will allow faster assistance when problems occur and the user needs immediate help. It will also strengthen our network security and simplify management task of our network and all data stored for our users.

Active Directory as a directory service provides a place to store information about network-based entities, such as applications, files, printers and people. What is a **directory service**? Think of a **directory** as a phone book with names of people, and their addresses and phone numbers. A network directory can contain name, addresses, and a lot more information. Information within a network directory is organized as objects. There can be many different types of objects, such as users and printers. Every

resource on the network is stored as an Object in the directory. So, while the directory is the information store, the **service** is the component that organizes the information store into a logical and accessible structure. It provides a consistent way to name, describe, locate, access, manage and secure information about these individual resources. Further, a directory service acts as the main switchboard of the network operating system. It also plays a critical role in an organization's ability to define and maintain the network infrastructure, perform system administration, and control the wonderful overall user experience here at Sierra Army Depot.

As our Local Area Network (LAN) grows larger and more complex, as Sierra's network is connected to the internet, and as applications (such as SDS) require more from the network and are linked to other systems through Army wide intranets, more is required from a directory service. A directory service provides a single, consistent point of management for users, applications and devices. It provides users with a single sign-on to network resources and provides us administrators with tools to manage security services for our internal desktop users.

You might ask what are the benefits of Active Directory? Well, it totally integrates with Windows 2000 and it gives network administrators, developers, and users access to a directory service that:

- Simplifies management tasks

- Strengthens network security
- Makes use of existing systems through interoperability

Active Directory makes it easier for everyone to use the network. For example, users can directly query the directory for network resources such as, printers. Since the directory can store attributes about objects, it can store the location and the capabilities of Sierra's printers and show these attributes as search criteria-so the user can search for "printers in Building 201 that print in color" directly from the "Start" menu in Windows. What's more, the directory can refer the desktop operating system to all the configuration information it needs to set-up a new printer, so when users find the printer they want, they can use it right away.

Today, information about people, applications, and resources is scattered throughout most Army information systems and is continuing to grow. Networks such as ours have evolved from loose collections of connected devices to complex systems made up of interdependent resources. As a result, network operating systems need to provide much more than simple network file and print services. They now need to transparently manage the relationships between distributed network resources.

For additional information, call an IT Specialist in the Directorate of Information Technology at 827-4870.

Golden Cargo Exercise to Move Ammunition out of Sierra

By Kirk Bausman
Chief, Ammunition Division

In 1942, Sierra Army Depot was built to store ammunition and explosive for the war fighters. To read more on the history of the Installation go to the Sierra Army Depot home page on the Internet.

During Sierra Army Depot's peak in the late 60's there were approximately 1,800 employees working on depot and approximately 650,000 short tons of ammunition stored on depot.

Up to the early 90's, Sierra Army Depot stored good war reserve ammunition and explosives. Then the depot tiering concept arranged the depots into three categories. Tier I (the depot's which would store that good war reserve ammunition). Tier II (the depot's which would store some good war reserve ammunition and renovate ammunition). Tier III (depot's that would treat (treat and/or treatment has become the acceptable word for demil) ammunition). Sierra became a



At one time the mission at Sierra Army Depot was known for the storage of conventional ammunition, or the type of bombs pictured at left. With the transformation of the mission at the depot, approximately 17,000 short tons of these type munitions will be moved to Hawthorne, Nevada during a Golden Cargo mission that is slated to take place in FY05. (Photo by Lynn Goddard)

Tier III depot. In 1995 BRAC, Sierra was again classified as a treatment facility and all the good ammunition was shipped to the other depots.

By the end of 2002 just a little over 78,000 short tons was left in storage at the depot when the depots open burn / open detonation (OB/OD) mission was discontinued, bringing the ammunitions demilitarization mission at

Sierra to an end. Although Sierra is no longer allowed to treat in the production mode, we are able to perform emergency treatment on items found to be unsafe for shipment or storage. With the assistance of the EOD units and coordination through Sierra's Environmental Office, we have and will continue to treat items that may pose a threat to the safety of the community.

We coordinate with the California EPA for each event to ensure we are operating in accordance with all environmental requirements.

In 2003, Sierra's ammunition crews shipped over 36,000 short tons to other facilities in record time, bringing the stockpile of ammunition down to 42,000 short tons.

See Page 12, Ammo

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Turn radio on at 530 AM in Reno area and 1610 AM in the Carson City area.

California and the Reno, Lake Tahoe area, 1-800-427-ROAD (7623) - voice activated.

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Installation Restoration Program

Groundwater Cleanup
Programs On-Going at Sierra
By Lisa Huston
Environmental Specialist

As part of the Installation Restoration Program (IRP), Sierra Army Depot is cleaning up groundwater at the TNT Leaching Beds, Defense Reutilization and Marketing Office (DRMO) Trench, Building 210, and Abandoned Landfill and Southern Sites Areas (ALF/SSA). The groundwater is approximately 110 feet deep and has been primarily impacted by solvents.

The proposed cleanup method at the four sites consists of injecting diluted food grade molasses into the groundwater to create a subsurface environment that will destroy the contaminants. This technology has been developed during the last 10 years and is being used on more than 150 sites around the United States. The advantage of the technology is that the contaminants are treated in place, unlike the more traditional method of treatment that required that the ground-

water be pumped out of the ground before it is treated. It is expected that the proposed method of treatment will also cleanup the groundwater significantly more quickly than the more traditional extraction method.

Injecting molasses into the subsurface supplies food to the naturally existing bacteria in the subsurface soil and groundwater, which causes their population to increase very rapidly. As the bacterial population increases, the bacteria look for other food to maintain their population and they begin to consume other food sources in addition to the molasses. The other food consists of the contaminants in the groundwater which, as they are consumed by the bacteria, are broken down into harmless by-products such as carbon dioxide and water. The breakdown of the contaminants in this way is very similar to the processes that occur in a septic system that treats waste from a residence.

Before installing the full-scale remediation systems at the sites, pilot



and demonstration studies are being conducted to demonstrate the effectiveness of the technology.

If you have any questions or would like additional information contact the Restoration Program at 827-4205.

Child and Youth Services News

As our Character Counts project, SAS and Middle School/Teens are teaming up and will be conducting a food drive for Thanksgiving from November 1 - 19, 2004. Please help those in need by donating non-perishable items to CYS bldg 145.

CYS will also be conducting a membership drive with a chance to win an X-Box. The person who is able to obtain the most people to become members in the month of November will receive the grand prize. For more information call 827-4696.

CYS Sports

Congratulations to Angel Saylor, Tina Saylor, Eric Dalby, Cooper Baltezore, and Adam Saylor for winning first place in our local 2004 Punt, Pass, & Kick Contest. Winners go on to compete in Sectionals. We would like to thank all the youth and adult volunteers who participated in making this event happen.

Basketball League will be starting soon and we are now accepting sign-ups for boys and girls in grades fifth through eighth. League starts January 8, 2005 and will continue through March 12,

2005. Practices will be held at CYS gym. Cost for enrollment is \$45.00 per member and non-member, cost will cover uniforms and referee fees. For more info please contact Kelly at CYS 827-4696.

CYS Employee Of The Month
Congratulations Lanaya Chapman on being employee of the month! We appreciate all that you're doing for CYS and what you have accomplished in the little time that you've been here. We appreciate your diligence, positive attitude, and hard work. Thank you for being a team player.

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is open Monday-Thursday, 6:30 a.m. to 5:00 p.m. (Thursday 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.

November Birthday Corner

Adam Brenner, Adam Zamora, Alan Damaggio, Alice Allison, Angel Rogers, Arthur Stedman, Carl Wick, Cecil Fain, Christopher Vaughan, Dan Hankins, Darin Dabell, David Dixon, Dominic Albano, Donna Sanders, Geranld Ryan, Greg Tavalero, Harvey Huston, Helen Evans, Hermann Albers, Hugh Blosser,

Jacquelyn Russ, Janet Taylor, Jason Moss, John Schuster, Joseph Paris, Jyme Moore, Kenneth Ludwig, Kent Hindelider, Kerry Imbel, Latrice Robinson, Lee Harris, Leonard Artis,



Linda Brown, Lindsey Turner, Margaret Babbs, Melinda Halterman, Michael Johnson, Michael Reed, Michael Rose, Michael Swift, Mike Pilkington, Milton Heartsill, Monica Turek, Myron Smart, Neil Weeks, Nestor Rullan, Norma Tong,

Ray Turek, Richard Parrett, Richard Schmidt, Ricky Anderson, Ricky Palmer, Robert Bowen, Russell Newell, Ruth Dowden, Sandra Kern, Shannan Dunn, Steven Cuevas, Tracy Tescher, Virgil Vaughan

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NCUA

Ammo:

(Continued from Page 10)

In 2004, approximately 6,000 short tons have been shipped, leaving approximately 36,000 short tons remaining.

What are the plans for the future in the ammunition business here at SIAD? Currently the intent is to move the remaining ammunition stock out of the depot to make room for bigger and better missions. It will take several years to completely move all the ammunition out of Sierra. The stocks that are left here in storage are items that are going to be difficult to treat. Also the items are in small lot quantities making it a large effort for very little production. These items will require an R3 process for treating and currently the technology has not yet been proven for the types of item we have in storage.

What is R3 (Recycle, Reuse and Recovery)? R3 technologies are methods of taking items apart for the purpose of one, two and/or all three of the above. Most of the technologies for the types of ammunition items we have here SIAD is still in the development stages. Sierra Army Depot has been approached to assist in some of this development. It has not yet been proven that Sierra's involvement will or will not be good for the depot. We continue to discuss R3 with several companies and other agencies and if a technology does become available that will improve the business here at Sierra, we will get involved.

While we are awaiting shipping disposition on these items, we have been consolidating them to be increasingly prepared for shipments and freeing up storage space for other missions. The only shipping disposition we currently are aware of is the FY05 Golden Cargo mission. This is still in the planning stage, however it appears the plan is to move approximately 17,000 short tons during this shipping mission.

What is Golden Cargo? Golden Cargo is a national military exercise training Army

Reserve, Army National Guard and active component Army Combat Service Support (CSS) personnel in multifunctional logistics. Army Materiel Command [AMC] premier training event is GOLDEN CARGO, a large-scale transportation support operation. The operation offers training from command level down to the individual level. The comprehensive packaging of training enables units to train from theater-level command; down to unit level GOLDEN CARGO offers real world training for non-divisional Combat Service Support units. Also, it offers individual Military Occupational Specialty training, to include shipping

Public Affairs Office
Sierra Army Depot
74 C Street, Bldg. 150
Herlong, CA 96113



Photo By Lynn Goddard

The type of bombs pictured above are similar to the type that will be shipped during the Operation Golden Cargo.

and receiving, inventory, storage planning, transportation, movement control, documentation, life support operations, safety, hazardous materials handling, and leadership. The mission is to prepare Soldiers to move ammunition from storage and/or a port to the troops requiring the items. The simulation within the States, provide the Soldiers with the knowledge to move as quickly as possible once they are deployed. As many things in the army community, higher headquarters is concerned that the name Golden Cargo is not reflecting the mission correctly and is proposing to change the name from Golden Cargo (GC) to Ordinance On The Move

(OOTM). The FY05 Mission will be referred to as OOTM/GC.

What does OOTM/GC have to do with us (SIAD)? The OOTM/GC mission this coming year is planning on moving the approximately 17,000 short tons of ammunition from Sierra Army Depot to Hawthorne Army Depot in Nevada. This will reduce the number of short tons of ammunition items in storage by half, freeing up more storage space for future missions.



Photo By Lynn Goddard

Reserve Training Begins at Sierra

New Army Reserve 92F MOS Activates Specialty Skills Training School at Sierra Army Depot

By Robert Harnden
Military Training Coordinator

Sierra Army Depot is proud to announce the establishment and activation of a new Army Reserve 92F MOS specialty skills training school here on the depot. This "fuel school" as it can be termed, provides realistic training for Soldiers who are learning a new skill in setting up a forward deployable Inter Petroleum Distribution System (IPDS). A site has been established on the installation to accommodate classroom activities, with a field training site set up out at the old EOD Range.

Here the students learn the technical skills of setting up a Fuel System Supply Point (FSSP) using fuel pumps, launchers, receivers, and

ground fuel storage bags in an isolated desert environment. Students also learn firefighting skills associated with the dangers of aircraft refueling, sling load blivet training, and many other highly technical and challenging mechanical skills associated with this task. Each classroom training session lasts two weeks in addition to the two-week field training that each Soldier receives.

The Officer in Charge, Captain David Burgess, Non-Commissioned Officer in Charge Master Sergeant Charles Fortman, Sergeant First Class Albert Nasby, Staff Sergeant Sean Height, Staff Sergeant Mori Byington, along with Specialist Jake Jones have accomplished a feat that has been in the planning stages for several years, but has never before been accomplished in the high desert. Sierra Army Depot offers a unique climate and topography for Soldiers to train in that closely resembles actual forward theater field conditions.

Soldiers learn the skills necessary to set up and fully function a Fuel System Supply Point (FSSP). The Soldiers will also have the opportunity to learn firefighting techniques associated with different types of fuel systems

