

# The Challenge

Sierra Army Depot, Herlong, CA

January 2006

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## SIAD goes beyond projected CFC goal with the generous contributions by depot employees

By Lori McDonald  
Public Affairs Officer

Individuals make contributions to organizations throughout the year that are in need of help or in the event of a natural disaster.

Sierra Army Depot held their annual Combined Federal Campaign from November through December 2005. The projected goal was set at \$15,000 which was slightly higher than the previous year. Did Sierra employees turn the other cheek on this program, or did they step up to the plate?

The program started off slow, but with Lt. Col. Brian Butler, depot commander, advocating all the good this program stands for, employees stepped up

to the plate to play the game. When all the contributions were totaled, Butler was in shock.

The contributions made by the depot employees far exceeded the expected goal. A total of \$23,940 in contributions will go toward many charitable organizations.

Ms. Sherei' Underwood, CFC Coordinator said, "Your donations will be used wisely by your charities of choice and appreciated by all." Underwood said that employees should be acknowledged for their support of this worthwhile campaign.

Every fall, government and postal employees contribute to the CFC and then watch throughout the year as a little bit of their CFC contribution comes out of each paycheck. Most never see direct evidence that what they gave is doing any good.

The CFC is a one-gift one-campaign concept which allows federal employees a chance to contribute to private voluntary human health and welfare agencies. Employees also had the opportunity to direct their money to local, national and/or international organizations.

Depot employees should be very proud of the difference they are about to make through their contributions to organizations that provide assistance to those in need.

Congratulations folks for your generosity in supporting the 2005 CFC program.



### From road work to recycling

By David Holsey  
Environmental Specialist

Years ago, recycling an old tire meant turning it into a backyard swing. Those days are gone. The state of California is forced to care to tens with approximately 30 million old tires annually.

Nothing can spoil a landscape more than old, worn tires scattered by the side of the road. And the California Integrated Waste Management Board is making some changes to combat this problem.

A Special Waste Division has been created that will include the Board's used oil, tire and household hazardous waste programs. The new Board is the State's top agency for handling the 30 million automobile tires generated each year in California. This new division is part of an aggressive plan to clean up waste tires littering the landscape and develop markets for all of them. Sierra Army Depot is participating in the State's new program by actively managing used tires. With the help of DIA contractors, SIAD has procured a green contractor that will remove some of our scrap tires at no cost to Sierra. As a matter of fact, participation in this program has resulted in a savings to Sierra of \$4,800 in 2005.

The recovered tires are then used for innovative projects approved by the Integrated Waste Management Board. One earth-friendly use of waste tires helped shore up California's aging levees. This type of project could eventually help clean up the environment and put millions of waste tires to constructive use.

From roadside debris to flood control levees, recycling gives a new and useful purpose to what was once an eyesore. For more information on the recycling program, contact Dave Holsey at 827-4381.

## Lean/Six Sigma - Production Tracking

By Allen Jones  
Lean/Six Sigma Office

After all this time spent on Lean Six Sigma we still have some difficulty in achieving effective production tracking. So, what is it, and why bother?

Production Tracking is simply keeping track of what we do, and oftentimes, how often we should do it. The first step is to define what it is we do. Sounds simple enough, but surprisingly, it can be difficult. Just about everybody's job is repetitive to an extent, and no matter where we work, we all do something, on a regular basis, for which we draw a paycheck. It is this repetitive work that is our actual production, it is a measurement to tell how well we are doing, and in some cases, how poorly. Production can be applied to everything, from an individual, as in how many reports are completed per hour, or to a group, as in how many generators are refurbished per week.

The second step (although not always needed) is to determine how long it takes or should take. The tracking of time is most important when trying to meet

a set schedule. In other words, if you have a certain number to produce in a set period of time, you can understand what is required to meet the deadline, before the deadline arrives and can identify earlier, when you are falling behind.

Once something to track has been identified, how long it takes to complete is consistently established and it is all combined with a deadline, it is fairly easy to determine a staffing level for any type of production.

In addition, when all this is in place and it is tracked on a regular basis, a production history is available and a number of benefits occur. Any problems that arise on a recurring basis can be planned for, from common parts replacement to computer programs. Equipment needs are already identified, staffing levels can be coordinated, planning becomes easier and cost estimates are more accurate. And lastly, improvements made to a process can be proven. You cannot tell how far you have come, if you don't know where you have been.

## Commander's View

Happy New Year! I sincerely hope you all managed to celebrate the holidays safely and that you took advantage of the chance to spend some quality time with your loved ones and friends. My wife and I enjoyed the company of a lot of you at the Christmas functions held in Reno, at Youth Services and here at the Skeeledge Inn. Thanks for the great time!! You made us feel truly welcome, and we both felt extremely fortunate that we were able to spend time getting to know you and your families better. Now that we're all refreshed, I'm really looking forward to shifting into high gear for this next year.

As many of you know, we closed out our participation in the annual Combined Federal Campaign on Dec. 15. I thank all of you who so generously contributed to the campaign. Based on our 2004 contributions of just over \$10,000, I set a rather lofty goal of \$15,000 for 2005. Your generosity far exceeded my expectations as we contributed more than \$23,940 to this important program. As a direct result of your donations, social programs across Northern California and Nevada



**Lieutenant Colonel Brian Butler** is better off this year than last. In addition to thanking those of you that donated money, I also extend my sincere appreciation to those within each of our divisions and branches that volunteered to serve as points of contact in support of the campaign. Well done!

As we begin our journey into 2006, I ask that you be patient as we continue to solidify our workload for the 2<sup>nd</sup> Quarter of the fiscal year. Given the uncertainty of the past few months, I know that is a lot to ask, but I have little doubt

that we'll make it through in better shape than we were before. Although budgets are tight throughout the DoD, our Army needs our capability and I need you in order to maintain it. Rest assured that I'll continue to work through AMC and TACOM, in conjunction with the AFGE, to maintain workload and give you and your families as much reassurance and predictability as possible for our collective futures.

As a final note, I ask that each one of you continue to focus on safety in everything you do. Our accident rates are continuing to decline compared to past years, but until we hit "zero" we still have room to improve. Forklift operations, improper loading in vehicles, and improper lifting are the areas where I am still seeing the bulk of our accidents and injuries. Individually and collectively we can reverse these trends by taking our time, being aware of hazards in and around our work areas, and following the proper safety procedures for a given task or operation. You can make a difference; safety. See COMMANDER, page 3

## The Union's Position: AFGE, Local 1808

As another Holiday Season comes to an end, a new year to face, workload is minimal, and the possibility of lay-offs exist, it is important to remain focused on our mission. We must also remember our Soldiers who are stationed around the world, Iraq and Afghanistan and that our mission is to support the Soldier in the field.

Another thing that we have to remember is SAFETY. This past year we had many forklift accidents. The majority of the accidents have been forklift vs. poles. Warehouses are poorly lit and driving in and out of the warehouses requires your eyes adjusting to change from dimly lit to bright sunlight or vice versa. Stop, let your eyes adjust and proceed with caution. Also you are driving in confined spaces so you should be driving slow. Safety is everyone's responsibility.

Lt. Col. Butler and AFGE Local 1808 signed a Memorandum of Agreement to convert our Temps and



**James Swistowicz, President** Terms to Interimmitent on Call (IOC). What this means is that in the event of a layoff (short term) the Temps and Terms, when the workload increases, could be brought back to work without having to rehire them. This allows the effected employees to apply for un-employment; the terms would be afforded the opportunity to keep their health coverage while not employed.

In January we will begin the A-76 competition for 84 positions in the Directorate of Public Works. The firm that

was awarded the contract, to put together Sierra Army Depots bid is E.L. Hamm & Associates. The Sierra Team will consist of Bill Bahl as the Lead, Heather Coursey as the Agency Tender Officer, and myself, as the Performance Work Statement Officer / Union Representative. As it was in the past, the Contractor team will be coming around asking individuals what they do on a day to day basis so that they can better evaluate and put together a valid bid to keep the work in-house. So if and when the team comes out to gather information, please give honest and accurate information.

I would like to wish everyone a very Merry Christmas and a Happy New Year. Have a safe Holiday and if you drink, don't drive; have a designated driver.

AFGE, Local 1808 has its monthly meetings on the first Tuesday of each month at 5:15 p.m. You can call the Union Office at 827-5375.

To all depot employees:

I want to give my sincere thanks to everyone while I was in the hospital and during my recovery. Thank you for all the wonderful cards and prayers that I received. Thank you to all the individuals that went to visit me at the hospital as well.

To those who don't know who I am and to bring everyone up to date, I went to Washoe Hospital for a planned and routine knee replacement on 28 Feb 05. Three days later, I developed some blood clots that went to my lungs.

The doctors prescribed blood thinners, which later caused bleeding in my brain and caused a stroke. The doctors had to alleviate the bleeding in my brain by performing brain surgery two times. I was not able to move. My whole left side was paralyzed.

Thank god for my family and friends. I had a lot of support and prayers from them. I was in very critical condition, but my will to live was strong. I went to Washoe Rehab Center on 21 April and I was finally able to go home on 18 May.

I had home therapy upon my discharge and all the month of June. I reflected in thought very much and I am very grateful. As I healed, I realize that I was given another chance in life. Though, I am still healing, I returned to work on 28 Nov 05, back in the Safety Office. I plan to be out getting familiarized as to where people are at and some of the changes that have taken place during my absence.

Again, thanks for all your thoughts and prayers.

Sincerely,  
Lorenzo (Larry) Gallego Jr.



"Nonviolence Is The Answer"  
MARTIN LUTHER KING, JR. DAY

## The Challenge

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## Phishing - Not just a sport anymore

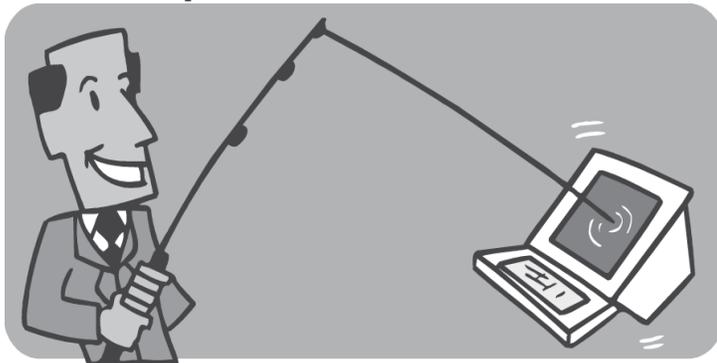
The information in this article was taken from the internet and from AFO: "Phishing" is a form of internet fraud that aims to steal valuable information such as credit cards, social security numbers, user IDs and passwords. A fake website is created that is similar to that of a legitimate organization, typically a financial institution such as a bank or insurance company. An email is sent requesting that the recipient access the fake website (which will usually be a replica of a trusted site) and enter their personal details, including security access codes.

Security and information assurance on Army networks and using Army sites is of utmost concern in this time of war. The enemy really is out there and really does want access to Army web services. To protect Army data and services, we must all work together. As you use AFO and other Army services, we ask you to keep the following in mind:

**PROTECT YOUR CREDENTIALS:** Your user ID and password are your identity within AFO and over 500 affiliated Army services. You

should protect them just like a credit card number or bank account number. Never tell anyone else your password, and do not write it down.

**CHECK THE URL:** When you go to AFO or any web site, make sure you look at the web address that appears in the location bar at the top of your browser. If you are genuinely looking at AFO, that address will in all cases begin with <https://www.us.army.mil>. If you have any doubt whatsoever, type the URL into your browser yourself or use a bookmark that you have previously created. Our Army is increasingly dependent on the web, and we must all be mindful of security issues. These simple rules will help protect your data and your access to Army web services like AFO. At the same time, you will be doing your part to keep all of the Army's data safe from attackers. We are at war, and these are issues that we must keep firmly in focus. The Army's Enterprise Portal is here to serve you. If you have concerns or suggestions, we encourage you to contact us at [help@us.army.mil](mailto:help@us.army.mil).



## 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 CPC Office to make an appointment with Babe Fain, ext 4800 or 4266.

## Commander :

(continued from page 2)

is a responsibility for each and every one of us!

Have a great month, enjoy the snow, and I'll be looking for you in your areas. Let's get to work!

## New guidance on photographic cell phones

The following guidance was provided from headquarters, Tank-automotive and Armaments Command on the purchase and use of photographic cell phones on government installations, signed by the Chief of Staff, Col. Phillip Owens.

Recently, it was brought to our attention that individuals and government organizations are using and purchasing photographic capable cell phones. These phones are video and photographic devices with real time transmission capabilities. As such, they are applicable to all security rules for the control and use of cameras and video cameras on DoD and Army facilities.

This is especially true as we continue to pursue the War on Terrorism, and provide real world support to Operations Noble Eagle and Enduring Freedom.

HQ DA and HQ AMC are reviewing the security implications of these phones and are in the process of developing a security and use policy. Organizations and individuals that need video teleconferencing capabilities to support mission accomplishment may use the facilities located on all TACOM sites. Video cell phones will not be incorporated into Army computer networks for any type of data transfer.

Due to a lack of acceptable encryption methods and security concerns, TACOM LCMC will not approve the purchase and use of these phones for the conduct of official business.

Photographic capable cell phones are classified as Portable Electronic Devices (PEDs) by Army regulations, and the Garrison Commander has the authority to limit the use of PEDs. Permission to use photographic capable

cell phones on Army installations must be requested through proper security channels. No PED devices will be used in an area where classified information is discussed or electronically processed.

Currently, all (to include personally owned) photographic capable devices will not be brought onto TACOM installations nor used by TACOM LCMC personnel on Army installations as a photographic device without proper authority granted by the Security Office. If an individual is seen using one of these phones as a photographic device, the phone will be confiscated and turned in to the Security Office IAW AR 190-13, para

All images on the phone will be removed, and the individual will be allowed to pickup his/her phone at the end of the day from the Security Office.

This policy memorandum applies to all military personnel, government civilians, contractors, and visitors. There are two exceptions to this guidance:

a. Military personnel and family members who live in government quarters may use these devices on that portion of the facility.

b. Personnel, when TDY and not on a military installation, may use these devices only when transmitting information that has been properly approved for public disclosure.

Under no conditions will classified information of any category or level be discussed or transmitted over these devices or any other unclassified phone.

This restriction only applies to use of such phones as photographic devices. It does not apply to use of these phones to make telephone calls.

From the Desk of



## Chris Graves

Identity theft or identity fraud, the fastest growing crime in the United States, is the taking of a victim's identity for financial gain or to conceal the real identity of the perpetrator.

If an identity thief can get access to your Social Security number, your date of birth, or even sometimes just your address and telephone number, they can use that information to pretend to be you. They can open new credit card accounts, access your present bank accounts, rent a house or apartment, establish utility company accounts, and even obtain a job — all in your name.

There are steps that you can take to make it more difficult for these thieves to obtain your personal information. According to the Federal Trade Commission, these tips can help identity theft from happening to you:

• Do not give out personal information on the phone, through the mail or over the Internet unless you initiated the contact or are sure you know who you are dealing with.

• Identity thieves may pose as representatives of banks, Internet service providers (ISPs) and even government agencies to get you to reveal your SSN, mother's maiden name, account numbers, and other identifying information. Before you share any personal information, confirm that you are dealing with a legitimate organization. You can check the organization's web site as many companies post scam alerts when their name is used improperly, or you can call customer service using the number listed on your account statement or in the telephone book.

• Do not carry your SSN card — leave it in a secure place.

• Secure personal information in your home, especially if you have roommates, employ outside help or are having service work done in your home.

• Deposit outgoing mail in post office collection boxes or at your local post office, rather than in an unsecured mailbox. Promptly remove mail from your mailbox. If you are planning to be away from home and cannot pick up your mail, call the U.S. Postal Service at 1-800-275-8777 to request a vacation hold. The Postal Service will hold

your mail at your local post office until you can pick it up or are home to receive it.

• To thwart an identity thief who may pick through your trash or recycling bins to capture your personal information, tear or shred your charge receipts, copies of credit applications, insurance forms, physician statements, checks and bank statements, expired charge cards that you are discarding, and credit offers you get in the mail. If you do not use the pre-screened credit card offers you receive in the mail, you can opt out by calling 1-888-5-OPTOUT (1-888-567- 8688). Please note that you will be asked for your Social Security number in order for the credit bureaus to identify your file so that they can remove you from their lists and you still may receive some credit offers because some companies use different lists.

• Carry only the identification information and the number of credit and debit cards that you will actually need.

• Place passwords on your credit card, bank and phone accounts. Avoid using easily available information like your mother's maiden name, your birth date, the last four digits of your SSN or your phone number, or a series of consecutive numbers. When opening new accounts, you may find that many businesses still have a line on their applications for your mother's maiden name. Use a password instead.

• Ask about information security procedures in your workplace or at businesses, doctor's offices or other institutions that collect identifying information from you. Find out who has access to your personal information and verify that it is handled securely. Ask about the disposal procedures for those records as well. Find out if your information will be shared with anyone else. If so, ask if you can keep your information confidential.

• Give your SSN only when necessary. Don't hesitate to ask about using other types of identifiers when possible. If your state uses your SSN as your driver's license number, ask to substitute another number.

• Pay attention to your billing cycles. Follow up with creditors if your bills do not arrive on time. A missing bill could mean an identity thief has taken over your account and changed your billing address to cover his tracks.

• Be wary of promotional scams. Identity thieves may use phony offers to get you to give them your personal information.

• Keep your purse or wallet in a safe place at work as well as any copies you may keep of administrative forms that contain your personal information.

• Cancel all unused credit accounts.

When ordering new checks, pick them up at the bank, rather than having them sent to your home mailbox.

.....  
: Employees are encouraged to call the depot information line during times of :  
: emergencies or inclement weather and listen to the recording on delayed work hours, :  
: depot closures, or other types of work status. Call 827-4998 :  
: .....



### Alvarez says...

#### Overtaking and Passing

The Police Desk has been receiving numerous complaints of eastbound vehicles passing on the left hand side of the road starting on Susanville Road from the intersection of A25 and A26.

Here's the problem with this situation. First, passing on the left at the bottom of the hill is very dangerous. The lane just left of the eastbound lane is a westbound turn lane, entering here you are crossing double yellow lines. Moving up the hill a few yards would put you in to the center meridian (dividing section) with double yellow lines, remember that this meridian has broken yellow lines on the inside of the double yellow lines, this type of meridian is to allow traffic to enter from off the road then be able to merge into traffic safely. Since this particular hill has a steep cresting slope to it, you definitely don't have enough visibility of oncoming traffic to perform a passing maneuver safely. Here's how this activity stacks up as traffic violations.

First - Crossing a double yellow (entering the westbound turn lane). A

violation of California Vehicle Code section 21460. Double Lines.

Second - Passing in the divided section. A violation of California Vehicle Code section 21651. Divided Highways

Third - Driver's view is obstructed by the crest of the hill within such distance as to create a hazard to oncoming traffic. A violation of California Vehicle Code section 21752. (a) Driving on left prohibited.

Another area of complaint is; Depot employees coming from Reno on A-26, are merging onto A-25 (Susanville road) without yielding to oncoming (east bound) traffic. The posted sign on the curve reads YIELD not MERGE. If you see a vehicle approaching from the left so close as to constitute an immediate hazard, you must stop to allow the vehicle to pass before entering A-

25 (Susanville Road). Failure to do so can result, not only in an accident, but also a citation for a violation of California Vehicle Code section 21803. (a) Failure to yield at an intersection.

Even though this section of road is outside the jurisdiction of Sierra Amy Depot, the department forwarded a request to have morning traffic enforced by the California Highway Patrol and/or the Lassen County Sheriffs Department.

Drive to arrive alive.  
Sergeant Alvarez



## Beating the post-holiday blues

The holidays are over. All the relatives are gone. The Christmas tree has been recycled. You've returned all those "special" gifts you got from your favorite people and are now ready to tackle 2006. You've made your New Years' Resolutions and if you are like most people that lasted about three days. And the bills have started rolling in. You are wondering if you are going to pay off Christmas 2005 before Christmas 2006 arrives. And to top it all off the days are cold, gray, and dreary.

It's not all depressing. Some of you survived your first holiday season alone. Some of you survived your first holiday season sharing with someone. Some of you survived that influx of relatives and are all still on speaking terms. See, it's not all bad.

So what can you do to make sure you are off to a good start this year? Probably most important is to appreciate the fact that you made it this far. Seems a bit simplistic but here you are which means there you go headlong into 2006. Next, don't dwell on what went wrong over the holiday season. Instead focus on what went right. Again, even if the only thing is that you made it through, that is still something positive.

So you are back to work. Seems like the same old dull routine. Nothing changes. Well, you can certainly leave it at that or you can realize that let down after the holidays is normal.



Melody A. French, Ph.D., FNP  
All of the joy, laughter, gift-wrap, food, relatives and stress are over. Relief or disappointment can both feel quite similar. We are also affected by the lack of sunshine that can occur this time of year. It is a simple physiologic fact that sunshine makes us feel better. So get out in the sun. If you work at night make sure your work environment is brightly lit. Maybe paint the office in bright colors or bring in plants & bright things for your desk. Or you could even wear brighter colors than you normally would. The light, bright change in your environment will make a difference.

So, welcome to 2006. Look forward, not back. Brighten your life with sunshine, bright colors and laughter. Or you could do like my son does and simply start your Christmas list for this year.

## Global Good Luck Traditions

With New Year's upon us, here's a look at some of the good luck rituals from around the world. They are believed to bring good fortune and prosperity in the coming year.

**AUSTRIA** - The suckling pig is the symbol for good luck for the new year. It's served on a table decorated with tiny edible pigs. Dessert often consists of green peppermint ice cream in the shape of a four-leaf clover.

**ENGLAND** - The British place their fortunes for the coming year in the hands of their first guest. They believe the first visitor of each year should be male and bearing gifts. Traditional gifts are coal for the fire, a loaf for the table and a drink for the master. For good luck, the guest should enter through the front door and leave through the back. Guests who are empty-handed or unwanted are not allowed to enter first.

**WALES** - At the first toll of midnight, the back door is opened and then shut to release the old year and look out all of its bad luck. Then at the twelfth stroke of the clock, the front door is opened and the New Year is welcomed with all of its luck.

**HAITI** - In Haiti, New Year's Day is a sign of the year to come. Haitians wear new clothing and exchange gifts in the hope that it will bode well for the new year.

**SICILY** - An old Sicilian tradition says good luck will come to those who eat lasagna on New Year's Day, but woe if you dine on macaroni, for any other noodle will bring bad luck.

**SPAIN** - In Spain, when the clock strikes midnight, the Spanish eat 12 grapes, one with every toll, to bring good luck for the 12 months ahead.

**PERU** - The Peruvian New Year's custom is a spin on the Spanish tradition of eating 12 grapes at the turn of the year. But in Peru, a 13th grape must be eaten to assure good luck.

**GREECE** - A special New Year's bread is baked with a coin buried in the dough. The first slice is for the Christ child, the second for the father of the household and the third slice is for the house. If the third slice holds the coin, spring will come early that year.

**JAPAN** - The Japanese decorate their homes in tribute to lucky gods. One tradition, kadomatsu, consists of a pine branch symbolizing longevity, a bamboo stalk symbolizing prosperity, and a plum blossom showing nobility.

**CHINA** - For the Chinese New Year, every front door is adorned with a fresh coat of red paint, red being a symbol of good luck and happiness. Although the whole family prepares a feast for the New Year, all knives are put away for 24 hours to keep anyone from cutting themselves, which is thought to cut the family's good luck for the next year.

**UNITED STATES** - The kiss shared at the stroke of midnight in the United States is derived from masked balls that have been common throughout history. As tradition has it, the masks symbolize evil spirits from the old year and the kiss is the purification into the new year.

**NORWAY** - Norwegians make rice pudding at New Year's and hide one whole almond within. Guaranteed wealth goes to the person whose serving holds the lucky almond.



## Starting the year with New Year's Resolutions

Despite all the stress (and bills!) that the holidays bring, December really is the season for kicking back and enjoying yourself. And to top it all off, you have the excitement and chaos of New Year's Eve.

It's hard not to start making resolutions and creating goals on New Year's Eve. There's that sense of renewal, of rebirth, and the guilty awareness that you ate your own weight in chocolate during the holidays. Sure, last year's resolution didn't make it past the fifth of January, but hey, this year's going to be different, right?

### Sticking to Your Resolutions

Sticking to resolutions are hard. Resolutions are often changes that you would like to see yourself make, but changes are very difficult to enforce—

and if only gets harder the older you get. But that doesn't mean change is impossible. Here are some things you can do to stick to your resolution:

Don't try everything at once. The temptation of the New Year is to run off a list of everything you've ever wanted to change. Don't fall for it! You'll have better luck fulfilling one or two goals than you will a list of fifty. You can always add new resolutions to your list later. Take one thing at a time.

Word your resolution carefully. Let's say your resolution is to relax more in the coming year. Word this carefully. Try not to think of it as "This year I am going to relax." That's a stress-inducer waiting to happen. It forces you into thinking of the resolution as something you must do, not

something you want to do. Try to make it sound a little gentler: "This year I'm going to explore different ways of relaxing." It also suggests more of a resolution plan—you'll be keeping the resolution by experimenting with relaxation techniques. The first resolution sounds as if you're going to force yourself to relax by sheer willpower.

Make a plan. Once you know what your New Year's resolution is, try to break it down. Nobody accomplishes anything of significance by trying to do it all at once. This doesn't have to be a complicated resolution plan; just brainstorm enough to give you a place to start.

Write your plan down. Stick it up on the fridge, in your locker or wherever you know you'll see it. That way

you'll have a constant reminder, which helps in keeping resolutions. You may want to change the wording as time passes and your goal changes.

Get help. You don't have to be the only one to enforce your resolutions. You may want to ask a friend or family member to help you through this "trying" period. You might even be able to help your friend stick to his or her resolution. It's always easier in groups than it is alone.

Forgive yourself. You're not perfect, so it's unreasonable to think that you won't make a mistake. When you do, don't be too hard on yourself and don't give up. One mistake isn't the end of the world (or the end of your resolution). Keep at it. You'll be glad you did.



Photo by Lynn Goddard

Steve Podhurst, Director of Base Support stands with Merle Paytas, Base Support Administrative Assistant, Santa Claus (aka Gary Chandler, Building Roads and Grounds Work Leader), Dana Dickman, Maintenance Division Office Automation Clerk, and Mrs Claus (aka Ralph Schroepfer, Carpenter) in front of the toys that were bought with the moneys generated from fund raisers spearheaded by Merle and Dana. The toys went to the "Toys For Local Children" charity. Employees spent 25 cents to vote for the DBS employee that they would like to see dressed up as Mr. and Mrs. Claus. Santa Claus and his old lady (er, I mean Gary and Ralph) gave a safety briefing to DBS employees prior to joining in on their holiday party. DBS raised over \$350.00 and would like to send out a special "Thank You" to Ace Hardware in Susanville for making a contribution to their worthy cause.



Everybody loves a Conga (especially Mr. Sabatino)!! Much fun was had by all at the 4th Annual Holiday Ball. If you did not attend, you missed a wonderful dinner, followed by some very lively dancing, and great door prizes. Start making plans now, so that you don't miss it next year.



Supervisors for Shipping/Receiving Branch in Mission Operations (above) acted as Santa's helpers to serve up a very tasty meal to employees (below) at their Holiday party.



Student hire, William Wilke volunteered to raffle his hair to help raise money for the DBS toy drive. He will be entering the Air Force this month. Mark Paytas, Network Security Specialist at the Directorate of Information Management, had the winning ticket and won the rights to shave Williams head. Good Luck to you William, and thank you for your generous contribution.

## TOP TEN NEW YEAR'S RESOLUTIONS



1. LOSE WEIGHT
2. STOP SMOKING
3. STICK TO A BUDGET
4. SAVE/EARN MORE MONEY
5. FIND A BETTER JOB
6. GET ORGANIZED
7. EXERCISE MORE
8. BE MORE PATIENT
9. EAT BETTER
10. BE A BETTER PERSON

## Contracting 101

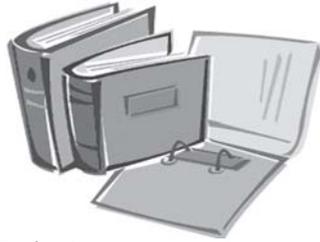
### Who is an end user?

Those of us in the Contracting Office take it for granted that everyone knows who an "end user" is. Do you know if you are an end user or not?

An end user is basically the person that needs something in order to perform their job. The end user can also be referred to as the "requiring activity."

Let's see how the end user becomes important to the contracting process. When a need is identified to perform a job, normally the end user provides a description of the item/service to the individual in the requiring activity that is designated to initiate a purchase request. (Note: Sometimes the end user is also the person that generates a purchase request.) These purchase requests eventually get to a purchase cardholder, the Supply Office or the Contracting Office who will actually make the purchase.

If the end user doesn't provide an adequate and complete description of the item/service needed, the person



placing the order may not purchase what the end user wanted. Or, the person placing the order may have to make several attempts to get additional information from the end user which can result in a delay in getting the item/service, wasting precious time.

End users that provide detailed information when the purchase request is initiated, save a lot of time in the long run and they usually get what they want. That's why an end user is important to the contracting process.

Now that we've established who an end user is and how important they are to the contracting process, if you are an end user, please pay particular attention to subsequent bulletins as they affect you!

## Speed and traffic enforcement

### No grace period for speeding

By Kenneth Holmes  
Deputy Chief of Police

A couple of issues have arisen lately regarding misconceptions on use of privately owned vehicles (POV's) in the Mission Operations Area. The most important issue is speed. Verbal warnings and a suggestion for all personnel to slow down have been provided to several drivers. The Law Enforcement Division will be issuing citations for speeding violations.

In discussing speed issues with various employees, other issues were also highlighted as needing to be publicly addressed with the work force. These issues include driving POV's through the stack area and through both paved and gravel storage areas, parking adjacent to warehouses, driver courtesy, and speed limits where none are posted.

The publicized 30-day grace period for POV's was only agreed upon to allow for confusion over authorized parking areas within mission, NOT for speed or driving in unauthorized areas. There is no grace period for speeding. Nor is there any excuse for driving your privately owned vehicle off the designated paved roadways.

The speed limit within warehouse operations areas, or storage and maintenance areas, is 20 miles per hour (mph). In some areas of Mission Operations, due to roadwork being conducted, posted speed limit signs are missing. If no limit is posted, 20 mph is the general rule for a non-posted roadway outside of pedestrian and work areas.

Speeding in a government vehicle is the same as speeding in a POV. If you are not in a marked emergency vehicle, using lights and/or a siren, you are required to keep to the posted limit.

Posted limits are to be obeyed. Persons stopped for excessive speed may be cited for any violation of the vehicle code, to include seat belt violations. Under conditions of poor visibility, wet or slick road conditions, heavy vehicle or pedestrian traffic, or other conditions in which a reasonable and prudent driver would slow down, you can be cited for going too fast for conditions regardless of the posted speed limit. Use common sense and slow down for unsafe conditions.

There is no exception to driving off the roadway. Taking shortcuts through gravel or paved storage and maintenance areas from your parking area to

the nearest road is not authorized. We have already had one injury accident caused by this practice. These areas are not lit during hours of darkness because the areas are not designated roadways! Driving through these areas is an extremely unsafe practice and persons who are observed driving POV's through these areas may be cited for unsafe driving! This is a violation of both traffic and safety regulations!

Any supervisor, foreman, or lead that observes anyone driving a POV through a gravelled or paved storage or maintenance area, is expected to take official action for a safety violation. An administrative action may be taken for safety violations, or for disobeying depot regulations, or for failure to follow instructions. You do not need to wait for a police officer to take official action for unsafe driving habits; you may use the administrative process to address unsafe behavior and disobedient conduct. It is everyone's responsibility to ensure that those people driving through these areas in POV's are stopped from placing our employees, government or contractor, at risk.

There is no parking of civilian vehicles adjacent to warehouses, loading docks, maintenance areas, or other buildings except where clearly marked as a parking area, i.e. Bldg. 201 or the south end of Warehouses 311, 355 and 356. Telling the officer that you were just there to see someone, you were in the car in case you needed to move it, or the motor was running so you weren't really parked, are not acceptable. No parking means NO parking; there is no exception authorized "just for a minute."

Leave here five minutes earlier and prevent large waiting lines at the main gate. In addition to regular ID checks we will again be doing random vehicle inspections. Make allowances for being stopped and leave a little early.

Be courteous at intersections. Even if you have right of way, it doesn't hurt to stop and let someone on a side street out, especially if there is a long line of vehicles in either direction.

Safety is the single most important issue in the workplace. Speeding, driving in unauthorized areas, and discourteous behavior in a privately owned, or government vehicle are safety violations as well. Like all other safety standards on Sierra Army Depot, these are going to be strictly enforced!

## Saving energy saves big money

By Robert Gee  
General Engineer

In this era of rising energy costs, the idea of receiving a substantial credit on your electric bill almost sounds like a prize on a game show. But if you're in the market for some new appliances, saving energy can save you some real money. The Lassen Municipal Utility District (IMD) is offering its customers bill credit rebates when they purchase a qualifying ENERGY STAR appliance. Ken's Repair Service, G&M Maytag, and Susanville Sears are local vendors participating in the rebate program.

ENERGY STAR appliances incorporate advanced technologies that use 10 - 50% less energy and water than standard models. ENERGY STAR refrigerators and freezers can net you a \$100 credit. Washers and dryers that bear the ENERGY STAR name are worth \$75 worth in free electricity. Your dishes will truly shine when you receive your \$75 rebate because you purchased an ENERGY STAR high-efficiency dishwasher. And if you want to light up your life, credits are also offered on ENERGY STAR qualified Compact Fluorescent

Lamps. You can also receive credits for the installation of the lamps.

The savings are twofold. You'll save with the rebate from IMD, but you'll also reap financial benefits worth after month while using 10 - 50% less energy and water. ENERGY STAR appliances help protect our environment too. If just one in 10 homes used ENERGY STAR appliances, the change would be like planting 1.7 million new acres of trees.

The ENERGY STAR rebate program, it's good for your budget and good for our planet.

For more information on the rebate program, call IMD at 257-4175. If you would like additional information on the program, contact Robert Gee at 827-4679.



## Public Works employee of the month

By Mary Deming  
EP&S Division

Chris Buffran is a Production Support Mechanic in Facilities Maintenance. Odds are if you work with any type of machinery on the depot, you will cross paths with Chris. He is part of a talented team that is responsible for the daily maintenance and repair of most of the Depot's heavily used tools and equipment.

Chris is responsible for the maintenance and repair of all the production support machinery in the metal shop. In the paint shop he oversees the air compressors, as well as the blast and paint booths. He also monitors the quality of the breathing equipment used in the paint booths.

Chris' day starts early as he and the other members of his team make the rounds, checking on key pieces of equipment throughout the Depot. It usually takes a couple of hours to complete, but that's on a good day. Chris and the team constantly perform preventative maintenance, so small problems stay small.

He originally hails from Susanville, Calif. He has 22 years of experience

working on large-scale mining and industrial plant equipment. He's worked as far away as Alaska, but he and his wife relocated when they wanted to be closer to relatives and yearned for a slightly warmer climate. They searched for a decent place to raise their daughter and Susanville fit the bill. Chris' daughter is the fifth generation in his family to be raised in Lassen County.

Three years ago Chris was hired at Sierra as a General Support Worker and has worked his way up to his current position of Production Support Mechanic. Chris freely admits he enjoys the variety of his job. "You never know what you'll work on next," he says. "We have good communication in the shop as a team. And many times we are an emergency call service, so good communication is key. I enjoy the challenges and it's never boring."

So if you see Chris or any of the Facilities Maintenance crew out and about, be sure to send a "thank you," their way. They perform a vital part of our mission by keeping all the production support machinery maintained and in shape.

## Propane safety in the Winter

By Richard Rock  
Utilities Maintenance Leader

Propane is a common heat source in this area. Propane is a very safe fuel, but as with any energy source, there are steps you should take to ensure your safety. If you detect a gas leak, immediately evacuate everyone from the house and call your local propane provider or the fire department from a neighbor's telephone.

Learn to recognize what propane smells like. Propane retailers have scratch-and-sniff pamphlets to help your family be aware of its distinctive odor. Know where gas lines are located, so you won't damage them when digging or working in the yard. Change or clean furnace filters regularly as recommended by the manufacturer. Don't store cleaning fluids, oil-soaked rags, gasoline, or other flammable liquids near a gas-burning appliance where vapors could be ignited by the pilot light.

**CLEAR THE SNOW.** You should clear heavy snow and ice from regulators, regulator vents, piping, tubing, and

valves. Failure to do so can cause damage that could result in a gas leak. Appliance vents, chimneys, and flues also must be kept clear of snow and ice so appliances can vent properly. This is especially critical on the roofs of mobile homes. Clear snow carefully. Use a broom rather than a shovel to avoid damaging any components. Also, clear the walkway and tank area so that propane-company personnel have ready access to your tank.

**WHAT IF SOMETHING DOESN'T LOOK RIGHT AFTER A STORM?** If your tank has shifted position; gas lines are bent, broken, or damaged; or you see something else unusual about your system or appliance, turn off the main gas supply valve on your propane tank, if it is safe to do so. Then contact your propane retailer or a qualified service technician.

Being alert and taking the proper precautions will assure you a warm, snug, and safe winter season. Please contact Dick Rock at 827-4376 for more information.

## Employee's turn a standard truck into a sander/spreader



Employees from the Motor Pool and the Welding Shop modified a pick up truck to be used as a sander/spreader to help during periods where snow removal is needed. When good weather arrives, the sander/spreader can easily be converted back into a pick up within two hours. Pictured next to the modified truck are Frank Somerville and Robert Idzinski both from the Motor Pool. Not pictured, but still very involved in this project were Dennis Thomas, Motor Pool and Leon Huffman and Norm Haynes from the Welding Shop. Great work guys!

## Santa brings joy to the children

By Lanaya Chapman  
Youth Services

The Child and Youth Services Annual Christmas Tree Lighting Ceremony was a great success this year. Despite the weather of harsh winds and rain, the Harlong community pulled through and we had 250 people show up. Lt. Col. Brian Butler, depot commander, attended to welcome all of the families, and Martha Olsen gave the benediction. Our surprise guest Santa showed up and the CYS provided toys for all of the youth and refreshments. We had an awesome time and would like to thank everyone involved especially the volunteer elves!!! All of the staff at CYS wish everyone a very Merry Christmas and a Happy New Year!!!!



At left, Tessa sits on Santa's lap and tells him she has been very nice this year and then tells him what she would really like for Christmas, while Chrissy, Santa's elf looks on.



Edward Hopkins is all smiles as he receives his 40 year length of service award and pin from Lt. Col. Brian Butler, depot commander during an award ceremony held in Building 304. Hopkins began working at Sierra Army Depot in Sept. 1986 after 21 years of active duty in the Army. Hopkins enjoys bowling, fishing, model trains and restoring his 1953 GMC custom classic pick up. Photo at right, Belinda Banks receives her 20 year length of service award and pin from Butler during the same ceremony. Banks came to Sierra about a year ago from Red River Army Depot where she worked for the Defense Logistic Agency.

## I am METH

By Greg Pryor  
ADCO Coordinator

I want to share a message with you from a young female meth addict who was in jail on drug charges. She was found dead not long after she was released from jail with the needle still in her arm. She wrote this letter in jail.

My Name: "Is Meth"

I destroy homes, I tear families apart,  
Take your children, and that' is just the start?

I'm more costly than diamonds, more precious than gold,

The sorrow I bring is a sight to behold  
If you need me, remember I'm easily found,

I'm made in a lab, but not like you think  
I have many names, but there's one you know best,

I'm sure you've heard of me, my name is crystal meth

My power is awesome; try me you'll see,  
But if you do, you may never break free.

Just try me once and I might let you go,  
But try me twice, and I will own your soul.  
The nightmares I'll give you while lying in bed,

The voices you'll hear, from inside your head

The sweats, the shakes, and the visions you'll see,

I want you to know, these are all gifts from me

But you came to me, not I to you  
You knew this would happen, many times you were told,

But you challenged my power, and chose to be bold

You could have said no, and just walked away,

If you could live that day over, now what would you say?

This young girl dies from a drug overdose but was trying to warn everybody in her letter to stay away from crystal meth. This drug is a killer.

We all need to be aware of this problem. The depot can refer people that are suffering from this addiction to treatment programs.

Please call the Alcohol and Drug Control Officer at 4190 for more details on treatment programs in the local area.



# Here comes the new Postal rate increase

By Christine Olsen  
Herlong Postmaster

One thing that never stays the same for more than a few years is the price of a stamp. Like everything else in this society, it increases in cost one little step at a time. Beginning January 8, 2006, a stamp will cost 39 cents. Unfortunately, the increase not just in stamps but in most related postal fees is to fulfill the requirement imposed by Public Law 108-18, which requires the Postal Service to establish a \$3.1 billion escrow account. In other words, if Congress hadn't enacted this law, we wouldn't have needed a stamp rate increase.

The post offices have the new nondenominated 39-cent stamps in stock now in case you want to have them ready to go. We also have a ton of 2-cent stamps in case you are stuck with a bunch of 37-cent stamps. Other fee increases can be found at [usps.com/rate](http://usps.com/rate) case.

Frequently Asked Questions For Customers

Information provided by Headquarters

Why don't you make the price of a stamp an even \$0.40?

No one should have to pay more than necessary. We want to make sure the mail remains a great value. An increase of more than \$0.02 in the price of a First-Class Mail® stamp would impose an unfair share of the burden of operating the Postal Service™ on First-Class Mail® users. A \$0.02 increase results in a more equitable distribution of postal costs among all mail classes.

Also, the majority of retail customers purchase their stamps not in singles but in booklets of 10 or 20 stamps, so pennies are not usually involved in the transaction. A booklet of 10 stamps will increase only 20 cents from \$3.70 to \$3.90, and the booklet of 20 stamps will increase from \$7.40 to \$7.80.

Will international prices also increase?

Yes. There has not been an increase in international prices since January 2001. To the extent possible, the targeted increase was 5.4 percent, consistent with our domestic rate filing with the Postal Rate Commission. The

implementation of international price adjustments will coincide with the domestic price change.

What is the new price of a Priority Mail® Flat-Rate envelope?

The new price for the flat-rate envelope is \$4.05.

What is the new price of a Priority Mail® Flat-Rate box?

The new price for the flat-rate box is \$8.10.

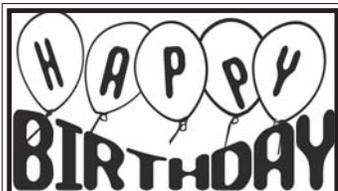
What is the new price of an Express Mail® Flat-Rate envelope?

The new price for the Express Mail® half-pound and flat-rate envelope is \$14.40.

Are there any changes to Delivery Confirmation service or Signature Confirmation service?

Yes. The fees for these services have increased. The new fee for Delivery Confirmation service on Priority Mail® is \$0.50 for the retail option. The new fee for Delivery Confirmation service on First-Class Mail® parcels and Package Services parcels is \$0.60 for the retail option. The new fee for Delivery Confirmation service on First-Class Mail® parcels, Package Services

parcels and Standard Mail subject to the residual surcharge is \$0.14 for the electronic option. Delivery Confirmation service on Priority Mail® and Parcel Select will remain free for the electronic option. The new fee for Signature Confirmation service on Priority Mail®, First-Class Mail® parcels and Package Services parcels is \$1.90 for the retail option. The new fee for Signature Confirmation service on Priority Mail®, First-Class Mail® parcels and Package Services parcels is \$1.35 for the electronic option.



CHAD ALEXANDER - JESSICA AZZANO - DIBBIE BERGSTRAND - FRED BIRD - ROBERT BOULANGER - MATT BUSSELL - RUSSELL COLLIER - MICHAEL CRAIG - DAVID DARLING - WALTER DORMAN - GREGORY ENSOR - GLENN FLANARY - SUSAN FLESVIG - LARR GALLEGRO - CYNTHIA GARZA - DAVID GENTILCORE - VINCENT GOODWIN - JAMES GRAVES - JASON HAGGERTY - ROBERT HARNDEN - WILLIAM E. HARRIS - BILLIE HECKENLIABLE - HEISEY PARKER - RAYMOND HILLIARD - DAVID HOLSEY - BLAKE HUTCHINSON - CAROLYN JEMISON - DONALD JOHNSON - EULA JOHNSON - ALLEN JONES - JUDITH KIESNER - GLORIA LONG - THOMAS MCCLURE - ROBERT MILLER - JOHN MOONEY - DAVID MORRIS - DAVID MOSHER - LARRY PAVAN - KATHERINE PENDLETON - MICHAEL PHELPS - ROBERT PICCO - JOHANNA PITT - ROBIN SANCEZ-LIEVSAY - RALPH SCHROEPFER - MERRITT SHEPARD - FRANK SOMERCILLE - DANNY TRACY - WARREN TUFT - SHEREI UNDERWOOD - ALLEN VANDERVILLE - NICHOLAS VASQUEZ - FRANCIS VAUGHAN - JAMES VINSON - BRETT WEAVER - GROVER WHITE

## MWR Services

Skedaddle Inn Meeting Center  
The Skedaddle 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: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.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: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil) for information. Room rates from \$50.00 - \$60.00 per person.

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m. Call 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](mailto:ITR@sierra.army.mil) or [ok.fem@sierra.army.mil](mailto:ok.fem@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](mailto: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](mailto:vending@sierra.army.mil) to schedule a pick up or service.

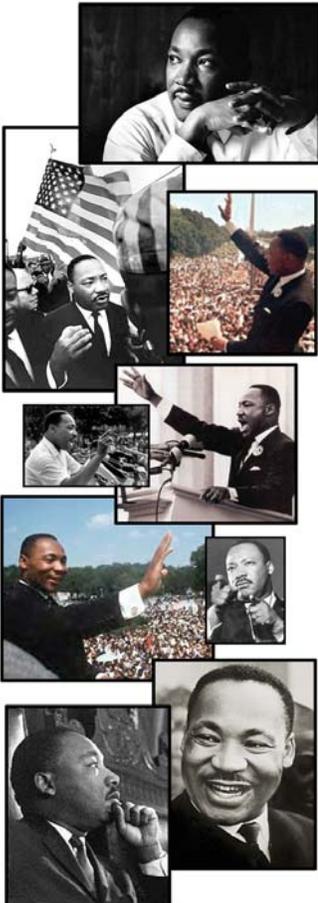
MWR Office

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](mailto:julie.mason@sierra.army.mil). Business Office is (530) 827-4178 or (530) 827-4609.



Pictured (l-r) Back - Dave Nass, Robert Ausmus, Tim Gray, Dave Peterson, Linda Brown, Joni Pitt, Steve Clark, Lenny Moore, Kim Tschirhart, and Bob Picco, Training Coordinator. Front - Terry Barbaree, Instructor, Drew Owen, Diana Eakin, Lonnie Deuel, Debbie Richardson, Jennifer Hranac, Rebecca Houdyshell, Sue Leslie, Pam Murphy, and Steve McDowell, Instructor. Seventeen employees completed a gruelling 80 hour Technical Transportation of Hazardous Materials course on Dec. 15, 2005. This class provided our personnel detailed technical expertise pertaining to all phases of the transport of hazardous material, and satisfied the mandatory training requirements for persons who certify hazardous materials and conduct function specific training for subordinate personnel as specified in the Defense Transportation Regulation (DOD 4500.9-R). Congratulations to all who completed this extremely tough course.

## Refections of Martin Luther King, Jr.



In 1983, the 98th Congress passed Public Law 98-144 to honor the birthday of Martin Luther King, Jr. This was first celebrated as a Federal legal holiday on January 20, 1986 and has been observed on the third Monday of January since that time. Congress' intention was that the holiday "serve as a time for Americans to reflect on the principles of racial equality and nonviolent social change espoused by Martin Luther King, Jr." (36 USC, Section 169j).

King was born on January 15, 1929 and gained national prominence during the Montgomery Bus Boycott. The boycott began when Rosa Parks, a 42 year old seamstress, refused to give up her seat to a white man on December 1, 1955. A Montgomery city ordinance at that time required black individuals to give up their seats to white individuals. The boycott lasted 381 days and served as the impetus in the creation of Southern Christian Leadership Conference. SCLC was founded by Dr. King and others in order to work for civil rights legislation.

From this point forward, King's name became virtually synonymous with the civil rights movement of the late

1950's and early 1960's. He was at the center of almost every major demonstration and was arrested many times. In April 1963, he composed Letter from the Birmingham Jail. Later that year, King delivered his most famous speech when he told participants in the March on Washington "I have a dream."

During the next few years, King and the movement realized many successes including the passage of the 1964 Civil Rights Act, the ruling of the poll tax as unconstitutional, and the desegregation of schools which had ignored the decision reached in Brown v. Board of Education. In 1967, King began to focus some of his energy on the war in Vietnam, a move that many believed to be a betrayal of the civil rights cause. King justified his decision by stating in a 1967 speech that "we have been repeatedly faced with the cruel irony of watching Negro and white boys on TV screens as they kill and die together for a nation that has been unable to seat them together in the same schools."

In early April, 1968, he traveled to Memphis, Tennessee to march in support of local sanitation workers. On the evening of April 3, he delivered his pro-

phetic "I've Been to the Mounaintop" speech in which he said:

I just want to do God's will. And he's allowed me to go to the mountain. And I've looked over, and I've seen the promised land! I may not get there with you, but I want you to know tonight that we as a people will get to the promised land.

So I'm happy tonight. I'm not worried about anything. I'm not fearing any man. Mine eyes have seen the glory of the coming of the Lord!

Dr. King was assassinated the next morning while he stood on the balcony of his room at the Lorraine Motel. In March, 1969, James Earl Ray confessed to the crime. However, Ray has since recanted his confession and in 1978, the U. S. House of Representatives concluded that he had probably been aided by others.

King is buried at what is now the Martin Luther King, Jr. National Historic Site in his hometown of Atlanta, Georgia. The site includes the Ebenezer Baptist Church where he was a copastor with his father. King's tombstone is engraved with the words:

Free at last, free at last, thank God Almighty, I'm free at last.