

The Challenge

Sierra Army Depot, Herlong, CA

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Huntsville Center, partners- test new concept for removing unwanted structures from Army installations

By Debra Valine
Huntsville Center Public Affairs

So, you work on a small military installation with some small structures you no longer need and you're looking for a cost-effective way to remove them from your inventory. The U.S. Army Corps of Engineers, Engineering and Support Center in Huntsville, Ala., is looking for the same thing.

In July, Huntsville Center paired with Sierra Army Depot; Sacramento District, U.S. Army Corps of Engineers; Frankie Friend and Associates of Englewood, Colo.; B. Starling & Associates, Inc. of Mount Holly, N.C.; ICONCO/LVI Demolition Services of Oakland, Calif.; and R.J. Diven Consulting, LLC, of Coeur d'Alene, Idaho, to test a new concept that may provide another avenue for removing unwanted structures from Army installations while reducing costs.

The concept, the Regional Mobile Demolition Team (RMDT) Program, provides a simpler, time-saving means to remove smaller, abandoned or other excess structures that are not normally large enough to constitute a cost-effective, stand-alone project.

"The intent is to offer a cost-effective solution for removing 'nuisance' structures by overcoming the overhead cost and administrative burdens associated with removing structures that are not normally 'worth all the effort' for such a small project," said David Shockley, the Facilities Reduction Program manager at the Huntsville Center. "As envisioned, the success of this concept is contingent on the saving of time and money through centralized, streamlined procurement and administrative processes and the predictability and productivity of an RMDT contractor."

The Facilities Reduction Program has several options available for installations that need to remove un-



Alex Villalbazo, ICONCO/LVI Demolition Services, picks up the smaller pieces of debris with a bobcat. Several buildings around depot were tagged to be part of this pilot program with the Corps of Engineers. The building demolished in this photo used by the Air Force Combat Ammunition Center in the late 1980's.

needed structures. A Best Practices Toolbox is located on the Internet that provides information on those options at: <https://eko.usace.army.mil/frptoolbox/index.cfm>. Anyone with access to Army Knowledge Online can access the site.

The test conducted July 18-21 at Sierra Army Depot successfully removed three structures that had long been on the list of buildings that needed to be removed from inventory. While the cost to remove the buildings was a little higher than expected, it was still about half what demolition usually costs.

"We had what I consider a great success at Sierra," said Bob Starling, president of B. Starling & Associates, Inc. who is working as project coordinator for Frankie Friend and Associates, Inc.. "We got Bldg. 597 removed, the coal bin on main post near the front gate removed, and Bldg. 402, the old boiler plant, removed. We were not able to remove the two boil-

ers completely from the site of 402, but Carol Gordon fully agreed with leaving them behind."

Carol Gordon is the Sierra Army Depot real property specialist.

"I believe that we proved beyond a shadow of any doubt that the concept can work," Starling said. "Part of the solution and execution must be a supportive DPW staff like Carol Gordon, Heather Coursey and Larry Duncan and a flexible demolition contractor. Andres Velazquez of ICONCO/LVI Demolition Services tried his very best to provide quality work in a timely fashion and I believe he was successful in his endeavor."

The Huntsville Center project manager contacted Sierra Army Depot officials about conducting the test. The Center offered to remove the structures at no cost to the depot for a chance to test the concept.

"Every other year we provide building demolition statistics in our fa-

cilities reduction plan," Gordon said. "The test helped us get rid of some eyesores and reduce our inventory. If this works out really well, I would like to have them come back and demo more facilities."

The RMDT Program will reduce the installation's demolition project workload by removing several administrative, financial and management burdens and shift them to a more efficient and productive central manager.

"The installation benefits by having a single central expert to manage the contract, assist with demolition contractor coordination and provide hands-on technical assistance for project preparation and execution," Shockley said. "The demolition contractor benefits by getting more work, greater project scheduling flexibility, a centrally awarded and managed Indefinite Delivery Indefinite Quantity-(IDIQ) type contract and a more stable and

STRUCTURES (See Page 12)

Commander's View

Many of the articles in last month's edition of The Challenge focused on different depot policies. I asked to have them published to ensure we all understand our responsibility to ensure a safe, ethical workplace. If there is ever a question concerning the propriety of an act or practice in the workplace, I encourage you to contact the depot legal office, our acting IG, Mr. Bob Picco, or the Commander's Hotline for clarification. If we all know and understand the rules, compliance becomes a habit.

In order to remain fully competitive within the DOD environment, all Sierra Army Depot employees need to be committed to securing the Depot's future. There are three key areas I'd like you all to focus on every day: SAFETY, PRODUCTIVITY and QUALITY.

SAFETY – We can't have any accidents. It's that simple. We owe it to ourselves, co-workers and families to insure each and every operation we do, every day, is conducted in a



Lieutenant Colonel Brian D. Butler truly safe manner. Each employee must remain vigilant in their respective work environments to make certain they are 100% SAFE, 100% of the time.

PRODUCTIVITY – We need to continuously seek out better ways to perform tasks at lower cost, and to use our people more effectively. We are well on our way to accomplishing this through LEAN Rapid Improvement

events, but there is still much more work to be done. We need your ideas and suggestions to increase the efficiency, timeliness and quality of all of our operations. If you have an idea for a future LEAN event in your work center, make your thoughts known.

QUALITY – We can't afford to do things twice; correcting mistakes costs us all. Whether it is a generator, ROWPU, or the address on an envelope, our daily work habits must guarantee our respective tasks are done right the first time, ultimately resulting in a quality product and a satisfied customer. Always remember that our customers have a choice regarding the allocation of their workload, and that we need to count on each other every day to meet their expectations. None of us can do it alone, and the quality of work of each individual plays a critical part in the establishment of our reputation as a team.

All of us, as individuals, can make a significant impact on the future of Sierra Army Depot in these three areas.

If each and every one of us make a personal commitment to our collective success, we'll be unbeatable.

As the summer draws to an end, that tends to bring about family gatherings before everyone goes back to school. I want to stress the importance of safety in your day to day lives. When you are on your watercraft, camping, or in a vehicle making that last long trip, always think safety.

I hope that everyone has a very safe and happy Labor Day weekend.

Thanks for the hard work every day – Let's Get to Work!



The Union's Position: AFGE, Local 1808

In a continuing effort to keep the work force informed on the A-76 process the below article is taken from Circular A-76.

Standard Competition Process: Performance Decision

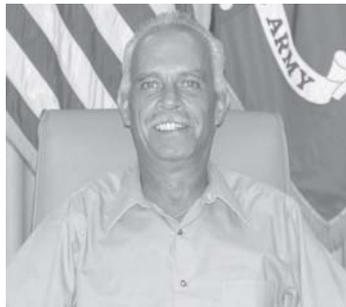
The Source Selection Process and Performance Decision

An agency can only use one of the four procedures to make a source selection and performance decision (i.e., decide who wins the competition) in a standard competition:

1. Sealed Bid Acquisition Process
2. Lowest Price Technically Acceptable Source Selection Process
3. Phased Evaluation Source Selection Process
4. Tradeoff Source Selection Process

Sealed Bid Acquisition Process

Under a sealed bid procedure, all competitors submit their bids in sealed envelopes at the same time. They are



Jim Swistowicz, Union President

all opened at the same time, and the lowest bidder wins. In the case of a contractor's bid, the decision to declare them the winner occurs after their offer is evaluated as to whether or not it met the requirements of the solicitation.

Lowest Price Technically Acceptable Source Selection Process

Under this method, the Contracting Officer opens all the bids and evaluates whether or not they are tech-

nically acceptable — i.e., do they appear to be able to do the work and do they meet the requirements of the solicitation. The Contracting Officer then awards the contract to the lowest price bidder of those bidders who are deemed technically acceptable.

The Contracting Officer may conduct discussions with the bidders to determine whether they are a technically acceptable source. This type of communication is highly structured to ensure one bidder doesn't achieve competitive advantage over the others.

Phased Evaluation Source Selection Process

This process is also called a "two-step" competition. In phase one, the agency evaluates technical capability, and in the second phase, the agency evaluates cost. The agency then makes its decision to award the contract (performance decision) based on which of the technically acceptable bidders

promises to do the work at the lowest cost. This method requires the submission of complete offers and tenders, including separate technical proposals and cost proposals/estimates, by the solicitation closing date.

The solicitation under this methodology permits bidders to submit alternative performance standards that differ from the solicitation's performance standards. If the agency receives no alternate performance standards, or does not accept any of the alternate standards, then the Source Selection Authority (SSA) shall determine a performance decision based on the solicitation's performance standards.

Tradeoff Source Selection Process

This process is also called a "best-value" method. An agency uses this method when it wishes to consider fac-

UNION (See Page 4)

The Challenge

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Lynn Goddard

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



SIERRA ARMY DEPOT HAS WORKED 4 DAYS SINCE OUR LAST ACCIDENT



As of August 28, 2006

Look for this sign as you come through the main gate



BE AWARE!

For the Month of
September

Are you working in 353 or 208

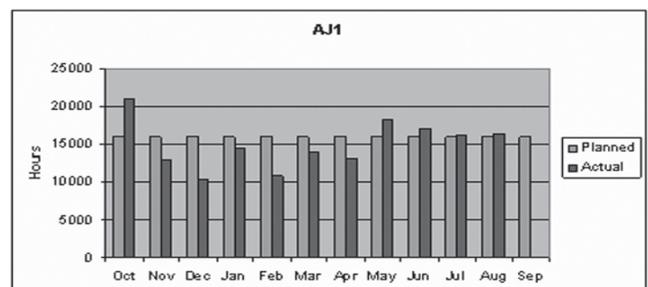
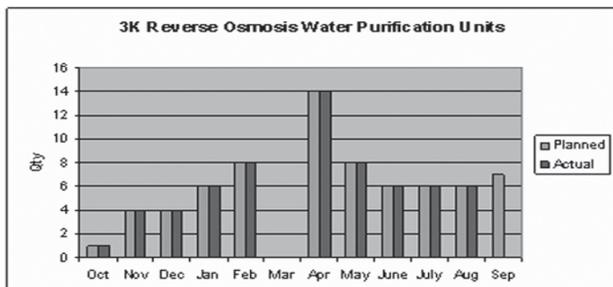
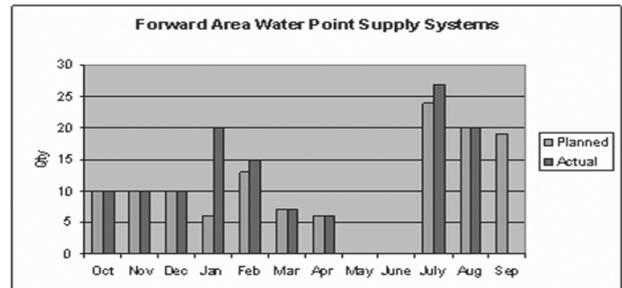
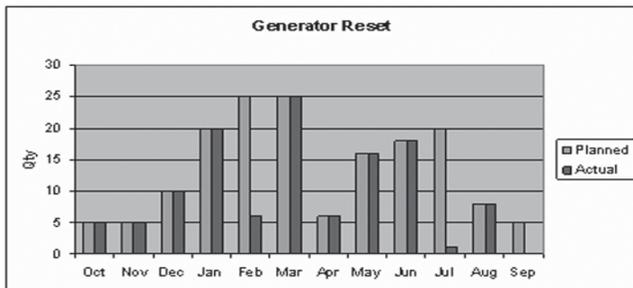
Are you a General Support Helper

Then you are prone to
Arm/Hand Injuries

Data provided by Safety Office



Sierra Army Depot Production Requirements As of Aug 31, 2006



Understanding Contracting 101

Contractors providing on-site services



We frequently place awards to contractors for on-site services that include, but are not limited to, maintenance of various types of equipment.

These orders have limitations such as a total authorized dollar amount for the maintenance or repair.

This dollar amount is based on the scope of work that is covered in the order.

There have been occasions where once the contractor was on-site and performing the work, additional expenditures occurred because more parts

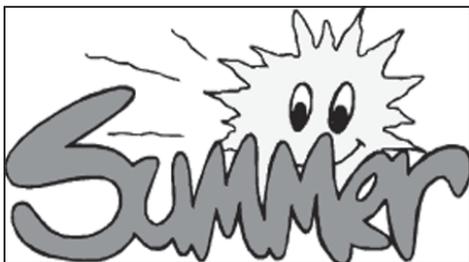
or time was needed to complete the maintenance/repair. When this happens, end users or the government employee overseeing the maintenance needs to contact the Contracting Office or the purchase card holder.

The government employee should never authorize the additional work or additional expenditure of government funds. If the government employee takes it upon themselves to authorize the continuance of work beyond the scope of work and total dollar value of the order, that person can be held liable for the additional expenses incurred. This authorization is considered to be an "unauthorized commitment". Unauthorized commitments require ratification by the Depot Commander in order to pay the contractor for the additional charges.

The only individuals that can authorize additional expenditures are a Contracting Officer or a purchase cardholder. However, you need to keep in mind that

cardholder's only have the authority to purchase services up to \$2,500 with their cards and some cardholders have even a lower dollar threshold. But regardless of their limitations, cardholder's always need to be advised if more time or parts are required to complete the job and they need to be notified before the vendor is authorized to proceed.

Services that originally are estimated to be under \$2,500 for purchase by a cardholder that requires additional time/parts which then exceed the \$2,500 can cause more problems. First, the Service Contract Act kicks in over \$2,500 and needs to be incorporated into the order. There are also competition and small business issues over \$2,500. So, government employees need to be very careful when services are required and the contractor indicates that more time/parts are required then originally anticipated.



Army Suggestion and Value Engineering Programs Hibernating but Alive!

By Kevin Pasley
Resource Management

Many of you are probably wondering what has happened to the Army Suggestion and Value Engineering programs at Sierra Army Depot.

These particular programs were being managed by Cliff Louie, who retired in April, 2006. Unfortunately, these programs were put on the shelf after his departure, and were not given their proper care the last 4 months.

However, the Resource Management, Management Analysis and Manpower Division, is currently in the process of waking these programs up, and brushing the dust off the open suggestions.

If you submitted a suggestion, you will be personally contacted by a member of the RM team within the next 30 days to inform you of the status of your suggestion. If you have a new suggestion, you may submit it online through the Army Suggestion Program at <https://armysuggestions.army.mil>

RM is working with the Quality Engineering Office (QEO) to identify potential Lean savings, which may be used to achieve the TACOM yearly VE goal. The POC for the VE program at Sierra is Kevin Pasley, X4109.

If you have any questions or need assistance with a suggestion, please contact Laurence Rose, X4247 or Kevin Pasley, X4109.

UNION: (From Page 2)

tors other than cost to make a contract award. An agency may use the tradeoff processes in a standard competition of:

- information technology activities;
- commercial activities performed by a private sector source;
- new requirements; or
- segregable expansions (i.e., an increase to an existing commercial activity that can be separately competed.

An agency also may use a tradeoff source selection process for a specific standard competition if prior to the public announcement of the competition, the CSO:

- approves, in writing, the use of the tradeoff source selection process; and
- notifies OMB of the approval by forwarding a copy of the written approval.

Under a tradeoff source selection process, an agency may select an offer that is not the lowest priced offer or tender only if the decision is within the agency's budgetary limitation, i.e., you cannot spend more than your budget when using this methodology.

As with the two-phase acquisition, prospective providers may propose alternate performance standards that differ from the solicitation's performance standards.

Conversion Differential

In standard competitions, the Circular adds a safeguard that requires that there actually be some marginal savings before work is shifted from federal employees to an outside contractor. This safeguard is called the conversion differential (also known as

the "minimum cost differential" (MCD)), and it requires that a contractor bid must exceed the in-house bid by at least the lesser of (1) 10% of the personnel costs of federal employees or (2) \$10 million. The MCD serves as a very rough estimate of the cost of holding a competition and transitioning between federal employees and an outside contractor. This requirement prevents taxpayers from being disadvantaged by shifting work back and forth for marginal or no savings.

After the Performance Decision

1. An agency is required to make a formal public announcement (at the local level and via FedBizOpps.gov) of the performance decision.

2. The agency must offer a debriefing to directly affected government personnel (and their representatives). [The debriefing is an important event in which your local should participate.]

Decision Implementation

Once an implementing decision is made, the decision is implemented as follows:

1. When a contractor wins:

· The Right of First Refusal will be applied to adversely impacted workers. When the agency is the incumbent service provider (i.e., current provider), the Contracting Officer shall comply with FAR 7.305(c) regarding the right of first refusal.

· The HRA shall provide the Contracting Officer with a list of adversely affected employees as soon as possible after the performance decision is made.

2. If the Agency wins: The Contracting Officer shall establish a MEO letter of obligation with an official responsible for performance of the MEO. This letter of obligation, in effect, becomes contract between the agency and its own agency provider.



Evaluate the depot monthly newspaper

Editor's Note: Your help is needed in evaluating the effectiveness of *The Challenge*. This readership survey is designed to find out what you like and dislike about the paper. You do not need to put your name on the questionnaire. Your responses on the survey are completely confidential. Please take a few minutes to fill it out, then either drop it off at the Public Affairs Office, send it through official distribution or mail it by October 10, 2006 to: Public Affairs Office, Bldg. 150 (Room A4), Sierra Army Depot, Herlong, CA 96113. Thank you for your help.

Directions: Circle the letter to indicate your response for each question. Unless otherwise directed, circle only one response for each question or sub-item of a question.

1. Have you read an issue of *The Challenge* (beside this one) in the past year?
 - A. Yes (Continue to Question 2)
 - B. No (Go to Question 4)
2. How often do you usually read *The Challenge*?
 - A. All or almost all of the time
 - B. Most of the time
 - C. Some of the time
 - D. Once in a while
 - E. Never
3. About how many issues of *The Challenge* have you read in the last year? (Circle the closest number)

1	2	3	4	5	6
7	8	9	10	11	12
4. How soon after *The Challenge* is distributed do you usually read it?
 - A. Same day it is distributed
 - B. About a day or two after it is distributed
 - C. About three or more days after it is distributed
 - D. Varies greatly from issue to issue
5. How much of each issue of *The Challenge* do you usually read?
 - A. All or most of it
 - B. Quite a bit
 - C. Some
 - D. A little
 - E. Almost none of it
6. How do you usually obtain an issue of *The Challenge*?
 - A. Official distribution
 - B. Post Office
 - C. At home
 - D. Other (specify) _____
7. To what extent do you find *The Challenge* a reliable source of news about what is going on in the Army?
 - A. Very great extent
 - B. Great extent
 - C. Moderate extent
 - D. Slight extent
 - E. Not at all
8. To what extent do you find *The Challenge* as a reliable source of news about what is going on at Sierra Army Depot?
 - A. Very great extent
 - B. Great extent
 - C. Moderate extent
 - D. Slight extent
 - E. Not at all

9. How do you feel about the amount of coverage in *The Challenge* given to the following topics? (Using the 3-letter scale below, select one response for each topic listed.)
 - A. Too much coverage (+)
 - B. About right (o)
 - C. Not enough coverage (-)

- | | (+) | (o) | (-) |
|---|-----|-----|-----|
| 9.1 Awards/ceremonies
(such as retirements,
promotions, awards) | A | B | C |
| 9.2 Current affairs in the
civilian community | A | B | C |
| 9.3 Editorial/commentary | A | B | C |
| 9.4 Family programs/
services | A | B | C |
| 9.5 General features
(about people and
their hobbies) | A | B | C |
| 9.6 Depot events | A | B | C |
| 9.7 Military news | A | B | C |
| 9.8 Topical/controversial | A | B | C |

10. To what extent do you agree with the following descriptions of the content of *The Challenge*? (Using the scale below, please circle one response for each statement.)
 - A. Strongly agree
 - B. Agree
 - C. Neither agree nor disagree
 - D. Disagree
 - E. Strongly Disagree

- | | | | | | |
|-----------------------------------|---|---|---|---|---|
| 10.1 Easy to read | A | B | C | D | E |
| 10.2 Easy to understand | A | B | C | D | E |
| 10.3 Fair and accurate | A | B | C | D | E |
| 10.4 Interesting | A | B | C | D | E |
| 10.5 Provides useful information | A | B | C | D | E |
| 10.6 Source of new ideas | A | B | C | D | E |
| 10.7 Stimulating, makes you think | A | B | C | D | E |
| 10.8 Timely, up to date | A | B | C | D | E |
| 10.9 Well written | A | B | C | D | E |

11. How do you rate the following aspects of the appearance of *The Challenge*? (Using the scale below, please circle one response for each aspect.)
 - A. Excellent
 - B. Very Good
 - C. Good
 - D. Fair
 - E. Poor

- | | | | | | |
|---|---|---|---|---|---|
| 11.1 Art and illustrations | A | B | C | D | E |
| 11.2 Charts and graphs | A | B | C | D | E |
| 11.3 Layout and design | A | B | C | D | E |
| 11.4 Photography | A | B | C | D | E |
| 11.5 Quality of printing | A | B | C | D | E |
| 11.6 Readability of the print/type used | A | B | C | D | E |
| 11.7 Overall appearance | A | B | C | D | E |

12. Overall how do you rate the regular features in *The Challenge*?

- A. Excellent
 - B. Very good
 - C. Good
 - D. Fair
 - E. Poor
- | | | | | | |
|--|---|---|---|---|---|
| 12.1 Commander's Corner | A | B | C | D | E |
| 12.2 Understanding Contracting 101 | A | B | C | D | E |
| 12.3 Sierra Safety Dawg | A | B | C | D | E |
| 12.4 Hot Topics | A | B | C | D | E |
| 12.5 MWR Services | A | B | C | D | E |
| 12.6 Community Bulletin | A | B | C | D | E |
| 12.7 Safety Charts (Accident/Be Aware) | A | B | C | D | E |

13. Overall how would you rate the content and appearance of *The Challenge*?

- A. Excellent
- B. Very good
- C. Good
- D. Fair
- E. Poor

Thank you for completing this survey. If you have additional comments, please write them on a piece of paper and attach them to this survey. Results of this survey will be noted in a future edition of *The Challenge*.



On-The-Spot Awards



Four ladies within the Resource Management Directorate received on-the-spot awards from Lt. Col. Brian D. Butler, depot commander during an awards ceremony. Top left photo (clockwise) Amy S. Brooner was honored for her resolution of numerous pay issues on behalf of employees of Sierra Army Depot and other agencies. Ramona G. Korver voluntarily took on a project, in addition to her normal duties, that required the gathering and analysis of service-based costing data in answer to a tasker from the Department of the Army. Chin S. Jugan was an instrumental part in the timely and accurate completion of the FY06-09 budget submission. Pamela J. Garner was another employee that played a key part in the submission of the depot budget. Congratulations ladies!



Length of Service Awards



Angela Vaughan - 5 years



Christopher Vaughan - 10 years



Lawrence Laughlin - 10 years



John Schuster - 30 years

Hot topic for the month is provided by Fire Inspector Ehrman

Warehouse Fire Safety - Part I

For the next four editions of *The Challenge*, I am going to provide some valuable information on **WAREHOUSE FIRE SAFETY**. This information was obtained from the **InventoryOps** website, www.inventoryops.com, and prepared by **David Piasecki**.



Fire codes are designed to achieve a minimum level of safety; even though the level of detail in the codes is extensive they can't possibly cover every hazard or combination of hazards. To use traffic laws as an analogy, just because you are obeying traffic laws does not mean that you will not get into an

accident. The same is true of fire codes; they are designed to reduce the opportunities for fires to start, reduce the opportunities for fires to spread, provide for evacuation of occupants, and provide access for fire fighters to extinguish the fire.

Sprinkler systems are engineered to cover a specific commodity classification in a specific storage configuration. Changes such as introducing a new product line, using a different packaging material, or changing from wood pallets to plastic pallets can increase your hazard classification and render your sprinkler system inadequate to control a fire. Also, changing the size of pallets or the way product is stacked in racking can infringe on flu space requirements, reducing the ability of the sprinkler system to control a fire. It's also a common misconception that sprinkler systems are designed to extinguish fires. Although they can be designed to extinguish fires, systems designed to meet minimum code requirements are only expected to help control the spread of the fire until the fire department arrives to extinguish it. The fact is, every year buildings with inadequate sprinkler systems burn to the ground.

So how do you determine the level of fire protection your warehouse has/needs? I recommend a combination of a little education and employing the services of a fire protection engineer. Interpreting fire codes can get very complicated and evaluating your system's engineering is not a do-it-yourself project. However, having someone on staff with some basic knowledge of the fire codes will help you ensure you get the best results from working with a fire protection engineer and allow you to quickly identify when operational changes may compromise the original fire protection design. Balancing safety issues with operational issues is rarely a simple task. An overly cautious fire protection design may result in significant loss of storage capacity, high costs, or create ongoing maintenance issues (such as those related to in-rack sprinklers) without necessarily reducing your exposure to hazards. While an under designed system could mean loss of life and property.

When companies think about warehouse fire safety, they usually think of compliance to fire codes and OSHA regulations. While compliance is a good starting point (and is obviously mandatory), there is more to warehouse fire safety than compliance. Below are a few misconceptions about warehouse fire safety.

* My warehouse just passed a fire inspection, therefore, it must be up to code.

* My warehouse is up to code, therefore it must be safe.

* My warehouse was designed with a sprinkler system, therefore it can't burn down.

As much as we all talk about safety coming first, safety projects rarely rate high on our prioritized project lists. The difficulty in obtaining applicable safety and compliance information and the fear of opening a "can-o-worms" by using outside help combined with the fact that you may have just passed a fire inspection makes it easier to justify perpetuating ignorance of safety issues. And certainly most companies can operate under these conditions and never have a serious fire. Unfortunately, some companies will have a serious fire and the difference between a small financial loss and a catastrophic loss with the potential for loss of life will come down to the level of fire safety knowledge and the application of that knowledge to warehouse design and operational practices.

Fire inspections can vary significantly from one jurisdiction to another and from one inspector to another. An inspector in a primarily residential community will likely not be as knowledgeable in the codes related to high-piled storage as an inspector in an industrial area. An inspector that's been involved in fighting a large warehouse fire will likely have a higher sensitivity to certain issues than one that has not had the same experience. Generally, fire inspections are looking for housekeeping-type hazards such as blocked exits, blocked aisles, damaged sprinkler systems, missing or neglected fire extinguishers and exit lights, accumulations of flammable debris, or misuse of electrical equipment such as extension cords. A fire inspector can't possibly inspect and evaluate the hazard classifications of all the product stored and verify the engineering specifications of a sprinkler system on a walk through inspection. If you've made changes to the composition of the products being stored, the types of packaging used, or the storage configuration, it is unlikely that the inspector will be aware of this unless you bring it to his or her attention. And when is the last time you volunteered to give unsolicited information during an inspection?

Help stomp out fires

Harry Ehrman, III
Fire Inspector

Sierra safety dawg says....



SAFETY is the Commanders #1 priority and it should be yours too! This makes total sense, why would you want to hurt yourself or anyone else?

We need your help to keep people from getting hurt and we can do this by just thinking and analyzing for an extra few seconds before doing any task.

Better yet do a JHA or Job Hazard Analysis for each job you do.

The Sierra Team needs everyone's help with this part of the Safety Program.

Please use this Accident Prevention Tool to your advantage. You can get a JHA form from your supervisor or from the Sierra Army Depot Safety Website. The Website has instructions to do a JHA too!

Here are six simple steps to use this tool! Get yourself a copy of a JHA.

1. Think about a specific job and analyze step by step what's involved with the job.

2. Where is the Job Location and could the location itself have the potential to cause an injury from hazardous conditions such as ice, snow, wind, sun, lighting, noise, ect.

3. What are the Key Job Steps? List all and discuss.

4. Describe Tools, Equipment or Materials used, are employees trained to use this equipment or materials?

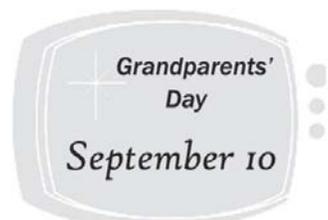
5. Describe the Potential Damage, Injury or Health Hazards that could happen from any of the previous steps.

6. Decide what Hazard Control Measures can be implemented to keep employees from getting hurt.

JHA's can be used as a tool to protect us at work as well as at home. We should do one for every job that could have the potential to cause an accident. They should be discussed at tailgate meetings so all employees in each work center are aware of possible hazards for each job. New or loaned out employees should read these JHA's as well as MSDS's when working in a different work center as part of the HazComm Program. If you have any questions on JHA's call the Safety Dawg at 4787.

WOOF!

Russ Collier, Safety Dawg



SAFETY - Employees must have proper training

By Larry Gallego, Jr.
Safety Specialist

Safety training is one area that is mandated by the Occupational Safety and Health Act for all employees to receive initially and continually throughout their employment. Below is a list of statutes that cover specific areas of responsibility.

Section 1960.54 Training of top management officials.

Each agency shall provide top management officials with orientation and other learning experiences which will enable them to manage the occupational safety and health programs of their agencies. Such orientation should include coverage of section 19 of the Act, Executive Order 12196, the requirements of this part, and the agency safety and health program.

Section 1960.55 Training of supervisors.

(a) Each agency shall provide occupational safety and health training for supervisory employees that includes: supervisory responsibility for providing and maintaining safe and healthful working conditions for employees, the agency occupational safety and health program, section 19 of the Act, Executive Order 12196, this part, occupational safety and health standards applicable to the assigned workplaces, agency procedures for reporting hazards, agency procedures for reporting and investigating allegations of reprisal, and agency procedures for the abatement of hazards, as well as other appropriate rules and regulations.

(b) This supervisory training should include introductory and specialized courses and materials which will enable supervisors to recognize and eliminate, or reduce, occupational safety and health hazards in their working units. Such training shall also include the development of requisite skills in managing the agency's safety and health program within the work unit, includ-

ing the training and motivation of subordinates toward assuring safe and healthful work practices.

Section 1960.56 Training of safety and health specialists.

(a) Each agency shall provide occupational safety and health training for safety and health specialists through courses, laboratory experiences, field study, and other formal learning experiences to prepare them to perform the necessary technical monitoring, consulting, testing, inspecting, designing, and other tasks related to program development and implementation, as well as hazard recognition, evaluation and control, equipment and facility design, standards, analysis of accident, injury, and illness data, and other related tasks.

(b) Each agency shall implement career development programs for their occupational safety and health specialists to enable the staff to meet present and future program needs of the agency.

Section 1960.57 Training of safety and health inspectors.

Each agency shall provide training for safety and health inspectors with respect to appropriate standards, and the use of appropriate equipment and testing procedures necessary to identify and evaluate hazards and suggest general abatement procedures during or following their assigned inspections, as well as preparation of reports and other documentation to support the inspection findings.

Section 1960.58 Training of collateral duty safety and health personnel and committee members.

Within six months after October 1, 1980, or on appointment of an employee to a collateral duty position or to a committee, each agency shall provide training for collateral duty safety and health personnel and all members of certified occupational safety and health committees commensurate with the scope of their assigned responsibilities. Such training shall in-

clude: The agency occupational safety and health program; section 19 of the Act; Executive Order 12196; this part; agency procedures for the reporting, evaluation and abatement of hazards; agency procedures for reporting and investigating allegations of reprisal, the recognition of hazardous conditions and environments; identification and use of occupational safety and health standards, and other appropriate rules and regulations.

Section 1960.59 Training of employees and employee representatives.

(a) Each agency shall provide appropriate safety and health training for employees including specialized job safety and health training appropriate to the work performed by the employee, for example: Clerical; printing; welding; crane operation; chemical analysis, and computer operations. Such training also shall inform employees of the agency occupational safety and health program, with emphasis on their rights and responsibilities.

(b) Occupational safety and health training for employees of the agency who are representatives of employee groups, such as labor organizations which are recognized by the agency, shall include both introductory and specialized courses and materials that will enable such groups to function appropriately in ensuring safe and healthful working conditions and practices in the workplace and enable them to effectively assist in conducting workplace safety and health inspections. Nothing in this paragraph shall be construed to alter training provisions provided by law, Executive Order, or collective bargaining arrangements.

Section 1960.60 Training assistance.

Agency heads may seek training assistance from the SIAD Safety Office.

Editor's Note: (For reference purposes information was obtained from the Occupational Safety & Health Act (OSHA) 29 CFR 1960)



Army establishes Installation Management Command

ARLINGTON, Va. (Army News Service, Aug. 2, 2006) - The Army is establishing the Installation Management Command to improve its ability to provide critical support programs to Soldiers and their families while ensuring its installations are "flagships of readiness."

The command, IMCOM, will come online in early fiscal 2007, and will transform the Army's current installation management structure into an integrated command structure.

The initiative is part of the Army's efforts to reorganize its commands and specified headquarters

to obtain the most effective, efficient command and control structure for supporting the modular force, under which there are three types of headquarters: Army Commands, Army Service Component Commands and Direct Reporting Units.

The current installation management structure is part of the Army Chief of Staff, Installation Management, and includes as separate entities ACSIM directorates, the Army Environmental Center, the Installation Management Agency, and the U.S. Army Community and Family Support Center.

The new IMCOM will consolidate four U.S.-based IMA regions into two, and CFSC and AEC

will remain separate entities as subordinate commands under the IMCOM.

"This new command is the next logical step in the evolution of IMA," said Lt. Gen. Robert Wilson, the ACSIM. "Retaining CFSC and AEC as distinct commands capitalizes on the brand-name trust and confidence these two organizations enjoy throughout the Army."

The new organization will be commanded by a lieutenant general who will also retain the position of assistant chief of staff for installation management on

INSTALLATION (See Page 12)

Youth Services monthly happenings

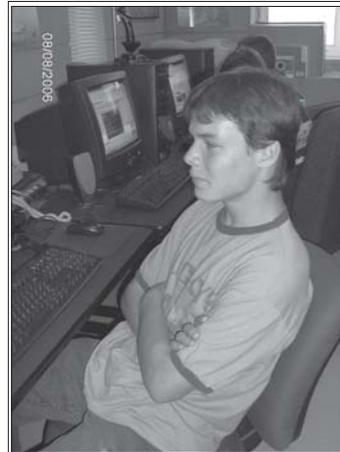
Child and Youth Services (CYS) conducted a Summer Teen Volunteer Program for teens age 14 and up. The objective of the program was for teens to assist with Middle School Camp, Sports Program and Special Projects to learn teamwork, problem solving and organizational skills. Teens were required to make a summer commitment to work Monday-Friday from 8:00-1:00pm. The incentive for the teens included free admission for all summer trips, breakfast and lunch, school supplies and music CD's.

James Babb was the one teen that excelled and exceeded all expectations. Babb would arrive early ready to work and would leave when the day's tasks were complete. He never complained and was always willing to assist all staff from cooking, gathering supplies, to cleaning out a large connex. .

In addition, Babb would organize youth and assist in team activities. He would take initiative to work on projects without being directed to by a supervisor. If something needed to be done, even though it wasn't his job, he would take the initiative to complete it.

Upon completion of various tasks given during the day, he would ask if there anything else to do. Babb possesses strong organizational skills, dedication, and a "can-do attitude." It's good to witness that there are some young people whom have learned a good work ethic. Again, thank you James for all your help and dedication to CYS programs.

The warm weather has allowed CYS to enjoy the outdoors as much as possible. The annual CYS family Eagle Lake trip was a success not to mention as was the MS/Teen Camp where the youth experienced GPS exploration of Fort Sage. Of course, the school-age youth enjoyed some fun of their own with a bubble gum blowing contest.



James Babb takes a short break to research topics for a project he is going to accomplish.



National Alcohol and Drug addiction recovery month

By Greg Pryor
ADCO Coordinator

The 17th Annual National Alcohol and Drug Addiction Recovery Month is September 2006. Drug and alcohol addictions are complex, life-threatening diseases. Recovery month celebrate people in recovery who in spite of the stigma, denial and other barriers to treatment beat the odds and are living healthy and productive lives in recovery. The Alcohol and Drug Control Officer (ADCO) will have an information booth in the mission area 21 September 2006 to give out more material on the subject. The ADCO's booth will be outside of building 306.

The ADCO is available at his office if you need information on alcohol and drug addiction treatment programs in the local community. He can be reached at 530 8927-4190.

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. 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 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.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. 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.

Sign ups are now being accepted for racquetball tournament, flag football league and the basketball tournament.

Outdoor and Equipment Rental

Party rental items are now available along with ATVs. *A safety class is no longer required to rent ATVs.* ALL WATER CRAFT will no longer be available for rental as of September 18, 2006. For information call the fitness center during regular gym hours for fall and winter equipment availability at (530)827-4655 or send an e-mail to fitness.cener@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 christopher.long@sierra.army.mil to schedule a pick up or service.

Swimming Pool

Closes Labor Day Weekend
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 bonita.weaver@sierra.army.mil. Business Office is (530) 827-4178 or (530) 827-4609.



Quality, still key element for ISO recertification

By Puett Willcox
QEO Office

The ISO Management Team would like to remind everybody that Sierra Army Depot received its ISO Recertification from the surveillance audit on April 18 & 19, 2006. Our next surveillance audit is scheduled for October 25 & 26, 2006. Internal audits were conducted in August in preparation for the October surveillance audit. We will receive the results of the surveillance audit 45 days after the audit.

Remember the cards that were handed out with the Quality Objectives and Quality Policy on them? We will be handing out new ones with the new Quality Objectives on them. The Command Group decided on the new Quality Objectives at the last Management Review on April 5, 2006. The new Quality Objectives are:

Safety: Keep injury rate below Private Industry Average/AMC Goal of 10.1%. The rate as of April 4, 2006 was 8.6%.

Inventory: Achieve 97% location accuracy by September 2006. Currently as of April 4, 2006 was 80.8%.

Planning: Maintain 95% on time delivery to customers. As of April 4, 2006 the on time delivery rate was 96%.

Just a reminder of some of the basics of ISO and what it stands for, ISO stands for: "International Organization for Standardization". It is a network of national standards of 148 countries.

Standardization assures conformity of products, services, quality, safety, and reliability. By following standard processes and procedures in the different missions that the Depot has or receives; we will produce reliable standard products on time. The ISO certification only adds to



the many positive business aspects that Sierra Army Depot offers our customers.

Also, included in ISO is continual improvement of processes and procedures. If anybody has a suggestion on how to improve any process or procedure, feel free to contact one of the members of the ISO Management Team, which currently consist of Rich Hill, ext. 4148, Lynette Hall, ext. 4507, and Puett Willcox, ext. 4713. There will be one more addition to the team at a later date. If you don't feel comfortable contacting one of us, you could send it through your supervisor. The entire team would like to thank everyone for being so cooperative during the last internal audits. Please remember that the Depot's ISO certification is dependent on each and every person on the Depot. So please continue to follow the processes and procedures that are in place in your work areas.

At Ford Motor Company "Quality is job 1". Where does Quality fall in your list of priorities here at Sierra? Doesn't the Warfighter deserve your best?!

The following is a word search game we hope that you have fun with it.

ISO 9001:2000 Word Search

The following is a list of words that are in the puzzle and you can look for the words in the following directions.



D Q U A L I T Y L N M R W T A Z T H P S D E P I Y F
M O Z S U P P O R T P E A R L N R E Q U I R R M T R
E X C U S T O M E R T L R A O P A R W C W E O P I G
A C P U T W Z Q S K I I F N G R I L Y R P M C R M S
S X Y Z M B D E X P Y A I S I O N Z Y E S E E O R T
U W C V B E R I P R U B G P S C I P S S H N U V O L
R Z X R M V N E O U E I H O T E N U L O I T U E F Y
E L P A I Y L T C B Z L T R I S G R O U P S R M N U
M Q N C T T N T A U Y I E T C S E C M R P P E E O O
E D E E I E P E R T Y T R A S E T H O C I R S N C P
N S F D V T O N M L I Y P T B S S A S E N O G T P L
T A U N Q I T X Z E F O Z I T V P S I N G C V V W O
S A I S T A N D A R D S N O R O S Z R U D E B Z Q R
I N S P E C T I O N A J I N P R O D U C T S C O N T

AJI	Customer	Inventory	Processes	Requirements	Standards
Analysis	Demand	Logistics	Products	Resources	Support
Audit	Documentation	LTC Butler	Purchasing	Safety	Training
Conformity	Improvement	Measurement	Quality	Services	Transportation
Control	Inspection	Procedures	Reliability	Shipping	Warfighter

Community Bulletin

Editor's Note: The Community Bulletin provides an avenue for depot employees to advertise van or car pools, and for-sale items. Money making items such as rentals and personal business will not be accepted.

All information to be considered must be submitted via e-mail to Lori.McDonald@sierra.army.mil, or written items delivered to the Public Affairs Office.

Submission must include a name and telephone extension. Only home phone numbers will be published in The Challenge. Ads will be published in four consecutive newspapers. It is the customer's responsibility to update or renew items listed in the Community Bulletin.

For more information, call Lori McDonald, X4343.

Van Pools



Want to start your own van pool? Contact Lori McDonald at 4343 and we will arrange meetings with the current van pool owners and provide both parties a place in the Challenge to advertise available space and potential riders.

Garage Sale Items



FOR SALE 1989 CORVETTE
1989 Chevrolet Corvette Convertible (brand new cloth top). **5.7L V8 Power.** Sexy Black, 107K miles. Looks and Runs Great.

Leather Seats, Convertible, 6 CD Changer, Anti-Lock Brakes, Cruise Control, Power Windows, Air Conditioning (needs repair), Power Seats, Power Locks, Bose Speakers, Auto Transmission, All Digital Gauges

Asking \$9,350 or best offer. Call Jennifer or Randy at (530) 253-1265

Local intern first to complete program



Catherine Trainer is the first Sierra Army Depot local intern to complete the two year program as a Logistics Management Specialist. She is a 2004 graduate of the University of Nevada, Reno with a degree in Supply Chain Management. Cathy is currently assigned to the Transportation Division.

After completing their internship, the formal Depot intern procedures allow interns to request up to three alternate work locations. Senior Management will consider these requests as well as formal evaluations from each rotation area when placing interns in their final location

Sierra currently has eight local interns and three DA interns. The local intern program is patterned after the DOD intern program to provide rapid advancement and Army specific training to recent college graduates. They



Motorcycle for Sale

1986 Suzuki Savage motorcycle, 750 CC, burgundy and black in color, extremely low mileage, and asking \$1,500.00 O.B.O. For more information please contact Roxane at 827-3026

take on-line and resident courses from the Army Logistics College and Defense Acquisition University. Many of you have worked with these interns as they completed rotation throughout the Depot to learn the process of all the divisions and departments.

Cathy is happy to be at Sierra and wants to thank all of the employees that have assisted her in learning the process at Sierra and the many new friendships she has made here. She is appreciative of the opportunity and hopes to continue with the current process advancements that are being made.

STRUCTURES:

(From Page 1)

reliably managed project. RMDT is a win-win proposition based on centralized contracting/management, expert assistance and leveraging the economy of scale by competitively awarding an overall larger quantity of work to a single regional contractor.”

“I am really excited and grateful that Huntsville Center reached out to

the little guys that need more help for this project,” said Heather Coursey, chief of Engineering, Plans and Services at Sierra Army Depot. “It provides a mutual benefit. We are helping Huntsville establish a process for the future and we get something out of it. This is a five-year program. We could have an opportunity each year to have more structures removed.”



Jose Avalos, ICONCO/LVI Demolition Services, keeps the building wet during demolition to ensure particles of asbestos are not released into the air.



INSTALLATION: From Page 9

the Army staff. The general officer will be nominated by the President and confirmed by the Senate.

Other leadership changes include the former IMA director position, a major general, who will become IMCOM's deputy commander. The

deputy ACSIM will remain a Senior Executive Service civilian.

As part of the recently concluded Base Realignment and Closure process, IMCOM, most of which is currently based in Virginia and Maryland, will relocate to and co-locate at Fort Sam

Public Affairs Office
Sierra Army Depot
74 C Street
Hertford, CA 96113

Teaching children skills to prevent abduction



Going beyond "Don't Talk to Strangers"

Rather than teaching children to fear strangers, which is at best, woefully inadequate, we need to use positive messages, Children need to learn skills and confidence, not fear and avoidance. Children should know their name, address and phone number (with area code) so, if lost, they can be reunited with their family.

- Older children should know parents' work numbers.
- Away from home, older children should always be with a friend, always tell an adult where they will be, and say "no" if they feel threatened or uncomfortable.
- Children need to know that appropriate strangers — store clerks or police officers — can offer assistance if they are lost or need help.
- Parents need to listen, and respect their children's feelings.

Children can sense unease in inappropriate relationships. They'll likely share their concerns if parents routinely take all of their concerns in life seriously rather than downplaying or shaming them.

Children need to know that they do not need to kiss, hug, touch or sit on the

lap of anyone, relative or not, if they do not wish to. This respect for their wishes translates into self-respect and the ability for children to say no to unwanted contacts without generating fear.

· Parents need to supervise children who use the Internet. Although still relatively uncommon, the practice of pedophiles and child molesters approaching children on the Internet is occurring more frequently.

· Parents need to keep reinforcing safety messages through middle school and high school. According to the U.S. Department of Justice, most victims of nonfamily abductions were 12 years or older (58 percent). Most were girls (65 percent).

· Parents should realize the limitations of participating in programs where children are fingerprinted or otherwise identified. These programs can frighten children and raise fears in adults without giving perspective on the real nature or risk of abduction.

· Parents should keep on hand a high-quality recent photo of each child, such as a school photo. Law enforcement officials consider photos the best tool in finding missing children.

· Parents should promptly report a missing child. The Amber Plan, the national program to immediately flood a region with news of an abduction, is credited with helping to recover more than 130 children since it started two years ago.



Houston, Texas, with its deputy commander. The ACSIM and his staff will remain at the Pentagon.

“This major organizational change will create a far more effective, efficient and agile organization to ensure that the world's best Army is supported on the world's best installations,” Wilson said. “We are committed to ensuring that the critical programs and services on which

our Soldiers and their families rely will continue seamlessly throughout this transition period.”

Wilson also said that while the new organization will most likely be smaller than the current structure, it will be an organization that is “committed to managing personnel changes through attrition in order to minimize turbulence.”