

# Precision Metals, Inc Helps with Armor I

**aid officer**  
 , 2005, Colonel Paul  
 t Commander, and  
 Sparks, Nevada to  
 to Precision Metals,  
 r efforts and dedica-  
 ing urgent material  
 lete the Armor Sur-  
 (ASKs) that were  
 Mobility Multi-pur-  
 hicles (HMMWVs)  
 d of schedule. The  
 allows our Soldiers

fighting the Global War on Terrorism with the best possible protection available and allows them to perform their mission with greater protection and safety.

Congressman James Gibbons, NV(R) was also in attendance during the event, where he presented PMI with a U.S. Flag that was flown over our Nation's Capital. Congressman Gibbons stated that during this international conflict, which is completely different than any type that has been experienced in the past, we need to do more to



**Photo**  
**Colonel Paul Plemmons, Depot Commander (left), Jim C Precision Metals, Inc and Congressman James Gibbons ( next to one of the armor doors fabricated at Sierra Army without the support of PMI providing both Armor and N Colonel Plemmons presented a plaque to PMI to show ; the great partnership with private industry to provide Sol with better protection and safety.**

## Milestones for Sierra

**nd Kathy Ayers**  
**ions**

February 21 marked  
 s in the every chang-  
 ierra Army Depot  
 t milestone involved  
 ey Fighting Vehicles.  
 Bradley fighting ve-  
 tional Guard units on  
 ments.

seemingly endless  
 ith the Bradley's, the  
 busily prepared the  
 ment within depot to  
 lace at the ever-ex-  
 storage site. We are  
 Bradley's over the  
 join the ones we just

ilestone involved our  
 six M1 tanks by rail

from Sierra Army Depot to Anniston Army Depot. This is to support a Marine Corps requirement for M1A1 refurbishment. Representatives from the Marine Corps came to SIAD in late January 05 and selected the six tanks that we shipped to Anniston. This is the start of expected vehicle shipments to support various reset initiatives going on at selected Ground System Industrial Enterprise (GSIE) facilities within CONUS.

In addition to our vehicle shipments, for several months Sierra has been a part of a parts pull program. SIAD supports the Tank-automotive and Armaments Command (TACOM) in the removal of parts from vehicles, and then prepares, packages and ships these parts to locations around the world to support various requirements.

better protect our men and women. He stated, "Congress is working to produce the resources and requirements to defend and improve our ability to win this war".

In support of Sierra Army Depot's requirement for an order of 625 ASK's, PMI had a contract to provide us with a combination of both Armor and Non-Armor fabricated parts with Chemical Agent Resistant Coating (CARC). PMI's initial schedule was to provide these parts over a period of time that would allow Sierra Army Depot to

complete these kits b  
 ber 31, 2004 contin  
 end of March 200:  
 schedule was com  
 Sierra Army Depot  
 kits by February 18  
 sponded to the chall  
 with over half of the  
 equated to approxi  
 vidual parts in accor  
 compressed schedul  
 meet our commitme  
 ship these 4-Door /  
 of operation by the

arriving at Sierra Army Depot via rail 25 Feb 05



One of six M1A1 tanks chosen by Marine Corps sent to Anniston Army Depot.



affected bases, and  
 rd POSSIBLE. I'm  
 " will continue until  
 he Secretary of De-  
 : actual list.  
 ed or approached by  
 ; the BRAC process  
 e list of Presidential  
 ommission, you need  
 ) the Public Affairs  
 n myself, this will be  
 provide official com-



**Colonel Paul R. Plemmons**

will hold an all hands  
 ing directly after the  
 ased. Stay tuned for  
 i to be sent out.

are several questions  
 cent 100% vehicle  
 and for those checks  
 g through lunchtime  
 ll of you should have  
 ulated the day aft-  
 t I want to thank you  
 and positive attitude

toward the search. Most of the em-  
 ployees I spoke with during the event  
 fully understood and supported the ac-  
 tion. I also want to commend our police  
 force as they conducted the searches in  
 an efficient and totally professional  
 manner. Good news to report is that  
 not much was found. There were a few  
 instances of government property be-  
 ing found in vehicles, but not the types  
 of sensitive items we originally were  
 looking for. It is important to be vigi-  
 lant as an employee to police one

our combat mission in the Global War  
 on Terror. To be blunt, if you are  
 caught with such material, I will pros-  
 ecute to the fullest extent of the law.  
 These checks will continue randomly  
 from this time forward. We learned  
 many lessons on how to be even more  
 efficient and thorough. Thank you again  
 for your cooperation and support in this  
 important matter.

**ISO 9000**

You have probably seen our team  
 of Quality folks in and out of your work  
 areas for well over six months. They  
 have diligently been working on prepar-  
 ing Sierra for our ISO 9000 audit. As  
 I write this article, I can tell you that we  
 have been recommended for certifica-  
 tion pending the resolution of some  
 minor discrepancies. This is an impor-  
 tant step for Sierra, as it puts us in  
 world-class company in the business  
 world. You will see articles and infor-  
 mation on what ISO is, what the Sierra  
 quality policy is and what the quality  
 (See Page 6, COMMANDER)

Management, had a  
 the Depot achieve 3  
 FY05 VE savings g  
 this:

Regulatory req  
 Department of Defe  
 puter Networks  
 Information Techno  
 Certification every  
 process is referred  
 information Techn  
 Certification Proces  
 2004, the certifiati  
 for renewal and Sie  
 estimate of \$203,4  
 (Contract out) th  
 Beddingfield posses  
 accomplish this ta  
 that, outside of his  
 could perform this  
 fractional cost to tl  
 only \$7,190. Add  
 tor recommendation  
 purchase new har  
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 tions plan. This v  
 Depot's Local Area  
 tion in the event of  
 core failure. How  
 business contacts, h  
 tain \$131,044 we  
 equipment from an  
 no cost to Sierra Ar  
 BJ's idea was r  
 Engineering project  
 ceived **\$327,334** s  
 Tank-automotive &  
 mand (TACOM).  
 Mr. Matt Garg  
 Deputy Information  
 ager who inspected  
 Sierra Compu  
 complimented BJ's  
 "The DITSCAP de  
 very well-written ar  
 the DITSCAP proce  
 difficult task consideri  
 documentation."  
 Congratulations  
 tise and resourceful  
 If you have any  
 prove Depot opera  
 Office at 4330.

**Union's Position: AFGE, Local 1808**

out in the workforce  
 a lot of what is go-  
 of the things that  
 fety. Most employ-  
 scious, but there are  
 atever reason, do not  
 eing safe. In several  
 [ visited, there were  
 ding equipment and  
 PP&E. **Safety** is the  
 :l priority and the  
 s. If you have an ac-  
 jured because you  
 roper safety precau-  
 ult and disciplinary  
 n against you. If you  
 pe of equipment and  
 ie proper safety pro-  
 , ask your Work  
 or what procedures  
 erate the equipment  
 :everyone's responsi-  
 o be safe than sorry.



**Jim Swistowicz, President NSPS**

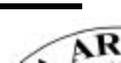
During the Public Comment Period  
 to the National Security Personnel Sys-  
 tem, there were more than 40,000 DoD  
 responses compared to Homeland  
 Security's with less than 3,200 re-  
 sponses. Most of the comments were  
 about Pay and Performance based sal-  
 ary increases. We are now in the phase  
 of the 30 day, "Meet and Confer" with  
 the Coalition of Unions and the DoD.  
 The next 30 days will be the Congres-  
 sional review. The first phase of the

NSPS "Spiral One" will be imple-  
 mented in July.

**BRAC**

Every military installation will be  
 considered for closing. In my opinion,  
 if you look at the diversity of our  
 workload and the importance that we  
 play in the War, we probably have a  
 better shot at staying open than most  
 other bases. I believe we fit in the  
 Army's direction for Rapid Deployment  
 and Striker Brigade concept as we can  
 ship by Air, Rail, Truck and are 300  
 miles from a Seaport, not to mention our  
 climate is suitable for long-term storage.  
 The Command Group marketing is be-  
 ginning to draw more attention to  
 Sierra's value from the DA up through  
 the DoD.

Monthly meetings are the first  
 Tuesday of each month at 5:15 p.m. in  
 Building 58 and all employees are in-  
 vited to attend and voice your concerns.  
 The Union Office phone is 827-5375.







# National Security Personnel System (NSPS)



<http://www.cpms.ods.mil/nsps>  
<http://cpol.army.mil/library/general/nsps>

## NSPS?

National Security Personnel System (NSPS) is a new, flexible civilian personnel system that will enable the Department of Defense and other Department of Defense agencies to better meet the national security demands of the twenty-first century. The system includes a new labor relations appeals process and an enhanced civilian resources system, covering

national defense mission. NSPS is a key element of that strategy.

## HOW WILL NSPS BE DESIGNED?

Proposed NSPS enabling rules have been designed through the coordination of DoD organizations and the Civilian Personnel Management, with input from civilian and military employees, as well as information from DoD demonstration programs and lessons learned from modern human resources management systems. The enabling rules were published in the Federal Register on 14 February 2005, and will be open for public comment until 16 March 2005. There will be a subsequent collaboration with the unions at the national level to help prove the system design.

## HOW AM I PART OF THE PROCESS?

Feedback and input from employees involved in focus groups and advisory meetings, together with employee input to the NSPS Website, have been used in the development of NSPS design. Employee input during the Federal Register comment period will also be used in developing the final design of NSPS.

## WHAT WILL NSPS LOOK LIKE?

NSPS will be designed to attract and motivate a high-performing civilian workforce that can be sized, shaped, and managed to meet changing, essential defense requirements. The design of NSPS is guided by the following principles:

- Put mission first
- Respect the individual; protected by law
- Value talent, performance, and commitment to public service
- Be flexible, understandable, responsive, and executable

***“The NSPS provides a unique opportunity to improve the way we manage our civilian workforce.***

***Implementing NSPS will require significant effort, but the dividends are tremendous as we can develop a flexible and fair system that will help us attract, retain, and grow a civilian workforce to meet the national security demands of the twenty-first century.***

tive and cost effective

### **WHAT WILL CHANGE UNDER NSPS?**

Flexible hiring procedures, position classification, pay band-performance in place of current also provide for a new labor and employee appeals pro-

### **WHAT WILL NOT CHANGE UNDER NSPS?**

Key safeguards, such as protection and selections based remain under NSPS. Veterans' will be preserved. There will to employee benefits (leave and retirement). Retirement continue to be determined as with any base salary increases an employee's "high three".

### **WHEN WILL NSPS START?**

NSPS will start as early as July 2005. The changes reflect an aggressive, timeline with full NSPS implementation over several years. This spiral approach, with phased

will provide the specific operational training needed to successfully implement NSPS. Employees and managers will be provided with training to prepare for, understand and effectively use the new human resources systems and processes. Training will be provided so that those affected will have the most up-to-date information when implementation occurs. The DA will also be providing training on behaviors that are essential to the success of NSPS.

### **WHAT WILL I GAIN UNDER NSPS?**

NSPS will provide employees:

- A better understanding of how their position aligns with the Department's mission
- A pay system that takes into account market considerations
- Ability to work in a high-performing environment
- A more simple recruitment and classification system
- A fair, consistent, objective performance system with clear performance expectations
- Improved supervisory/employee communications

### **HOW SHOULD I PREPARE FOR NSPS?**

There are several things you should prepare for NSPS.

•First, keep up to date on NSPS. Periodically check the NSPS web sites, <http://cpol.defense.gov/general/nsps>, and [www.cpmc.mil](http://www.cpmc.mil) as it is continuously updated via news; attend town hall meetings offered that are scheduled in your area; read the NSPS updates that affect you and your Command.

•Second, talk to your supervisor about your organization's strategic plan and how your position supports the mission. This information will better enable your supervisor to set meaningful objectives once NSPS is implemented.

•Third, be prepared to take personal responsibility for learning NSPS.

**These steps will help make your transition to NSPS a smooth one.**

## Public Affairs Office Spreads Word About DoD Civilian Jobs

Public Affairs Office  
Press Service

MOBILE, Ala., Feb. 24, 2005 – Public Affairs Specialist Linda K. Stouffer said when she visits military campuses, she tells students the message is "the 'employer of choice,' and the heart of America's defense around the globe."

Stouffer works for the DoD Civilian Personnel Service's Defense Applicant Service Center, said DoD has jobs "from A to Z." She said she sees a DoD sign at a job fair, that she has to wear a uniform and join the service. Stouffer told a large gathering of uniformed administrators and students here at a career assistance workshop at Alabama State University here Feb. 23. "DoD has more civilian jobs around the globe. We encourage students to work for DoD and to understand that if they work for the military, supporting our nation's defense is the most awesome job they could

help people in their job search process — to talk to them and explain information on various job announcements," she noted. "We also connect them with other recruiters in DoD."

Stouffer said her office looks for events to spread the word about its existence, particularly minority events such as the DoD's African-American History Month Outreach events at Alabama State University.

She said her office comes under the deputy assistant secretary of defense for civilian personnel policy. "This office wanted people on staff who could answer questions for students and anyone wanting information about DoD jobs," Stouffer noted. "That way, they could pick up a phone and have a live person to talk to.

... Or they could send us an e-mail and they will get an immediate response."

Stouffer said advisers will discuss job search process; provide information about DoD vacancies, occupations and missions; assist with questions, applications, forms and status of applications; explain DoD job terminology; and provide a connection be-

to relocate to where that job is, the community you will have."

DoD has 6,000 offices and installations around the country and in 140 countries around the world. DoD's three military departments and defense agencies recruit on many college and university campuses. The Defense Applicant Service Center is the central point for many civilian employment opportunities. "Out of about 800 occupations in the federal government, you'll find jobs in DoD in about 200 of those occupations," she noted.

The most critical skill needs for the next two years are engineers, administration, education, security, accounting and budget, information technology, physical sciences, according to a Public Service study.

DoD components also offer non-degree and entry-level professional development programs, as well as support for graduate degrees and scholarships in career fields where

d Osborn - Helen Brown - Jeremiah  
ryan - Jabari Chapman - Gaosa  
lie Johnson - Jackie Russ - Bryan

z - Michael Chastain - Eric Cowart  
Dennis Gaskill - Gary Oaks - Gary  
ks - Edward Stoutenburg

ins - Gerald Mode - Eric Hull -  
ylon Musnicki - Timothy Micone -

man - Tracy Tescher - Franklin  
Sheldon  
**ing Shop**

Hugh Blosser - Melissa Boatright - Lawrence  
Brown - Gary Chandler - Gary Davison - Arthur  
Gomez - Steven Hastie - Edith Higgins - William  
Jackman - Edward McKee - Larry Micone - Ralph  
Schroepfer - William Wilkey - Michael Winters

### Utilities

Bernable Asuelo - Robert Bowen - David  
Gentilcore - Phillip Gonzales - Thomas Heneghan -  
Donald Johnson - Joseph Paris - Ricky Ridenoure -  
Richard Rock - Jerry Simpson - Jeremiah Van Meter

### COMMUNICATIONS

Bill J. Beddingfield - Darin Dabelle - Jeremy Day  
- Virginia Eckroat - Kent Hinderlider - Paula Taylor  
- Woodrow K. Rish - James Toner - Alan  
Vanderville - Jyme Moore - Kathie Tavalero

- Good housekeeping pays off in
- helps us operate more efficiently ar
- quicker; 2) It helps us get the job d
- It is a fact that most falls on the sam
- been prevented by good houseke
- Walk around the worksite with
- Get them to nominate and vote on :
- worst housekeeping.
- Together develop solutions for
- keeping in these areas.

## COMMANDER:

*(Continued from Page 2)*

objectives are. Congratulations an  
to all the folks, especially the Quality  
office that pulled this all together.

### SAFETY

Think safety in all you do. W  
on the number of lost time accident  
one is too many. Pay attention, us  
the job, proper driving and lifting te  
care of yourselves and your co-w

Finally, I just want to again th  
ery Sierra employee for your  
dedication. This Depot is making :  
Global War on Terror. I had the o  
presenting a plaque to one of the co  
that assisted with the HMMWV c  
man Jim Gibbons of Nevada was t  
heard the great reaction time base  
ship with private industry to get doc  
weeks ahead of schedule. You sl  
dously proud of the effort whet  
directly on the project or not. In  
we will be honoring our own empl  
work as well as our contractors in  
Chester. Pride in Excellence!

DEPARTMENT OF THE ARMY  
WASHINGTON DC 20310-0208

07 MAR 2005

### 2005 Earth Day Message

We are a nation at war. The need to protect our homeland has never been  
greater. To ensure America's security, the Army is aggressively transforming into a  
swift and ready strategic joint force with expeditionary capabilities. These  
capabilities enable us to win battles today while we prepare for the challenges of the  
future.

The American Soldier stands as the centerpiece of this effort.

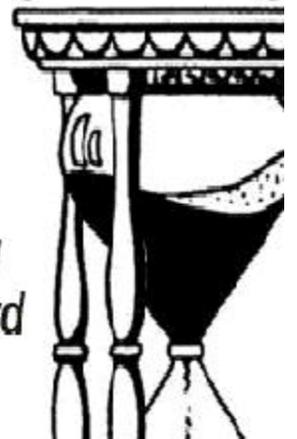
Soldiers are the Army's most precious resource. They can be most effective only  
when we provide them the means to prepare for action. We must provide them a  
realistic training environment in which they can test their equipment, hone their skills,  
and prepare for combat. They deserve a healthy environment in which they and their  
families can live safely. We must nurture the environment with an eye toward  
partnerships so that our neighbors understand and support our mission.

The Army's Strategy for the Environment establishes a long-range vision that  
uses efforts that sustain our mission. For success in the global war on terrorism we  
must carry out our responsibilities for the long-term. The land, air, and water resources  
we work and train on are vital to both our present and future missions. We must use  
these resources wisely in a manner that reflects our devotion to duty and respect for the  
needs of tomorrow's Soldiers.

Over the past 35 years, the Army has joined the Nation in celebrating Earth Day  
on April 22<sup>nd</sup>. The Army's Earth Day theme this year, "Sustaining the Environment for a  
Secure Future," reflects our commitment to meet the current and future needs of  
Soldiers, their families, and the Nation through the sound stewardship of environmental  
resources. This commitment belongs to every member of the Army team – every  
leader and family member, every retiree and veteran, and every civilian employee and  
contractor. Success requires that we each do our part.

Again this year, Earth Day is an opportunity to re-dedicate ourselves to  
stewardship of the environment and partnering with local communities to Sustain the  
Environment for a Secure Future. I urge that you join the Army family in celebrating our  
rich history and many achievements in caring for our environment.

Daylight Savings



ss with a turn out of  
Some of the vend-  
were Saint Mary's,  
Hospital, American  
Doyle Family Prac-  
i, and the Highway

like to thank our Athletic Director Kelly  
Revelles for putting it all together!! This  
is an annual event sponsored by the  
CYS, so watch for our advertisements  
next year so you can come and join in  
on the fun.



Photo Submitted

om the Child Youth Services enjoy the festivities dur-  
ual Health Fair.

schools in Herlong this year. Julie Ma-  
son, a department head of Morale,  
Welfare and Recreation, volunteered  
her time to present to the students a  
narrative of an important African  
American. Julie went back into history  
and transformed herself into Mary  
McLeod Bethune. She took on her  
character and presented a narrative to  
the students at Fort Sage Middle  
School and Doyle Charter School.  
Mary McLeod Bethune, born to

Americans. Bethu  
through education, l  
to earn a living in a  
opposed racial equ  
great job of motivat  
stay in school and to  
in life. CYS would  
for volunteering her  
youth in our comm  
about them. We a  
thank the schools as  
ticipation.

## NO LOST TIME AWARDS

The following individuals were  
recognized with "No Loss Time" In-  
jury Awards for FY04:

Don Hassenplug - Norm Hayes -  
Ken Hewitt - Leon Huffman - Dave  
Huhtala - Weston, Musnicki - Jim  
Stokes - Mark Vandeburgh - Manuel  
Leslie - Darren Allbee - John Dennis  
- Harry Ehrman - Mike Hall - Norman  
Jenkins - Charles Lacombe - Greg  
Lompa - David Masoner - Daniel J.

Murphy - Barry Spr  
- Grover White - Cl  
- Bernie Asuelo - B  
Gentilcore - Phillip C  
Heneghan - Donald  
Paris - Ricky Riden  
- Jerry Simpson -  
Meter - Walt Do  
Quezada - Punani I  
Eckroat - Kent Hinc  
Swift

# MWV Service

## Skedaddle Inn Meeting Center

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

Call the manager at 4360 or email:  
[skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil). Busi-  
ness hours are Monday-Friday, 6:30  
a.m. to 5:00 p.m.

## Sierra Lodge/Guest House

Call the lodging manager, 4544, or  
email: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil)  
for information. Room rates from  
\$50.00 - \$60.00 per person.

## Sierra Bowling Center and Snack Bar

Open Monday through Thursday,  
11:00 a.m. to 8:00 p.m. Call 4442 for  
information. Check out the Lunch Spe-

to 8:00 p.m. Open Friday, Saturday,  
Sunday from 11:00 a.m. to 1:00 p.m.  
There is no charge for general use for  
military and depot personnel. For  
other authorized patrons, there is a  
\$2.00 daily charge with special  
monthly reates available. Regular  
membership is \$20.00, premier mem-  
bership is \$40.00. A tanning bed is  
also available at a rate of \$6.00 per tan  
or a monthly rate of \$35.00. Use of  
the Racquetball Courts is only \$3.00  
per hour.

Now available - Prepaid orders for  
custom hats, jackets, and shirts with  
depot logos. ITR is available at the  
Physical Fitness Center. For more in-  
formation call 4655 or email  
[ITR@sierra.army.mil](mailto:ITR@sierra.army.mil) or  
[ok.fern@sierra.army.mil](mailto:ok.fern@sierra.army.mil).

ITR is available at the Physical Fit-

and Boats. Also d  
have not already t  
California test for w  
great time to get  
weather is just an  
Books and test are av  
during regular busin  
A NEW REQUIRE  
WATER CRAFT T  
For reservations an  
Chris Long at 82'  
Christopher.Long@

## Laundromat

Open daily, 6:00  
in building 142. Co  
and \$.50 cents with  
cycle. Please call 8'  
tional information.

## Recycling Cen

Open Monday t  
6:30 a.m. to 5:00 p.

Happy  
Friday

- Robert Bowen -
- Terri Campbell -
- Fredrick -
- Freddie
- Sha Chapman -
- Mary Cook -
- Patricia Erickson -
- Shandal Freeman -
- David Fritchie -
- Roy Gonzales -
- Patricia Hodgson -
- Joseph Horner -
- Adam Hranac -
- Ben Kenaga -
- Paul Major - Paul
- Maynor - Juanita
- Mossi - Terry
- Dleton - John

35th Anniversary

# ARMY EARTH DAY

*Sustaining the Environment*

# 2009

*for a  
Secure  
Future*



