

# The Challenge

Sierra Army Depot, Herlong, CA

February 2007

Vol. 63 No. 10

## Gates takes office as new Secretary of Defense

Dr. Robert M. Gates was sworn in as the 22nd Secretary of Defense on December 18, 2006. Before assuming his present post, Dr. Gates was the President of Texas A&M University from August 1, 2002 to December 18, 2006.

Dr. Gates served as Interim Dean of the George Bush School of Government and Public Service at Texas A&M from 1999-2001.

He served as Director of Central Intelligence from 1991 until 1993. In this position, he headed all foreign intelligence agencies of the United States and directed the Central Intelligence Agency. Dr. Gates is the only career officer in CIA's history to rise from entry-level employee to Director. He served as Deputy Director of Central Intelligence from 1986 until 1989 and as Assistant to



Robert M. Gates

the President and Deputy National Security Adviser at The White House from January 20, 1989 until November 6, 1991 for President George H.W. Bush.

Dr. Gates joined the Central Intelligence Agency in 1966 and spent nearly 27 years as an intelligence professional, serving six presidents. During that period, he spent nearly nine years at the National Security Council, The White House, serving four presidents of both political parties.

Dr. Gates has been awarded the National Security Medal, the Presidential Citizens Medal, has twice received the National Intelligence Distinguished Service Medal, and has three times received CIA's highest award, the Distinguished Intelligence Medal.

He is the author of the memoir, *From the Shadows: The Ultimate Insider's Story of Five*

*Presidents and How They Won the Cold War*, published in 1996.

Dr. Gates serves on the Board of Directors and Executive Committee of the American Council on Education, the Board of Directors of the National Association of State Universities and Land-Grant Colleges, and the National Executive Board of the Boy Scouts of America. He is President of the National Eagle Scout Association.

Dr. Gates serves as Chairman of the Independent Trustees of The Fidelity Funds, the nation's largest mutual fund company, and on the board of directors of NACCO Industries, Inc., Brinker International, Inc. and Parker Drilling Company, Inc.

A native of Kansas, Dr. Gates received his bachelor's degree from the College of William and Mary, his master's degree in history from Indiana University, and his doctorate in Russian and Soviet history from Georgetown University. Dr. Gates is 63, and he and his wife Becky have two adult children.

## Memory Lane - Time Remembered - 1950?

It's great when someone comes into my office and brings a bit of history about the depot.

Recently employees working in Warehouse 303 discovered a box labeled Field, Tableware. The box was scheduled to be turned into DRMO, but the employees thought this item should be put in the museum here on depot because of the age.

Upon opening the box, the condition everything was in was just amazing. On the bottom of a cup, was a date stamped with the year 1952; but on one of the plates the date stamped was 1951.

These items will be placed in the Caboose, which is the depot museum, located next to the Skedaddle Inn.



The box shown at left, holds a complete tableware setting for eight. This box contains, coffee pot, serving tray, serving bowls, plates, soup bowls, cups, sauce pan, forks, spoons, knives and even small salt and pepper shakers. Photo above is a layout of the very heavy tableware. After many years stored in a warehouse (?), the dishes remain in extremely good condition.

# Commander's View

The past few weeks have presented us all with tremendous challenges. Mother Nature hit us with extreme cold surges which made working conditions unpleasant and pushed our facilities to the limits. Broken pipes added to the unpleasantness, creating emergency conditions for Public Works, and caused some operations to temporarily relocate or close down. Your cooperation and understanding during those difficult days is sincerely appreciated.

**SAFETY.** Safety in our line of work cannot be overemphasized. As we all know, safety is no accident; we have to work at it to achieve it. I have placed safety near the top of my priority list at Sierra. That is because at the top of my priority list are you – the people who live and work here. You are this depot's most precious resource. You are the men and women we depend upon to make Sierra run and to keep up its fine reputation.



Lieutenant Colonel Brian D. Butler

But, let's face it, our safety record here is not very good. In all areas, our statistics are poor.

One of the main problems involving safety is familiarity. When we become "comfortable" or lackadaisical, many of us become careless and forget

safety. Routine lulls us into a false sense of well-being.

Each of us should review our own work station, note all unsafe practices and hazards – and then take immediate and positive action to eliminate the "unsafeness."

Also, don't forget that, in the business of safety, each of us is his brother's keeper. Make sure your fellow employee also practices safety. A mistake on his or her part can hurt others as well.

Last, my family and I would like to thank everyone for the flowers, cards and donations that were sent after the loss of my mother. It meant a lot to us to know that you took time out of your schedule to be concerned about our physical strength during our time of grief. It's the thoughtfulness of friends such as you that help give us the strength in the days ahead. Thank you so much.

Keep up the good work, and until next month - Let's Get to Work!

## A very busy month

For a short month, February offers an unusual number of special days to be observed.

The birthday of Abraham Lincoln, Feb. 12, although no longer a federal holiday, will be observed by state agencies and schools.

February 14, Valentine's Day, is a time for special note, but is not a holiday. However, if you should forget that special someone with a heart-shaped box of candy or flowery card, you could be in trouble.

We recognize February as Black History Month.

This month will also mark the birthday of George Washington. However, not a federal holiday, the depot and federal agencies observe Feb. 19, President's Day, as a federal holiday.

This year, Lent begins on Feb. 21. Thus, February begins the annual Easter season, one of the most significant times of all year for all Christians.



# The Union's Position: AFGE, Local 1808

During my travel around depot, I have been asked a variety of questions, and feel that addressing them in my column would be the best way to get the same answer out to everyone. Below are some Frequently Asked Questions;

Can Term/Temp Employees join the Union? The Answer is, **yes** they can. They can join the Union, but until they have been employed for a year and one day, they are considered probationary employees and are limited to representation.

1.) As probationary employees they cannot file a grievance.

2.) They can not be represented by the Union on adverse action, the Union can be present to ensure that your rights as employees are not violated, but we can not speak on your behalf.

When your probationary period is complete, you can be fully represented by the Union and you can file griev-



Jim Swistowicz, Union President

ances and be represented by the Union on adverse actions. As Part of the bargaining unit, anything that is negotiated between Labor and Management that affects bargaining unit employees includes Terms/Temps.

You can join the Union and take advantage of the benefits that the Union has to offer. We will be having a membership drive in mid March. Where you can come during your lunch, before and

after work to learn more of what the Union has to offer.

Where are we in the A-76 Process?

Currently we are working on the Performance Work Statement (PWS), putting together a Bidders Library and a Bidders Tour. PWS is a Statement of Work which is to be performed, Bidders Tour is offered to any contractor that is interested in putting in a Bid for the work to be performed and a Bidders Library is information that the bidders might need in order to submit a bid for the work that is out for solicitation. This information must be available to the potential bidders.

When is the surge in AJ-1 going to happen?

The Depot has been told that we could expect a surge in the AJ-1 operation at anytime, but no specific date has been set. We are gearing up for the anticipated workload. Hopefully soon.

On Feb. 23, I will be going to the AFGE's Legislative Conference in Washington D.C. This year's focus is to lobby against further implementation of NSPS.

With the election of a new Congress and a new Secretary of Defense we hope to show the money wasted and that the Department of Defense will not meet its deadline by 2009 for full implementation.

Our monthly Union meetings are held on the first Tuesday of the month in bldg. 58 at 5:15 pm everyone is welcome to attend. Union Phone # 5375.



## The Challenge

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# SIERRA ARMY DEPOT HAS WORKED 16 DAYS SINCE OUR LAST ACCIDENT



As of January 25, 2007

Look for this sign as you come through the main gate



## BE AWARE!

For the Month of  
**February**

Are you working in AJ1

Are you a General Support  
Worker

Then you are prone to  
**Slips and Falls**

Data provided by Safety Office

READ



ON THE DEPOT'S INTERNET SITE

CURRENT AND ARCHIVED ISSUES OF THE MONTHLY  
PUBLICATION CAN BE VIEWED AT

[www.sierra.army.mil](http://www.sierra.army.mil)

## Safeguarding Personally Identifiable Information

By Violet Kristoff  
Depot Counsel

If you've watched the news or read the newspapers recently, you are probably aware that there have been a number of incidents where personally identifying information (such as Social Security Numbers) on individuals has

been lost, stolen, or compromised. One of the most recent instances was the theft of information on approximately 26.5 million veterans when a career data analyst for the Department of Veterans Affairs took home electronic data in violation of Departmental policies.

The loss of personally identifiable information can result in substantial harm, embarrassment, and inconvenience to individuals and may lead to identity theft or other fraudulent use of the information. Because Federal agen-

cies maintain significant amounts of information concerning individuals, we have a special duty to protect that information from loss and misuse.



The Privacy Act of 1974 (5 USC. 552a), prescribes a framework for the collection, maintenance, use, and dissemination of information on U.S. citizens and permanent resident aliens. In general, the statutory and regulatory authority limits the collection of personal data to information that is "relevant and necessary" to accomplish the agency's purpose which is:

1. Mandated by statute or executive order, and
2. Prohibits the dissemination of such information except with the consent of the individual about whom the information pertains or as otherwise may be authorized by one of the exceptions to the Act.

The Act requires that agencies establish adequate safeguards to ensure the security and confidentiality of the information. It also requires establishment of rules of conduct for persons involved with such information.

As Sierra Army Depot (SIAD) employees, our responsibilities are to:

1. Take action, as appropriate, to ensure that personal information contained in systems of records, to which you have access to or are using incident to the conduct of official business, shall be protected so that the security and confidentiality of the information is preserved.

2. Not disclose any personal information contained in any system of records, except as authorized by DoD Directive 5400.11-R, or other applicable law or regulation. Any employee who willfully makes such a disclosure, when knowing that disclosure is prohibited, are subject to possible criminal penalties (\$5,000 fine) and/or administrative actions.

3. Report any unauthorized disclosure of personal information from a system of records or the maintenance of any system of records to the SIAD Legal Office.

Sierra personnel, as well as our contractors and their employees, are stewards of the information. In this capacity, all personnel, whether military, civilian or contractor, have an affirmative responsibility to ensure that any information that is collected, maintained, used, and disseminated is done so only as authorized by law and regulation and that the information is continually safeguarded.

**The bottom line is, you, as employees, should treat and protect the information of other individuals in the same manner as you would treat and protect information about yourself.**

Any questions or concerns you may have should be directed to the Legal Office at 530-827-4548.



The Containerization and Assembly Branch bid farewell to their Branch Chief, Arturo Zapanta, left, during his retirement luncheon. In recognition of 33 years, both military time and civil service, Mr. Joe Henderson presented Zapanta his retirement certificate and flag. Zapanta plans on staying in the area for a short time before moving down to warmer weather.



Richard Rock, middle, receives the American flag and certificate from Mr. Vincent Sabatino and Lt. Col. Brian Butler on the occasion of his retirement after 27 years of government service. Rock plans on enjoying his retirement doing the things he has missed out on, such as fishing.

Photos by  
Lynn Goddard



After 36 years of exceptional service, Mike Pilkington received his retirement certificate and flag from Lt. Col. Brian Butler. Pilkington was also honored when he received the Superior Civilian Service Award after serving in numerous positions throughout the world, providing critical support to the warfighter. Pilkington ended his career as the Mission Director and was instrumental in the success of the Southwest Asia Reverse Pipeline Initiative being conducted here at Sierra Army Depot.



Benny Morrow grew up in Houston, Tex., and attended the University of Houston. He enlisted in the US Army in February 1974, with his first assignment to the 3<sup>rd</sup> Infantry Division in Wurzburg, West Germany as a Communication Center Operator. He reenlisted in 1977 as a Weapons Maintenance Specialist and remained in that field until his discharge in 1983. Morrow came to work at Sierra Army Depot in June 1983, where he was assigned to the Directorate of Special Weapons. Due to Mission realignment in 1996, Morrow moved to the Ammunitions Division where he was a Munitions Destroyer on the Demolition Grounds until its closure in 2001. After 9/11, Morrow volunteered to be a member of the Depots Augmentation Force assigned to Security. Then in January 2003, transferred to his final civil service position located in PPC Maintenance Division as a Production Controller until his retirement. Morrow is going to enjoy his retirement as his wife Jan, continues to work here at Sierra.

## CODE OF ETHICS FOR GOVERNMENT SERVICE

Any person in Government service should:

- I. Put loyalty to the highest moral principles and to country above loyalty to persons, party, or Government department.
- II. Uphold the Constitution, laws, and regulations of the United States and of all governments therein and never be a party to their evasion.
- III. Give a full day's labor for a full day's pay; giving earnest effort and best thought to the performance of duties.
- IV. Seek to find and employ more efficient and economical ways of getting tasks accomplished.
- V. Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or herself or for family members, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of governmental duties.
- VI. Make no private promises of any kind binding upon the duties of office, since a Governmental employee has no private word which can be binding on public duty.
- VII. Engage in no business with the Government, either directly or indirectly, which is inconsistent with the conscientious performance of governmental duties.
- VIII. Never use any information gained confidentially in the performance of governmental duties as a means of making a private profit.
- IX. Expose corruption wherever discovered.
- X. Uphold these principles, ever conscious that public office is a public trust

Your agency ethics official and the Office of Government Ethics are available to answer questions on conflicts of interest; and "(4) the term 'Federal building' means any building in which at least 20 individuals are regularly employed by an agency as civilian employees.

## FIXING THE WORK PLACE vs. FIXING BEHAVIOR PART II

By Larry Gallego Jr.,  
Safety Specialist

How would a fix the workplace approach to safety differ from behavior modification in a typical job task in the Hazardous Material industry compared to the oil or chemical industries? Let's take the example of a process chemical pipe which has developed a hole. A patch is being welded on the pipe while the surrounding process unit continues running. In the behavior modification model, the only thing of importance is the observation of how the welder performs their task. Is the proper welding hood, respirator, clothing and gloves worn? Does the welder stand in a safe and comfortable position? Does the welder have a hot work permit and fire watch? Is the welding equipment in good condition?

In a fix the workplace approach to the repair, the starting point is that hot work on a running process unit in an oil or chemical plant is inherently very dangerous. It is recognized that issuing a permit or a good procedure does not make an inherently unsafe job safe. The permit and procedure only lessens the danger of the high-risk job. The most important safety question in any hot work job is how can the job be done without use of hazardous hot work? It is also recognized that PPE is the least effective method for controlling exposure to hazards.

In a fix the workplace framework, the most important questions to ask are very different than the questions asked by behavior modification programs. Fix the workplace questions would include: Why did the line fail? What is the historical record of failures on this piping system? Was the pipe engineered and installed properly? If not, what failed in the engineering and design system? Why didn't the inspection system detect the thin pipe prior to it failing? What needs to be changed in the engineering and inspection systems to prevent further similar failures? Can the line be repaired without use of hazardous hot work? Can the section of line be removed from the unit and repaired in the shop? Can the unit be shut down so that the repair can be done more safely?

These are sample questions one should ask him or herself regardless the type of industry.

I call this "Fixing The Behavior".



February 19

SALARY TABLE 2007-RUS  
INCORPORATING THE 1.70% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 12.64%  
FOR THE LOCALITY PAY AREA OF REST OF U.S.  
(See <http://www.opm.gov/oca/tables/local.asp> for definitions of locality pay areas.)  
(TOTAL INCREASE: 1.81%)

EFFECTIVE JANUARY 2007

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 18,732	\$ 19,357	\$ 19,981	\$ 20,601	\$ 21,224	\$ 21,848	\$ 22,472	\$ 23,096	\$ 23,720	\$ 24,344
2	21,061	21,682	22,303	22,924	23,545	24,166	24,787	25,408	26,029	26,650
3	22,980	23,601	24,222	24,843	25,464	26,085	26,706	27,327	27,948	28,569
4	25,797	26,418	27,039	27,660	28,281	28,902	29,523	30,144	30,765	31,386
5	28,862	29,483	30,104	30,725	31,346	31,967	32,588	33,209	33,830	34,451
6	32,172	32,793	33,414	34,035	34,656	35,277	35,898	36,519	37,140	37,761
7	35,752	36,373	36,994	37,615	38,236	38,857	39,478	40,099	40,720	41,341
8	39,594	40,215	40,836	41,457	42,078	42,699	43,320	43,941	44,562	45,183
9	43,731	44,352	44,973	45,594	46,215	46,836	47,457	48,078	48,699	49,320
10	48,159	48,780	49,401	50,022	50,643	51,264	51,885	52,506	53,127	53,748
11	52,912	53,533	54,154	54,775	55,396	56,017	56,638	57,259	57,880	58,501
12	58,417	59,038	59,659	60,280	60,901	61,522	62,143	62,764	63,385	64,006
13	64,414	65,035	65,656	66,277	66,898	67,519	68,140	68,761	69,382	70,003
14	71,115	71,736	72,357	72,978	73,599	74,220	74,841	75,462	76,083	76,704
15	78,628	79,249	79,870	80,491	81,112	81,733	82,354	82,975	83,596	84,217



## YS monthly happenings

The Depot Tree lighting ceremony on 5 December attracted 250 participants from the local community. With the help of PW, Fire Department and Security the event was a great success. Mr. Bruce Hamilton, Garrison Manager, welcomed the crowd and he led the Christmas carols.

CYS would also like to thank everybody for their donation to the Annual Food Drive. All food items were donated to the church to assist with their food baskets/bank. The School-Age children completed their community project and delivered 45 lap blankets to lucky residents of the Susanville Senior Home. The blankets were made by the youth over several weeks and delivered during their Christmas break.

CYS is sponsoring several Basketball teams. The youth will be participating in the Susanville Lassen Youth Basketball League. The games will be both in Susanville and Herlong. Call 827-4696 for game schedule and come and support our local youth.

## Holiday Greetings from Iraq!



**Deployment to Iraq did not stop Richard Grentzer from taking time out from his schedule and send a holiday greeting back to all employees at Sierra Army Depot. Grentzer is assigned to a unit performing upgrades, such as Add on Armor. (Photo submitted by Grentzer).**

## 2006 Federal Human Capital Survey Shows Strengths, Weaknesses within Federal Workplace

Washington, DC - U.S. Office of Personnel Management (OPM) Director Linda M. Springer today announced the results of the latest Federal Human Capital Survey, a massive biannual study of the Federal workforce which OPM conducts to gauge employee perceptions as well as the management challenges the Federal Government faces.

"The good news is that in many areas, the improvements made over the past four years in the Federal Government have been sustained or solidified," said Springer, noting the 2006 Survey is the third such exercise conducted since 2002. "The challenge is we continue to find areas -especially with respect to how good or poor performance is treated- where a lack of substantial improvement remains a concern."

More than 221,000 employees responded to the 84-question, self-administered Web-based Survey, which asked for employees' views on such questions as talent capacity, performance culture and leadership quality within the Federal work environment. The response rate of 57% was the Survey's highest ever.

Among the findings, Springer noted the capacity and commitment of Federal employees for their work remains high:

- \* 90% believe their work is important
- \* 83% know how their work relates to agency goals and priorities
- \* 83% say their co-workers cooperate to get the job done
- \* 79% say they are held accountable for achieving results

At the same time, Springer noted the Survey shows many Federal employees still do not believe high performance is properly recognized, nor are steps taken to deal with poor performers:

- \* 49% are satisfied with recognition for doing a good job
- \* 39% say creativity and innovation are rewarded
- \* 30% believe performance differences are recognized in a meaningful way
- \* 22% see a link between performance and pay raises

See SURVEY, Page 8

# MWR Services

## Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4360 or email: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil). Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

## Sierra Lodge/Guest House

Call the depot lodging manager, 827-4544, or email: [skedaddle.inn@sierra.army.mil](mailto:skedaddle.inn@sierra.army.mil) for information. Room rates from \$50.00 - \$60.00 per person.

## Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; 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](mailto:ITR@sierra.army.mil) or [ok.fem@sierra.army.mil](mailto:ok.fem@sierra.army.mil).

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

## 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.cener@sierra.army.mil](mailto: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](mailto:christopher.long@sierra.army.mil) to schedule a pick up or service.

## MWR Office

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

## Public Works Plays Santa

By Mary Deming  
Office Automation Assistant

Christmas is a time for giving. It's also a time for parties. The folks in the Department of Public Works at Sierra Army Depot in Herlong, Calif., wanted to extend some Christmas cheer beyond the traditional office celebration. They wanted to give back to the local community of Herlong and have a little fun in the process. What started as a small fundraiser three years ago has snowballed into a Christmas tradition.

Back in 2004, Merle Paytas and Dana Dickman, both employees in Public Works, came up with a clever idea to raise money for toys for some local children that might otherwise not have a very Merry Christmas. Paytas suggested a "Santa Vote." This was a fund raiser she had participated in while she was in the Air Force. The object was to pay 25 cents per vote with the top vote-getter dressing up as Santa Claus to give a safety briefing in front of the entire outfit. The idea was a huge success, raising \$250 for toys that year. The second year garnered \$352 for toys that were donated to the local community through the Assembly of God Church. The contest that year expanded to include a "Mrs. Claus" vote for second place. The runner up would dress up as Mrs. Claus and give the safety briefing along side her "beloved."

Paytas has relocated to Alaska with her family, but Dickman has continued the tradition with glowing results. This year, votes could be cast in the

form of toys as well as cash. The price on the toy receipt would be turned into Santa votes.

Dickman kept everyone apprised almost daily of the latest vote count. As the end of the contest drew near, loose change and bills were flying with the intensity of a Sierra snowstorm. Susanville native and Civil Engineer at Sierra, Tracy Totten, was found grasping a crisp twenty dollar bill waiting to vote. "It's my insurance," he said. "I'm in third place, and I want to *stay* in third place." When the dust settled at 5:00 p.m. on November 30, the winners were announced. Richard Rock, Leader of the Utilities Shop, won the top Santa vote and Bill Jackman, a carpenter in Buildings and Grounds, was his blushing bride.

When all was said and done, approximately \$700 in toys, including 4 beautiful new bikes, was collected, all of which will be donated to the First Baptist Church in Herlong. They will distribute to the local children whether they are members of the congregation or not.

The folks in Public Works are great and we appreciate them for being such generous good sports for such a worthy cause. A special thanks to Mr. Steve Hastie, our locksmith in Public Works, for loaning his beautiful Santa suit each year for our contest.

In the immortal words of Santa, "A Merry Christmas to all, and I never knew that Mrs. Claus had such a nice moustache!"

## 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](mailto: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.

### FOR SALE

**1987 Dodge D250, 2-WD Longbed pick-up. Well-maintained 318 engine. Only 79K miles. \$1800 or best offer.**

**Registered APHA white, blue-eyed filly. Beautiful conformation, outstanding bloodlines. View pedigree and picture at [Dreamhorse.com](http://Dreamhorse.com). Horse #876476. \$4800 OBO.**

**Vintage insulator crossbeams. \$75 each or seven for \$350.**

**5052 Xerox machine. Staples, collates, copies both sides. Does everything but make coffee. \$500.**

**Contact Parker Heisey at (530)251-3581.**



## "Tales from the Internal Audit"

By Lynette Hall  
Program and Management Analyst

"Good News", the first wave of internal audits for the Month of January has been completed. There were No Write-ups! Great job Sierra.

For the past few months, you've probably done nothing but think documentation. You've asked yourself the same questions over and over: Are the procedures in place? Do we follow the procedures? Do we have corrective action plans in place? And so on, and so forth.

We believe it is important that we regularly check or audit your quality system to make sure everyone is following company policy, procedures, and work instructions. This is done in order to avoid risk of losing control of our quality system operations.

We believe that effective internal quality audits will result in reduced costs by helping to eliminate wasted effort and material. It will also ultimately result in increased business due to

customer satisfaction from getting expected goods and services.

Please continue to focus on quality of work in your area. To improve, you must have a vision of what you want to achieve, where you want to go, and what you want the business to become.

If you, as a business leader, have an idea or vision of an area to improve, you can set that process in motion by following five steps:

1. Measure where you are right now,
2. Organize the business operations,
3. Reduce costs,
4. Get more customers and business, and
5. Measure your progress to verify the improvement.

If you have any questions, comments, or opinions on this subject, please send an email to [richard.hill@sierra.army.mil](mailto:richard.hill@sierra.army.mil) with your feedback. We will get back to you as soon as possible.



Photo submitted

The Directorate of Public Works takes "the season of giving" seriously. This year, Santa, aka Richard Rock, Dana Dickman, and Mrs. Claus, aka Bill Jackman, stand among a few of the toys that were distributed to some local children who were able to have a very Merry Christmas. Thank you PW for your wonderful contributions in making a child's life happier.

## Supporting the Soldier in the field



Sue Leslie was very proud of her son, Manuel Leslie II, far left, when she received word from his supervisor in Iraq, Ms. Deborah Brantley, second from left, on the great job he had been doing while in a deployment mode. Sue stated it is nice to know that her son Manuel (Manny) and an employee of Sierra Army Depot is making a good impression on his superiors while representing SIAD in supporting the warfighters in IRAQ.

### SURVEY: (From Page 7)

\* 29% believe steps are taken to deal with a poor performer who cannot or will not improve

On the positive side, Springer noted Federal employees are very satisfied with their benefits. "88% are satisfied with their paid vacation," she pointed out. "86% express satisfaction with paid leave for illness, including family care, and 78% say they receive support to balance work and family," she added. The OPM Director indicated 61% of respondents said they're also satisfied with their retirement benefits.

In view of the retirement wave facing the Federal Government, Springer also noted the Survey yielded several results which point to a high degree of satisfaction and intent to stay on board:

\* 83% say they like the kind of work they do

\* 73% say their work gives them a feeling of personal accomplishment

\* 66% say their supervisor/team leader is doing a good job

\* 62% say they have real opportunity to improve their skills in their organization

\* 62% say their talents are used well in the workplace

The OPM Director called upon leaders throughout the Federal Government to "pay attention to these indicators of engagement and commitment to continued service." She announced that on January 30, OPM will release the agency-by-agency results of the Survey.

Springer said the Survey's results will help OPM and the agencies work together to identify needed program or policy changes. "The follow-up work that needs to be done fits hand-in-glove with the President's Management Agenda, which is precisely about promoting a culture of achievement throughout the Federal Government," Springer said.

For the complete set of Governmentwide Survey results, go to [www.fhcs2006.opm.gov](http://www.fhcs2006.opm.gov).

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. If you do, submit your ideas to the Army Suggestion Program.



# Sierra's Suggestion Program!



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.

Look for more on the Suggestion Program in next month's edition