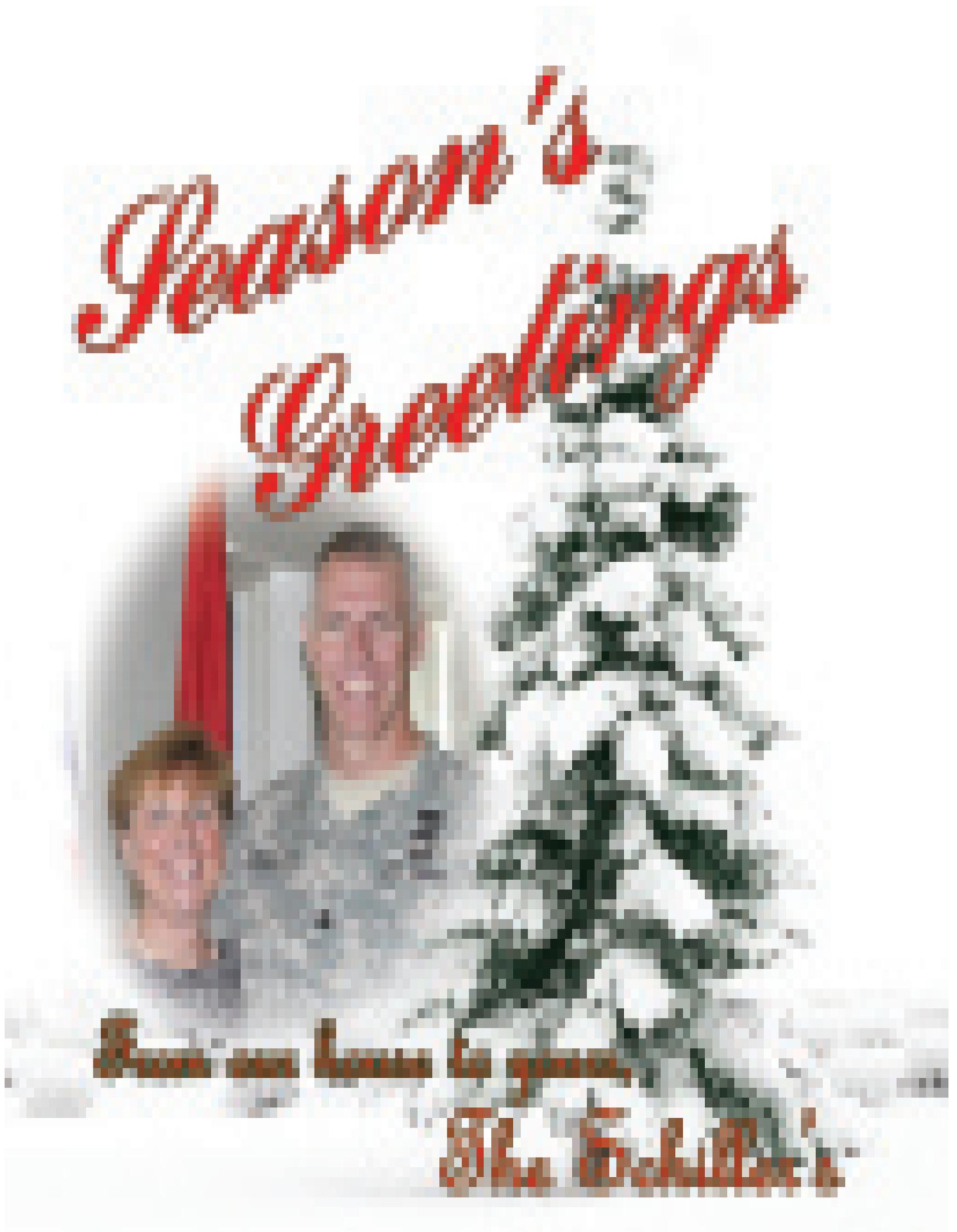


# *The* Challenge

Sierra Army Depot, Herlong, CA

December 2007

Vol. 63 No. 12



## Commander's View

The end of the calendar year brings a rush of holiday celebrations. Thanksgiving is just behind us and Christmas – New Year observations are just around the corner.

Most people eagerly look forward to this time of year. But, for some it is less appealing. Please join my family and I as we take this time to reflect on the contributions of our Soldiers as they stand point for the freedom of this great nation of ours. They willingly sacrifice the comforts of home and being with their families during this holiday season so that we may remain safe and secure; they give hope to others around the world. We are grateful for everything they do.

Whatever your holiday plan is, I ask you to keep them smart. Travel is often a part of the plan and an increase in accidents goes with it. Don't Drink and Drive. Keep Safety in Mind. Buckle Up. Drive the posted SPEED LIMIT and always be alert of other drivers.

Taking preventive action is your



Lt. Col. Lee H. Schiller, Jr.

best defense against having to deal with extreme cold-weather conditions. By preparing your home, car, or work area in advance for winter emergencies, and by observing safety precautions during times of extremely cold weather, you can reduce the risk of weather-related health problems or injuries.

During winter months, keep

abreast of weather reports in your area. If snow or ice is predicted, and you will be traveling, plan to leave early to allow yourself sufficient time to reach your destination safely.

I have informed senior leadership that by direction and guidance from the Army Materiel Command, production for most of our programs must increase by 26 percent. In order for this to occur, and the Union has agreed, I have given directions that mandatory overtime will be implemented for all direct labor employees.

### A-76 Update

The Performance Work Statement has been released and we are currently incorporating industry comments into the PWS. It is anticipated a formal solicitation will be issued sometime in January. As changes occur, I will continue to provide an up-to-date status in my column here within The Challenge and during my quarterly Town Hall meetings.

Speaking of the next Town Hall,

I will hold the next one on Dec. 19, in the former chapel. You will be receiving guidance from your supervisor as to the time you are scheduled to attend. During this time, I will provide you updates on our current mission workload and why some changes have taken place.

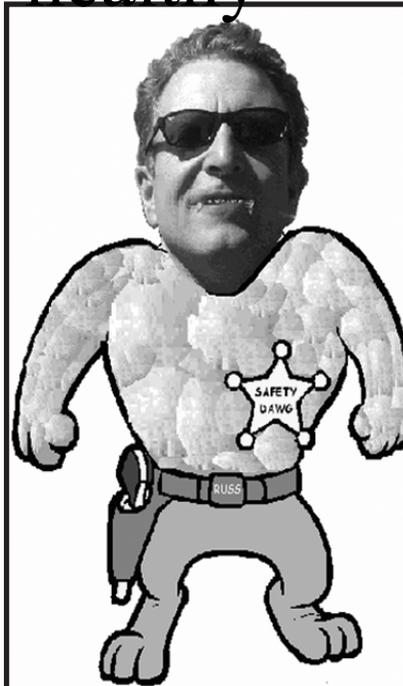
The past month, you may have seen the number of visitors that have been toured around the depot. The last week of October, visitors from the AMC Resource Management Conference that was held in Reno, Nev., traveled to the depot on buses for a tour and briefing. On that same day, a separate tour and briefing was conducted for Maj. Gen. James Pillsbury, AMC G3 and Ms. Teresa Gerton, AMC G-8. The following week, we were pleased to play host to Brig. Gen. John Bartley, PEO for Combat Support & Combat Service Support. For most, this was a first time visit to Sierra. Not only did they leave

## Train derails near Sierra Army Depot



A train derailment near Sierra Army Depot delayed the start of work for depot employees on Nov. 24, 2007. Union Pacific Railroad stated that 17 rail cars derailed a little after 2 a.m. on Wednesday and the train was carrying mixed cargo, including hazardous chemicals. For this reason, Lt. Col. Lee Schiller, depot commander, instructed all employees to be directed to a safe distance from the incident until it was clear to allow those individuals to report to their work site. According to Union Pacific Public Affairs Officer James Barnes, the train was travelling from Arkansas to California. There were no injuries among the train crew members. The incident is still under investigation at this time.

## Follow Safety Dawg's Flu Prevention Tips to stay healthy



### Safety Dawg Says

When you have the Flu:

Avoid close contact with others.

Stay home if you are sick.

Cover your mouth and nose coughing or sneezing.

Wash your hands after sneezing.

Avoid touching eyes, nose and mouth to keep from spreading germs.

Get plenty of sleep, keep stress low, and eat nutritious foods.

Drink lots of water, 6 oz for every 10 lbs of body weight per day and flush out the bad germs!

Got a Fire Hydrant handy?  
WOOF!!!!

## The Challenge

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Public Affairs Officer/Editor \_\_\_\_\_  
Editorial Assistant \_\_\_\_\_

Lt. Col. Lee H. Schiller, Jr.  
Lori McDonald  
Jennifer O'Hern

of this publication is the responsibility of the Sierra Army Depot Public Affairs Officer. It is published monthly by the Public Affairs Office, Sierra Army Depot, Herlong, CA., 96113. Telephone (530) 827-4343  
Email: lori.k.mcdonald@us.army.mil  
Unless otherwise noted, all articles and photo-

graphs 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.





**Gary Davison**  
*Crane Operator*

“I am going to southern California to visit my two sisters and the rest of my family.”



**Thomas Heneghan & Earl Tolliver**  
*Utility Systems Repair Operators*

“We will be here working. Taking care of any emergency that arise, like making sure housing occupants can continue cooking their Christmas dinner.”



**Tamra Pickard**  
*Secretary*

“To spend it with my husband, Josh, my two daughters, Kelsey and Courtney, and my in-laws that will be traveling here from Yreka.”



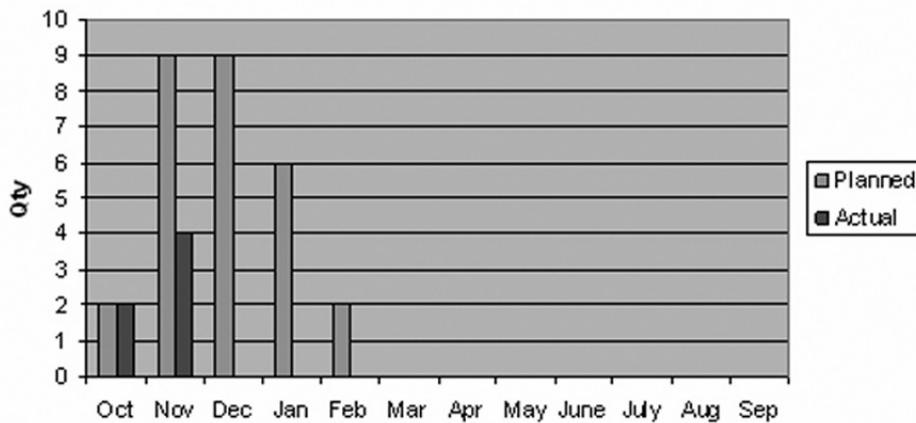
**Thomas W. Schock**  
*Engineer Equipment Operator*

“I am going down to see my son and grandkids in Lompoc, Calif.”

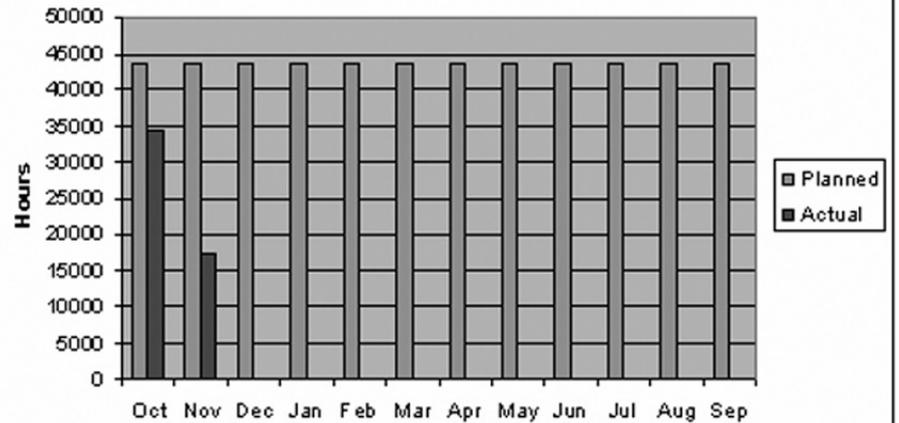


**Sierra Army Depot  
Production Requirements  
As of November 19, 2007**

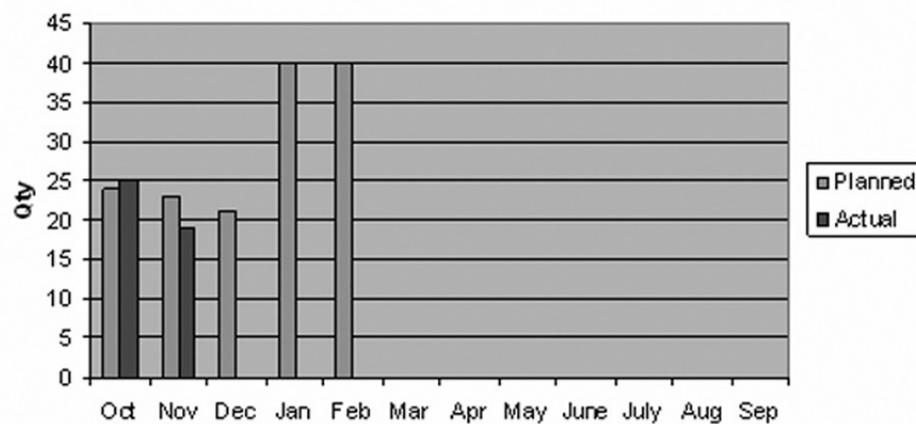
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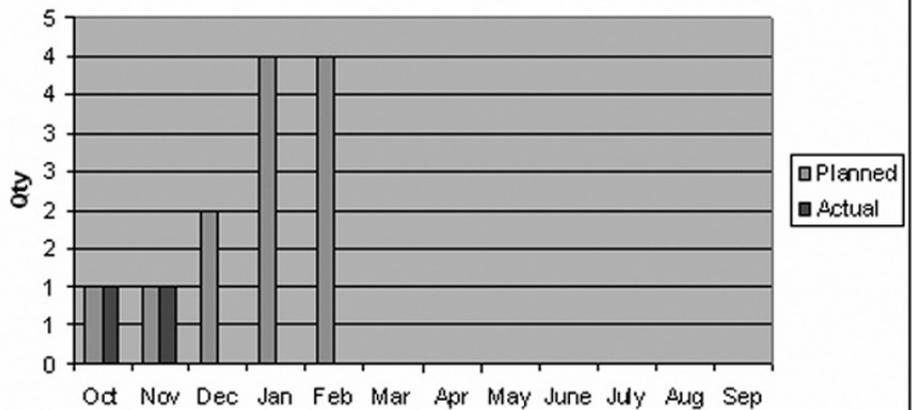
**AJ1**



**TRAILERS**



**FSSP**



# Create your own postal self-portrait with customized postage!

By Chris Olson  
Herlong Post Office

Is it looking less and less likely that you will fulfill your parents' dream and get elected President of the United States? Say you're just a tad behind in your training and probably won't win 12 gold medals in the next Olympics? Still tinkering with that new invention that will change life as we know it?

Once upon a time, you had to do something pretty remarkable – and be dead for at least 10 years – just to be considered for U.S. postage. Now you can join George Washington and Ben Franklin and other American heroes on the front of your next envelope!

Customized Postage is a creative new way to give your mail a personal touch. Simply log on to one of three authorized websites – *photo.stamps.com*, *pictureitpostage.com*, or *zazzle.com*. Have a digital file of the image you want to use ready, and don't worry – they accept all of the common image formats. You can crop, enlarge, rotate – tinker with the image until you get it just the way you want it, and then pick a border color. Decide how many you want to buy, and pay up. Your new

“George Washington ain't the *only* hero 'round here!” Sheets of postage will be printed and sent to you through the mail.

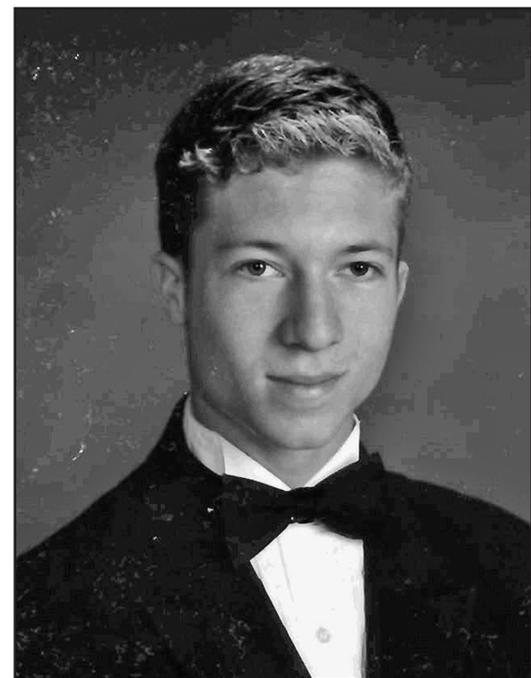
Customized Postage can be printed in a variety of denominations, so you can use it on postcards, First-Class Mail envelopes, direct mail, packages, and more. All of the companies offer sheets of 20 stickers; *Stamps.com* also makes them in rolls to fit in your coil holder.

Of course, you can't use just any photo. The images must be created by you, belong to you or your business, or not violate copyright laws in any other way. They also must not be inappropriate or offensive. See the company web sites for more information.

What are you waiting for? The folks in Stockholm to send you that long-deserved Nobel Prize in Physics? Forget about it! You no longer *have* to be a rocket scientist to get your own postage.

Drop into the Herlong Post Office to see a sample of these stamps. Wouldn't they make a great Christmas present? Remember, you can use a picture of yourself, your pets, your children, or your house to make your postage totally per-

## Employee earns degree



**Congratulations to Shane Jacobs who has earned a Bachelor of Science in Environmental Management from the University of Maryland University College. He began his course work in September 2003 while living in Sicily at the Sigonella Naval Air Station. Shane is currently a firefighter at Sierra Army Depot.**

## Do's and Don't for all personnel directly/indirectly associated with contractors

All of us represent Sierra Army Depot in our dealings with civilian contractors and businesses. Therefore, in the conduct of our business and in our relationship with contractors, it is imperative that we conduct our affairs with absolute integrity and impartiality. The Do's and Don'ts listed are not all inclusive. They have been compiled in the hope that by referring to them you will accomplish your duties in a more efficient and effective manner, while at the same time, avoiding any appearances of impropriety. It is hoped that all Sierra Army Depot personnel who have personal contact with contractors will read and heed the contents.

DO provide current, complete and comprehensive specifications when preparing purchase requirements.

DO provide realistic cost estimates for all contractual actions.

DO notify the Contracting Officer if, during the life of the contract, you become aware of the contractor having either technical or financial difficulties.

DO remember that delays in payment of current obligations drain contractors of much-needed operating capital, and, in many instances, eventually force contractors to default on performance of other contracts due to lack of funds.

DO inform the Contracting Officer immediately of any discrepancies in performance so the situation can be rectified.

DO clearly specify the minimum needs of the Government in all purchase requests in order to allow as many contractors as possible to compete for the contract award.

DO open all communications with contractors by stating that the purpose of the communication and explaining that no comments made are to be interpreted as committing the Government. Any commitment of funds will be made only by the Contracting Officer in writing.

DO advise the Contracting Officer when a contractor arrives at your activity so that any procurement problems can be addressed with the contractor.

DO conduct relations with contractor personnel with courtesy and in a professional manner. **YOU ARE REPRESENTING THE UNITED STATES ARMY.**

DO inform the Contracting Officer immediately of any accident at the job site involving contractor and/or Government employees.

DO inform the Contracting Officer of potential problems before they progress to the point of being uncorrectable.

DO inform the Contracting Officer of any apparent violations of the terms and conditions of the contract.

DO report to the Contracting Officer any instances where the contractor is offering gifts or gratuities to Government employees.

DO remember that, in your relations with con-

tractors, no body of regulations can cover all the possible situations, and that there is no substitute for good judgment and common sense.

DON'T divulge to any contractor, present or proposed, any knowledge concerning a proposed project since this information could provide the contractor with an unfair advantage over other contractors.

DON'T make any commitments to proposed contractors, weather or not you believe it will cost the Government money.

DON'T provide contracting information or Government price estimates to contractors or anyone who does not have a need to know.

DON'T tell contractors or bidders about their competitor's bids or proposals.

DON'T on your own alter the scope of the work prescribed within the existing contract.

DON'T request or accept a loaned piece of equipment, free sample, free work, or free on-site demonstrations. Unsolicited items of equipment or demonstrations should be referred to the Contracting Officer.

DON'T submit drawings and specifications for contracting purposes without verifying that they are current, complete and accurate.

DON'T solicit from contractors or potential contractors, gifts, entertainment or favors, regardless of their value.

DON'T accept gifts, entertainment or fa-  
**See CONTRACTORS Page 5**

## CONTRACTORS (From Page 4)

vors, regardless of their value, from contractors or potential contractors without checking with the Depot Ethics Counselor.

DON'T solicit nor accept gifts or gratuities through indirect means, such as acceptance through a friend or family member.

DON'T engage in after-business hours and social relationships with contractors or their representatives. These types of activities create the appearance of favoritism and procurement improprieties.

DON'T accept nor arrange for discounts or special favors for Government employees or officers from a contractor.

DON'T solicit or accept any promise of future employment or business opportunity from a contractor or prospective contractor. Seek the advice of the Depot Ethics

Counselor first.

DON'T participate in any manner, as an officer, employee agent or representative of a competing contractor, in any negotiations leading to the award, modification or extension of a contract; or participate personally and substantially on behalf of the competing contractor in the performance of such contract, during the period ending two years after the last date you participated personally and substantially in the contract.

AND FINALLY.....As Government employees, the public has imposed a special trust and confidence in our actions. Through adhering to the DO's and DON'TS listed we can insure that we do not violate that trust.

Some of these rules are stricter than the minimum requirements of regulations. Remember though that

## Sierra's Suggestion Program!

You do the work and you know your job. You probably have ideas on how to make your job safer, easier, more productive or more efficient.



### Recently Approved Suggestions:

- Open Gate 219 for Locomotive
- An Electronic Signed Copy of the Overtime Form 1075F
- Posting Exit/Enter Only Signs outside P-106 Parking lot
- Tool Return Process for Contractors
- Tug Trailer Boxes
- Car Wash Accessories for Wash Rack

Do you have a suggestion? You can submit it on the online Army Suggestion Program at <https://armysuggestions.army.mil> or, better yet, if you need assistance, contact the Army Suggestion Office at X4241.

## Employee Profile

*David M. Huhtala*  
Quality Assurance Specialist

**Birthday and Place:** January 13, 1959, Roseville, Calif.

### Organization:

Directorate of Mission Operations, Quality Control/Ammo Directorate, Quality Control Division

**My friends like me because:** I tell it like it is.

**If I've learned one thing in my life it's:** To be loyal and do a good job.

**If I could change one thing about myself:** Have more of an education.

**The best advice I was ever given:** To focus and do a good job.

**The best advice I could give someone:** If that person was young – go get an education.

**I'm never surprised when:** The workload here at the depot flip flops

**My favorite person (and why):** My wife, Blake, because she is my inspiration for everything.

**I'm a sucker for:** Young kids. I always have been



## Management Analysts coming to you soon...

By Laurence Rose  
Resource Management

Over the past six months, many of the Mission work centers were assigned new function OpCodes, and corresponding production units. Are you preserving a piece of equipment in the Paint Branch? Your OpCode is "33PR", and your production unit is "each item preserved". OK, are you bored yet? This all came out of a LEAN event, of course.

Mission supervisors and Resource Management agreed that there were too many OpCodes on Depot. Duplication was a problem, and the sheer number of OpCodes made it nearly impossible for workers and supervisors to decide which OpCode they should use.

Who has time to look through pages of OpCodes every day to try and figure out which one is right? And what exactly is a production unit? The goal was to reduce the list of OpCodes in each work center, by defining the functions performed, and assigning to each function both an OpCode, and a production unit. Forget the commodities - preserving is preserving, whether you are working on a booster pump or a Milvan. At the end, each supervisor and timekeeper was given a list of OpCodes with function definitions,

and production units. So, hopefully we made their lives a little easier.

But this coming from management, there's got to be more to it than just trying to please Mr. Jacobs... (I keep picking on his area because the Paint Branch has been doing such a great job at using the new codes, and reporting their production.) The Depot needs to improve its labor and production reporting in order to gather good work measurement data. If we know exactly how much time is spent on preservation (hi, Chris!), and what the productivity is, we will be able to better determine staffing requirements to support planned or projected workloads.

We can calculate resource requirements for building and justifying budgets. We can develop better cost estimates. We can provide factual data for rewarding personnel for superior performance, etc., etc. Except that WE cannot really do this, unless YOU report your labor and production accurately. We gave you the tools, now we depend on you to make the Depot's data more accurate. And we will keep helping, to make sure that what you spend time and effort doing day after day is properly reported.

This is why, sometime this fiscal year, members of the Management Analyst team (Dan Hankins, Kevin Pasley, Laurence Rose, Alison

# Army Materiel Command Conference Attendees to

By Lori McDonald  
Public Affairs Officer

**T**rick or treat. Yes it was Halloween, but there were no tricks in store for the individuals of the AMC Resource Management Conference that toured Sierra Army Depot. Everyone was treated like royalty the minute they stepped off the buses. The day began with an overview of the depot, which included a briefing and video being shown, then back on the buses for the fun stuff. Attendees were given the opportunity to experience driving a superstacker and a locomotive. In addition, they walked through and watched operations being conducted from trailer reset, reset of reverse osmosis water purification units, and finally through the disassembly of excess medical material.

After the majority of the individuals departed the area to begin tours, senior level visitors stayed behind to discuss on-going issues and then provided a separate tour given by Mr. Don Olson, deputy commander. Olson escorted Maj. Gen. James Pillsbury, Ms. Teresa Gerton, Ms. Kathleen Miller, Mr. Gregory Boddorf, Mr. Robert Turzak and Col. Thomas Cleary for a windshield tour of the area where combat vehicles were stored. From there, the group walked through several of the same buildings as the bus tour. They were also given the opportunity to drive the superstacker and locomotive.

By the time all visitors departed the installation it was close to the witching hour, or by depot time - end of the day. A big thanks to everyone that help make this visit another



# Resource Management at our Sierra Army Depot

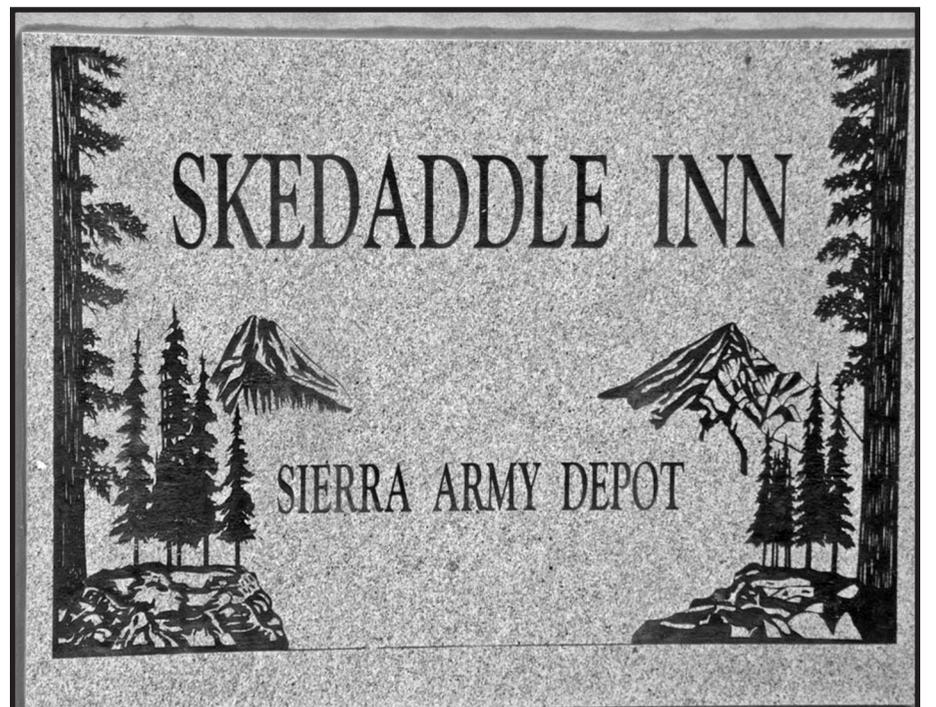
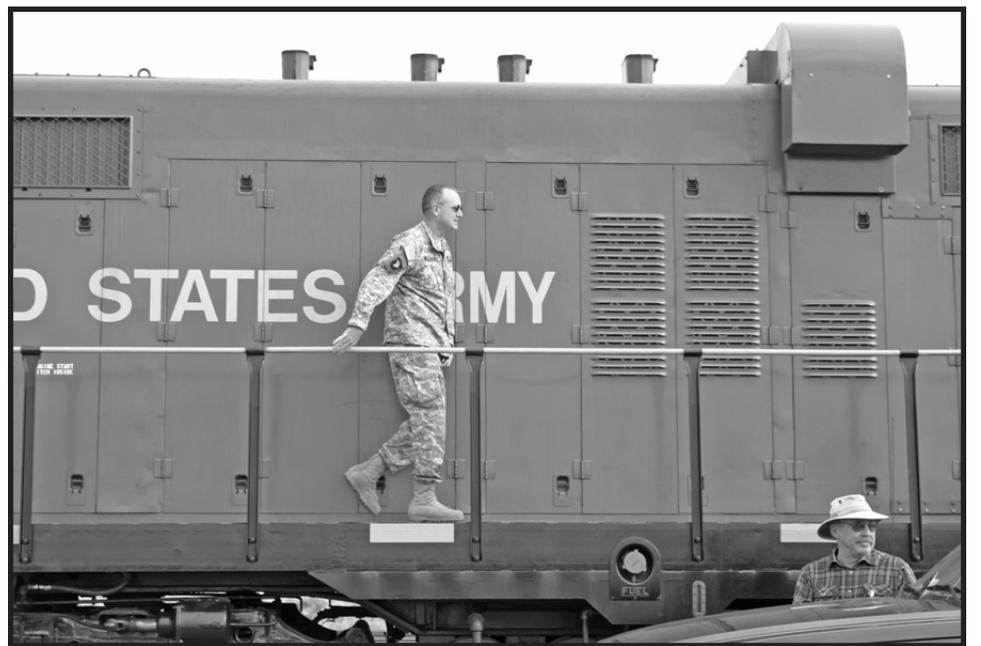




Photo by Lori McDonald

**Mr. Steven "Ziggy" Pernot, above, is currently employed by Lear Siegler Inc., a contractor at Sierra Army Depot that provides an additional work force to sustain surge capabilities in various operations throughout the depot. Pernot is assigned to the Trailer Reset operation.**

## A campaign that helps everyone

*With your help the depot can reach their Combined Federal Campaign Goal*

**By Sherei Underwood  
SIAD CFC Coordinator**

Combined Federal Campaign (CFC): Goals: 100% Notification...and \$22,000.00

Riding into work one morning on the bus, everything seemed to be normal. The bus stopped and we all individually climbed aboard. I made an effort as I do each morning to smile and greet the bus driver regardless of my state of alertness that early hour of the day. That particular day was no exception - smile and greetings were exchanged and I quickly found a seat. The ride to work was non eventful.

Once we got to the depot we went through the usual security checks, half asleep as some of us may be, we fumble for our badges to present them to the Guard. Again, nothing out of the ordinary. We are all used to this process. The guard finished and the bus continued on to the next stop. Then on again to my building. Making a long story short - all the roads were blocked off. There was no way to get to my building. The bus driver asked me what I wanted to do. I had no idea. After a pause and listening to many others offer their advice of what I should do, I

got off the bus at another building. I immediately found Joe Henderson and he made some phone calls to find out what was going on. In just a short amount of time, we were being evacuated out of his building. There was a natural gas leak. Mr. Henderson sent his people to a safe building. Then, both he and I took a vehicle and went to Headquarters. Eventually we were cleared to allow folks back into their buildings and business got started for the day.

While this was all going on I was thinking of real life scenarios. Real people, real situations. There was a real scenario that particular morning with real people - but I thought ok so we are being told to evacuate, do this, do that and whatever else. The emergency crews and all of us workers were/are getting paid. Yes, some of us were inconvenienced about not being able to make that first teleconference in the morning, or start that forklift to load or unload equipment. Many mumblings, you name it, iwas said and heard. Bottom-line: we are getting paid! I think that we were all back in the buildings and starting our meetings, etc. within the hour or so - but I still

**See CFC Page 9**

## Decorated Middle East combat veteran retires in Susanville

**Sam Williams  
News Editor Lassen County**

A United States Air Force veteran with extensive combat experience and ties to Susanville has retired here after a distinguished 20-year career.

Master Sergeant Steven "Ziggy" Pernot retired recently after serving as a flight engineer instructor and the flight engineer superintendent of his squadron.

During his career, he earned more than 5,000 flight hours, including 1,500 combat hours, on both the C-141 and C-130 aircraft.

In the wake of 9/11 terrorist attacks in New York and Washington, he began his many deployments to Afghanistan and Iraq.

On his fourth deployment to the Middle East, his crew flew in Operation Arrow - the retaking of the Shindand Airport from an

Afghani warlord in the Herat province. Landing and taking off under fire multiple times, he and his crew were awarded the Air Medal with Valor for heroism.

Pernot eventually completed seven tours in Iraq and Afghanistan ranging between three to eight months each before retiring to Susanville.

"I'm more than happy to retire here," Pernot said. "This is gorgeous country."

Pernot said he wishes the media would report the positive accomplishments made by the military in the Middle East.

"The military does many things that are actually very good, but they don't get reported," Pernot said.

Many humanitarian missions go unreported or are misunderstood, according to Pernot. He said a mission to Kenya where his unit transferred a refrigerator and supplies to an

orphanage was characterized as the United States sticking its nose in another country's business.

The veteran said he's saddened by some of the bad news he hears such as the recent Blackwater shootings and the prisoner abuse at Abu Ghraib.

"It's pretty sad," Pernot said. "Most of the people I worked with wouldn't do that. There are a handful of bad apples, but they're such a small part of the military. Not even 1 percent of the military are like that. It puts the military in such a bad light, but I know the military is not that way."

Pernot's major decorations include two meritorious service medals, nine air medals (one with valor), three aerial achievement medals, three commendation medals, three achievement medals (one with valor), and the newly created combat action medal signifying his

direct engagement with the enemy under fire.

He grew up as a farm boy in dairy land Wisconsin. Demonstrating his desire to achieve, he earned the rank of Eagle Scout at the age of 12, a tie for the youngest ever.

He graduated third in his class with honors from Belleville High School and immediately began his Air Force career on June 12, 1987.

Upon completing basic training, he attended aircraft maintenance school at Sheppard AFB, Texas and was stationed at Travis Air Force Base to begin his assignment as a C-141 aircraft mechanic.

In late 1990 he answered the call and volunteered for Operation Desert Shield/Storm and was deployed to Ramstein, Germany until June 1991.

In November 1992 he met Deb-

# Continuous Process Improvement

William Bredstrand  
Quality Engineering Of-

Continuous Process Improvement (CPI) is a never-ending effort to improve efficiency and productivity in any established process/procedure and an integral element in the LEAN transformation at Sierra Army Depot. CPI is a method of making things better through a proactive approach of identifying and addressing the root causes of process problems that affect efficiency, productivity, and quality. It's both a mindset and a tool that helps us "lock in" the gains we make during more formal LEAN events.

The goals of CPI include standardized work, just-in-time delivery, production load leveling, procurement of proper equipment and tools, and the elimination of waste (non-value added activities). In the manufacturing, repair, and/or reset environment, CPI utilizes a systems approach to address continuous improvement. This consists of a five-phase procedure: Analysis, Design, Development, Implementation, and Evaluation (ADDIE).

During the Analysis phase, the CPI team identifies areas of opportunity and targets specific problems in the process under analysis. Areas of opportunity and problems are surfaced during team brain-storming and process definition sessions, as well as through recommendations of team members.

Once specific problems and areas of opportunity have been identified during the Analysis phase, the CPI team enters the Design phase where they develop a plan to correct or counter the problem and ensure it does not re-occur. The plan typically consists of two elements: Process performance objectives and measurement tools/techniques. Process

performance objectives are brief and concise plans stating the intent of the continuous process improvement and should include an outline of the process under consideration, direction, measurement criteria, solution, and target/goal.

Measurements are analytical metrics applied to a process to determine efficiency, productivity, or other process parameters used to gauge improvement in a process. Measurements are taken before, during, and after the implementation of a solution to a process problem. Initial measurements serve as a "baseline" or a reference point to measure against. In-process measurements are used to reflect analytical trends during process improvement implementation. Post-implementation measurements are used to determine the degree of success of the process improvement solution.

The Development Phase builds upon the Process Performance Objectives and measurement analytical metrics developed during the Design phase. The output from this phase is a detailed plan of action that lists step-by-step procedures for implementing the process improvement action, including a listing of responsible individuals and time schedules from commencement to conclusion of the implementation.

The Implementation Phase commences when the CPI team puts into action the detailed action plan developed during the Development phase. Upon completion of the Implementation Phase, the team uses the Evaluation Phase to measure the success or failure of the Process Improvement action.

After a Value Stream Analysis (VSA) has identified areas of opportunity for improvement and Rapid Improvement Events (RIE)

## CFC: From Page 8

heard people gripping. Hey, we got back to work, conducting our business and more importantly, we were all safe and of course we got a pay check too. I almost wanted to scream this out loud.

Now – back to the Combined Federal Campaign. The Agencies that are listed in the CFC book are passionate about what they do. They do what they say they are going to do and get this... They do it without making any money. They are all non-profit agencies. They step up to the plate whenever, wherever and however they can without complaining about it. When we are running away from emergencies, many of the organizations listed in the CFC Booklet are running to the emergency to find out how they can provide relief – then they do it.

Since it is the Commander's goal to make sure that we hit the 100% notification mark. (In other words - contact all of our employees and educate them as much as possible about what the CFC does to help in a multitude of areas). I have had the opportunity to meet with many of our employees. I am impressed with the number of people that have stepped forward to tell their stories about how the CFC has helped them and/or members of their families. There are far too many stories to list – but here are a few: Not listed are the names of the agencies that supported their cause – just brief scenarios and the relief that was provided:

\*Family Emergency: An agency paid for and made all of the arrangements for an employee to fly home for his father's funeral.

\*Medical Treatments: Agency paid for an employee's gas mileage to be able to go for medical treatments several times a week.

\*Sick Child: An agency made all of the arrangements and paid for an employee's child who was battling a serious illness to go to Disneyland. The entire arrangements included all of her siblings and parents.

\*Handicapped: An agency bought a new wheel chair for an employee's friend who is a handicapped person.

\*Survival: There have been many stories told to me about employees and/or family members that have survived serious illnesses as a direct result of the research that has been done from numerous agencies

listed in the CFC Booklet.

\*Support from & for Family Members: An employee's granddaughter was ill. An agency paid for all of the child's close relatives' food, gas, hotel, etc., so they could be close to her while she was being cared for by medical staff.

\*Fishing: An employee told me that this particular agency has been stocking a fishing hole that his dad took him to while he was a child and then he took his own children there and now he takes his grandchildren. All enjoy catching the fish that is stocked by this non-profit agency.

\*Baseball: An employee looked me right in the eyes while we were standing out on a cold, damp loading dock one morning and said, "you know what?" Of course, I said, "what". He said, "this CFC thing really does work you know". "An agency has supported the baseball team that I coach for years." Yes. The CFC works.

\*Rescued: An employee's relative decided to drive up into the mountains on his quad. He told two others where he was going but neither paid that much attention. The relative flipped his quad, broke his leg, was down a steep embankment, and a diabetic that had no medication with him. An agency went out and found this guy (not even in the close range of where the family thought he went). The agency members climbed down the steep embankment and got him out ok. They saved his life!

The above is only a handful of the stories. They are endless. The Combined Federal Campaign does work. If we really think about it, somewhere, somehow, sometime if not now, eventually in the future we will have known either for ourselves and/or someone that we know lives that have been impacted by the CFC.

Have you ever heard anyone say "THEY" need to do this, "THEY" need to do that? Do you ever wonder who "THEY" are? Well, open the CFC Booklet – that will give you an idea of how to identify some of the "THEY's". Then you can become a we, by making a decision to donate to a charity and/or charities that you are passionate about.

By individuals giving just a little and/or a lot – it sure makes a difference. Key Workers are in your area to talk to you about how you can help make a difference. The Goal this year is: 100% notifica-



## Safety Dawg Says

### Consider Holiday Safety when purchasing gifts for children. Please:

1. Choose toys that are suited to the child's age, ability and skill level.

2. Read the label, safety instructions and any warnings before you make a purchase.

3. Use extra care when choosing toys for young children.

4. Avoid toys that have, sharp or metal edges, glass, cords or strings, lead paint, sharp points and small parts that could be swallowed.

5. Check toys for sharp edges, rust, weak spots and splinters.

6. Explain to children how to use the toys safely.

7. Teach children to put toys away as soon as they're done playing with them to avoid tripping hazards.

### Decorate your home safely by:

1. Using a sturdy stand with your evergreen Christmas Tree to prevent it from falling over and water it daily to prevent it from drying out and becoming a fire hazard.

2. If you purchase an artificial tree, make sure it's fire resistant.

3. Place trees away from sources of heat and don't block fire escape paths.

4. When decorating use only lights with the UL testing seal.



5. Inspect lights for bare wires, breaks in wire insulation, frayed wires.

6. Inspect extension cords, make sure ground is not cut off plug end, use gfc adapters or circuits when running outside lights that may get wet and cause electrocution.

7. Use only flame resistant noncombustible decorations.

8. Avoid using sharp or breakable decorations that could leave broken glass on the floor.

9. Never use candles near or on trees. Place candles where they won't get knocked over. Keep children away from candles. Don't leave candles unattended.

### Power Outage Safety

Please make sure all emergency lights are in easy to find areas, in case the power goes off and ensure batteries are updated.

If you use back up generator power, make sure you have a double throw, double pull switch so you don't backfeed power into the electrical transmission lines and kill a lineman trying to restore power on the other end of your line.

If you use propane or kerosene heaters for emergency heat, make sure the area is well ventilated and follow manufactures recommendations for safety. CO poisoning from heaters can cause death if they aren't used properly.

Lastly, put a heating pad or electric blanket in



**Russ Collier**

## WELCOME TO SIERRA ARMY DEPOT

Sierra is pleased to welcome the following new employees:

### Mission Support

Damon Acoff, Supply Technician  
Michael Beam, Motor Vehicle Operator  
Toni Brown, Office Automation Asst.  
Chris Carrier, Engineering Technician  
Amanda Farley, General Supply Specialist  
Tabitha Hannon, Motor Vehicle Operator  
Simone Mansfield, Materials Handler  
Veronica Martinez., Office Automation Asst.  
Deanne Mitchell, Office Automation Asst.  
Jeffrey Moulton, Materials Handler  
Alice Overacker, Supply Technician  
Suzann Sweidan, Supply Technician  
Travis Turner, Materials Handler  
Anthony Vitale, Materials Examiner & Identifier  
Robert Wood, Conductor

### Directorate of Risk Management

Jichul Bang, Firefighter  
Timothy Hooper, Security Guard  
Kevin Rioux, Security Guard  
Michelle West, Security Guard

### Mission Operations

Christine Baker, Office Automation Asst.  
Desiree Brown, Office Automation Asst.  
Marcia Hendrix, Office Automation Asst.  
Terri Martin, Office Automation Asst.  
Debra Preuett, Office Automation Asst.

### Contracting Office

Shelby Cook, Contract Specialist

### Directorate of Resource Management

James Puckett, Staff Accountant

### Directorate of Community Activities

George Mongar, Alcohol & Drug Abuse Pro-



## Holiday Greetings

When you are making out your holiday card list this year, please include the following:

A Recovering American soldier  
c/o Walter Reed Army Medical Center  
6900 Georgia Avenue, NW  
Washington, D.C. 20307-5001

## Child and Youth Services Food Drive

Sierra Army Depot, Child and Youth Services will be starting up their annual food drive the 3rd of December - 14<sup>th</sup> of December. CYS will be accepting **CANNED/DRY FOODS ONLY**. All proceeds will be donated locally.

CYS will have donation bins out by the 1<sup>st</sup> of December at the following locations:

**CYS (bldg. 145) Public Works (bldg. 75)  
Headquarters (bldg. 150), Mission (bldg. 201)**

Questions? Please call CYS @ 4696

# MWR Services

## Sierra Army Depot Annual Christmas Tree Lighting

The tree lighting ceremony will be held at CYS, on Wednesday, Dec. 5, from 5:30-7 p.m. This is such a large event we are asking for any volunteers to assist us with set up, serving refreshments, assisting Santa, and clean up. In order to kick off our annual food drive we are taking this opportunity to charge one canned food or non-perishable item as admission to the event. The food drive will be going on through the month of December until the 19th. For more info please contact Marsha Olsen at 827-4696.

## Fine Arts Exhibit

CYS will be hosting our annual Fine Arts Exhibit. Art that fall under the following categories are being judged; Monochromatic, Multicolored, Pastel, Watercolor,

Oil or Acrylic, Print Making, Mixed Media, Collage, and Sculpture. Each piece will be displayed and judged at Sierra Central Credit Union the weeks of Nov. 26 – 30 and Dec. 3 – 7, 2007. Support our young artists by stopping by and viewing their work.

## CYS Sports Center Basketball

Registration for our youth basketball league is currently being accepted. There are limited spaces available, sign up now! Youth must be a member of Child and Youth Services, and have an annual sports physical on file at CYS prior to participating in practice or games. We are currently in need of coaches for 5/6 grade girls and 7/8 grade girls teams. If your child is interested in playing basketball or you are in-

## 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.; 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. 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.

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.fern@sierra.army.mil](mailto:ok.fern@sierra.army.mil).

## Outdoor and Equipment Rental

*A safety class is no longer required to rent ATVs.* 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.center@sierra.army.mil](mailto:fitness.center@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](mailto:christopher.long@sierra.army.mil) to schedule a pick up or service.

## MWR Office

The Administrative Assistant

**Child and Youth Services needs YOU!**

Interested in working with youth? (grades 4-8<sup>th</sup>)  
Love the game of basketball??  
Become a CYS Volunteer Basketball Coach!!

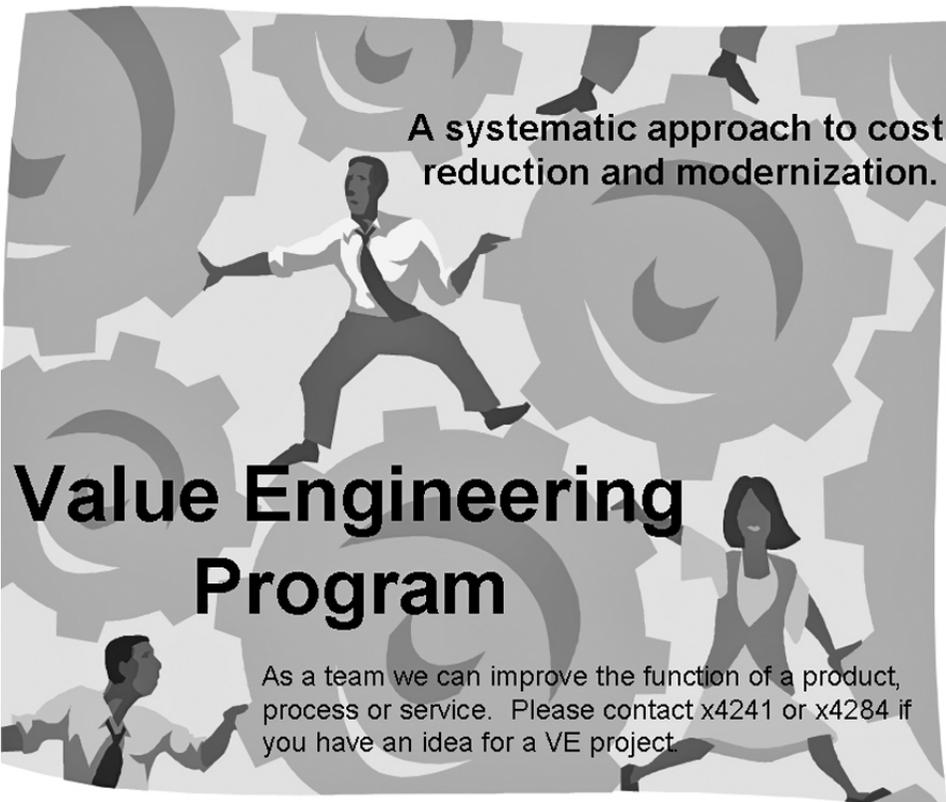
**Contact:**  
**Marsha Olsen**  
**827-4696**



**A systematic approach to cost reduction and modernization.**

**Value Engineering Program**

As a team we can improve the function of a product, process or service. Please contact x4241 or x4284 if you have an idea for a VE project.



## Community Bulletin

### For Sale

1. Dell OptiPlex 320 Desktop computer - \$380.00
2. Ducks Unlimited print of Elk family - \$175.00
3. Cannister (shotshell cartridge design) w/matching shakers - \$45.00
4. Tire ramp set - \$35.00
5. 5-speed road bicycles - \$50.00 each
6. 17-month old filly, APHA registered - \$1,500.00

~~3-bedroom / 2 Bathroom House~~ — — — — —  
New Floors- Remodeled in West Paton Village  
Asking \$123,000  
Call 827-2873

## Holiday Ball tickets are still on sale

Contact one of the following individuals to purchase your tickets:

Heather Annerl - 4433

Carolina Dingman - 4358

Jennifer O'Hern - 4666

### Tickets Still on Sale for Holiday Ball

It is not too late to buy your tickets for the Holiday Ball to be held in Reno, Nev., on Dec. 21, at the Atlantis Hotel & Casino. Stop by and see Heather Annerl, Carolina Dingman or Jennifer O'Hern, pay just a little bit of money (\$40.00 per ticket), and you can come and join in on all the festivities of the night.

### Christmas Tree Lighting Event

The annual depot Christmas tree lighting will take place in front of the Youth Services building on Dec. 5, beginning at 5:30 p.m. Santa will be arriving in a fashionable way as always, and Mr. Jason Wheeler, a runner-up in the Nation's Country Music Showdown, will lead the crowd in Christmas carols and a variety of music. Hope to see you there!

### Commander's Next Town Hall

The commander's next Town Hall is scheduled for Dec. 19, in the former Chapel. There will be three sessions - two for Mission Operations/Mission Support and one for Garrison/Special Staff.

### Inclement Weather Number

During inclement weather, there are times the depot commander may authorize a delayed start to allow time for depot employees to safely arrive at work. Employees are encouraged to call 827-4998, and listen to the daily



Happy  
Holidays

## National Highway Traffic Safety Administration

Dear Highway Safety Partner:

It has been 15 years since President Reagan signed the first proclamation to focus a designated week on drunk and drugged driving. Since then, the focus has grown from one week to a month filled with a variety of state and national activities, all with a single emphasis — saving lives by eliminating impaired driving. Each year, President Clinton demonstrates the Executive Office's continued support of National Drunk and Drugged Driving (3D) Prevention Month efforts by signing a new proclamation.

Impaired driving affects every one of us in some way, some more tragically than others. Over the years we have made much progress towards getting impaired drivers off the road, but much more needs to be done. Today, thousands of Americans, who would have died had fatality rates stayed the same, are alive. We have now set our sights on reducing deaths and injuries due to alcohol-related traffic crashes to no more than 11,000 annually by the year 2005, a little less than a decade from now. We know that's an ambitious goal, but one that can be achieved with continued support and commitment from our partners.

**It is time once again to organize ourselves for December's National Drunk and Drugged Driving (3D) Prevention Month.** This year, the National 3D Prevention Month Coalition and the National Highway Traffic Safety Administration have selected the theme **"Take a Stand Against Impaired Driving,"** focusing on a Safe Communities approach, while targeting the 21- to 34-year-old age group, the largest part of the impaired driving problem. This planner provides the tools for communities to undertake local activities on impaired driving, not only during National 3D Prevention Month, but throughout the year.

Join us as we expand on traditional methods, seek new partners, create new ideas, and forge new alliances, across the country and in every community, in our fight to eliminate drunk and drugged drivers from our roadways.

During the holiday season and throughout the year, I strongly urge you to become involved in this effort. Remember, "Impaired Driving is No Accident." Impaired driving incidents are "crashes," predictable and preventable. If we work together, preventing injury and death due to the impaired driver can become a reality. I challenge you to make a difference in your community — **"Take a Stand Against Impaired Driving."**

Thank you for joining us.

Sincerely,

A handwritten signature in black ink, appearing to read "Ricardo Martinez".

Ricardo Martinez, M.D.

