

The Challenge

Sierra Army Depot, Herlong, Calif.

April 2008

Vol. 64 No. 4

BRIEF NOTES

Administrative Professional's Day

Secretaries or Administrative Assistants are often excluded for the hard work they contribute to the organization. April 23 is designated as the official recognition for Administrative Professional's Day.

Quarterly Town Hall

The next Commander's Town Hall is scheduled for April 10 in the former chapel. Once again there will be three sessions 6:30 a.m., 9:30 a.m., and 12:15 p.m. The first and last sessions will be for Mission, with the second session set aside for employees within the Garrison and Special Staff. Please check with your supervisor for additional guidance as to when your specific organization will attend.

Days of Remembrance Guest Speaker

Dr. Viktoria Hertling, will be the guest speaker on April 30, during a luncheon held at Skedaddle Inn. Dr. Hertling will talk about the Holocaust Remembrance Day and honoring the legacy of victims of other genocides.

April Leader's Board

The next Leader's Board is scheduled for April 27, in the Skedaddle Inn from 2 p.m. until 4 p.m. This is a mandatory attendance for all supervisors.



Photo by Lori McDonald

Adam Danes, left, and Crystal Clark work together to identify particular assets of a M113, Armored Personnel Carrier, and input the data on to a PDA type hand held device that will be uploaded to a master storage server back in Warren, Mich.

Visibility of excess components on APC just became easier with new program at Sierra Army Depot

By Kathy Ayers
AERUC Program Manager

Senior leadership at Sierra Army Depot held a ribbon cutting ceremony last month to kick-off the new Army Equipment Regeneration and Utilization Center (AERUC) Program.

The program will have a dedicated team of 15 personnel who will perform technical inspections on multiple variations of Armored Personnel Carriers (APC) that are currently stored at SIAD. Before this program was initiated, Item Managers did not have visibility of the vehicle components that could potentially be a source of supply for the reset of like-type vehicles.

Crews will be using a PDA type

handheld device with inspection criteria data loaded on to it. The PDA will be used to record whether particular parts are available or missing on these vehicles. Once the inspections are completed, the data will then be uploaded from the handheld device to a server that holds the master database located at TACOM LCMC in Warren, Mich.

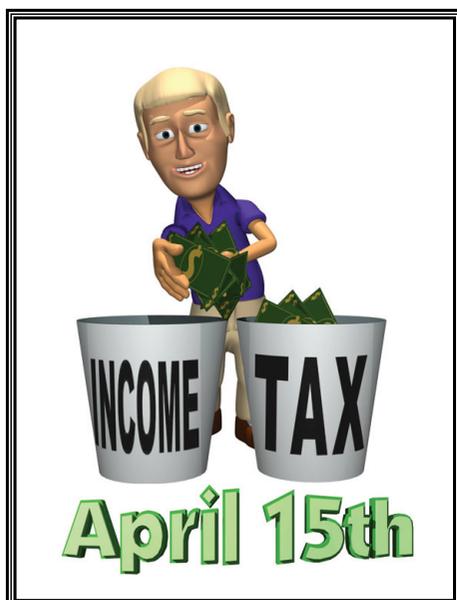
At this point, Item Managers now have immediate visibility of components currently on an APC that could be pulled for current or future requirements. By completing inventories such as this, the Army could realize a substantial savings by harvesting parts from excess vehicles in lieu of buying new parts. Some of the parts on the vehicles are no longer procurable in the supply

system and harvesting time is the only answer for the customer.

Sierra Army Depot is currently funded \$2.5M to perform technical inspections on 4,381 vehicles. The Depot is scheduled to complete approximately 520 vehicles per month.

By taking on this new program, Sierra is also piloting the new way of doing this type of business. The Depot is now accomplishing this in an automated fashion instead of the manual process, of which Sierra has been doing for the last two years which created several hours of data input for Sierra and TACOM. This new system will allow Sierra to streamline their process and will tremendously reduce the man hours

See PROGRAM Page 12



Commander's View

The month of March was extremely busy for everyone on the Depot.

Last month several Depot Base Operations organizations went through a command assessment from the TACOM LCMC Inspector General's office. This assessment is conducted normally a couple months after there has been a change in command.

I would like to thank all those who prepared for this inspection. The results of this inspection will drive efforts towards improving business processes, customer service and making the Depot a better place to work. There were only four of the 58 areas checked that still require some additional work to bring them up to a passing rate. Prior to this inspection, all employees were asked to complete a command climate survey. I will brief everyone during the Town Hall that is scheduled for April



Lt. Col. Lee H. Schiller, Jr.

10.

We currently are in the start up phase with the new recycling program that will be located in Building 556. As you have noticed, there is a vast amount of cardboard stacked around the Depot. A new compactor/baler was recently purchased and

was delivered that has the capability to crush the excess cardboard into bales. See page five for a more in-depth article on this new program.

Another new program the depot has been funded to perform is the inspection and inventory of particular parts associated with Armored Personnel Carriers that are stored on depot. A ribbon cutting ceremony occurred last month to kick off the Army Equipment Regeneration and Utilization Center (AERUC) Program. See the article on page one for additional information on this program.

It goes without saying, that my column would be missing something if I did not mention Safety. A few months ago, I talked to you about the Voluntary Protection Program that would help Sierra achieve a Gold Star status with the Occupational Safety and Health Administration. We have completed the depot assessment for this program and know

what needs to be done within the next 24 months. During the Town Hall, I will discuss where we go from here and how each employee plays an important role in the success of this program. This is not going to be a quick fix on Safety, but with the right tools and training, we will get there.

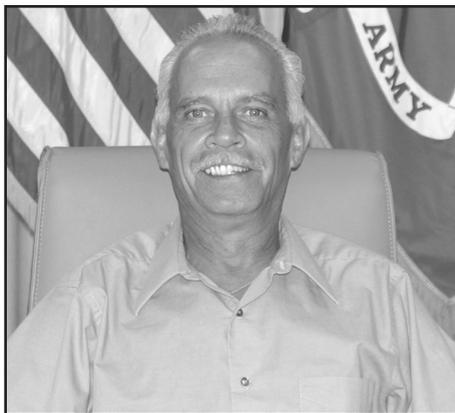
By the time this edition of The Challenge goes to print, the ISO Recertification Audit will be ongoing. I will receive the results of this audit prior to the Town Hall, at which time I will share them with you.

"Pride in Excellence!"

The Union's Position: AFGE, Local 1808

American Federation of Government Employees National AFGE President John Gage testified on Feb. 12, 2008, before the House Subcommittee on the Federal Workforce, Postal Service, and the District of Columbia to voice AFGE's concerns over pay-for-performance systems. While AFGE commends Congress' recent action to restore collective bargaining and appeal rights to the proposed National Security Personnel System (NSPS) through the Defense Authorization bill, AFGE President Gage called on Congress to address the overwhelming subjectivity and bias that remain under NSPS and other pay-for-performance systems.

"Far too many managers have told us they had carefully rated their subordinates as objectively as possible, only to be told that those ratings had to be lowered in order to get to the bell curve," AFGE President



Jim Swistowicz, President

Gage said. "Further, there is no consistency on how many shares an employee receives for a particular rating, or whether those shares will go toward a salary increase or cash bonus."

While proponents claim that pay-for-performance systems are designed to adhere to the merit system principle of equal pay for substantially equal work. employ-

ees who have had the misfortune of working under these systems know otherwise. When surveyed, federal workers expressed skepticism about their chances to excel in the workforce, because their opportunities and evaluations depend so much upon their supervisor's arbitrary set of expectations and preferences.

The intent of NSPS is that the pay not exceed the cost of the General Schedule (GS), the performance-based system is required to fit ratings into a normal distribution, or bell curve. In practice this means that numerical ratings can be changed not because of failure to reach performance objectives, but instead to align with pre-set ceilings on ratings necessary to assure adequate funding for pay pool distributions.

While Transportation Security Officers (Airport screeners) do not fall under the GS system, they are still subject to PASS — a

performance-based system that does not facilitate the well-trained, well-compensated screener workforce the American public repeatedly has called for. As with NSPS, AFGE urges Congress to require that the agency provide data that will allow for an evaluation of the system.

"Understandably confused about the system, TSA workers tell us that PASS is based on favoritism, not merit," AFGE President Gage said. "Employees express a strong desire to move to the GS system so they can at least be assured of a stable standard of living. AFGE urges the subcommittee to end the grossly unfair and inadequate PASS system, and instead place TSO's under the market-based General Schedule that applies to other federal workers, including their colleagues in DHS."

Many Federal Unions are actively addressing their concerns to

The Challenge

This is an authorized publication for members of the Department of Defense. Contents of *The Challenge* are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army. 1,000 copies are printed by Folgers Graphics, a private firm in no way connected with the U.S. Government, under exclusive written contract with Sierra Army Depot. The editorial content

Depot Commander/Publisher
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.



Chat Topic. . . we want to know your thoughts

What activities or initiatives are you doing to improve quality in your work area?



Lee Ritchey
Trailer Reset

“Consistency. From the start when a trailer comes in to the shop until it leaves, each bay needs to be consistent in the way the work is being done. Working on an SOP for trailer reset so everyone is consistent on how we do things. Making sure all parts that are needed are ordered in a timely manner.”



Steve Jones, Jr.
Trailer Reset

“Trying to improve the over-all process within trailer reset. We do this by listening and trying out new ideas before implementing them through a Lean event, because they might not work out. We take all ideas into consideration. We have researched different tools to speed up the process and that causes less strain on the mechanics.”



Michael Gress
AJI

“Pick up things within the shop to prevent tripping. I help out on the different lines. Promote the buddy system when it comes to lifting heavy items. I make suggestions that will help ease the burden of different procedures.”



Theresa Thomas
Asset Management

“Check and recheck all my work over and over. Paying attention to detail to ensure data is correct before I hit the send key. We are the door keeper of receiving and distribution for processing of documents. Everything done right because audit trails are easily traced if an error occurs. I check, check and recheck, and then ask lots of questions..”



On Cyber Patrol

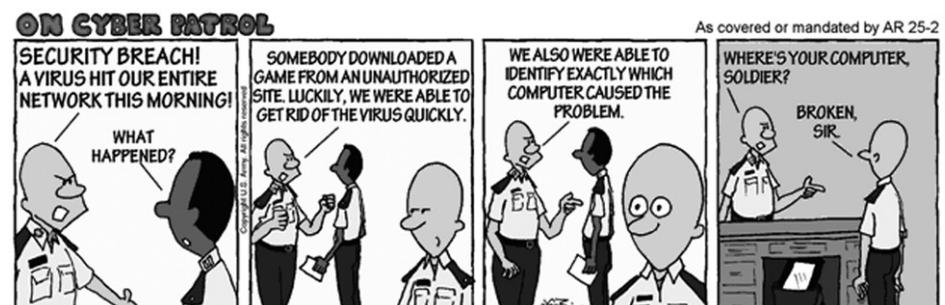
Download to the Danger Zone

It seems so innocent, downloading a game or other entertainment to pass the time during a tedious or stressful deployment. Yet, some of the dangerous cyber-critters that hitch a ride on many of those “fun” downloads make the fleas your dog brought home last summer seem like a welcome addition to the household.

Unauthorized downloads from unsecured sources expose your computer, your network, your data, your communications and everyone that depends on them, to unnecessary danger. Some of these threats are only as annoying as fleabites. Others can bring down an entire network and delete or destroy mission critical data. Unfortunately, some people will never consider this a threat until it happens to them. Some recent incidents might make all of us

reconsider that mind set.

A soldier at a military installation bypassed security safeguards on an Army computer to download and install a pirated version of a popular computer game. The pirated game included a malicious code that, without the user’s knowledge, caused the computer to launch denial of service attacks against a computer in a foreign country. This was only discovered because of routine internal security procedures. Hijacking computers via hidden code in innocent appearing software is a typical cyber terrorism tactic. Unfortunately, it is a very successful ploy because people continue to download without regard to potential cyber threats. This might be somewhat understandable for a naïve cyber newbie. However, for military personnel operating under rules and regulations (AR 25-2 for



example) designed to prevent this, it is unforgivable.

Still, downloading a pirated game is an innocent activity in comparison to other situations. For example, an Army computer user downloaded extremely inappropriate and very illegal content over an extended period of time. This criminal activity infected the computer with a virus that quickly spread to shared network folders and wiped out a considerable amount of files. Once the results of the viral attack were discovered, an internal investigation isolated and eliminated the virus and led to the capture (and we can assume prosecution) of the culprit.

These examples are just two of many – far too many – occurrences of improper downloads leading to destructive and malicious consequences. Hidden code can not

only infect a network or hijack a computer for remote attacks, it can also secretly transmit keystrokes or communications that lead to the compromise of sensitive data. It can render expensive and mission-critical computer resources useless. While there are well-trained and very diligent personnel constantly ferreting out these dangers, the amount of time, effort and resources it requires to clean up after a download-caused incident is an unnecessary and very preventable waste.

Unauthorized downloads are not simply a matter of bending the rules a little or getting away with some inconsequential mischief. The fact is that this activity is a fast track to cyber danger that can put critical military operations and personnel at risk.

Employee Profile

Teya Burciaga

Packer

Place of Birth: Germany
(Father in military)

Time working at Sierra Army Depot: I began working at Sierra Army Depot on March 17, 2008.



What made you decide you wanted to work at the depot:

Before I came here I was a Correctional Officer at the Federal Correctional Institution here at Herlong and that was not for me. I knew I wanted to stay with the government because I started with FCI in 2006 and thought it would be easier to just transfer within the government.

The one thing I like most about my job is: Meeting all the new people. I can come here and be myself, I don't have to put up a front. This has put me on a new career path.

My goal here at the depot is: To move up and eventually get into management.

If I could change one thing about myself: It would be to not be so opinionated because it can get you into trouble.

The best advice I was ever given was: From my dad and mom, and that was to ask as many questions as you possibly can and to learn as much as you can.

The best advice I could give a coworker: Do what you're told to do and follow the rules.

My favorite person (and why): My parents. I have been through a lot the past year and they are always there and support me 100 percent. I appreciate everything they have done for me.

The one thing I cannot say NO to is: My family.



Adult

Rock-n-Bowl

SIAD Bowling Center/ Snack Bar

Friday, April 25th

7:00 p.m. to 10:00 p.m.

\$9.00 (The prizes includes bowling and food.)

Prizes to be awarded for high scores.

Sign up and come join the fun.

For questions, contact Valenna, Jackie, or Mistie, 827- 4442.

How is your e-mail etiquette?

The following information on the proper etiquette for using e-mail is a brief synopsis that was part of an outcome from a recent RIE/VSA in Mission.

What are the etiquette rules?

There are many etiquette guides and many different etiquette rules. Some rules will differ according to the nature of your business and the corporate culture. Below we list what we consider as the 26 most important e-mail etiquette rules that apply to nearly all companies.

26 most important e-mail etiquette tips:

1. Mailings > use of the TO field

- When sending an e-mail mailing, the TO Line is for those people that have an action to complete, need to respond to the request or for information purposes.

2. Mailings > use of the CC field - When sending an e-mail, the CC line is for those people that you want to keep informed of actions that are being taken. It is not for these folks to take action unless requested to do so in the e-mail.

3. Be concise and to the point. Do not make an e-mail longer than it needs to be. Remember that reading an e-mail is harder than reading printed communications and a long e-mail can be very discouraging to read.

4. Answer all questions, and preempt further questions. An e-mail reply must answer all questions, and preempt further questions – If you do not answer all the questions in the original e-mail, you will receive further e-mails regarding the unanswered questions, which will not only waste your time and your customer's time but also cause considerable frustration.

5. Use proper spelling, grammar & punctuation. This is not only important because improper spelling, grammar and punctuation give a bad impression of your company, it is also important for conveying the message properly.

6. Use templates for your signature block. When we read an e-mail, it should have a signature block with at least a full name, title, and phone number on it so if we want to call and talk to them personally we don't have to go to the phone book and look it up. Go to Tools/Options/Mail Format tab/Signature and this opens up a block in which you can put your name, title and phone number. That

is the very least it should have. Click OK then select Signature for new messages and signature for replies and forwards. Your name should be in these blocks.

7. Answer swiftly. Customers send an e-mail because they wish to receive a quick response. If they did not want a quick response they would send a letter or a fax. Therefore, each e-mail should be replied to within at least 24 hours, and preferably within the same working day. If the e-mail is complicated, just send an e-mail back saying that you have received it and that you will get back to them.

8. Do not attach unnecessary files. By sending large attachments you can annoy customers and even bring down their e-mail system. Wherever possible try to compress attachments and only send attachments when they are productive. Moreover, you need to have a good

9. Use proper structure & layout. Since reading from a screen is more difficult than reading from paper, the structure and layout is very important for e-mail messages. Use short paragraphs and blank lines between each paragraph. When making points, number them or mark each point as separate to keep the overview.

10. Do not overuse the high priority option. We all know the story of the boy who cried wolf. If you overuse the high priority option, it will lose its function when you really need it. Moreover, even if a mail has high priority, your message will come across as slightly aggressive if you flag it as 'high priority'.

11. Do not write in CAPITALS. IF YOU WRITE IN CAPITALS IT SEEMS AS IF YOU ARE SHOUTING. This can be highly annoying and might trigger an unwanted response in the form of a flame mail.

12. Don't leave out the message thread. When you reply to an e-mail, you must include the original mail in your reply, in other words click 'Reply', instead of 'New Mail'.

13. Remember to forward an attachment. When you reply to an e-mail that has an attachment and you want to forward that attachment with the reply, you have to click on 'Forward' and then continue with your message. Your attachment will go with your message.

14. Read the e-mail before you
See ETIQUETTE Page 10



New Environmental Recycling Program

By Veronica Martinez
Recycling Program
Office Automation Assistant

The Depot's Environmental Recycling Program continues to grow and evolve. We currently have new and exciting projects in the startup phase. The biggest is the installation of our new horizontal compactor/baler located at Building 556 complex. This new machine has the capability to produce 900 pound bales for market. Each bale will be worth approximately \$85.00, depending on market price at the time of sale. The project should produce 10 to 12 bales per day and generate approximately \$4,000 to \$5,000 per week.

The Tire Disassembly program is the other new project under way. Once we are up and running, the program will handle approximately 100 scrap wheel assemblies per week and generate nearly \$8,000 per month.

There were many benefits to starting a depot recycling program. The first, recycling saves landfill space which results in prolonging the Depot's landfill life-span. By prolonging landfill life-span, the Depot can control cost associated with solid waste disposal.

In addition, recycling can save energy. It almost always takes less energy to make a product from recycled materials than it does to make it from raw or new materials. Using recycled aluminum scrap to make new aluminum cans, for example, uses 95 percent less energy than making aluminum cans from bauxite ore, the raw material used to make aluminum.

By using materials more than

once, we conserve our natural resources. In the case of paper, recycling saves trees and water. Making one ton of paper from recycled stock saves up to 17 trees and uses 50 percent less water. (eia.doe.gov)

Recycling can reduce air and water pollution. Using aluminum scrap instead of bauxite ore to make new aluminum products cuts air and water pollution by 95 percent.

Americans recycled just six percent in 1960 and 16 percent in 1990; however we recycle approximately 31 percent today.

As a good steward of the environment and sound business practice, the Depot has initiated a new Qualified Recycling Program (QRP). The organization will be a part of the Environmental Office (Branch) and serves all depot operational areas. Currently Environmental Recycling Program conducts their operation at Bldg. 556 facility and plans are being made to expand operations utilizing Bldg. 403.

The Environmental Recycle Program continues to investigate recycling opportunities and welcomes suggestions and feedback from any and all concerned employees.

For additional information or to submit a recycle opportunity sug-



gestion, please feel free to contact the Environmental Recycling Program Office at 827-5122.

AMC activates new Army Contracting Command

FORT BELVOIR, Va. – The U.S. Army Materiel Command activated the U.S. Army Contracting Command as a provisional major subordinate command in a ceremony here March 13, 2008.

Secretary of the Army Pete Geren, directed the establishment of the ACC and the realignment of the U.S. Army Contracting Agency under AMC to immediately implement the Gansler Commission's recommendation to restructure Army contracting efforts and assign responsibility to facilitate contracting and contract management in expeditionary and U.S.-based op-

erations.

The ACA presently provides contracting services for installation-level services and supplies, and common-use information technology hardware, software and services. The realignment of ACA to AMC places the majority of the Army's contracting resources into one Army command which will provide a full-range of contracting services.

The ACC will be a two-star level command with two, one-star level subordinate commands: an expeditionary contracting command and an installation contracting command.

In Memory

Zachary Wayne Woolverton
August 9th, 1985 - January 1st, 2008



Zach was a loving, caring, and compassionate young man who enjoyed life. He never met a stranger. He loved people and animals and helped any person or animal in need. He had the gift of gab and loved to make people laugh...especially his mother. Please say a prayer for him. I can't wait to see him again and hug him so tight for eternity. With all my heart and soul, I will always love him and miss him.
~ Cynthia, Zach's mom ~



In the event of my Demise by Tupac
In the event of my Demise
when my heart can beat no more
I Hope I Die For A Principle
or A Belief that I had Lived 4
I will die Before My Time
Because I feel the shadow's Depth
So much I wanted 2 accomplish
before I reached my Death
I have come 2 grips with the possibility
and wiped the last tear from My eyes
I Loved All who were Positive
In the event of my Demise

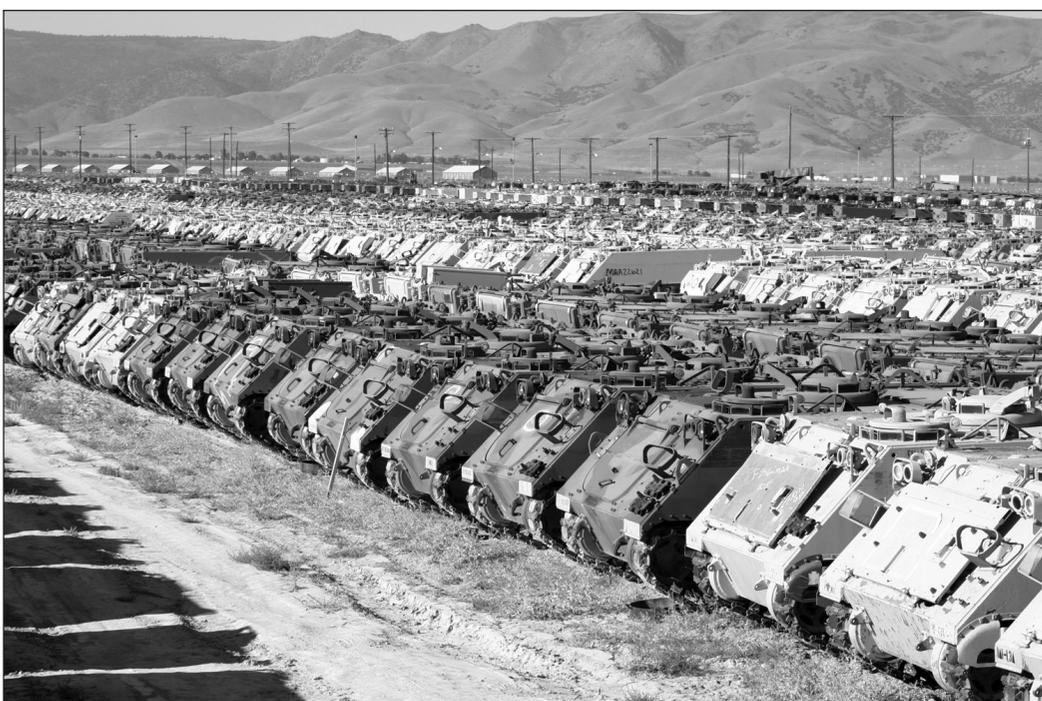
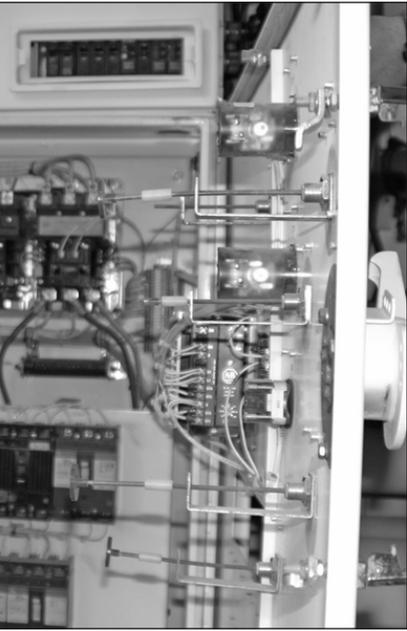
I would like to extend my gratitude to those employees of SIAD that have offered their love, prayers, and support because of the loss of my only child, Zachary Wayne Woolverton. He was only 22 years old and full of hopes and dreams. Zach was so beautiful to me in every way, my heart aches for him. I miss his big, brown eyes, his beautiful smile and his sense of humor. He is in heaven now and most likely making God laugh.

Sincerely,
Cynthia Woolverton

OPERATIONS ARC



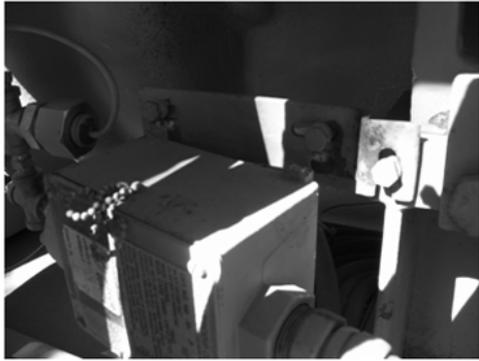
OUND THE DEPOT



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!

Here are two of our most recently evaluated suggestions



Bracket Modification on 800 GPM I.P.D.S Pumps. Suggestion is at Level 2 awaiting evaluation from our Regional Manager.



Car Wash Spray Wands Suggestion was approved And implemented in Oct. 07.

Do you have a suggestion? You can submit it on the online Army Suggestion Program (ASP) at <https://armysuggestions.army.mil> or <https://sierc2falcon.sierra.army.mil/> and click on the ASP icon at the bottom of the page, or better yet, if you need assistance, contact the Army Suggestion Office at X4241. But you must have an AKO User name and Password.

Marijuana and working for the Federal Government don't mix

The Department of Defense's stance is that any one who works for DoD, directly, such as GS or WG, or indirectly, such as a contractor, must adhere to the Drug Free Work place act. This means that any drug use is strictly forbidden.

In 1996, the compassionate use law was passed, legalizing the use of medically prescribed marijuana, in California. For many this created a false belief that marijuana use was now legal. This is not so, the federal government considers all marijuana use as illegal and has been actively arresting major marijuana dispensaries and charging them with felony distribution charges. In January, 2008, the supreme court up held the firing of a California worker for a positive on a drug screening. The courts stance in this decision was "because of well documented problems" of absenteeism, low productivity, and physical injury, employers exercise their right to test workers and, if results are positive for illegal substances, to deny them employment."

The Employment Assistance Program, EAP, is here to assist anyone who wants to seek help with a drug problem. If you come in for assistance and seek help we are here to help you. The plan is to keep our valued employees employed and happy. This we can do if you seek assistance and follow through with treatment.

If you have any questions please contact George R. Mongar at 827-4190 or stop by the office on the back side of building 150.

LEAN into My Corner

By William Deming
QEO Chief

This month, I'm going to address the different types of Lean events that are available. Often a manager knows that a problem exists, but is not sure what approach is needed to fix it. In all cases, a team is formed drawing on participants from a variety of backgrounds. Most of the events we conduct at Sierra fall into four types: the 3P, the 6S, the RIE and the VSA.

3P: A 3P (Production Preparation Process) event is typically used when a program is just getting started. The focus is on establishing a process based on Lean principles from the start rather than improving an existing process. The team will spend much of its time generating alternative approaches to a process. The resulting alternatives are evaluated according to organizational requirements, costs, and other factors using appropriate Lean tools. The best alternative is chosen and implemented. This is not to say that a 3P event will result in a perfect process with no waste but it will allow us to avoid many problems from the start.

6S: In many cases, programs



are established in locations that are less than ideal. A 6S event enables us to organize a facility so it can be utilized more efficiently. Different organizations use slightly different models for these events but they all revolve around organization and clean-up. The model we employ at Sierra (Safety, Sustain, Sort, Straighten, Scrub, Standardize) is typical. The event starts with a "6S audit" to establish a baseline for the location. The team will take "before" photos and begin the organizational process. An intense week follows, ending in a workplace that is clean, orderly, and much easier to work in. A final audit is performed so that we have before and after comparisons. We have conducted a number of 6S events at Sierra over the past several months, realizing some very significant gains in reclaimed floor space.

RIE: The Rapid Improvement Event is what comes to mind when most people think of a Lean event.

This is not surprising as the RIE (sometimes called a "Kaizen" event) is really the fundamental building block of the Lean approach to process improvement. It focuses the energies of the team on removing the waste from a single process, making it more efficient and establishing a basis for continuous process improvement. Even more than with the 3P and 6S events, it is crucial that the team selected for an RIE be cross functional with at least some members chosen from areas not directly involved with the process. It is often much easier to see the waste in a process if a team member is not directly involved in it on a daily basis.

VSA: A Value Stream Analysis is used to map a program to identify activities that add no value to the process. These areas of waste identified through the VSA event can then be addressed with other events—typically RIEs. A VSA will generally result in two to six follow-on RIE events.

This is a very simplified accounting of the types of Lean events we use most commonly at Sierra Army Depot. If you would like more information, please contact any of the Lean staff.

New Depot Employees

It is with great pleasure we welcome the following new employees to Sierra Army Depot:

Barbara Altuz, Supply Technician

Jerrod Boatright, Packer

Teya Burciaga, Packer

Frances Martinez, Accounting Technician

Students learn importance of being drug and violence free through D.A.R.E. Program

**Sgt. Robert Brent
Dare Instructor**

On Feb. 22, 2008, at 10:00 a.m., the D.A.R.E. (Drug Abuse Resistance Education) graduation was held at the Skedaddle Inn. The graduation was for the fifth and sixth grade class from the Sierra Primary Elementary School. The graduation culminated 17 weeks of instruction on the importance of being drug and violence free. During the course different subjects were covered every week, including: the harmful effects and consequences of using illegal drugs, the importance of having high self-esteem and being confident while respecting the rights of others, being responsible, making good decisions (especially with situations involving risks), learning to say no to drug offers, learning how to deal with peer and media pressure, ways to avoid gangs and violence associated with them, and how positive activities can help fulfill the desire to belong.

Guest speakers at the graduation were Lt. Col. Lee H. Schiller, Jr., Depot Commander, Mr. Doug Christey, Deputy Chief of Security, Mr. George Mongar, SIAD Alcohol and Drug Counselor, Ms. Marsha Ol-

sen, SIAD Child and Youth Services, and fifth and sixth grade teachers Mrs. Cook and Mrs. Buckman.

One of the requirements to graduate from the D.A.R.E. program is to write an essay on how and why the students will stay drug free. The essay winners for this year were Sarah Idzinski and Andrew Vega-Christey. Both students received medals and a new bicycle.

The D.A.R.E. curriculum is taught by Sgt. Robert Brent, from the Law Enforcement Division, of Risk Management Directorate at Sierra Amy Depot. Brent is certified to teach the D.A.R.E. curriculum at the Elementary, Middle School and High School levels. Brent has been a D.A.R.E officer at Sierra Amy Depot since 1995 and is the only D.A.R.E. officer in Lassen County.

This year's graduating students consisted of Isiah Primeau, Justin Spoon, Tristen Edwards, Kasey Berry, Jessie Custer, C. J. Tong, Tyler Oliver, Sarah Idzinski, Justin White, Danielle Harris, Jamie Dominguez, Jessie Hooker, Judy Spoon, Faith Allen, Anthony Garcia, Steven Ellison, Andrew Vega-Christey, Tiffany Tong, David Ingersal and Brandon Spoon.

2008 D.A.R.E. Graduates



Taking A Stand

By Sarah Idzinski

I don't want to do drugs because millions of adults, even children, have died from it. I feel that the D.A.R.E. program and officers are just trying to be mentors and keep more people alive. I think that other people should just get rid of the drugs that can hurt everyone in the world and throw them away.

I also think that when you are drunk, or high, you are hurting everyone around you. They have this commercial that is about living above the influence. Millions are still dying because they are ignoring real life and letting themselves waste away.

Every time you have a beer or smoke a pack of cigarettes you could be taking away a part of your life. When you are on drugs you hurt yourself and nobody wants to be around you. You will either grow up a poor lonely kid, or die before you are an adult. This is why I promise not to do drugs.



By Andrew Vega-Christy

This is my promise to stay drug free. I have learned the harmful effects of using drugs, like about nicotine and tar. Learning the effects of drugs have convinced me to not use drugs. I wish to stay healthy and not visit my elders above. And I have been taught the meanings of new words, the meaning of "D.A.R.E." Also, what helped me was my amazing D.A.R.E. teacher.

And I promise to stay drug free. The only drug I shall take is medicine when I am sick in the tummy. I have realized that promise is a big word, but I always keep my promise. Also I shall stay away from harmful drugs.

This is how I will stay away from drugs. If someone tries to ask me to smoke pot or do any other drugs or bad things, I will tell them one of the 8 ways to say no. Like the cold shoulder, change the subject, or list the harmful effects. And I will make good friends who haven't done bad things and I will promise to try and do the right thing. Also, if my friends invite me to a party and things get out of control, I will call someone like my dad or mom to come pick me up.

And I sincerely promise to stay drug free, stay away from drugs and do the right thing. Also I want all you to start telling other kids like the little kids to stay out of trouble and drug free. Thank you.



*Administrative
Professionals Day*



Luncheon - 23 Apr

1130 - 1230

RSVP NLT 15 Apr by calling 4662.

Safety Dawg Says

Cell Phones can Kill You when refueling your car or boat, lawnmower, or other motorized equipment!!

**IMPORTANT....
Shell Oil Comments - A Must Read**

Safety Alert!

Here's some reasons why we don't allow cell phones in operating areas, propylene oxide handling and storage area, propane, gas and diesel refueling areas.

The Shell Oil Company recently issued a warning after three incidents in which mobile phones (cell phones) ignited fumes during fueling operations.

In the first case, the phone was placed on the car's trunk lid during fueling; it rang and the ensuing fire destroyed the car and the gasoline pump.

In the second, an individual suffered severe burns to their face when fumes ignited as they answered a call while refueling their car!

And in the third, an individual suffered burns to the thigh and groin as fumes ignited when the phone, which was in their pocket, rang while they were fueling their car.

You should know that:

Mobile Phones can ignite fuel or fumes

Mobile phones that light up when switched on or when they ring release enough energy to provide a spark for ignition.

Mobile phones should not be used in filling stations, or when fueling lawn mowers, boat, etc.

Mobile phones should not be used, or should be turned off, around other materials that generate flammable or explosive fumes or dust, (i.e., solvents, chemicals, gases, grain dust, etc.).

To sum it up, here are the: Four Rules for Safe Refueling:

1) Turn off engine.

2) Don't smoke.

3) Don't use your cell phone - leave it inside the vehicle or turn it off.

4) Don't re-enter your vehicle during fueling

Bob Renkes of Petroleum Equipment Institute is working on a campaign to try and make people aware of fires as a result of 'static electricity' at gas pumps. His company has researched 150 cases of these fires.

His results were very surprising:

1) Out of 150 cases, almost all of them were women.



2) Almost all cases involved the person getting back in their vehicle while the nozzle was still pumping gas. When finished, they went back to pull the nozzle out and the fire started, as a result of static.

3) Most had on rubber-soled shoes.

4) Most men never get back in their vehicle until completely finished. This is why they are seldom involved in these types of fires.

5) Don't ever use cell phones when pumping gas

6) It is the vapors that come out of the gas that cause the fire, when connected with static charges.

7) There were 29 fires where the vehicle was re-entered and the nozzle was touched during refueling from a variety of makes and models. Some resulted in extensive damage to the vehicle, to the station, and to the customer.

8) Seventeen fires occurred before, during or immediately after the gas cap was removed and before fueling began.

Mr. Renkes stresses to NEVER get back into your vehicle while filling it with gas.

If you absolutely HAVE to get in your vehicle while the gas is pumping, make sure you get out, close the door TOUCHING THE METAL, before you ever pull the nozzle out. This way the static from your body will be discharged before you ever remove the nozzle.

As I mentioned earlier, The Petroleum Equipment Institute, along with several other companies now, are really trying to make the public aware of this danger. You can find out more information by going to <http://www.pei.org>. Once here, click in the center of the screen where it says 'Stop Static'. (I found it under resources on the left side of the screen).

I ask you to please send this information to ALL your family and friends, especially those who have kids in the car with them while pumping gas. If this were to happen to them, they may not be able to get the children out in time. Thanks for passing this along.

Thanks to all and have a Safe Spring, and Thanks to Cindy Garza for sending me this information to share with you!



WOOF!!!!

Russ Collier

UNION (From Page 2)

their respective Congressional Representatives to support the removal of the pay-for-performance systems that are used throughout the federal government, due to the fact that these systems create unfair and sometimes bias performance appraisals.

A-76 update:

During the week of Mar. 10, there were several private Sector bidders on depot to get a tour of the facilities to see what they were to be responsible for and to prepare and present their competitive bid.

Union meetings are held on the first Tuesday of each in Building 58 and will start at 5:15 p.m. All bargaining unit employees are welcome to attend.

ETIQUETTE From Page 5

send it. A lot of people don't bother to read an e-mail before they send it out, as can be seen from the many spelling and grammar mistakes contained in e-mails. Apart from this, reading your e-mail through the eyes of the recipient will help you send a more effective message and avoid misunderstandings and inappropriate comments.

15. Do not overuse Reply to All. Only use Reply to All if you really need your message to be seen by each person who received the original message.

16. Take care with abbreviations and acronyms. In business e-mails, try not to use abbreviations such as BTW (by the way) and LOL (laugh out loud). The recipient might not be aware of the meanings of the abbreviations and in business e-mails these are generally not appropriate. If you use an Acronym spell it out first. Not everyone knows what they mean.

17. Take care with rich text and HTML messages. Be aware that when you send an e-mail in rich text or HTML format, the sender might only be able to receive plain text e-mails. If this is the case, the recipient will receive your message as a .txt attachment. Most e-mail clients however, including Microsoft Outlook, are able to receive HTML and rich text messages.

18. Do not forward chain letters. Do not forward chain letters. We can safely say that all of them are hoaxes. Just delete the letters as soon as you receive them.

19. Do not request delivery and read receipts. This will almost always annoy your recipient before he or she has even read your message. If you want to know whether an e-mail was received it is better to ask the recipient to let you know if it was received.

20. Do not ask to recall a message. Biggest chances are that your message has already been delivered and read. A recall request would look very silly in that case wouldn't it? It is better just to send an e-mail to say that you have made a mistake. This will look much more honest than

See ETIQUETTE Page 12

Did you know.....

The first commercial telephone used by Alexander Graham Bell was installed in April 1877 between Charles William's electrical shop on Court Street, Boston and



his home about three miles away. A month later the first rented installations were made making this line the first commercial telephone service.

CYS Monthly update

Parent internet classes are being held at CYS this month. Classes will cover protecting your personal information, MySpace safety, avoiding viruses, and navigating through the web. For more information or to sign up for a class please contact Leeland Hinkle at 827-4696.

CYS Sports:

We are currently trying to start a Junior Baseball League, if you are interested in coaching or signing up your children grades kindergarten-

6th grade, please contact Marsha Olsen at ext. 4696.

Mark these dates on your calendar April 10 is Jr. Olympics Track and Field and April 24 is Jr. Olympics Tennis, both will start at 4 p.m. at CYS. Winners of the competition go on to compete at a regional level in Sacramento, CA.

For more information on any CYS programs, please contact 827-4696.

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 827-4662 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 8:00 p.m. Open Friday, 11:00 a.m. to 5:00 p.m., Saturday & Sunday from 11:00 a.m. to 2:00 p.m. There is no charge for general use for military and depot personnel; however, all patrons must fill out a

SIAD Form 1180 that is available at the Fitness Center. 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 or raul.granados@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.

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.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497, or email kathleen.ohern@us.army.mil Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

Sierra Employee brings a little bit of history to local schools



During Black History month, Ms. Julie Mason, Community Services Director, was a guest at the Herlong Schools where she portrayed Ms. Osceola McCarty. McCarty was a laundry woman who gave the Southern Mississippi University \$150,000.00

REMEMBER FILE YOUR TAXES

3 ON 3 BASKETBALL

- We are now accepting registration for teams wanting to participate in the Spring 3 on 3 Basketball League.
- Cost is \$10.00 per team
- Contact Chris at X4655 or email CHRISTOPHER.L.LONG@US.ARMY.MIL for further information
- League begins April 14, 2008 at 1715.



Community Bulletin

For Sale

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

FOR SALE/RENT or Lease Option. Turn key home in Cold Springs just minutes from the Commuter Bus Stop. 1,831 sq ft, 3 bedroom, 2 bath on 1/3 acre fenced lot. Buy it today for \$235,900 or rent it for \$1,350 plus deposit. Down payment assistance available. E-Mail robert.getty@yahoo.com or call 775.972.8203.



UNR Professor guest speaker at Women's History Month Luncheon

Born in Cologne, Germany, Dr. Viktoria Hertling received her Ph.D. from the University of Wisconsin, Madison. She is the founder and director of the Center for Holocaust, Genocide & Peace Studies at the University of Nevada, Reno. The Center for HGPS received the Thornton Peace Prize in 1997.

Before coming to UNR, Hertling taught at Kent State University and at Mount Holyoke College. She teaches a wide variety of literature, culture, and current issues courses, including Western Traditions.

In 1995, Hertling initiated and developed a unique academic program in Holocaust, Genocide & Peace Studies (HGPS) - the first of its kind in Nevada. HGPS is now firmly established in the university curriculum. For the past five years, Hertling has been teaching courses on genocide and peace and a course on literature of the Holocaust.

Hertling has written, edited, as well as translated, seven books. She has written numerous articles that have been published in the United States and Europe. She curated an art exhibit at The Peace Museum in Chicago. As a recognized scholar of Holocaust and exile literature, she has lectured and presented her research in many parts of the world. Hertling was the President of the North American Society for Exile Studies, Inc., whose sister organization is located in Berlin, Germany. She is a member of the international editorial board of the Journal of Genocide Research, published in the United Kingdom.

Hertling is actively involved in peace and humanitarian efforts. She recently conducted workshops on peace in Central America. She also served on the executive board of the Angel Kiss Foundation of Nevada, an organization dedicated to helping children with cancer.

Hertling has produced three award-winning video documentaries - one received a national award, another was nominated for an Emmy, and the third won the Telly award. She is also a photographer and a proud grandmother of five.

Public Affairs Office
Sierra Army Depot
74 C Street, Bldg. 150
Herlong, CA 96113



Photo by Lori McDonald

Employees working within the Long-Term Storage section join Bruce Bray, Acting Commander, as he prepares to cut the ribbon signifying the start of the new AERUC Program where APC's like the ones in this photo will be inventoried for accountability and visibility of components that could potentially be used for future requirements.

PROGRAM (From Page 1)

involved in capturing this type of information. This is a great program for Sierra as it fits into our core competencies and it is helping the Army reduce their costs in resetting and or recapping

the Army Fleet.

This is a win – win situation for the Army and Sierra Army Depot.

ETIQUETTE (From Page 10)

trying to recall a message.

21. Do not use e-mail to discuss confidential information. Sending an e-mail is like sending a postcard. If you don't want your e-mail to be displayed on a bulletin board, don't send it.

22. Use a meaningful subject. Try to use a subject that is meaningful to the recipient as well as yourself. For instance, when you send an e-mail that is referring to a specific program, put the JOPCN on the subject line.

23. Avoid using URGENT and IMPORTANT. Even more so than the high-priority option, you must at all times try to avoid these types of words in an e-mail or subject line. Only use this if it is a really, really urgent or important message.

24. Don't send or forward e-mails containing libelous, defamatory, offensive, racist or obscene remarks. By sending or even just forwarding one libelous, or offensive remark in an e-mail, you and your company can face court cases resulting in multi-million dollar penalties.

25. Don't forward virus hoaxes and chain letters. (Addressed in the IA awareness training) If you receive an e-mail message warning you of a new unstoppable virus that will immediately delete everything from your computer, this is most probably a hoax.

26. Don't reply to spam. (Addressed in the IA awareness training) By replying to spam or

by unsubscribing, you are confirming that your e-mail address is 'live'. Confirming this will only generate even more spam.

