

The Challenge

Sierra Army Depot, Herlong, CA

December 2005

Vol. 62 No. 11



Commander's View

The end of the calendar year brings a rush of holiday celebrations. Thanksgiving is just behind us and Christmas/Hanukkah and New Year observances are just around the corner. As you move about your daily routines, I urge each of you to share the spirit of the holidays with your friends and loved ones, and to take the time to bring a bit of joy to everyone you meet. A simple "Thank You" to a co-worker or sales clerk will go a long way in making someone's day, and may well be the most meaningful gift you can give.

CFC

We did it! Special thanks go out to all who helped the depot exceed our Combined Federal Campaign goal of \$15,000 this year. As this edition of *The Challenge* goes to print, we will have exceeded the goal with more than \$16,000 in contributions. Your generosity will go a long way in ensuring the success of countless charitable programs throughout Northern California and Nevada. Congratulations on a job well done!

SAFETY



Lieutenant Colonel Brian Butler

As we get closer to the Christmas and New Years holidays, we all need to place special emphasis on personal and family safety. With the arrival of winter and the extra driving that the holidays bring, we all need to be extra careful on the road. Be vigilant of rapidly changing weather conditions, and if you must drink alcohol, please don't drive.

I ask that each of you also use special care in your homes this season.

Traditionally, the winter holiday season brings with it a dramatic increase in home fires as the result of improper heating devices, carelessness with candles or other open flames, and overloaded or defective wiring systems. Nearly all of these tragedies can be avoided. Ensure you are protected by working fire detectors throughout your home, don't overload electrical outlets or extension cords, never leave an open flame unattended, and ensure any heating device used in your home meets all safety standards for indoor home use.

As a final note, I ask each of you to take time to reflect on the blessings you enjoy and the sacrifices being made by our deployed servicemen, servicewomen, and civilian employees during this season, and to remember that they're successful only because they're supported by the very best every day - YOU. You have my personal, sincere thanks for all you've done in 2005, and I'm looking forward to another great year with all of you in 2006.

See *COMMANDER*, page 3

Problem Solving and Corrective Action

By Al Jones

Simpler Consultants have introduced a new training course to Sierra Army Depot, which will be offered to the Leader level on up. Problem Solving & Corrective Action introduces the student to a number of problem solving tools and their practical use in the improvement process. It is an entry level sub-set of Six Sigma, with a target of achieving a "yellow belt" once all requirements of the class have been successfully completed. The course itself is broken into a phase 1 and 2 with each lasting three days, the next class is scheduled for mid January 2006.

Phase 1 will cover:

Basic Quality Terms: The definition of quality, and the importance of questions, measurements and data to determine what the quality goal actually is.

Problem Statement: A description of what the problem is in specific terms and costs, supported by measurable data while avoiding solution inferences (i.e. who, what when, where and how).

Measurement System Analysis: Once an error or problem is defined, the proper measurement tool is determined to detect requirement compliance after improvements are made.

Process mapping: A 50,000 foot view of an entire process, from raw material to finished product, also known as a VSA (Value Stream Mapping).

Phase 2 will cover:

Cause and Effect Diagrams: Helps to identify and categorize all possible causes of a problem and facilitates root cause analysis.

Process Failure Mode & Effects Analysis: A proactive problem prevention tool that identifies change requirements and priorities quality risks. It also reduces costs, and customer dissatisfaction.

Error Proofing: Techniques for avoiding simple human error at work.

Standard Work: Documented instruction on how the job is done.

Process Monitoring and Control: Once a process is stable, controls are put in place to ensure that it stays

See *LEAN*, page 3

The Union's Position: AFGE, Local 1808

CONTRACTING OUT REFORM A HUGE VICTORY FOR TAXPAYERS, FEDS
Bond-Mikulski Provisions in Transportation-Treasury-HUD Report Just Makes Sense, Says AFGE

(Washington - November 18, 2005)-The American Federation of Government Employees (AFGE) today applauded the conferees to the Transportation-Treasury-HUD Appropriations Bill for making the Office of Management and Budget's (OMB) privatization scheme less unfair to federal employees and more accountable to taxpayers. "Inclusion of the Bond-Mikulski reform provisions is a big first step towards eliminating waste in the OMB Circular A-76 privatization process," declared AFGE National President John Gage.

The conferees agreed to require that all agencies must subject functions that are last performed by 10 or more federal employees to public-private



James Swistowicz, President

competitions before such work can be given to contractors. As part of such public-private competitions, federal employees will always be able to submit their best bids (Most Efficient Organization plans), and contractors will always have to at least show savings sufficient to cover the costs of conducting privatization reviews (Minimum Cost Differentials). These reform provisions also will limit the use of the controversial and highly subjective "best value" process-by which agencies can

give work performed by federal employees to contractors even when the in-house workforce submits more responsive and less expensive bids. Instead, agencies will be able to specify the levels of quality they need, and technically qualified bidders will then compete on which one can provide the service at the lowest cost.

These long-overdue reforms were forced out of the FY04 and FY05 conference reports because of OMB objections, even though this same language has applied to the Department of Defense since FY04. This year, however, these reforms were included thanks to the bipartisan leadership of Senate Chairman Christopher Bond (R-Mo.) and Senator Barbara Mikulski (D-Md.). AFGE also is appreciative of the efforts of Senate Ranking Member Patty Murray (D-Wash.); House Chairman Joe Knollenberg (R-Mich.); House Rank-

See *UNION*, page 11

The Challenge

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Public Affairs Officer/Editor _____ Lori McDonald
Editorial Assistant/Photographer _____ Lynn Goddard

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Linda Cady received an on-the-spot award from Lt. Col. Brian Butler for her efforts in the year-end close out for Fiscal Year 2005. Photos by Lynn Goddard.



The Directorate of Information Management sadly bids farewell to both of their Electronic & Radio Technicians. Maurice Gill, left, WG-10 Electronics Mechanic has only been here at Sierra for 1 year, but will be sorely missed. Maurice and his family will be relocating to Ft. Carson, Co. where he has taken an upward mobility position. Jeremy Day, right, WG-10 Electronics Mechanic, has taken a job with a contractor, and will be deployed to Afganistan for a 1 year tour. He has been here at Sierra for 5 years, and will be leaving behind his brand new wife, Kristena Quezada.

CHECK IT OUT!

Sierra now issues Common Access Cards to Active Duty Military, Military Reservists, National Guard, and Civilian Employees. We also issue Military Identification Cards to Military Retirees and their dependants. If you need one of these important cards, or need to renew your card, please call the CAC Office to make an appointment with Babe Fain, ext 4800 or 4266.

Commander:
Continued from page 2
On behalf of my family and Soldiers everywhere, I wish you and yours a very Merry Christmas and a happy, safe New Year.
MERRY CHRISTMAS!



Lean:
Continued from page 2
that way, and changes or abnormalities are immediately noticed.
Six Sigma Tools: The "tools or the trade" for Six Sigma methodology. Additional course requirements will be covered in the class itself.

DOIM acquires new IT Monitor software

By Mark Paytas
Computer Specialist

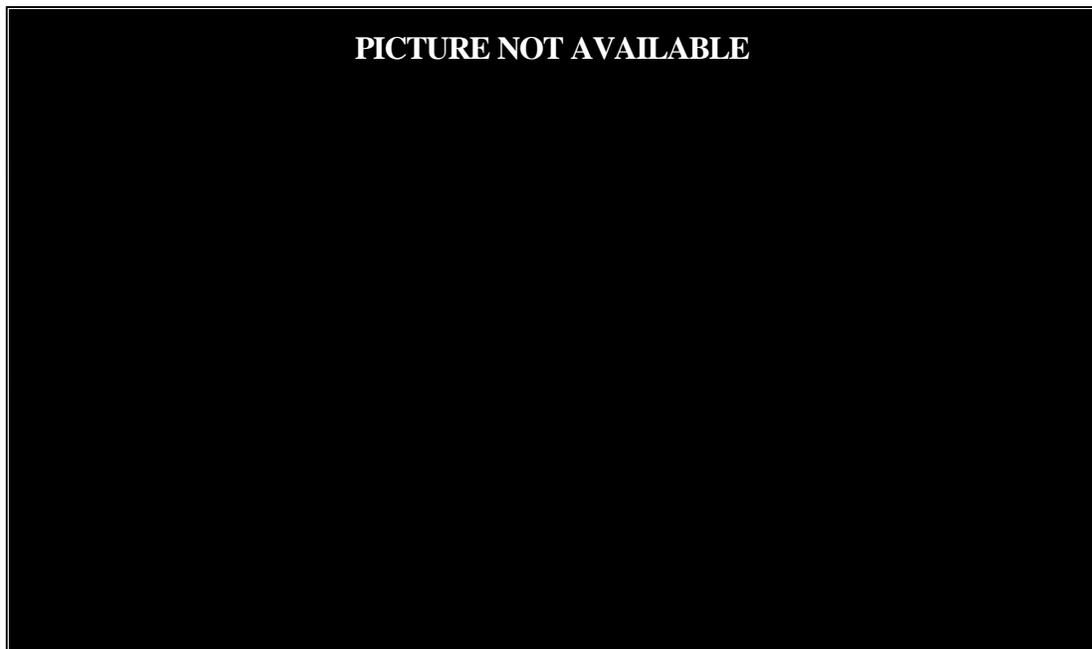
DOIM recently implemented a software package called IT Monitor. This software was purchased by the Department of the Army at no cost to us. It allows us to get an enterprise-wide status of networks, devices or applications to ensure optimal uptime and delivery of services to you, our customers. We get an accurate picture of data to optimize the health of the entire networked infrastructure.

The IT Monitor radically improves the real-time isolation of service disruptions from one end of the infrastructure to the other by automatically, collecting, archiving and displaying unified data from local and remote equipment and sites.

The IT Monitor exposes new details about changes in infrastructure status so we can respond immediately to help maintain the best possible service levels enterprise wide.

The DOIM team has created graphical representations of the server farm and network infrastructure that provide visual alerts when a problem occurs. This means we do not have to wait for a trouble call before knowing a problem exists and remedying it.

Our implementation of this software package, its subsequent customization for our needs and its continual monitoring will allow us to provide a better more robust and reliable infrastructure for our customers.



From the Desk of



Chris Graves

Taking precautionary measures can minimize your chances of becoming the victim of auto theft.

In the United States a vehicle is stolen an average of every 21 minutes. Not only does auto theft cost the victim time

Auto Theft Prevention Tips - Minimize Your Chances

and money, but it costs society, because it drives insurance premiums up and many times stolen vehicles are used to commit other crimes.

Car thefts seem to occur with greater frequency where large groups of cars are parked for extended periods of time such as shopping centers, colleges, sporting events, movie complexes, and large apartment complexes. Car thefts can occur anytime — at random on different days of the week and times of the day.

Below are some tips you can use to avoid being the victim of a car thief:

- Never leave your car running unattended, even to dash into a business, store, etc.;
- Never leave any keys in the car or ignition, inside a locked garage, or in hide-a-key boxes;

· Always roll up your windows and lock the car, even if it is parked in front of your home;

· Never leave valuables in plain view, even if your car is locked. Put them in the trunk out of sight;

· Always park in high-traffic, well-lighted areas, when possible;

· Install a mechanical device that locks the steering wheel, column, or brakes. These devices will deter some criminals;

· Investigate the purchase of a vehicle theft tracking/security system, especially if you own one of the frequently stolen model vehicles;

· Never leave personal identification documents, vehicle ownership title, or credit cards in your vehicle;

· If you must leave your key with a valet, attendant, or mechanic leave only

the ignition key. Make sure you are dealing with a reputable firm.

· In high theft areas the Vehicle Identification Number (VIN) should be etched on windows, doors, fenders and trunk lid. This makes it difficult for a thief to market your stolen car parts.

· Copy your license plate and vehicle information (VIN) numbers on a card and keep them with you. If your vehicle is stolen, the police will need this information to take a report; and,

· Many vehicles today come with some type of security system from the factory. Normally there are upgraded systems available if you ask. The best choice are systems that shut off the fuel supply so that a car can't be started or driven.

· If your vehicle is stolen, report it to the police immediately.



Good tips to remember before you go shop

As you go out to find that perfect gift this holiday season, be mindful of a few simple suggestions that may help ensure a safe shopping experience.

Be safe with your money. It is important to be aware when using as ATM, thieves can easily steal cash or account information, such as your PIN.

Look over your shoulder before removing your cash from the ATM and be cautious of someone standing near you.

Don't hesitate to ask a mall or store security guard to escort you to your car if you feel endangered.

Don't leave packages or a purse unattended for even a brief period of time. Thieves will often carefully watch shoppers to see if they are distracted from their belongings.

Women should carry their purses across their chest, not just on one arm. Men should always carry their wallets in the front, not back, pocket.

Always place your packages in the trunk of your vehicle, out of sight of people walking by.



Alvarez says...

This month's concerns are of bicycle safety issues. Bicycle safety isn't just a great idea, it is covered by depot policy and enforced by the Law Enforcement Division. Here are a few of the high points covered by SIAD Regulation 190-5 (Draft) Section XI—

LAWS APPLICABLE TO BICYCLE USE.

(a) Every person riding a bicycle upon any depot roadway has all the rights and is subject to all laws applicable to drivers of motor vehicles.

(b) No person will ride a bicycle on a roadway unless it is equipped with a brake which will enable the operator to make one braked wheel skid on dry, level, clean pavement.

(c) No person will operate a bicycle on the roadway during hours of darkness unless it is equipped with the following lighting system.

(1) A headlight (lamp) that gives off a white light visible from a distance of 300 feet in front and from the sides of the bicycle.

(2) A red reflector on the rear of the bicycle which is visible from a distance of 500 feet to the rear.

(3) A lamp or lamp combination, emitting a white light, attached to the operator and visible from a distance of 300 feet in front and from the sides of the bicycle may be used in lieu of the lamp required by (1) above.

(d) Every person who operates a bicycle on a roadway will ride as near the right-hand curb or edge of the roadway as practicable, exercising due care when passing a standing vehicle or a moving vehicle going in the same direction. Accordingly, persons operating bicycles in groups of two or more shall ride their bicycles single file.

(e) Any person operating a bicycle upon a highway in which the flow of traffic proceeds in only one direction and the highway has two or more marked lanes may ride as near the left-hand curb or edge of such highway as practicable, exercising due care when

passing a standing vehicle or moving vehicle going in the same direction.

(f) No person, while riding a bicycle, will attach himself or the bicycle to any moving vehicles.

(g) No person operating a bicycle on the highway will permit a person to ride on the handlebars.

(h) No person will operate a bicycle on any roadway unless he/she has at least one hand on the handlebars.

(i) No headset, earphones or ear-plugs will be worn over the ears while operating a bicycle on the depot.

And last but not least.

(j) No person will ride a bicycle on any roadway within the confines of the installation unless they wear an approved safety helmet.

Violators of the above regulations will be cited.

Sergeant Alvarez

Sierra Army Depot begins another A-76 study

By Bill Bahl
Strategic Planner

Public Law requires the Depot to restudy Public Works (PW) and Directorate of Information Technology (DOIM). Essentially, the law requires this process to be conducted every five years to determine the most cost effective way to perform base operations, i.e. This process is controlled by the Office of Management and Budget (OMB) Circular A-76 (which is where the process gets its name) and Army Regulation 5-20.

A contract has been awarded to E. L. Hamm Inc., who will assist the Depot define a scope of work and help the Depot (the Government) develop its bid. E. L. Hamm, Inc. has extensive experience in performing this type of study and direct experience with PW and DOIM studies. The Depot had a "kickoff" meeting on 21 November 2005 to discuss how the process will work. The Local Union President will attend this meeting and will pass along

all pertinent information to the workforce. The actual study is anticipated to begin December and take approximately ten to twelve months.

As the graphic below shows, the Depot will begin this process by determining what everyone does for a living. They must determine what drives this workload: regulations, policies or just directed workload. The next step is to look at all of the driving requirements and determine if the work is still required or desired (as determined by the installation commander with input from each functional experts). The Depot Commander determines what workload must be done to comply with current governing documents or that must be performed to accomplish our mission. The unnecessary work will be eliminated. The working work will be documented in a statement of work which will be used to compete Government workers against private industry.

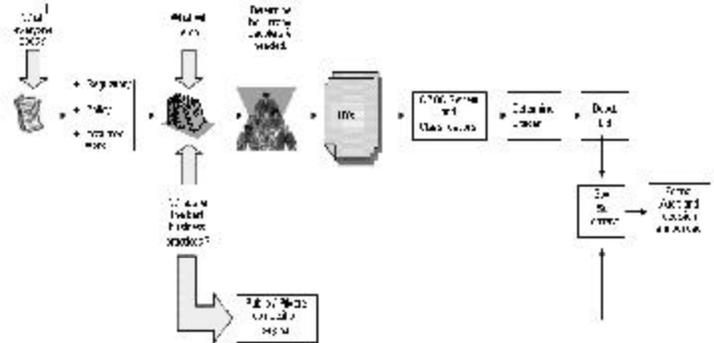
This process is indicated in the graph by the arrow that points at the box

itled "Public/Private competition begins."

The analysts will determine how many people will be needed to perform the required workload. Job descriptions will be written to define the individual positions. These job descriptions will be classified by the Depot Central Personnel Operational Center (CPOC) to determine the series and grades. The series and grades along with the number of employees determine the Depot's bid. This bid is compared

to private industry bids to determine who will provide the best value for the Government.

All Depot employees are welcome to contact me if you have any questions concerning this process. You can contact me by calling 827-4277, email william.bahl@sierra.army.mil or stop by for a visit at Building 150 room B11. We can also schedule a day when I can join your organization for lunch where we can discuss any questions you may have.



More DoD Civilians Sought for Flexible Spending Accounts

By Jim Garamone

American Forces Press Service

WASHINGTON, Nov. 10, 2005 - It may be the most underused good deal in the government. But less than 5 percent of eligible DoD civilians have enrolled to use flexible-spending accounts.

The benefit, also known as FSAFEDS, allows federal employees to set aside pre-tax money for a wide range of medical and dependent-care expenses.

The FSAFEDS Open Season runs through Dec. 12. About 700,000 DoD civilians are eligible for the program.

Taking the money off the top means the government calculates your taxes at a lower level, said Chris Ryan, vice president for marketing with SHPS, the firm that administers the federal program. Essentially, federal employees in the program reserve a tax-free portion of their salaries to pay out-of-pocket medical or dependent-care expenses.

There are two types of flexible-spending accounts. The Health Care FSA allows employees to pay for medical expenses not covered by insurance. For example, most insurance programs have co-pays. That money can be reimbursed via the flexible-spending account. The FSA can also reimburse for prescriptions, glasses or eye care, dental procedures, orthodontia, medical screening tests, and even nonprescription over-the-counter medicines.

A second account is for dependent care. This reimburses employees for expenses incurred for child care or elder care.

The money put into the accounts is exempt from federal income taxes, Social Security taxes and Medicare taxes. FSAs are also exempt from most state and local taxes, notable exceptions being New Jersey and Puerto Rico. Pennsylvania taxes the portion placed in dependent care FSAs. The money will not show up on yearly W-2 forms.

Few federal employees have participated in the program. One reason could be a fear of losing unused funds. If users overestimate expenses and money is left in the account at the end of the effective period, that money is lost. For the 2006 plan, the effective period runs from Jan. 1, 2006, to March 15, 2007.

If a participant elects to put \$2,000 in an FSA medical account and only uses \$1,700, the individual loses the extra \$300. "There are very few people who lose money," Ryan said. "Most people involved in the program monitor their expenditures very closely. They also monitor their health very carefully."

The possibility of losing the money is one reason employees must sign up for the program each year. "People can change what they wish to put in to the program each year," Ryan said. So if, for example, a family finds that it exhausts a \$2,000 account by September, the employee may increase the amount the next year.

Employees can also increase the program for just one year. "If someone knows the kids are going to need braces, then increasing the FSA will help," Ryan said.

"Many people think that if they sign up once, they are in the program for life," Ryan said. "This is not the case."

Employees who want to enroll in the program can get more information online at www.fsafeds.com or via toll-free (877) FSA-FEDS or (877) 372-3337.

There are significant changes in the program this year from the past. Employees can elect to pay \$5,000 into the accounts, up from \$4,000 and can file claims against the new year's account through May 31, 2007.

The process for filing for reimbursement is relatively simple. Participants must keep receipts for eligible expenses and send them to SHPS with a claim form. SHPS personnel process the forms in the order they arrive and pay the money direct deposit within a week.



Lt. Col. Butler presented Bruce Bray with an on-the-spot award for his efforts in year-end close out for Fiscal Year 2005.

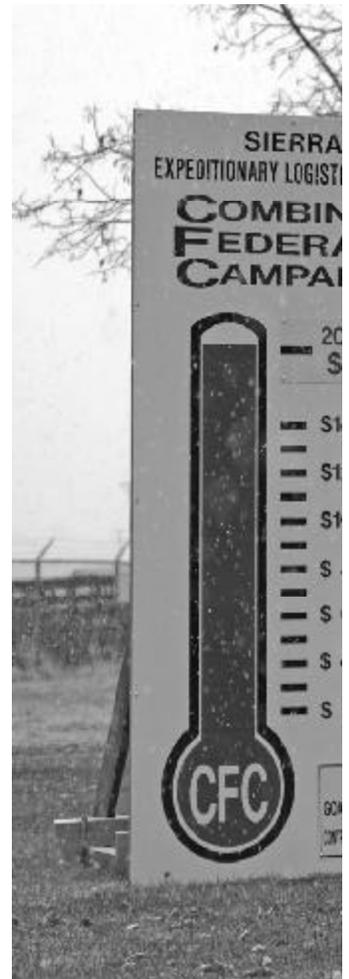


Lucie Keck, second from left, Dan Harp and Donald Hassenplug receive an award for their support that allowed Sierra Army Depot to complete the up armor door project ahead of schedule and below cost.

Photos By
Lynn
Goddard

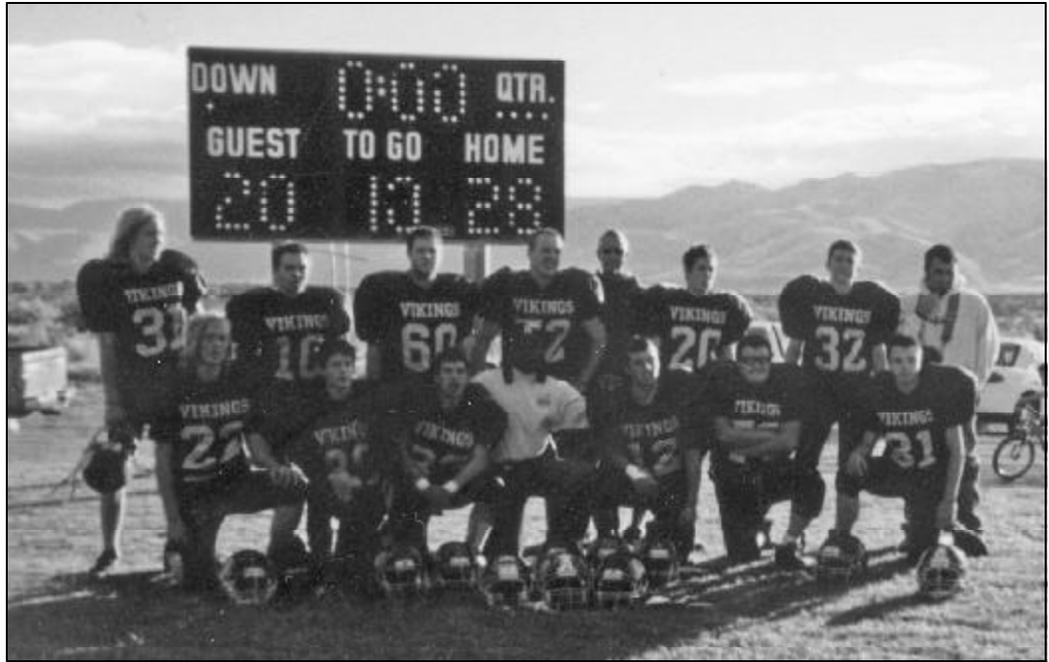


Lt. Col. Butler presented Civilian Achievement Awards to Diana Eakin and Bryan Stevens for their dedicated work on the up armor door project for the High Mobility Multi-purpose Wheeled Vehicles. The support from these individual's allowed Sierra Army Depot to complete this most difficult program ahead of schedule and below cost. The project provided our troops with the enhanced HMMWV doors which then provided armor protection to those soldiers in the vehicle.





Recognition from Lt. Col. Butler
in of the HMMWV door project



Herlong High School broke a two year losing streak by beating Princeton High School 28 - 20. Losing 6 - 20 in the first half, they scored 22 points in the second half of the game to include a 99 1/2 yard fumble recovery for a touchdown. Go Vikings! Back row l-r: Paul Angstadt #31, Gary Mitchell #10, Andrew Halsey #60, Michael Bailey #52, Coach John Garland, Steven Idzenski #20, and Michael Evans #32. Front row l-r: Colter Angstadt #22, Cosey Foster #30, Kale Foster #82, Coach Grover White, Jeremy Payne #12, Rodney Mitchell #72, and John Combs #81. Coach Garland is an Environmental Protection Specialist in the Directorate of Public Works and Coach White is a Lead Fire Fighter with the Directorate of Emergency Services.



Master Sgt. Russell Keller, far left, stands with members of A Company, 2nd Battalion, 503rd Airborne Infantry at a sprawling camp on the outskirts of the provincial capital of Qalat. Keller is the son of depot employee Judith Keisner, Supply Technician, Logistics Division, Directorate of Mission Operations.

On The Safe Side

by Susan Flesvig
Safety Officer

Is the building you work in dark? Are many of the lights burned out? This could be a hazard and a potential for an accident or an injury.

Jason thought it was pretty dark in the warehouse where he works, Building 311. So he thought he should take matters into his own hands. He asked his supervisor if he could change the light bulbs in the warehouse, using the safety cage and forklift. But he was told by Safety, that it wasn't the safest way to change the bulbs. The safest way is to be on the ground. That's when Jason was introduced to a new

tool called a Lamp Changer Pole. It is available to check out from DPW Tool Room with as many light bulbs as you need to "brighten up the place". Jason changed over 2 dozen burned out bulbs in about 30 minutes to provide a brighter working environment for himself and his co-workers. You can make your workplace a brighter place too.

Keep in mind, if you have fluorescent or high sodium type lighting that is burned out, call the DPW work order desk to have those replaced. Remember, when using the Lamp Changer Pole, always use your goggles or face shield to protect you from accidental breakage or overhead falling debris.



Christmas Safety Tips

For many people, decorating the Christmas tree is a favorite part of the holiday. The National Safety Council offers some safety tips to make sure a mishap doesn't spoil your holiday season.

Christmas Trees:

- A real tree can add to the spirit of Christmas by filling your home with beauty and the scent of pine. But a real tree can also pose a fire hazard. Each year, more than 400 residential fires involve Christmas trees and tragically nearly 40 deaths and 100 injuries result from those fires.

- Try to select a fresh tree by looking for one that is green. The needles of pines and spruces should bend and not break and should be hard to pull off the branches. On fir species, a needle pulled from a fresh tree will snap when bent, much like a fresh carrot. Also, look for a trunk sticky with sap.

- Cut off about two inches of the trunk and put the tree in a sturdy, water-holding stand. Keep the stand filled with water so the tree does not dry out quickly.

- Stand your tree away from fireplaces, radiators and other heat sources. Make sure the tree does not block foot traffic or doorways.

- If you use an artificial tree, choose one that tested and labeled as

fire resistant. Artificial trees with built-in electrical systems should have the Underwriters Laboratory (UL) label.

Tree Lights:

- Only use indoor lights indoors (and outdoor lights only outdoors). Look for the UL label. Check lights for broken or cracked sockets, frayed or bare wires, or loose connections. Replace or repair any damaged light sets.

- Also, use no more than three light sets on any one extension cord. Extension cords should be placed against the wall to avoid tripping hazards, but do not run cords under rugs.

- Turn off all lights on trees and decorations when you go to bed or leave the house.

Tree Ornaments:

- Always use the proper step stool or ladder to reach high places.

- Read labels before you use materials that come in jars, cans and spray cans.

- Never place lighted candles on a tree or near any flammable materials.

- Avoid placing breakable tree ornaments or ones with small, detachable parts on lower branches where small children or pets can reach them.

- Do not hang popcorn chains and candy canes on the tree when small children are present. They may think that other tree ornaments are also edible.



Ring in the New Year

The holidays have begun. We are enjoying time with friends and family. We are stuffing ourselves just like the proverbial Thanksgiving turkey. We are stressed out about the Christmas music that started in October, the thought of Christmas shopping and the cost of it all. And to top it off New Years is right around the corner and you're supposed to make all sorts of resolutions you never keep. Happy Holidays. Bah Humbug.

With all this holiday craziness I thought I'd skip it all and go right to New Year's resolutions. The two most common are: lose weight and quit smoking. And of course everyone seems to try them together which is a perfect set up for failure. Pick one or the other. I'm going to pick quitting smoking as the most important, the best gift you could ever give yourself and those you love.

Let's first discuss tobacco. Tobacco is a plant grown for its leaves. The leaves are smoked, chewed or sniffed. Although it is considered addictive because of the nicotine, tobacco contains 19 known cancer-causing chemicals and more than 4,000 other chemicals. These include acetone, ammonia, carbon monoxide, cyanide, methane, propane, and butane.

Now we can discuss the hazards of smoking. Some are pretty obvious: increased risk of lung cancer, lung dis-

ease, heart attack, heart disease, high blood pressure and stroke. Some you might not be aware of include increased risk of oral cancer, bladder cancer, pancreatic cancer and cervical cancer. Smoking can cause pregnancy complications, small babies, early menopause and lower estrogen levels in women. And here's one for you – facial wrinkles that not even botox can help.

And then what that smoking can do to your kids: Sudden Infant Death Syndrome (SIDS), respiratory infections, ear infections, asthma and lung cancer.

Now that you have all of this information about tobacco and the hazards of smoking you are ready to quit. Let's identify some strategies to help:

- >Identify when you're most likely to smoke
- >Make a list of reasons you want to quit smoking, both short- and long-term benefits
- >Tell your friends and family of your plan to quit and your quit date
- >Pick a QUIT date
- >Get rid of all your cigarettes and clean out anything that smells like smoke



Melody A. French, Ph.D., FNP

sional for help

Finally let me share some of the benefits of quitting smoking:

- >**Within 20 minutes of quitting** – your blood pressure and pulse rate drop to normal and the temperature of your hands and feet increases to normal
- >**Within 8 hours of quitting** – your carbon monoxide levels drop and your oxygen levels increase, both to normal levels
- >**Within 24 hours of quitting** – your risk of a sudden heart attack decreases
- >**Within 48 hours of quitting** – nerve endings begin to regenerate and your senses of smell and taste begin to return to normal

>Make a plan about what you will do instead of smoking a cigarette

+Drink tea instead of coffee

+Pretend smoking with a straw

+Eat a piece of fruit or vegetable

+Take a walk

>Exercise regularly

>Avoid smoke-filled environments

>Ask your health care profes-

>**Within 2 weeks to 3 months of quitting** – your circulation improves and walking becomes easier; even your lung function increases up to 30%

>**Within 1 to 9 months of quitting** – your overall energy typically increases and symptoms like coughing, nasal congestion, fatigue, and shortness of breath diminish; also, the small hairlike projections lining your lower airways begin to function normally. This increases your lungs' ability to handle mucus, clean the airways, and reduce infections

>**Within 1 year of quitting** – your risk of coronary heart disease is half that of someone still using tobacco

>**Within 5 years of quitting** – the lung cancer death rate decreases by nearly 50% compared to one pack/day smokers; the risk of cancer of the mouth is half that of a tobacco user

>**Within 10 years of quitting** – your lung cancer death rate becomes similar to that of someone who never smoked; precancerous cells are replaced with normal cells; your risk of stroke is lowered, possibly to that of a nonuser; your risk of cancer of the mouth, throat, esophagus, bladder, kidney, and pancreas all go down.

(<http://www.nlm.nih.gov/medlineplus/ency/article/002032.htm>)

So have a safe and happy holiday season. And remember to give something to yourself – adding a few years to your life expectancy seems like a pretty good idea to me. Save a tobacco plant – QUIT SMOKING !!!

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Seasons Greetings

*From the friendly staff
of The Challenge*

CYS keep the youth involved in a variety of activities

By Lanaya Chapman
Youth Services

Congratulations to Dawn Cleland and Heaven Owen for receiving early admissions to California State University, Chico. On October 19, 2005 Lanaya Chapman the CLEOS Director from Child and Youth Services took Herlong High School students to attend California State University Chico's On-Site Admissions Day. Lassen County High Schools are within Chico State's service area so our high school seniors have the opportunity to receive provisional admissions to the university before regular students can receive ad-

missions. CYS took advantage of the opportunity and took some Herlong High School students to the event. We are very proud of our seniors. There are currently fifteen seniors at Herlong High School. Lanaya works close with the youth that ask for her assistance. Congratulations to our two seniors who are already on their way to success!! Upcoming activities that the CYS will assist Herlong High School seniors with are Financial Aid workshops, College Applications, and Scholarship searches. Our goal is to assist the local youth in being successful and continuing their education.

CYS Fine Arts Exhibit

This years Fine Arts Exhibit will be presented at the Sierra Credit Union on December 14th, 2005. The community is encouraged and welcome to visit the exhibit. Our own youth put a lot of time and effort into their art and we are very proud of them. Please come and support our community! We would like to thank all of the youth that submitted an entry!!

Boxing Instructional Class will be available soon at the CYS!!

Youth that are interested in Boxing, here is your chance! CYS will be offering a boxing class for youth ages eight

and up. We will be transporting the youth to the Truckee Meadows Boys and Girls Club in Reno once a week for the boxing class. USA Boxing is providing a certified Instructor for the class. More information will be available soon. If you are interested please contact Marsha Olsen or Lanaya Chapman at 827-4696.

CYS Youth Basketball

This year CYS is participating with Lassen Youth Basketball in Susanville in providing a basketball league within Lassen County. The league will consist of boys' and girls' teams from 5th to 8th grade. The practices will be at CYS and start in December. The league games will start in January and end in March. All games will be played on Saturdays in Susanville. The CYS has two boys' teams signed up; one 5th and 6th grade team, and one 7th and 8th grade team. If you are interested in signing your youth up to play basketball, please contact Marci Smithers at CYS at 827-4696.

CYS planning to take youth to a UNR Basketball Game!!!

All Middle School and Teen youth that are interested in going to see a College Basketball game need to sign up at the CYS. During the Christmas break CYS will be offering to take the youth on a trip to Reno to see a UNR Basketball game. The tentative date for the game is Wednesday, December 21. Interested youth need to sign up at the CYS and contact Marsha Olsen or Marci Smithers for more information at 827-4696.



POTENTIAL NBA STARS - At left, Champagne Owen and Joel Ornelas practice strategy techniques they will use during the new Lassen Youth Basketball League to be held in Susanville, Calif., beginning early next year. **COLLEGE BOUND** - Pictured at right seniors from Herlong High School Heaven Owen and Dawn Cleland proudly hold their certificates that indicate provisional admission to Chico State University in Chico, Calif.



MWR Services

Skeddadle Inn Meeting Center

The Skeddadle Inn Meeting Center/Lounge is now open Monday through 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 827-4360 or email: skeddadle.inn@sierra.army.mil. Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

Call the depot lodging manager, 827-4544, or email: skeddadle.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 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m. Contact the Snack Bar to book your birthday packages and holiday parties early.

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. 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 rates available. Regular membership is \$20.00, premier membership 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 information call 827-4655 or email ITR@sierra.army.mil or ok.fern@sierra.army.mil.

Outdoor and Equipment Rental

New party rental items are now available along with new ATVs. A safety class is required to rent ATVs and Boats. Also don't forget if you have not already taken the State of California test for water craft, now is a

great time to get it done - Warm weather is just around the corner. Books and test are available at the gym during regular business hours - THIS IS A NEW REQUIREMENT TO RENT WATER CRAFT THIS SUMMER. For information call Chris Long at (530) 827-4354 or send an email to Christopher.Long@sierra.army.mil.

Laundromat

Open daily, 6:00 a.m to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email vending@sierra.army.mil to schedule a pick up or service.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497, Monday through Thursday, 6:30 a.m. until 5:00 p.m., or send an email to julie.mason@sierra.army.mil. Business Office is (530) 827-4178 or (530) 827-4609.





Ms. Julie Mason presented Robert Harnden with a certificate of recognition for 25 years of continued federal service. Of Rob's 25 years of government service, 21 years have been spent as a federal civil service employee at Sierra Army Depot. Rob came to SIAD as a GS-4 Guard in October of 1984, where he spent five years as a guard and a member of the Special Reaction Team. After being promoted, part of his duties were spent as the Depot Range Control Officer, FTO Program Manager, Hostage Negotiations Team Leader, and full time Directorate Training Officer for 15 years. He currently is in the Depot Training Office as the Military Training Coordinator, a LEAD facilitator, and assists Robert Picco with managing the Logistics Intern Program, and other depot training duties.

UNION:

(Continued from page 2)

ing Member John Oliver (D-Mass.); and Rep. Steny Hoyer (D-Md.).

These reforms are no overnight success. Indeed, they exist only because of the incredible courage and persistence of Sen. Mikulski and Rep. Chris Van Hollen (D-Md.). Rep. Van Hollen has successfully offered floor amendments to the Transportation-Treasury Appropriations Bill for each of the last three years that were designed specifically to allow the Congress to make these reforms in conference. "It is a great tribute to their skills as legislators as well as to the strength of their characters that Senator Mikulski and Representative

Van Hollen never gave up this important fight and ultimately won a big victory for taxpayers and federal employees," Gage said. "Senator Mikulski's work with Chairman Bond and other conferees to craft this bipartisan compromise has been extraordinary."

I would also like to take this opportunity to wish everyone a very Merry Christmas and a Happy New Year and have a safe Holiday and if you Drink, don't Drive have a designated driver.

AFGE Local 1808 has it's monthly meeting on the 1st Tuesday of the month at Bldg. 58 at 5:15 p.m.; everyone is welcome to attend.



DIRECTOR OF COMMUNITY SUPPORT HOLIDAY PROGRAM & SERVICES SCHEDULE

Facility	23 Nov	24 Nov	25 Nov	26 Nov, 03, 10, & 17 Dec	23 - 26 Dec	27 Dec - 30 Dec	31 Dec	02 Jan
ADCO	Open	Closed	Closed	Closed	Closed	Limited Services 27 - 29 Dec	Closed	Closed
Bowling Center/ Snack Bar	Open 	Closed	Open	1100 - 1700	Open 23 Dec	Open	Closed	Closed
Canteen Truck	Open	Closed	Closed	Closed	Closed	By Demand of Customer	Closed	Closed
CYS	Open	Closed	Closed	Closed	Open 23 & 24 Dec	By Demand of Customer	Closed 	Closed
Food Wagon	Open	Closed	Closed	Closed	Closed	By Demand of Customer	Closed	Closed
Fitness Center	Closed 1700 - 2000	Closed	Closed	Open	Closed 	Open	Closed	Closed
MWR/S1 Administrative Office	Open	Closed	Closed	Closed 	Closed	Limited Services 27 - 29 Dec	Closed	Closed
Recycle	Open	Closed	Closed	Closed	Closed	Limited Services 27 - 29 Dec	Closed	Closed
Skedaddle Inn	Open	Closed	Closed	Closed	Closed	Limited Services 27 - 29 Dec	Closed	Closed
Training	Open	Closed	Closed	Closed	Closed	Limited Services 27 - 29 Dec	Closed	Closed
Vending	Open	Closed	Closed	Closed	Closed	Limited Services 27 - 29 Dec	Closed	Closed

Commander is keynote speaker at Veteran's Day Celebration



Above, Lt. Col. Brian D. Butler, commander Sierra Army Depot, was the keynote speaker during the Lassen County Veteran's Day celebration. Butler talked to the audience about the sacrifices made by servicemen and women, but also included the sacrifices made by families left behind. Butler joined veterans throughout the Susanville area to walk in the parade from the National Guard armory to the Verteran's hall located on Main Street. (Photos by Lori McDonald)

New performance based program a success at Sierra Army Depot

By Meg Hill
Business Development Office

What is the forward area water point supply system? Well, it is Sierra's first performance based program that began in July 2005. Since then, a group of individuals at Sierra have gone the extra mile to make this program a success. The program's performance based requirements needed Sierra's personnel to use their expertise in the development, prototyping, and execution of assembly of systems to meet current requirements for Soldiers deploying into theater.

Containerization and Assembly team developed the prototype pack of the new Brigade Combat Team configuration. The Box and Crate Branch developed an innovative design slider box, that received higher marks than any commercial product. This changed the systems' design, doubling the operability for the Soldier, decreasing the footprint size by half and enhancing the transportation within the forward area of the battlefield. Working in conjunction with TACOM and TARDEC Engineers, Sierra not only demonstrated the system pack, but performed a complete system operations test on site.

In the wake of Katrina, Sierra was asked to increase production and meet emergency needs. In order to do so, the Maintenance and Paint personnel completed pump testing operations of approximately six month's worth of production in a little over a week's time.

C&A not only increased their production to meet shipment deadlines, but endured and performed several unprecedented operations enabling the production to even be possible. The operations included initial air-pressure testing and subsequent repair of 500 gallon drums that were received deficient from the manufacturer. The C&A personnel, working alongside manufacturing personnel from TARDEC Quality Assurance and TACOM management, performed the testing and repair professionally and insured the program schedule would be met. The next vital step included water pressure testing of a sample quantity of 40 drums within a 3-day period to insure repaired tanks were usable. Under shipment deadlines, the team performed consecutively the build of 15 systems and the water pressure test over the course of just one weekend.

The teams involved deserve recognition for their dedication, great work and exceptional efforts that truly personify Sierra as a Joint Expeditionary Logistics Facility.

Sierra's team members include Chris Vaughn, Brandon Blosser, Jesse Wilder, Justin St. Germain, Eva Shoemaker, Deborah Richardson, Michael McDaniel, David Dixon, Christa Kiel, Robert Ausmus, Michael Schneider, Robert Ray, Anna Rippetoe, Evan Heckenliable, Herman Lucero, Vern Harkena, Mike Craig, Steve Preheim, Wes Reeves, David Eichor and Harvey Huston.



Above, an employee from the Box and Crate branch demonstrates the innovative designed slider box. Below, employees prepare items for a transportation load testing.



