

The Challenge

Sierra Army Depot, Herlong, CA

October 2004

Vol. 61 No. 8

Sierra Army Depot Provides Support to FEMA

By William Coffenberry

Business Development Office

Charlie, Frances, and Ivan. No, these are not new names of recently hired employees at Sierra Army Depot, but they are names of Hurricanes that have, or will have a huge impact on millions of lives along the eastern and gulf coasts of the United States. Enter Sierra Army Depot and the Federal Emergency Management Agency (FEMA).

After months of discussions with key personnel in the Department of Homeland Security and FEMA, a new partnership has been formed to assist those affected by natural disasters. Sierra, in partnership with FEMA, has obtained new workload that supports FEMA's Pre-Positioned Disaster Supplies (PPDS's) Program. The program was developed to pre-position life-saving/life-sustaining disaster equipment and supplies as close to a potential disaster site as possible, and shorten the re-

ers. Sierra's efforts for the HRK production will include blast, welding of interior shelving, paint and stenciling of the containers prior to shipment. These containers will be shipped to FEMA's Fort Worth, Texas Logistics Facility for containerization of various items, to include Air compressors, Generators, saws, and various roofing supplies. The same effort will be performed on the IRR containers. However, SIAD will also be procuring, assembling, and containerizing the assets required for the IRR's. Such items as cots, blankets, pillows, hygiene kits and port-a-potties will be delivered to SIAD for packing into the IRR prior to shipment. Although we do not have specific shipping instructions for the IRR's, it is anticipated that these containers, when complete, will go directly to an area that has been recently affected by a natural disaster.

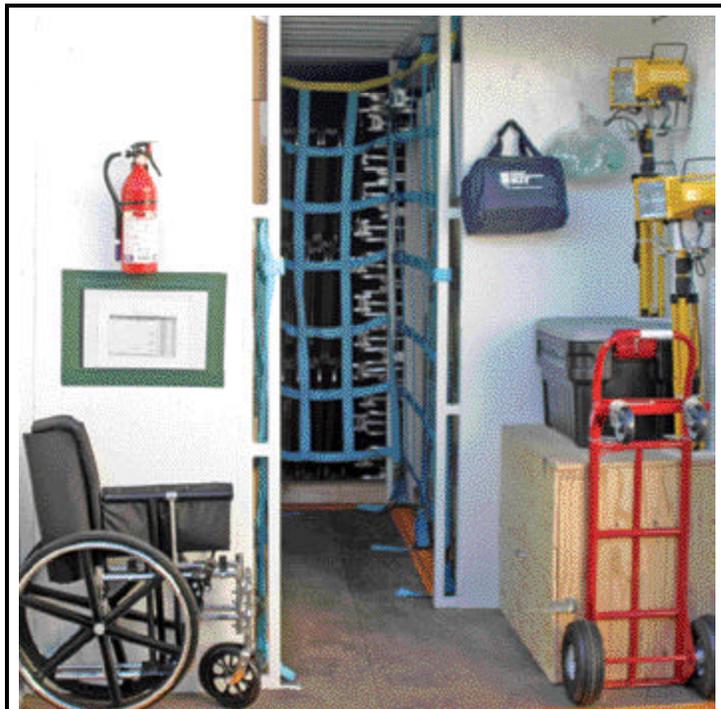


Photo By Lynn Goddard

The depot procures, assembles and containerizes items needed to fill the inside of the above Initial Recovery Response (IRR) container. They are loaded with such items as cots, blankets, pillows, hygiene kits, and port-a-potties.

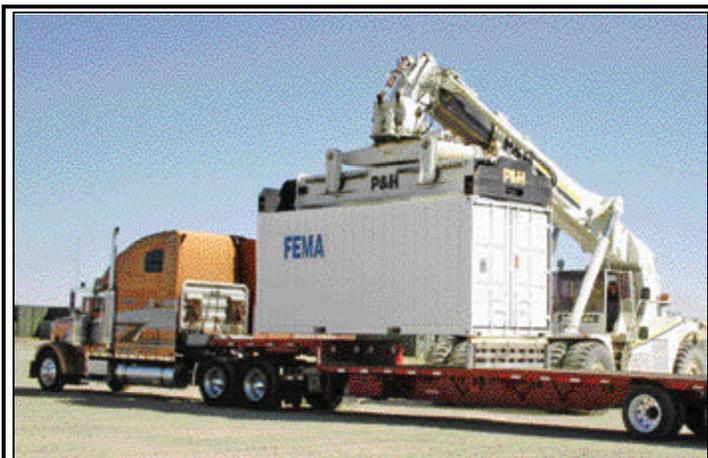


Photo by Bill Coffenberry

The truck shown above is one of many that were loaded after receiving short notice to ship out 22 FEMA containers in the wake of the hurricanes that hit Florida, Alabama and Louisiana.

sponse time from incident to delivery of critical assets. Sierra was chosen based on our excellent track record and expertise in the assembly, containerization, and rapid deployment of critical assets.

Two separate programs are currently in production at the Depot. Over the next few weeks, 15 each Home Recovery Kit Containers or HRK's, along with 20 each Initial Recovery Response Containers or IRR's, will be produced utilizing 20 foot ISO contain-

This is just the beginning of what is hoped to be a long lasting partnership with FEMA. Discussions are already underway for a follow-on production of 150 each IRR's, to include the pre-position storage of some of the units here at Sierra.

I would like to thank all those involved from the time the call came in until the last truck left the depot in the shipment of the FEMA assets to those individuals in the wake of the hurricanes.

SIAD Armored Door Kits Used By Local Soldier

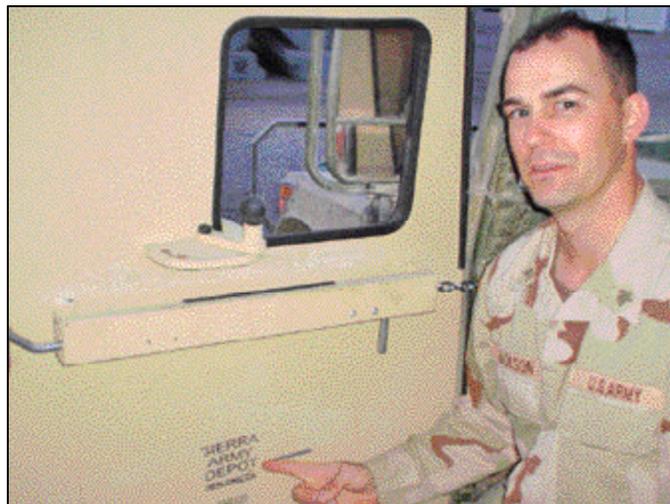


Photo Submitted

Sergeant Jason Jackson, currently stationed in Tukrit, Iraq, stands beside one of the hundreds of armored door kits that were assembled and shipped from Sierra Army Depot. Sergeant Jackson is the son of Toni Brown and step-son of Larry Brown of Herlong, California. Larry Brown currently is employed at SIAD and Toni Brown is employed with the Post Office at Herlong.

Commander's View

World attention continues to focus on the Middle East and Operation Iraqi Freedom/Operation Enduring Freedom. While the world watches, many of you are working behind the scenes in quiet dedication to support our Soldiers. Your outstanding efforts in support of our deployed forces are greatly appreciated.

As I have a chance to get out once again into the Depot I am amazed how much activity is going on. It is great getting a chance to see our employees performing quality work on the various types of systems we support is fantastic. You all need to be proud of your efforts, I certainly am.

SAFETY

No one intentionally commits an act that results in an accident and, if I personally asked each one of you, I am sure you would express your 100% commitment to SAFETY and a SAFE work environment. Yet, regardless of commitment, accidents and injuries continue to happen.

The number one cause of accidents is complacency, in other words, ac-



Colonel Paul R. Plemmons

cepting the same routine. When we are talking about SAFETY, we can't be too complacent. Be mindful of the known hazards and be constantly vigilant for potential previously undetected hazards.

Also, a reminder that the winter season is soon upon us, so brush up on your winter driving skills.

LEADERSHIP

During my tenure as commander it has been my goal to improve leader-

ship skills for Depot managers, supervisors and leaders. We instituted the quarterly leadership academy, Achieve Global training and have nominated and sent selected personnel to higher-level courses off Depot. In keeping with this goal I directed that a cultural survey be conducted on Depot. Leadership and management consultants hired for this purpose interviewed four focus groups. For those that participated in the focus groups, thank you for your participation and your candid and frank answers. I have just met with the consultants to receive feedback and was impressed with what was found. Many positives were identified such as sense of and dedication to mission. As well as the positives, there were some challenges identified. I plan to focus on these identified leadership challenges so we have the best leadership and command climate we can have at Sierra. I am looking at establishing a leadership council consisting of all grades to provide a check and balance system to insure we are moving in the right direc-

tion. Also my employee lunch program will begin again in October. This is nothing more than a communication feedback program to Depot leadership.

Finally

I again want to express my heartfelt thanks for the hard work and contributions to the war effort. I encourage you to keep up the great work. We expect several more distinguished visitors that are interested in looking at Sierra's capabilities in this BRAC year. Stay safe and I will see you in the work place.



The Union's Position: AFGGE, Local 1808

The way to apply for a job through DEU has changed.

In the past applicants applying under DEU Announcement's must submit a separate application package for each DEU Announcements. Under new process they will only need to submit a single resume to the Centralized Resumix Database one time and self-nominate for any interested position. Under these new procedures, all applicants will submit a resume in the same manner - regardless if they are interested in a position announced under DEU or under Merit Promotion, one application process for all. You now may submit your resume via the Army Resume Builder, via hard copy through regular postal service by mailing their resume to the Centralized Resumix Processing Center (CRPC) at the NECPOC, or via email to the CRPC. The preferred method is the Army Resume Builder because once



Jim Swistowicz, President

an applicant submits their resume electronically from the ARB to the database, the system is automatically updated with the new information.

Automated Interest & Availability Tool will soon be available to use for Open Continuous Ann's and standing inventories.

Individual DEU vacancy announcements will be open for a minimum of 10 calendar days. An ex-

ample of an individual vacancy announcement is when a particular type of position is only filled occasionally and applicants are generally available. The Union and CPAC will work together and make sure that all vacancy announcements are posted on the Official Bulletin boards in your work area. Job vacancies will still be posted on the Internet at www.usajobs.opm.gov

Temp employees need to make sure that you update your résumé's and include all the skills that you have acquired since working here at Sierra Army Depot.

Numerical scoring under DEU will no longer be accomplished by manually applying a crediting plan based on KSAs, but rather through the weighting of skills, which is the most critical step in the evaluation process. The weighting of skills is a critical process that involves the manager determining the most important skills and placing a

numerical value on each skill relative to their importance.

Reminder to all Union Members

This year's Annual Union Dinner/Dance will be held on October 29, 2004 at the Reno Hilton. The dinner is free to union members and one guest; however, additional guests are welcome at a cost of \$30 per guest (payable when making reservation). This year music will be provided by "Those2Girls" and there will be raffle prizes galore. Raffle tickets will be \$.50 or three for a dollar. The Grand Prize will be provided by the Reno Hilton.

The Reno Hilton is offering rooms for \$59.00 plus tax. You have the option of staying Friday night or Friday and Saturday night at this rate. You must make your own reservations. Each Union member will receive a flyer in the mail with instructions on how to

See Union, Page 3

The Challenge

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Col. Paul Plemmons

Lori McDonald

Lynn Goddard

Unless otherwise noted, all articles and photographs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.



Steps To Take For Reporting Work Related Injuries

By **Manar Sadek-Shaw**
Safety Specialist

An employee injured on the job must notify his or her supervisor within 24 hours of the date of the injury. If the employee is unconscious or unable to communicate, a co-worker or other person in charge should notify the injured employee's supervisor. Supervisors receiving reports of a work-related injury shall immediately conduct a preliminary investigation and promptly notify the safety office. Do not tamper with evidence surrounding the accident scene until the safety office conducts their investigation.

In instances of less serious injuries when medical assistance is unnecessary, the injured person must still



report the injury to his/her supervisor so that a preliminary investigation may be conducted. Often times a preliminary investigation may reveal potential unsafe condition(s) and/or allow a supervisor to improve upon current work practices to prevent future mishaps.

I must emphasize that every job related injury should be reported without delay to your supervisor so that immediate action may be taken to prevent reoccurring injuries. Furthermore, accurate and timely reporting of work-related injuries, illnesses, and near misses is critical to providing a safe and healthful work environment. This enables assessments of trends and ultimately contributes to injury prevention.

It is our intent to minimize injuries by assessing accident trends, identifying hazards and taking corrective action when appropriate. We place a high value on the safety of our workforce and are committed to providing a safe and healthful workplace for all. Supervisors play a key role in helping meet this commitment. They are responsible for the safety of their employees, for inspecting work areas for unsafe conditions, and taking prompt action to eliminate hazards.

If you have any questions regarding this article or if you would like to obtain training information on safety topics, to use at your safety meetings, contact the Safety Manager at extension 4431.

Union:

(Continued from Page 2)

get the special room rate for the Dinner.

To make your reservations to attend the dinner, please call Sue Leslie at extension 4286, Cecil Fain at extension 4110, or Jeannine Hamilton at extension 4883. Dinner reservations must be made no later than close of business on October 21, 2004. If you

make reservations and cannot attend please call and cancel your dinner reservations.

The next Union Meeting will be held on October 5, 2004 at 5:15 p.m. at Building 58 and everyone welcome. Union Office Phone number is 827-5375. Hope to see you there!



The Corner Market

By **Bill Coffenberry**
Business Development Office

When I was asked to write an article for the Challenge this month on our new partnership with FEMA, I began to think that many employees here at Sierra Army Depot probably have no idea how we got this new workload. That led me to ask myself two questions, "How many people that work here really know how we market the Depot's capabilities" and "What role does the Business Development Office play in attracting new customers to the Depot"? To answer those questions, I decided to start a new column that will appear in the Challenge each month to inform Depot employees of the on-going marketing efforts to bring new workload to Sierra. And with a new Fiscal Year just around the corner, what better way to start the column by recapping the marketing efforts for Fiscal Year 2004.

As I mentioned above, the FEMA workload was the highlight of new workload that the Depot received in FY04. This actually came about as a result of a meeting between the Command Group and Mr. Jeff Griffin, a former mayor of Reno who is currently

the Regional Director for FEMA region 9 located in Oakland, CA, who visited the Depot in the fall of 2003. Mr. Gary Moore, Director of Logistics for FEMA, then visited the Depot in March of 2004 to see first hand the core capabilities at Sierra. Based on the lasting impressions the employees of SIAD left, a new partnership was born.

On a lesser scale, several new projects were received, proposals have been submitted, and we continue to pursue several solid leads as a result of Business Development Office participation at various conferences and symposiums during FY04. We attended 10 conferences/symposiums ranging from Medical, to Aviation, to TACOM sponsored events. The Tool Kit Modernization Program (TACOM), wherein the Item Manager at Rock Island pushes kits into Sierra for storage and shipment, was initiated during discussions held at the DOD Maintenance Symposium in Valley Forge, PA last October. In April of 2004, BDO personnel attended and displayed at the Force Projection Symposium, another TACOM sponsored event, held in Norfolk, VA. Subse-

quent to the symposium, a cost proposal to receive, assemble, store and ship Live Targetry Kits has been submitted. This could result in approximately 10,000 FY05 Direct Labor Hours. Finally, we continue to pursue leads established at two Medical conferences we attended. BDO personnel are currently negotiating with the Navy for potential storage of their hospitals, as well as the Air Force and their requirement for storage of Medical supplies.

All in all it was a productive year for Sierra Army Depot from a marketing perspective. We are in the process of determining which conferences and symposiums we will attend during FY05, based on our Return on Investment analysis from FY04 attendance. Future articles will update the workforce on new programs received, potential workload being negotiated, and conferences/symposiums attended.

In closing, I would like to welcome any feedback you, the employees, may have regarding our marketing efforts. We are all stakeholders in Sierra Army Depot and must continue to market our capabilities as a Team!

New Engineer in Town

Heather Coursey was born and raised in Baltimore, MD. She graduated from GA Tech in 1987 with a Bachelor of Science Degree in Mechanical Engineering. During college she worked as a Resident Engineer for the Federal Aviation Administration in the Southeast, U.S.

In 1989, she went to work for the Baltimore District Corps of Engineers as a Junior Engineer Trainee. Upon completing her 18 month training assignment, she transferred to the Directorate of Engineering and Housing at Aberdeen Proving Ground, Maryland in 1991. She worked as a Project Manager and most recently as a Master Planner before transferring to Sierra Army Depot to assume responsibilities as the Chief, Engineering, Plans, Services and Environmental Division for DPW.

Heather is a registered professional engineer in Delaware. In her spare time, she likes to travel to National Parks and work on her genealogy research.

Col. Paul Plemmons stands with Bill Heyland after presenting him with his retirement certificate along with the flag. Mr. Heyland began his federal career in August 1979 as a Supervisory Helicopter pilot in the Aviation Division. In 1993 after the Aviation Division was abolished, Mr. Heyland was placed in his current position as the Cost/Price Analyst in the Contracting Office. After his retirement, Mr. Heyland will continue to work as a pilot for Mountain Lifelight in Susanville, flying the helicopters he loves to fly. Good luck Bill!



Charvette Comier, Safety Technician, receives recognition from Col Paul Plemmons for 20 years of continuous federal service. Congratulation Charvette.

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Mike Butcher retires from government service after working 37 years and 5 months. Col. Paul Plemmons congratulates Mike Butcher on his retirement by presenting him with a retirement certificate, pin and American flag. After retiring, Mike plans to manage an RV Trailer campsite and store, not to mention maintain the campsite grounds for his family in Idaho. He is also going to enjoy spending time with his grandchildren. Congratulations Mike on your retirement and have fun!

Photos By
Lynn Goddard



What do you say about someone wh the past 21 years. It was probably Ryan, Security Manager, had to m Mrs. Ryan with a luncheon where C her with a well deserved retirement will not be the same without Patty F you the best and hope that you will never had time to do before. From



Mrs. Coffenberry, Contract Specialist, proudly accepts her 20th anniversary certificate and pin from Col. Paul Plemmons during an awards luncheon. Mrs. Coffenberry followed her husband, Bill Coffenberry, Chief of Business Development Office to Sierra Army Base last year after working at Rock Island Arsenal, Illinois for 18 years. Mrs. Coffenberry is one of what seems like a great team within the Contracting Office.



Mr. Tamas Judson poses with his wife after receiving his retirement certificate and flag from Mr. Mike Sweet, Garrison Manager. Mr. Judson retires after 35 years of federal service. Mr. Judson was a valuable asset within the Directorate of Information and Technology as a Telecommunications Specialist. Mr. Judson plans on enjoying a big hobby of his during his retirement and that is attending NASCAR races. Take care Jud Man and know that we all will miss you!



After making some of the hardest decisions Mrs. Patty Plemmons and her friends and co-workers honored Col. Paul Plemmons graciously presented her with a certificate, pin, and American Flag. It is time to enjoy all the things you do to another, we will miss you!



After 23 years of government service, Mr. Bobby Van Meter, Maintenance Supervisor, made the decision to enjoy the retirement life. Col. Paul Plemmons honored Mr. Van Meter by presenting his retirement certificate and the American flag during his retirement luncheon. Mr. Van Meter will be returning for a one year period to train the new Maintenance Supervisor. We expect that Bobby will be mining and panning for gold in his spare time, not to mention camping with his dog. Congratulations Bobby!

LEAN/Six Sigma News

By Allen Jones
LEAN Office

Outside Storage RIE:

This team's focus was in the area of Accuracy of Space Utilization recording. Through their investigative efforts it was determined that due to the current reporting process only 6 of 25 sites were on official record. This represented 76% of Sierra Army Depots available outside storage space not properly recorded. With their development of an action plan to address a misaligned current process, all records of available space are now up to date. Proper space reporting will not only be crucial to sustain current mission operations, but to future plans as well.

Mechanical Repair VSA:

This team mapped and then refined the process of one commodity that runs through Shops Division. They determined that with the development a basic flow plan, it could be applicable to all of their approximately 60 different commodities, with minor modifications. Their efforts to build a basic foundation resulted in a small bite approach that has the potential to realize substantial bottom line impact savings to the depot.

We would like to extend a special thanks to Bob Goldsmith from Simpler Consulting, for all his hard work and patience, in Sierra Army Depots transformation to Lean Thinking.



CONFIGURED LOAD TEAM RECEIVES RECOGNITION



Photo By Lynn Goddard

Colonel Plemmons, Commander, far left presented Meg Hill, Tom Schock, Dave Osborn, and Mike Gress with coins on behalf of the Commander at Fort Wainwright, Alaska for the support they provided to the 172nd Soldiers during the EAB operations of Class I mission configured loads. The mission was a success and will bring additional workload and training opportunities with the 172nd. Sierra continues to play a significant role in the implementation of configured loads.

Fire Prevention Week

October 3 - 9, 2004

RECORDS - THE PIECE THAT HOLDS THE PYRAMID TOGETHER

By Kevin Pasley
Quality Engineering Office

As I was sitting at my desk preparing to write this article on ISO 9001: 2000, I asked myself how am I going to get people to read an article about records requirements? I thought about this for awhile and decided I needed to equate this to something that we all deal with in everyday life. **TAXES!**

You're probably thinking "I thought you said you were trying to make this article interesting. I'd rather be counting cars, looking for out of state license plates, than reading some stupid ISO 9001: 2000 article about **TAXES.**" Now don't skip to the next article because there is an important message I am trying to convey to each and every one of you.

Recordkeeping is a very demanding function in regards to ISO certification. In fact records requirements are referred to 18 times in the ISO 9001: 2000 standard. There is a very good chance you will be approached by an auditor and will be asked about your recordkeeping.

Do not panic! For most of your adult life you have been managing your own quality management system and did not even know it. Every year the IRS sends you a 1040 instructions manual. Think of this as your procedures manual. The manual contains a

mission statement which states the IRS Mission is to apply the tax laws with integrity and fairness to all. Think of this as your quality policy.

The instructions manual contains forms or instructions on how to obtain forms. These blank forms are documents. Once you prepare these forms they are records. The 1040 instruction manual states step by step how to fill out the 1040 form. This is your personal desk guide. However, you must keep proper records in order to fill out this form correctly.

Some of these records are provided to you automatically like your W-2 form, and your 1098 for the interest you paid on the house you just bought. However, you are responsible for keeping personal records for expenses such as that alimony payment to your ex-wife living in the Ozarks or that deduction you want to take for giving her old clothes that don't fit anymore to the Salvation Army.

Are you getting the point yet? You are being as we say in the ISO world "compliant". However, at Sierra Army Depot we want to become "certified" which is much more prestigious than being just merely compliant. When you are certified you volunteer for an auditor to come look at your

books rather than being forced into an audit as in the tax example.

Sierra is scheduled for a pre-assessment audit in December and our registration audit is scheduled for January. Auditors are subject to look at all documentation and records. There are several types of records that must be maintained, but in the interest of saving trees, I will only touch on a few.

Every employee should ensure that proper records are maintained of their education, training, skills and experience. This not only protects the employer but the employees' future as well. Sierra is primarily a storage facility. The material we store belongs to a multitude of customers. Sierra is required to maintain records and report to the customer if any property is lost, damaged or otherwise found to be unsuitable for use.

When a product does not conform to requirements as identified, records shall be prepared and maintained stating the nature of the nonconformity and any subsequent action taken. Records shall also be maintained based on the action taken reviewing customer complaints.

This is not a complete list of all the records Sierra is required to maintain. Proper recordkeeping is arguably the

most important function in achieving and maintaining ISO 9001: 2000 certification. ISO documentation is divided into tiers and is structured like a pyramid. The first tier is the quality policy and quality manual - the QEO is responsible for these. The second tier is the procedures manual - the QEO is responsible for this one too. The third tier is the work instructions, desk guides, and standing operating procedures - the process owner is responsible for this. The fourth and final tier consists of quality records - everyone is responsible for records.

How can records be that important? After all it's at the bottom of the pyramid. Records create the foundation. If you don't have good records the rest of your quality management system becomes meaningless and collects dust. Records are truly the piece that holds the pyramid together.

If you have any questions or suggestions about ISO related issues please contact myself or one of the other ISO team members at extension 4709. Remember you are part of this pyramid for certification!



Child and Youth Services News

4-H UPDATE

Child and Youth Services is happy to announce that we have an addition to our team. Through a 4-H Grant that was coordinated with the University of Nevada, Reno 4-H and CYS we have hired a Community Based Instructor. Our new 4-H team member is Kathleen Catron. Kathleen is from Doyle and she is very active in the community. Her job includes planning and preparing a variety of age appropriate 4-H activities such as citizenship, performing arts, photography, cooking, body imaging etc. for middle school and teen youth. We are very

excited about having her here with us and we look forward to a very successful year with 4-H. If you would like to enroll your child in CYS and 4-H please give us a call at 827-4696.

CYS ROCK CLIMBING CLASS

The CYS Rock Climbing Class will be held at RockSport Indoor Climbing Center in Reno Nevada. RockSport is providing a qualified staff member to give instruction in the basics of safe climbing practices for one hour and then there will be a half hour of recreational climbing. RockSport is a state of the art facility that provides

the thrill and challenge of rock climbing. To this day RockSport is the first and only full service rock climbing gym in Northern Nevada. Sessions have started but you can sign up at any time. The classes are every Friday from 3pm-7pm and cost \$35 per every 4 classes. The classes will run through the month of October. Youth ages 10-18 are eligible to participate in the program. CYS will provide transportation for participants. For more information about registering for the class and becoming a member of CYS please call Marsha Olsen or Lanaya Chapman at (530) 827-4696.

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).

IIR 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.

October 31, 2004



Daylight Savings Ends TURN BACK YOUR CLOCKS!

National Red Ribbon Week

October 23 - 31, 2004

National Red Ribbon Week has been celebrated since 1986 in honor of a Drug Enforcement Agent who was kidnapped and killed when he almost broke up a drug cartel in Mexico. To honor him, people began to wear red ribbons. The National Family Partnership adopted this week to raise awareness about keeping children drug free. So, make sure you wear your red ribbons this week!

If you would like to wear a red ribbon or have any questions, please contact Greg Pryor, Alcohol and Drug Abuse Program Specialist at extension 4190.



Harvest Dinner and Fun Night at the Skedaddle Inn on October 28. Tasteful costumes are welcome. For more information, contact Raul Granados at extension 4360 or 4154.

BOSSSES DAY

October 16 is National Bosses Day. Since the 16th is on a Saturday, we will observe it on Wednesday, Sept. 13. National Bosses Day gives employees the opportunity to recognize those in supervisory positions by giving cards, flowers, or gift certificates or giving lunch in their honor. For further information, contact Raul Granados at extension 4360.

History:

National Bosses Day started in 1958 by Patricia Bays Haroski, an employee at State Farm Insurance Company. She submitted the idea to the Chamber of Commerce of the United States to designate this day on October 16th, her father's birthday. The purpose of this day was to show appreciation for supervisors and to improve relationships between employees and their bosses. She believed employees do not understand the challenges that come with the supervisory title.

New US Army Medical Material Agency Commander

Colonel William Fry earned a Bachelor of Science degree in Business Administration from the University of Florida in 1980 and a Master of Public Administration degree in Human Resource Management from Golden Gate University in 1989. He also completed the Combined Arms Services and Staff School (CAS3) and the Command and General Staff College, as well as acquisition workforce certification courses. Colonel Fry is currently certified at Level III in Information Management/Information Technology and Level II in Program Management.

Colonel Fry was commissioned in the Army Medical Service Corps and began active duty in 1980. He has held many logistics and systems positions, including Commander, US Army Medical Materiel Agency (2004 – present); Commander, US Army Medical Materiel Center-Southwest Asia (USAMMC-SWA) Provisional, Camp As Sayliyah, Qatar (2003); Commander, 6th Medical Logistics



Colonel William Fry

Management Center (2001-2004); Logistics Staff Officer, Office of the Surgeon General, Directorate of Logistics (1999-2001); Project Manager (Materiel Management, System Services, Database, and Integration) of the Defense Medical Logistics Standard Support (DMLSS) Program (1997-1999); Senior Medical Logistics Advisor and Deputy Assistant Program Manager/Health Affairs, Saudi Arabian National Guard Modernization Pro-

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gram, Riyadh, Saudi Arabia (1996-1997); Commander, 226th Medical Battalion (Logistics, Forward) (-), Tuzla, Bosnia and Herzegovina (1996); Executive Officer, 226th Medical Battalion (Logistics, Forward), Pirmasens, Germany (1995); Chief, Materiel Management Division, 428th Theater Medical Materiel Management Center/US Army Medical Materiel Center, Europe, Pirmasens, Germany (1994-1995); Chief, Logistics Division, US Army Hospital, Berlin, Germany (1991-1994); Commander, B Company, Brooke Army Medical Center, Fort Sam Houston, Texas (1989-1991); Logistics Systems Officer, US Army Health Services Command, Fort Sam Houston, Texas (1986-1989); Chief, Materiel Branch, MEDDAC, Fort Irwin, California (1985-1986); and Headquarters Platoon Leader, 546th Medical Company (Clearing)

and Supply and Services Officer, 2d Combat Support Hospital, both at Fort Benning, Georgia (1980-1983).

Decorations include the Legion of Merit, Army Meritorious Service Medal (6th Award), Army Commendation Medal, Army Achievement Medal (2nd Award), National Defense Service Medal (2nd Award), Armed Forces Expeditionary Medal, Global War On Terrorism Expeditionary Medal, Global War On Terrorism Service Medal, Armed Forces Service Medal, Armed Forces Reserve Medal, Army Service Ribbon, Overseas Service Ribbon (3), NATO Medal, Expert Field Medical Badge, Army Staff Identification Badge, and the Order of Military Medical Merit.

Colonel Fry is married to the former Tanya Turner and they have two children, Brian and Kelsey.

Depot Provides an Overview to New USAMMA Commander

By Cindy Garza

Business Development Office

COL William Fry, United States Medical Materiel Agency (USAMMA) Commander came to Sierra Army Depot, Sept. 14, 04 for a general orientation of the Medical programs being worked at Sierra Army Depot. Accompanying the new commander was Sergeant Major Carlos Lopez, the USAMMA Ser-

geant Major and Captain Joseph Mrozinski, the USAMMA fielding officer.

Sierra and USAMMA joined into a partnership eight years ago. The first assets we received were 100KW generators from Hill AFB, and we've never looked back. We currently have over \$486 million worth of medical supplies stored at Sierra. (We've come along way baby!)

Colonel Plemmons briefed Colonel Fry on Sierra Army Depot's capabilities and how we have, and continue to support, the Medical Community during OIF/OEF. A tour of the Depot focusing on Medical workload was provided that included the storage site for Potency and Dates items, the maintenance complex, the Medical Maintenance building, the DEPAMEDS storage pad and the Long

Term Storage (LTS) and Medical Reengineering Initiative (MRI) building. Colonel Fry brought along a camera crew, who took extensive footage of what Sierra does to support USAMMA, which will be used to update their Command video. Lunch was served at the Skeddadle Inn along with an 8th anniversary cake to celebrate our partnership.

Thanks to everyone who helped!

SIAD Bowling Alley Accommodates Local Bowling League

After the closing of the local bowling alley forced the league to move to Sierra Army Depot

By Lori McDonald
Challenge Editor

Some avid bowlers may have looked upon the recent closing of the bowling alley located in Susanville, California as unfavorable, but the Monday Coffee League did not let that stop them from continuing a sport they enjoy. Just down the road at Sierra Army Depot, an active and certified bowling alley awaited their arrival. The SIAD's Bowling Alley, maintained by Morale Welfare and Recreation, was able to accommodate these ladies so their continued membership within the Women's International Bowling Congress (WIBC) would not be affected.



Mrs. Karen Anderson, league president, talked to the depot about the possibility of a league from Susanville coming out to the depot just to bowl. After meeting with officials and looking at the facility, Mrs. Anderson went back and discussed the option with members of her league. Although the drive from Susanville to SIAD was 45 miles, that did not deter the ladies.

This league is open to anyone who would like to join. If you are interested in having some fun on Monday mornings, contact Karen Anderson at 257-5963.



Photo By Lynn Goddard

Pictured left to right Loretta Green, Esther McFeely, Phyllis Abernathy, Karen Anderson, Jodie Kiar, and Kay White are a few of the ladies that make the drive from Susanville to Sierra Army Depot to enjoy bowling during the Monday Coffee League.