

The Challenge

Sierra Army Depot, Herlong, CA

November 2005

Vol. 62 No. 10

Sierra donates container for tunnel on Bizz trail

By Shayla Asmore
Lassen County Times

On Tuesday, Oct. 4, local officials spent the entire afternoon on the Bizz Johnson Trail watching Bureau of Land Management employees and volunteers install a metal shipping crate in the long, east tunnel.

The shipping crate protected runners from debris falling from the tunnel's ceiling during the Bizz Johnson Trail Marathon on Sunday, Oct. 9.

The crate measured 8-feet wide, by 17-feet long and more than 10 feet tall and it looked pretty big until it was placed in the 800-foot-long tunnel built in 1914, which is at least 20 feet tall.

Since Sierra Army Depot donated the crate, SIAD Commander Lt. Col. Brian Butler and SIAD Director of Public Works Steven Podhurst watched the installation, as did Lassen County Supervisor Jim Chapman, BLM Eagle Lake Field Office Manager Dayne Barron, BLM Public Information Officer Jeff Fontana and David Sowers, of the Lassen Land and Trails Trust, who volunteered to help set the crate in place.

A BLM crew installed the crate and used a tractor to help build dirt and gravel ramps up to and out of it so runners didn't trip over the edges of the container.

It was a perfect day for showing off fall colors, cool, but not cold, sunny and beautiful. Butler, who had never been on the trail before, appeared to be fascinated by the Bizz's bridges over the Susan River and its scenic views. He also got something of a history lesson from Chapman.

Chapman picked up a good-sized chunk of rock and told Butler even a bicycle helmet wouldn't provide much protection from such a missile falling from the ceiling.

Butler and Podhurst joined Chapman on a walk along the narrow bypass trail, which the BLM advised Bizz users to take around the tunnel after it closed due to falling rock in June.

All of those involved in the effort to open it for the marathon worked to preserve the trail experience for 1,000 runners who were expected from 36 states and territories — 16 of those from Alaska alone.



Photos by Lassen County Times

Above Sierra Army Depot Commander Lt. Col. Brian Butler stands with others just outside the tunnel on the Bizz Johnson trail prior to the container the depot donated being placed inside. Pictured below, Lt. Col. Butler and Dave Sowers, of the Lassen Land and Trails Trust, pause before a large shipping container from Sierra Army Depot. The container protected runners from debris falling from the tunnel's ceiling during the Bizz Marathon on Sunday, Oct. 9.



Commander asks employees to help the depot reach this year's CFC goal of \$15,000

What is the Combined Federal Campaign? It is the only authorized solicitation of employees in the Federal workplace on behalf of charitable organizations.

Sierra Army Depot Commander, Lt. Col. Brian Butler, has kicked-off the CFC of Northern California. In a nutshell, you may choose a charity that you are passionate about through the CFC's generous book of selections and donate funds by payroll deduction, check or cash. You may decide to contribute all year long or you may choose to donate an amount that you are comfortable with all at one time.

The following CFC Representatives are located all around the depot to assist you now through the cutoff date of 15 December 2005: Bob Brent, 4215; Cindy Garza, 4748;

Ellen Goodwin, 4835; Lynette Hall, 4507; Scott Heartsill, 4773; Heather Annerl, 4433; Edith Higgins, 4374; Cliff Louie, 4330; Roger Meurer, 5202; Greg Pryor, 4190; Joleen Robles, 4333; Un Suk Siple, 4117 and Sherie' Underwood, 5367.

Many of us have noticed the natural disasters that have occurred around the world. We have witnessed our homeland being washed to near devastation in various areas. Some of us may just see parts of the action on T.V. or for some it may hit closer to home by having family/friends involved. Well these are only a few examples of things that may only get our attention because of all the media coverage. Well, certainly, these kinds of things need attention — but let's not forget that we have

See CFC, page 11

Commander's View

Congratulations on a VERY successful end of year closeout of programs here at Sierra Army Depot. Together you worked over 788,000 Direct Labor Hours in support of our Army, exceeding our planned DLH execution by more than 50,000 hours with zero Quality Deficiency Reports/ Reports of Discrepancy from our customers during the last quarter of FY05. This represents more DLHs than any other year in the 63-year history of SIAD. You should all be proud of this accomplishment – WELL DONE!

As we move into the first quarter of FY06, I ask that you all continue with the same level of effort and pride that you demonstrated last year. Although the start of FY06 brings with it a level of uncertainty concerning new work, both the depot leadership and TACOM are working to solidify new programs to meet or exceed the amount of work we executed in FY05. Contrary to what some on the depot have heard, we have not "lost work" for FY06; we simply completed prior year programs and are waiting for



Lieutenant Colonel Brian Butler FY06 budgets to be confirmed for new customer orders. This is not unusual for the start of any new fiscal year. Our customer base has grown as a result of your outstanding reputation; the first quarter of FY06 will be a tough one, but the depot will make it through it intact.

The new fiscal year brings another round of the Combined Federal Campaign (CFC) to Sierra Army Depot. This year the campaign will be conducted during October and

November. **The CFC** is the one time of the year when all federal employees are given the chance to contribute to the tremendous work of human health and welfare agencies throughout the United States. As a result of the War on Terror and the multiple humanitarian disasters that have struck our country over the past year, your donations are needed now more than ever. I urge each of you to do whatever you can to help us reach our donation goal of \$15,000 for FY06. Contributions can be made by payroll deduction, which allows you to spread a gift in small amounts over a full year, or in a one time lump sum by cash or check. Although the depot is officially a member of the Northern California CFC Campaign, contributions can be made to charitable organizations in Nevada as well. For more information on this year's CFC drive and what you can do to help, call Sherie' Underwood at 827-5367.

November will bring us the first real taste of winter and cold weather
See COMMANDER, page 5

Lean Basics

By Al Jones
Process Improvement

The most basic goal of Lean is the identification and elimination of waste. The first step is to define what waste really is, a simple concept, that is more difficult than it would seem. Although there are many forms of waste, some of which are required or needed to complete a process, waste is defined as anything that does not add value to a product. Taken in context, that means just about every step in a process, can be waste.

Lean focuses on 8 primary types:

Storage & Inventory: Excess material, sitting around, taking up space and/or waiting to be worked.

Transportation: Any time someone or something needs to be moved.

Overproduction: Too much, too early, also known as batching.

Processing Waste: Things that have to be done, as in QA inspections.

Waiting Time: Waiting for parts or equipment.

Motion: Unnecessary human movement as in walking, reaching or bending.

Defects: Not done right, incomplete or in need of fixing (rework).

Injury & Wasted Human Talent: Downtime, untapped knowledge or expertise.

Obviously many things identified as waste cannot be eliminated, or they must be accomplished just to get the job done, as in equipment movement or QA inspections. In these cases the focus is then placed on limiting the effects or amount of the waste itself. This can be accomplished by staging the work areas or equipment closer together or conducting inspections at the worker level with QA doing only samples, rather than every one. Some of these examples can also be considered as value added due to the fact that our customers pay us to do them, like in Long Term Storage. The key is in accurately identifying what is the waste, where the waste is, and of that waste, what can be addressed, eliminated or reduced.



The Union's Position: AFGE, Local 1808

NSPS UPDATE: As it is right now the new National Security Personnel System should have been published in the Federal Register by the time you read this article (End of October 2005). Implementation will be 30 days after being published in the Federal Register. As soon as it is published the Coalition of Department of Defense Union's intent is to file a Lawsuit, as the Unions did when the Department of Homeland Security tried to implement their new Personnel System, stating that the New Personnel System is unfair in that it limits upward mobility, it promotes favoritism and that the Labor Relations part limits the representation of the Unions of it's Bargaining Unit Employees.

The U.S. District Court for the District of Columbia last week rejected a motion by the Department of Homeland Security (DHS) to narrow an injunction already placed on the agency which blocked it from



James Swistowicz, President

implementing a controversial personnel management system (known as MaxHR) on Aug. 1. The National Treasury Employees Union and other federal employee unions had foiled a lawsuit against DHS and the Office of Personnel Management, alleging provisions of MaxHR were illegal. In August, the court said that "significant aspects" of the system "fail to conform to the express dictates" of the Homeland Security Act legislation establishing

DHS. The court issued an opinion that forbade the agency from implementing those parts of the MaxHR that address collective bargaining, mitigation of disciplinary actions, and the role of the Federal Labor Relations Authority as an arbiter of disputes between management and employees.

That is where we are right now.

Union Elections: Elections for AFGE Local 1808 Executive Board will be held on November 16, 2005 at bldg. 58. All members should have received in the mail an election notice with the times that you may vote and the people that are running for office. I encourage all members to vote.

Drug and Alcohol Abuse

The Commander's Policy on Drug and Alcohol is **ZERO TOLERANCE**. If you use drugs or alcohol during duty hours you can be terminated. If you test positive for the use of a controlled sub-

See UNION, page 11

The Challenge

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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.





Allen Vanderville (left) received his 30 years of Service Pin and Certificate from Director of Information Management, Richard Lambert (right). Allen is a life long Lassen County resident. He began his federal career here at Sierra as a carpenter, later working as an Engineering Technician for Public Works, and has been a Computer Specialist for the last five years. Our congratulations go out to Allen!



Kathie Tavalero (left) received her five years length of service pin and certificate from the Director of Information Management, Richard Lambert. She has worked as the mailroom clerk for a little over a year. She and husband Greg moved to Herlong from Benicia, Calif., eight years ago.

“Consolidated buys” - the strategy for new computers

By Paula Taylor
Computer Specialist

Have you ever heard someone in your area say “I need a new computer!?” It used to be somewhat easier to make this happen. A call to the Sierra Army Depot’s Help Desk, extension 4357 or HELP, would initiate a Help Desk call to the Directorate of Information Management and technicians would verify the requirement and your machine would be slotted for Life Cycle Replacement. Or, if your office had grown in staff, it may have acquired

new computers through a Capabilities Request to the DOIM.

Since September 1, 2005 the “Army Small Computer Program” is the organization responsible for implementing consolidated buys of desktop and notebook/laptop computers and monitors for the Army at the enterprise level. The “Consolidated Buys” are in direct support of the Army Chief Information Officer/G-6 strategy for acquiring these devices and are the preferred and most cost effective approach to meeting these requirements. This was decided in order to maximize cost savings through quantity discounts for all of the Army worldwide. The ASCP will consolidate

customer requirements that have been received and funded, and do a bulk purchase during the two consolidated buy periods.

There are two consolidated buy periods planned yearly, February/March and August/September. If you need one or more computers to be purchased they will be put with all the other computers that need to be purchased and bought during one of the two consolidated buy periods. There are exceptions, but an exception justification has to be submitted to include one of the following reasons:

1.) Urgency-Needs to be bought outside the designated CB period.

2.) Non-CB configurations-Required configurations/capability differ substantially from the CB designated configurations.

Each organization that has an exception justification must have it approved by the DOIM and then either by the Civilian Executive, his designee or the Commander.

There are other changes that will impact Information Management acquisitions. First, there has been new guidance put out by TACOM that any significant IM acquisitions must first be reviewed and approved at that level. Second, most IM acquisitions, and all that were considered in Budget Planning are to be centrally managed by the DOIM. The factors together make acquisitions more complicated, but will ultimately be more effective in ensuring that acquisitions are well thought out and cost effective.

To ensure that all goes smoothly and all mission needs are met, it is critical that directorates identify their requirements as early as possible to the DOIM to ensure that these requirements are inserted into the planning and budget process.

Questions about these changes are welcome and can be directed to the Directorate of Information Management - Paula Taylor at 4870 or Rick Lambert at 4111.

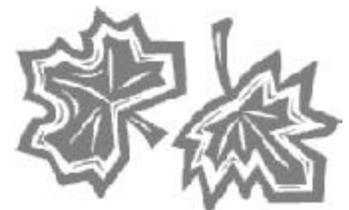
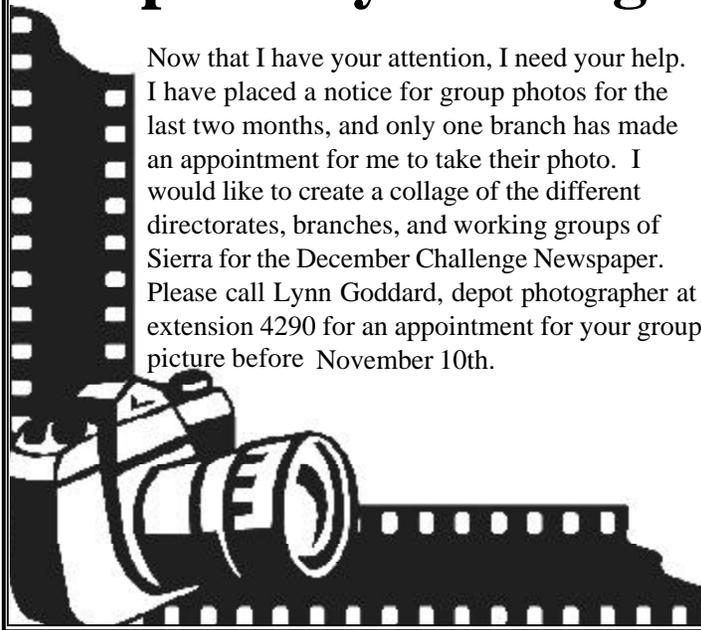
If you would like to submit an interesting article about your organization or job, I would love to hear from you. Lynn Goddard, depot photographer would be happy to come out and photograph your work site. I am particularly interested in **Mission Articles** at this time. Email me your article, or call me at 4343. For photos, call Lynn Goddard at 4290.

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.

Desperately Seeking...

Now that I have your attention, I need your help. I have placed a notice for group photos for the last two months, and only one branch has made an appointment for me to take their photo. I would like to create a collage of the different directorates, branches, and working groups of Sierra for the December Challenge Newspaper. Please call Lynn Goddard, depot photographer at extension 4290 for an appointment for your group picture before November 10th.





Photos by Lynn Goddard

K-9 teams from Beale Air Force Base, Calif., Travis Air Force Base, Calif., Fort Carson, Colo. and Washoe County, Nev., participated in training exercises Depot wide.

A new era in law enforcement cooperation

By John Bower
Criminal Investigator

On Thursday, September 29, 2005 Sierra Army Depot ushered in a new era in local law enforcement cooperation. We hosted a multi-agency narcotics K-9 exercise here at the depot. The goal of this exercise was two fold. First, to utilize the law enforcement assets that increased levels of cooperation between all regional law enforcement agencies have made available. Since September 2001, all local, state, and federal law enforcement agencies have worked hard at creating an atmosphere of cooperation and inter-action that will provide a broad spectrum of available assets to all agencies involved in protecting the public. Sierra Army Depot was proud to be able to host the first regional K-9 exercise.

Our visiting K-9 teams were made up of assets from two branches of the armed forces and one local law enforcement agency. Initially the third branch of the Department of Defense and three additional local law enforcement agencies were invited to participate, but they were unable to do so this time due to mission commitments at their agencies. They will certainly participate during the next one.

This last exercise saw teams from Travis Air Force Base in San Francisco, Beale Air Force Base in Sacramento, Calif., Fort Carson, Colo., and Washoe County, Nev., participating. Invited but unable to attend were teams from Fort Lewis, Wash., Fallon Naval Air Station, Nev., Lassen County, Calif., Reno, Nev., and

Placerville, Calif. All these teams, and others, will be invited back for future exercises.

While here at Sierra, the teams not only gained experience for both the dogs, their handlers, and the spotters involved in the exercise by operating in a unique environment such as Sierra Army Depot, but they were able to exchange training and operational information. By discussing differences in training, operational metrics, and department procedures, the teams built a better understanding of how our regional K-9 teams can work together in the future.

The second goal of the exercise here at the Depot was to provide a safe working environment for our employees. Illegal drug use by our employees, or local contractor employees, and the

resulting effect on individual mental awareness, physical coordination, and good judgment, has lead to work related safety issues. The lingering effects of illegal drug use have led to injury, loss of productivity, and damage to government property.

Of the three, preventing injury is always our major concern. There is historically a direct correlation between heavy recreation drug use, or habitual drug use, and government employees being injured on the job. These unnecessary injuries not only deprive all of us of a co-worker we know and like, but the government loses the training and ability of that employee.

Alvarez says...



The speed limit as posted on the outbound lanes of Gate 103, Main Gate, is only 10 miles per hour. You need to observe this for personnel safety. We have adults and children in the roadway crossing the streets, on the narrow margins of the walkways and security inspectors. Even more dangerous is the possibility of striking a vehicle pulling out of the inspection lane.

At 5:00 p.m. traffic starts to bunch up in all outbound traffic lanes. Leave one car space between you and the car in front of you. I have already wit-

nessed one unobservant driver strike the car in front of him at only 5 miles per hour, pushing that car into the one in front of it. Please don't let this happen to you. Getting off depot 15 seconds faster will never be worth the hour and half it will take to complete an accident report.

Stay observant and watch that speed.

Sergeant Alvarez



Staff Sgt. Steve Valentine and his military working dog, Ben, conduct a drug search exercise at a desk in Bldg 304. Valentine and Ben came from Beale Air Force Base to participate in this unique training.

Energy Corner



The use of energy saving paint - 'the mean radiant temperature'

By Bob Gee, CEM
General Engineer

There is a product on the market that adds insulating qualities to regular paint. If you are going to paint this season, check on ceramic additives such as the following:

The ceramic materials in INSULADD® have unique energy saving properties that reflect, resist, and dissipate heat. The hollow ceramic microspheres' reflective quality affects the warming phenomenon called "Mean Radiant Temperature," where heat waves from a source such as direct sunlight cause a person to feel warmer even though the actual air temperature is no different between a shady and sunny location. It is the molecular friction within the skin caused by the sun's radiant energy waves which makes the body feel warmer.

The insulating additive for house paint.

- Adds a high insulating value to all paint types.
- Safe & non-toxic.
- Works with paint on roofs, walls, and ceilings.
- Formulated for interior and exterior use.
- Effective in hot or cold climates.

- Reduces heating and cooling demands.
- Simply mix into your paint and apply as usual.
- Ideal for all residential and commercial painting applications.
- Saves you money by reducing your heating and cooling demands.

Summer heat gain through a building's exterior walls can be reduced by as much as 40%. Winter heat loss through interior walls can drop to the point where a once chilly room is now a pleasantly comfortable one.

INSULADD® is available in "kits" that contain from one to twenty five bottles of Insuladd. (Mix one bottle of INSULADD® into a one gallon can of paint. INSULADD® is also available in "Contractor Jugs" which is the proper sized container of INSULADD® for mixing into a five gallon pail of paint.

INSULADD® has been tested and evaluated in practically every type of House Paint commonly found on store shelves. Scientific evaluation by independent labs such as the Climatic Test Branch of the U.S. Army and GEOSCIENCE LTD. substantiate the performance and energy savings benefits which you can expect from INSULADD®!

Construction Management and the partnering process

By Steven Podhurst, CEM
Director of Public Works

Traditionally, large construction projects present a number of challenges with respect to successful project management. The owner, in our situation is the installation and the COE, and the contractor represent distinct organizations with separate sets of objectives, management styles and operating procedures. In most cases, members of the management teams do not know each other prior to the start of the project. Communication among the parties is restricted and generally very formal. The unique operational processes followed by each party often result in an adversarial relationship that can last the life of the project. This type of relationship is reflected in construction delays, difficulty in resolving claims, cost overruns, litigation and a lose - lose situation for all.

What is Partnering

Partnering is an alternative management process that produces organizational change to resolve these traditional problems. The objective of the partnering process is to develop an effective management team composed of personnel representing all parties, thus creating a single culture with a mutually agreed upon set of goals and objectives for the project. Partnering is an attitude using shared values as a path to excellence, and elevates prob-

lem resolution to a team effort based on a "Win-Win" philosophy.

- Partnering is a team building process
- Partnering is NOT a new way of doing business
- Partnering in no way changes the contract
- The key elements of Partnering include:
 1. Commitment
 2. Equity
 3. Trust
 4. Mutual Goals & Objectives
 5. Implementation
 6. Continuous Evaluation - Issue/Conflict Resolution Process
 7. Timely Responsiveness

The primary advantage of partnering is that it recognizes and honors the objectives of all parties, thereby creating synergy for true project success. The owner has goals of completing a quality project on time and within budget. The contractor wants to deliver a quality product as quickly as possible and at a profit. These are not conflicting goals. There is strong commonality among everyone's goals and the partnering process provides the vehicle for enhancing the similarities and cooperatively works to accomplish them. Partnering also requires the recognition that risks must be shared by all and maintaining a healthy partnership is everyone's continuous responsibility.

SIAD Installation Restoration Program - ground water clean up

By Susan Holliday
Environmental Specialist

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

feet deep and has been primarily impacted by solvents.

The proposed cleanup method at the four sites consists of injecting diluted food grade molasses into the groundwater to create a subsurface environment that will destroy the contaminants.

This technology has been developed during the last 10 years and is being used on more than 150 sites

around the United States. The advantage of the technology is that the contaminants are treated in place, unlike the more traditional method of treatment that required that the groundwater be pumped out of the ground before it is treated. It is expected that the proposed method of treatment will also cleanup the groundwater significantly more quickly than the more traditional extraction method.

Injecting molasses into the subsurface supplies food to the naturally existing bacteria in the subsurface soil and groundwater, which causes their population to increase very rapidly. As the bacterial population increases, the bacteria look for other food to maintain their population and they begin to consume other food sources in addition to the molasses. The other food consists

(See IRP, page 12)

VETERAN'S DAY



NOVEMBER 11

COMMANDER:

(Continued from page 2)

hazards that require extra thought and caution. Roadways become much more hazardous in winter months, and as a result, we all need to use extra caution when we get behind the wheel. The risk of trip and fall injuries also increases as walkways become slick with frost and ice. This year the depot has purchased a number of ice treads for individuals to use in and around icy areas, as well as

rock salt that will be positioned in outdoor work locations. Ask for these items from your work supervisors. Safety begins with you!

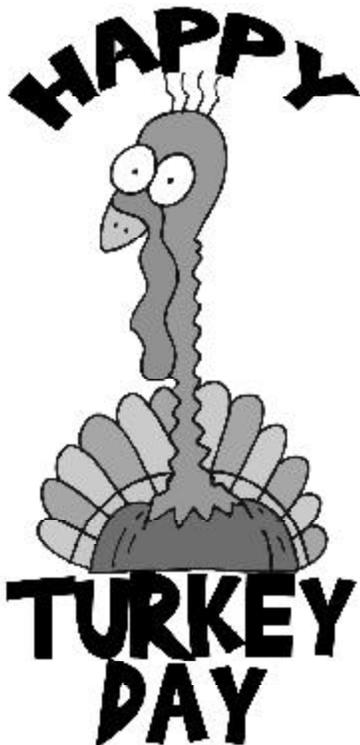
As always, I encourage each of you to talk with your leaders and others in the chain-of-command if you hear a rumor, have a question or concern or want to share an idea. My hotline, 827-4249, is available at any time, and the

monthly depot newsletter, The Challenge, is also open to your thoughts. You can send a letter to the editor or contact her at 827-4343 to share subjects which may be of interest to others through an article or picture.

Congratulations again on a tremendous year; I know FY06 will be even better. Take care of each other, and Let's Get to Work!



Lain Ayers, Tim Gray, Benny Morrow, Kelli Foxworthy, Gale Meyerdick, Drew Owen and Patrick Helmka were congratulated by Lt. Col. Brian Butler for their hard work and dedication in the performance and execution of the M939 Conversion Kit program. Their support was instrumental in Sierra Army Depot's completion of this difficult program ahead of schedule and below cost. These Conversion Kits enable our troops to fully upgrade the M939 model of trucks which then provide armor protection to those soldiers in the vehicle.



Chris Jacobs, left, and Leonardo Gervachio received recognition from Lt. Col. Brian Butler for their support that allowed Sierra Army Depot to complete the execution of the HMMWV door project ahead of schedule and below cost. This new and added armored protection will assist and enable countless soldiers' lives to be saved.



Lt. Col. Jeffrey Carr, program manager for Army Pre-positioned Stocks-4, talked about how the dedication from a group of depot employees made a difference to the soldier in the field. Pictured left to right Lain Ayers (left), Kathy Ayers, Meg Hill, Jennifer Zimmerman, Kelli Foxworthy and Jon France continued to meet shipping deadlines so the warfighter in the field was able to have the items they needed to be safe and complete the mission they were assigned to do.



TRICIA ADAMS – HERMANN ALBERS – ALICE ALLISON – JASON ANDERSON – RICKY ANDERSON – MARGARET BABB – MEGAN BARR – ADAM BRENNER – HUGH BLOSSER – LINDA BROWN – DANIEL CORRALEZ – KENNETH CROCKETT – DARIN DABELL – TAYLOR DAVISON – ALAN DIMAGGIO – DAVID DIXON – SHANNAN DUNN – HELEN EVANS – CECIL FAIN – JAMES GARRICK – MAURICE GILL – KERRY GIMBLE – MELINDA HALTERMAN – DANIEL HANKINS – LEE HARRIS – WILLIAM L. HARRIS – MILTON HEARTSILL – KENT HINDERLIDER – HARVEY HUSTON – SANDRA KERN – CHRISTA KIEL – DANNY LEWIS – KENNETH LUDWIG – TRACY MARINO – MARY MASON – JOHN MCKEAND – JYME MOORE – JASON MOSS – RUSSELL NEWELL – ALLEN NOSLER – ROBIN PADGETT – RICKY PALMER – JOSEPH PARIS – MIKE PILKINGTON – ROXANNA PRUETT – MICHAEL REED – DAVID ROBERTSON – LATTRICE ROBINSON – ANGEL ROGERS – MICHAEL ROSE – JACQUELYN RUSS – DONNA SANDERS – RICHARD SCHMIDT – JOHN SCHUSTER – ALEXANDER SIBLEY – ROBERT STAPP – ARTHUR STEDMAN – MICHAEL SWIFT – GREG TAVALERO – TRACY TESCHER – NORMA TONG – RAYMOND TUREK – MONICA TUREK – LINDSEY TURNER – MOSES VALENTINE – CHRISTOPHER VAUGHAN – VIRGIL VAUGHAN – BONITA WEAVER – NEIL WEEKS – PUETT WILLCOX – ADAM ZAMORA – ARCHIE ZAPANTA – JENNIFER ZIMMERMAN

*4th Annual
Holiday
Ball*

Date: Friday December 2 5:30pm
*Location: Peppermill Hotel & Casino
 Maple Oak Room (2nd Floor)*
Tickets: \$50.00 Incl: Dinner/Dessert
Rooms: \$49.00 Music/Dancing
Room Code: .SAD05 Drawings/Prizes
Room Reservations (800) 282-2444
Tickets On Sale October 11th
P.O.C.
Garrison: Iolene Bruce #4711
Mission: Heather Annaert #6133



The fragrant smell of Thanksgiving dinner permeating throughout your home is likely to whip your four-legged friend into a food frenzy. Unfortunately, the holiday meal could be lethal for your pet, but by following a few simple precautions, you will ensure the upcoming holiday weekend will be happy and healthy for the entire family.

When planning for Thanksgiving, consider the following:

Don't give your animal different food than they would normally get.

Feeding turkey to your dog or cat can cause him or her unwanted abdominal pain, vomiting or diarrhea, none of which are welcome during this festive weekend.

Discourage your family members and guests from indulging your pet with inappropriate snacks. Food high in sodium (especially peanuts and chips) and other fatty foods like poultry skin, beef or port fat can cause an inflammation of the pancreas. Pancreatitis is a potentially life-threatening condition.

Dispose of aluminum foil, plastic wrap, and wax paper from holiday foods. If your pet can get to it, he or she will lick the food off foils or wraps. The swallowing of such coverings can cause an intestinal obstruction.

Secure your garbage. It only takes a minute for your little scavenger to get into the garbage and wolf down whatever smells good—including the string used to tie the turkey.

Keep chocolate away from your dog. Chocolate, which contains theobromine and caffeine, can be harmful to your pooch. Rapid breathing and hyperactivity are signs of a bad reaction to chocolate.

Turkey bones are also dangerous for your pet. Any brittle, spiky bone could lodge in the esophagus or cause an irritation of his or her stomach or intestines.

Maintain his regular schedule for feeding and exercise. Minimizing the stress of animal means being aware of his daily routine and expectations. Pay as much attention to your pet as usual so that he will not feel neglected or insecure.

Keep your pet home and away from parade celebrations. With the large crowds, your pet can become stressed or even worse, can get lost in the crowd.

Make sure your furry friend has fresh water at all times. Frequently check your pet's water bowl to make sure the supply is clean. Busy children and relatives may bump a bowl and spill the water.

Provide a quiet refuge for your animal. With all the holiday fanfare, your pet will need a "time out" from visiting friends and family. A comfortable crate is one solution; a room with a "Do Not Disturb" sign is another. Give your dog or cat time and space to settle down or take a nap.

Keep current registration and identification tags on your pet. With guests coming in and out of your home, it is very easy for a door to be left ajar and for your animal to wander off.

By being aware of these dangers to your pet, you can ensure both you and your pet the best possible holidays.

On The Safe Side

By Susan Flesvig
Safety Officer

It's winter and in many areas that means it's cold. If you own a pet and keep it outdoors for extended periods, keep the following in mind:

Prevent Hypothermia. Shivering is the earliest sign that your pet is too cold. As hypothermia progresses, the pet may become lethargic and weak. Its gums may turn pale or bluish. If these symptoms occur, bring your pet indoors immediately. Use dog sweaters for small and short-haired dogs.

Provide shelter. Outdoor pet shelters should be elevated, insulated, wind and watertight. Keep bedding clean and dry. When it's frigid, don't leave your pet outside for more than a few minutes - even in a shelter. Be aware

that animals sometimes sleep under warm car hoods, so thump the hood before starting the car.

Avoid frostbite. Frostbite may go unnoticed beneath fur, so check ears, feet and tail for pain and skin sloughing. Be aware that dogs can develop neck burns from wearing metal choke collars in cold weather.

Prevent poisoning. Antifreeze is often lethal. Many dogs and cats drink it because of its sweet taste. If you think your pet has ingested antifreeze, call your veterinarian immediately. Avoid walking your pet through ice-melting chemicals, such as road salt, because they can burn your pet's footpads.

YOUR PETS PROVIDE YOU WITH UNCONDITIONAL LOVE - PROVIDE THEM WITH A SAFE AND WARM WINTER.



Thanksgiving Safety Tips

When cooking, do not wear clothing with loose sleeves or dangling jewelry. The clothing can catch on fire and the jewelry can catch on pot handles, causing spills and burns.

Cook on the back burners when possible and turn pot handles in so they don't extend over the edge of the stove.

Never leave cooking unattended. If you must leave the kitchen while cooking, turn off the stove or have someone else watch what is being cooked.

Keep Thanksgiving decorations and kitchen clutter away from sources of direct heat.

Candles are often part of holiday decorations. Candles should never be left burning when you are away from home, or after going to bed. Candles should be located where children will not be tempted to play with them, and where guests will not accidentally brush against them. The candle holder should be completely noncombustible and difficult to knock over. The candle should not have combustible decorations around it.

Preparation and Decorations:

Thanksgiving would not be the same without turkeys, yet very few people take the time to learn how to handle them properly. Any poultry needs special attention when handling. Thawing a frozen turkey the proper way is important to the safety of your family.

Never thaw a turkey at room temperature because this promotes the growth of dangerous bacteria. The safest way to thaw a turkey is to thaw it in the refrigerator. You should do this with the turkey still in its own unopened wrapper breast facing up and placed on a tray. The accepted rule of thumb for time is 1 day refrigerator thawing for every four pounds of turkey.

Start holiday cooking with a clean stove and oven.

Keep the kitchen off-limits to young children and adults that are not helping with food preparations to lessen the possibility of kitchen mishaps.

Tips to help avoid spreading a cold or the flu

By Melody A. French, Ph.D., FNP

It is that time of year again. We have been hearing about the flu, flu vaccine, lack of flu vaccine and bird flu. Quite confusing if you ask me. What should you know to take care of yourself this flu season?

According to the Centers for Disease Control (CDC) 5% to 20% of the population actually gets the flu. More than 200,000 are hospitalized and about 36,000 die each year from influenza. Certain populations are at increased risk of experiencing serious flu complications such as pneumonia and death. These groups of people include those over 65 years of age, young children and people with chronic health conditions such as asthma, emphysema, COPD, diabetes and diseases that effect the immune system such as HIV/AIDS and cancer.

How does the flu spread? This is actually quite simple. If you have influenza and cough and sneeze the droplets you spew out are loaded with the virus. Another less likely way to spread the disease is if your coworker coughs or sneezes on their hand and picks up the phone and then you pick it up right after them and then put your hand in your mouth. Sounds gross but I see this kind of thing all the time. A healthy adult may be able to infect others 1 day before the symptoms hit and for 5 days after you are actually sick.

How do you know if you have the flu? It can be quite a challenge. Every time you get sick it is NOT the flu. The symptoms of influenza (the disease we can vaccinate against) include:

- >Sudden onset of symptoms*
- >Fever (usually high)*
- >Headache
- >Runny nose
- >Body aches
- >Dry Cough

> S o r e throat

*keysymptoms that do NOT occur with the common cold

You will probably also feel very tired, like you've just run a marathon and you haven't even left your bed. If you are not sure what you have then see your health care professional (HCP=doctor, physician assistant or nurse practitioner).

How can you prevent the flu? The simplest, most effective way is to get a flu shot. There are many places to get them including your local health department, clinic or doctor's office and even the grocery store or pharmacy where you shop. The flu shot is approved for anyone 6 months of age and older, remembering that those at highest risk should be the first to get the vaccine if there is a shortage. Another type of vaccine available for those 5 years of age to 49 years of age is the nasal-spray flu vaccine. This is not available everywhere so you might need to make a few calls to see who carries this type of vaccine.

Now we are going to talk a little common sense. If you have a cough or sneeze please do so into your elbow, not your hand. We touch everything with our hands.....the biggest germ spreaders we have. The other HUGE preventive measure is to WASH YOUR HANDS. Did you hear that? WASH YOUR HANDS. There are



Melody A. French, Ph.D., FNP

many products out there that can help you decrease the spread of germs when you can't get to a sink to wash your hands with soap and water. I recommend you carry one of those with you in your lunch box, locker or keep one in your desk if you have one.

What should you do if you get the flu?

>Stay home. Don't infect all of your coworkers. Not nice. Last year employers supported their workers staying home if they were truly sick. Believe it or not this worked. Rather than having an entire shift of workers out because someone thought it was a good idea to come to work anyway it is more productive to only have 1 or 2 employees out.

>See your HCP. There are a number of antiviral medications that may shorten the course of the flu or decrease how bad the symptoms are if you see your HCP and the antiviral medications are prescribed within 48 hours of the onset of the symptoms. Besides that if you miss a few days of work because you stayed home instead of infecting all of your coworkers you will probably need a note to get back through the gate.

>Rest. It is amazing what your body can do for you if you only let it. We are a society that is driven by being on the go all the time. We feel guilty if we stay in bed and sleep for 14 hours. If you get the flu that is just what your body needs to be able to help you fight the virus.

>Drink LOTS of fluids. The fever you get with the flu will cause dehydration if you do not drink LOTS of fluids. You won't die if you don't eat for a few days, but you need to drink enough fluids that your urine (pee) is light yellow to clear. So drink till you pee a lot.

>Treat the symptoms. If you have a fever, headache, body aches take acetaminophen (Tylenol™) or ibuprofen (Motrin™ or Advil™). If you have a sore throat gargle with a salt-water solution or get some lozenges that have benzocaine in them (benzocaine numbs up your throat). If you have a runny nose you can take an antihistamine or simply buy some nice soft tissues and keep your nose from getting raw by applying something you would use for chapped lips. If you have a cough use a cough suppressant. This means something with "DM" (dextromethorphan) in it.

Now that you know everything you ever wanted to know about the flu (influenza) and how to prevent it, let me share a bit of information about Avian Flu (bird flu). This is on a lot of peoples' minds right now because the media is constantly talking about it and showing slaughters of the entire stock on bird farms. First of all this virus (H5N1) does not spread from human to human. Those who have gotten "bird flu" have been infected by the birds that are sick from the virus. The thing that is scaring people is that 50% of those who get "bird flu" die from it. The current outbreak is isolated to Asia, so risk for Americans is low. The key message here is "DON'T PANIC." You are more likely to get the plain old flu than bird flu. So remember all of the things I have shared with you and we should have a healthy, productive winter.

DID YOU WASH YOUR HANDS??????

Fire Safety

By Darren Allbee
Fire Inspector

Be especially vigilant about portable heaters.

The number of residential fires always goes up during colder months, peaking between December and February. Portable space heaters substantially contribute to this increase. Before plugging in your space heater, make sure you know how to use it safely:

- Carefully read the directions for its use.
- Never place a space heater where a child or pet could accidentally knock it over.



- Never place a space heater too close to a bed, especially a child's bed.
- Keep newspapers, magazines, and fabrics from curtains, clothes, or bedding away from space heaters, radiators, and fireplaces.
- Heaters should be at least 3 feet from anything flammable.

Be careful in the kitchen

Do you know that cooking is the leading cause of home fires in the United States? The kitchen is rife with ways for a fire to start: food left unsupervised on the stove or in an oven or microwave; grease spills; a dish towel too close to the burner; a toaster or toaster oven flare-up; a coffee pot accidentally left on. Always supervise your child while cooking, and make sure to practice safe cooking habits – like turning all pot handles in so they can't be accidentally knocked over and not wearing loose-fitting clothing that could catch fire around the stove.





Marci Smithers came from Elk Grove, CA to work as the new Athletic Director for CYS.



Carin Young recently joined the CYS staff as Middle School Teen Child and Youth Program Assistant. She moved here from Oakley, CA.

CYS welcomes two new members to the staff

By Lanaya Chapman

We are very excited to announce two new staff members Marci Smithers and Carin Young to our CYS team. They began working with our team in September.

Marci Smithers is CYS's new Athletic Director, she is from Elk Grove, California. Marci graduated from Simpson University with a BA in

Liberal Studies. She has been involved in sports for over thirteen years. Her coaching experience includes Tee ball, basketball, and volleyball. She has worked with children and youth in camps, recreation, and teaching.

Carin Young is CYS's new Middle School Teen Child and Youth Program Assistant. She is from Oakley, CA. Carin has been working with Elemen-

tary and Middle School youth for nine years. She has been very active in the middle schools after school program assisting with recreation, homework, and arts and crafts.

CYS volunteers are an integral part to our program. CYS staff would like to take this time to thank all of our Volunteers!! CYS has various programs and activities that require community

support. CYS volunteers assist us in meeting the needs of our youth. Volunteer services include coaching, chaperoning, special crafts programs, and instructional activities etc. The staff at Child and Youth Services would like to thank all of our volunteers for their continued efforts and time. Anyone interested in becoming a volunteer for the CYS please call 827-4696.

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 ashton.wilson@sierra.army.mil. Business Office is (530) 827-4178 or (530) 827-4609.

New Child Care Food Program

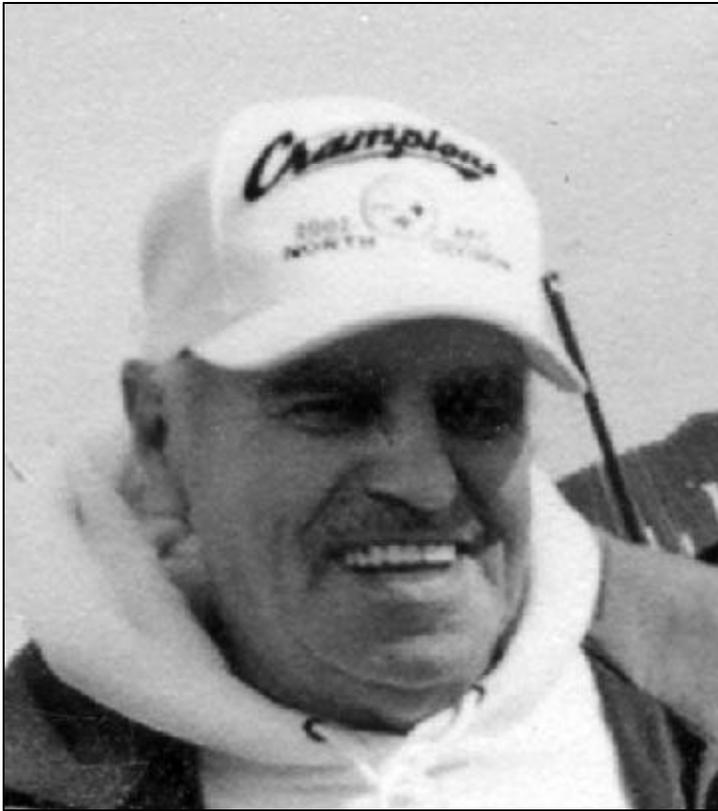
Sierra Army Depot, Child and Youth Services, announces the sponsorship of the Child Care Food Program. All children in attendance will be offered the same meals **at no separate charge**.

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

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

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

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



In Loving Memory

Joseph (Joe) Charles Rosnack

Joseph Rosnack, a long time depot employee, passed away October 15, 2005.

Joe was born in Newark, N.J. and was a retired Army Master Sergeant serving in USA, Japan and Vietnam from 1946 – 1972. He went to school in New Jersey and Germany, worked at the depot for more than 20 years as a Reserve Coordinator, Chief, Community Operation and Installation Club Manager and finally as a Recreational Assistant.

Joe is survived by his wife Reynalda, daughters Virginia and Elizabeth, sons Michael and Steven and several grandchildren and great-grandchildren.

All who knew him will truly miss Joe.

I Did Not Die

Do not stand at my grave and forever weep.

I am not there; I do not sleep.

I am a thousand winds that blow.

I am the diamond glints on snow.

I am the sunlight on ripened grain.

I am the gentle autumn's rain.

When you awaken in the morning's hush

I am the swift uplifting rush Of quiet birds in circled flight.

I am the soft stars that shine at night.

Do not stand at my grave and forever cry.

I am not there. I did not die.

Melinda Sue Pacho

Holiday Packaging and Mailing Tips

By Christine Olson
Herlong Postmaster

The holiday mailing season is almost upon us. Santa and the Postal Service want you to remember that preparing strong, secure packages with complete, legible addresses will ensure your precious gifts arrive as quickly as possible and in good shape. Be sure to follow these packaging tips:

Solid as a rock – Start with a sturdy carton large enough to hold your gift, plus some cushioning material all around to protect it from impact and keep it from shifting around inside the box. Make sure your package is “solid as a rock.” Reusing boxes is fine, as long as no haz mat labels are apparent, including liquor or Avon products. If you’re sending framed photos, be especially careful to pad it well; better yet, remove the glass. That way, if the glass breaks, the sharp pieces won’t ruin the photo.

Double the destination – Before sealing your parcel, it’s a good idea to put the delivery address on a sheet of paper inside the package. Then, if something happens to the outside address, Postal Service personnel will have a back-up copy of the address to identify the destination and get your parcel delivered.

Seal of approval – Give your gift a “seal of approval.” Use pressure-sensitive tape, filament tape or 60-pound paper tape to seal your package securely. Don’t use cellophane or masking tape – they aren’t strong enough. Duct tape doesn’t stick well enough, either.

Clean and simple – Remove or mark out any conflicting address information or markings already on the carton. Don’t wrap the box with paper, string or twine – paper can rip, and string can get tangled in mail processing equipment.

To and from – Put your return address in the upper left corner of the parcel, and make sure it is complete, including your ZIP Code. Place the recipient’s name and address in the center of the largest surface area (unless the shape of the box or contents require a specific orientation for stability). Use a permanent pen or marker and make sure the recipient’s address is complete, especially the ZIP code. In Herlong, we get a lot of mail for San Jose (95113) and Hawaiian addresses (967—) because senders don’t make their ZIP code numbers distinct enough.

For more information go to www.usps.com and search for “Prepare Packages.”

UNION

(Continued from page 2)

stance you can be terminated. If you use a control substance at anytime, you jeopardize the safety of your fellow workers as well as yourself. It is one of your conditions of employment to stay drug free and to provide a safe environment for yourself and fellow workers.

AFGE, Local 1808 has its monthly meetings on the first Tuesday of each month at 5:15 p.m. in Bldg. 58. All employees are invited to attend and voice your concerns. Union Office phone is 827-5375.

CFC:

(continued from page 1)

many other programs/events in the world that deserve/have earned attention as well. In one way or another we are affected. Some may feel as if there is nothing that they could personally do to help for any disaster/program or event. Some may feel that – well, maybe there is something that could be done but how or what? Well, this is where we encourage you to read the article below on the Combined Federal Campaign and draw your own conclusion on what you would like to do. Yes, there is something we can do as individuals and as a team. Our Goal as a Sierra Army Depot Team is to reach \$15,000. Go Team Sierra!!!

As the world’s largest and most successful annual workplace giving campaign, each year, more than 300

CFC campaigns throughout the country and internationally help to raise millions of dollars. Pledges made by Federal civilian, postal and military donors during the campaign season (September 1st to December 15th) support eligible non-profit organizations that provide health and human service benefits throughout the world.

The CFC website is informative for anyone interested in workplace giving. It is tailored to meet the particular needs of the Federal donor, CFC Campaigns, and Charities participating in or considering participation in the CFC. Campaigns, donors and charities alike can enter through the website portal and navigate by topic with the sidebar links on the left. If you have comments or questions, please contact CFC Operations at cfc@opm.gov.

Army Suggestion Program Goes Online

The Army Suggestion Program (ASP) is going online. For Sierra Army Depot, this means that all employees who have beneficial suggestions will have to submit them to the ASP on an online computer. Also, all suggestions will now be processed between various organizations via the computer.

In the past, hard copies of the beneficial suggestions and the suggestion evaluations were used to facilitate the processing. A submitter would write the suggestion on DA Form 1045 (Army Ideas for Excellence Program Proposal); an evaluator would write an evaluation on DA Form 2440 (Suggestion Evaluation). These two forms would be hand-carried to the appropriate organizations to be assigned, evaluated, and approved.

With the new online system, the above forms will be processed online, i.e., they will be accessed and processed from an online computer by the organizations.

What effect will Online ASP have on the Depot?

- All parties will receive timely email notifications and tasks.
 - All parties (especially the submitter) can track the suggestion through the system.
 - All parties can get questions promptly answered by the ASP Program Manager.
 - Local and higher headquarters can receive status reports on the suggestions and the suggestion program.
- What are the overall benefits?
- Improved communication and coordination.

- Real time tracking.
- Faster processing times.
- In essence, a more effective and responsive suggestion program.

In the upcoming months, the ASP Office will make presentations before employees to explain how they can use the new online system.

You, the employee, are the Depot's most valuable resource. You work the jobs and have insight on how to make them safer, more efficient and productive. Let's tap that brain trust by using the new Online Army Suggestion Program.

Whether or not you have access to an online computer, if you have a beneficial suggestion in mind, contact the ASP Office at 827-4330. You will be trained on how to write and submit your suggestion online.

IRP:

(Continued from page 5)
of the contaminants in the groundwater which, as they are consumed by the bacteria, are broken down into harmless by-products such as carbon dioxide and water. The breakdown of the contaminants in this way is very similar to the processes that occur in a septic system that treats waste from a residence.

Before installing the full-scale remediation systems at the sites, pilot and demonstration studies are being conducted to demonstrate the effectiveness of the technology.

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

Nine employees receive the Achievement Medal for Civilian Service



Lt. Col. Brian Butler presented Civilian Achievement Awards to individuals whom were recognized 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. This project provided our troops with the enhanced HMMWV doors which then provided armor protection to those soldiers in the vehicle. This new and added armored protection will assist and enable countless soldiers' lives to be saved. Standing behind Lt. Col. Butler are beginning at left Cecil Fain, Rebecca Wilder, Ron Hopkins, Bill Watson, Linda Brown, Robert Idzinski, Donald Scarpa, James Rebutisch and Leon Huffman.

