



The Challenge



Sierra Army Depot, Herlong, CA

February 2008

Vol. 64 No. 02

Brief Notes

Depot Information Number

The Depot has established an information telephone number for employees to call and listen for current information about depot operations during emergencies or inclement weather.

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. This is not a road condition line.

The recording is normally updated on a daily basis before 4:30 a.m., Monday through Friday.

For road conditions in Calif., call 1-800-427-7626 and in Nevada call 511 (within Nevada) or 1-877-687-6237.

Employees are encouraged to call 827-4998, and listen to the daily recording.

Lean Events in February

The following Lean events are scheduled for this month:

Paint Shop 3S - Feb. 11-14, 2008

F.A.W.P.S.S. BII RIE - Feb. 19- 21, 2008

Bldg. 358S 6S - Feb. 19-21, 2008

Materials Distribution (365S) 6S - Feb 25-28, 2008

Leader's Board

Supervisors need to mark their calendar for the next Leader's Board that is scheduled for Feb. 21, beginning at 2:00 p.m. in the Skedaddle Inn.

Ski Tour Information

In coordination with Presidio of Monterey's (POM) Outdoor Recreation, SIAD Outdoor Recreation is partnering with POM to provide the depot employees with opportunities to participate in ski packages, lift tickets and lodging at Lake Tahoe.

If anyone is interested in participating in ski activities and wants more information, they can contact Presidio of Monterey by calling 831-242-5506/6133 or www.pom-odr.com directly.

NSPS Soon to be Active at SIAD

Effective Feb. 17, 2008, Sierra Army Depot non-bargaining unit employees will convert to the National Security Personnel System. All employees affected were notified in November 2007. For more information on this subject, call SIAD Transition Manager for NSPS at 827-4255.



Photo by Lori McDonald

Ch (Col.) Kenneth Sampson talks to employees about the recent loss of a co-worker and that by keeping faith and having each other to lean on, the pain will lessen. Sampson was "moved" by how this group reached out and drew strength from each other as a family during this time of sorrow.

A touch of faith from AMC Chaplain during recent visit

Depot employees display energy and pride in the work being accomplished

By Lori McDonald
Public Affairs Officer

Weather does not deter visitors from making their way to see what Sierra Army Depot is all about.

It was the first visit to the depot for CH (Col.) Kenneth Sampson, Army Materiel Command Chaplain. Sampson traveled to the depot through snow flurries and cold weather, only to be greeted by the first of many warm and personal touches that depot employees are known for.

Ms. Julie Mason, Director of Community Services, and her staff went out their way to ensure his stay at the Skedaddle Inn was nothing less than a five-star rating.

Sampson received a command briefing from Lt Col. Lee H. Schiller, depot commander, before he began a tour of the depot operations. Sampson took a few minutes to thank Schiller, his staff, and all the workers here at SIAD for their untiring efforts and dedication to the Soldier in the field. Sampson said, "Many times the work done at this level is not acknowledged and properly thanked.

And I just wanted to personally thank each and every one for what they are doing because it really makes a difference."

A windshield tour was provided of the long-term storage of wheeled vehicles that have returned from Southwest Asia awaiting disposition.

The first stop for Sampson was to talk with co-workers of a depot employee who lost his life on Dec. 31, 2007, in a traffic accident. Team members were moved that Sampson took time out of his schedule to come and talk to them. The camaraderie and family togetherness displayed by the co-workers in a time like this was extremely moving to Sampson. He stated that if this was the only stop of the entire tour, then his visit was truly a successful "holy moment."

From there, the next stop was to see work being completed within the Trailer Reset operation. Mr. Jason Haggerty, supervisor, described the process his employees take to get the trailers ready to be shipped back to the field. Sampson, energized by this area, was ready to start helping the employees turn wrenches.

See CHAPLAIN Page 12

Commander's View

I want to personally thank each one of you for helping the first quarter of the fiscal year end on a high note. We executed 228 direct labor hours, exceeding our planned goal by more than ten thousand hours. This is the largest number of direct labor hours executed in any first quarter ever in Sierra Army Depot's history. We have reduced our carryover workload by 26 percent. I am proud of the hard work and dedication supervisors, leaders, and workers continue to put forth to reach these types of goals by working overtime and decreasing the number of injuries sustained on the job.

Safety is another area where we continue to improve. If you have not noticed the sign as you enter the depot, the number of days worked without a lost time injury continues to increase. Our injury/accident rate has decreased by 24 percent compared to last quarter efforts. You have accomplished



Lt. Col. Lee H. Schiller, Jr.

this by wearing the proper personal protective equipment required in your job, utilizing proper safety procedures and tools and continued efforts to establish and review Job Hazard Analysis.

This month we continue to host a vast number of high level visitors, customers, and potential new

customers. Our commitment to the Soldiers we all serve and our customers is paramount to our continued success. A few of the visits this month will include a visit from Gen. Benjamin Griffin, AMC Commanding General, TACOM Inspector General Team conducting a commander's assessment, and representatives from the Army G-4. Continue to demonstrate that unique "SIERRA" attitude and pride to our visitors in your assigned work areas.

I have received several questions regarding the status of the airfield. The construction for the 3,000 foot extension is complete. However, we are still working with the Corps of Engineers and the Federal Aviation Administration (FAA) to have instrumental landing equipment installed, tested and approved before it can be re-opened for military aircraft to land.

"Pride In Excellence"



Remember
your Sweet-
heart on Feb.
14th

The Union's Position: AFGEL, Local 1808

The below information was taken from the Negotiated Agreement between Sierra Army Depot and AFGEL Local 1808.

Union Representation - Negotiated Agreement Article XI Sec. 11.2c:

"Upon notification to a steward by an employee requesting representation during working hours, the steward and the employee requesting representation will notify their respective supervisors of such a request in each instance prior to scheduling a meeting. Permission for such a meeting will be granted and the meeting will be scheduled at a mutually agreeable time set by the parties involved to prevent undue interruption of work."

If an employee wishes to speak to a Union Representative the above applies to all. The way to accomplish this is for the employee to ask



Jim Swistowicz, President

his/her supervisor to meet with a Union Rep. The employee then can contact a Steward in his/her area or call the Union office at extension 5375 to ask for a Union Representative to meet with them. If no one is in the office, leave a message and I will notify the Chief Steward (Gary Garrett) to get a representative to the requesting employee. If an employee is going to be counseled by their

supervisor and believes that such counseling may result in some form of disciplinary/corrective action by the supervisor, they have a right to Union representation, but they must request the Union to be present. At the time of the request the supervisor must end the counseling session until a Union representative is available and can be present.

Employees' Rights - Article VII Sec.7.1

General. Each employee shall have the right to form, join, or assist any labor organization, or to refrain from any such activity, freely, and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such rights. Except as otherwise provided under the Civil Service Reform Act, such right includes the right:

a.. To act for a labor organization in the capacity of a representative and

the right in that capacity to present the views of the labor organization to heads of agencies and other officials of the executive branch of the Government, the congress, or other appropriate authorities.

b. To engage in collective bargaining with respect to conditions of employment through representatives chosen by employees.

Representation - Article VII Sec. 7.4

a. An employee or group of employees, in the bargaining unit may present grievances and/or appeals to the employer and have them adjusted without a Union representative, provided the adjustment is not inconsistent with the terms of this agreement. A Union representative has the right to be present at the settlement.

b. The employee, or group of
See UNION Page 3

The Challenge

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Editorial Assistant _____

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

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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 process improvement (LEAN) has helped you to accomplish your job better?



Brandy Knight
Management & Program Analyst

“My particular area did not go through a process improvement, but I have participated in one. I have been able to take pieces from LEAN and apply them to my job. I have been able to reduce time in processing and cutting out steps that are unnecessary”



Conrad Kirk
Material Handler

“The best improvement that has helped me is moving the processing of documents to the shop floors. This has cut down the time to actually get the product to the customer. It no longer takes us 2 days to process documents, but hours.”



Gloria White
Material Handler

“The SOP in 304 Receiving gives you a step by step on how to process packages and what needs to be done when receiving trucks. It also has step by step proper safety procedures. For example, anything over 40 pounds, you need to seek help. It’s a pretty good guidebook. It’s easy!”

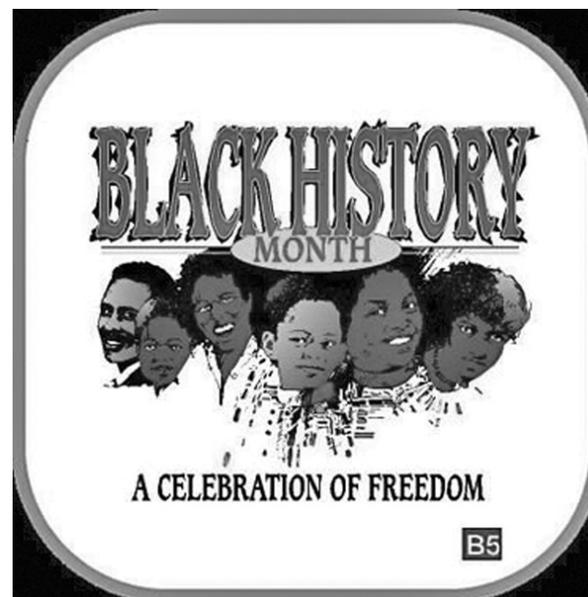
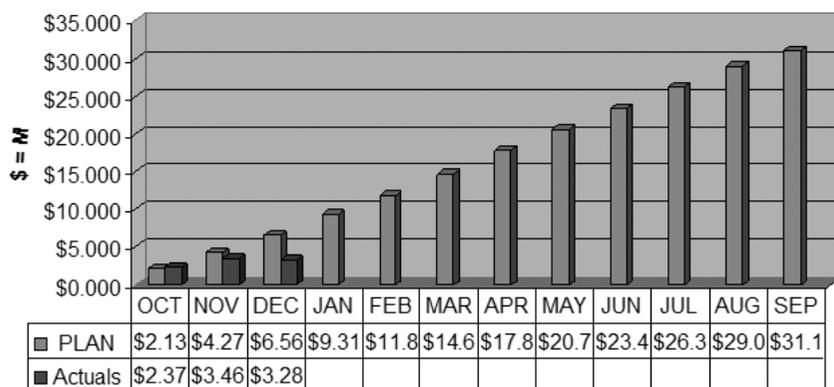


John Mooney
Material Handler

“The visual aides-posters throughout the warehouses. They show the key areas on documents that must be completed. They help keep us in line with ISO 9000 compliance and the audits. We are audited daily by Logistics Div to make sure we are on track and doing things right.”

December Results

Net Operating Result



UNION (From Page 2)

employees, has the right to have their interest represented by the Union without discrimination and without regard to labor organization membership.

The monthly Union meetings are held the first Tuesday of each month at Bldg. 58 beginning at 5:15 p.m. Union Office telephone numbers are 827-5375, 827-5211, or Fax 827-4271.

SALARY TABLE 2008-RUS INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 13.18% FOR THE LOCALITY PAY AREA OF REST OF U.S.

(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 2.99%)

EFFECTIVE JANUARY 2008

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	\$ 19,293	\$ 19,937	\$ 20,578	\$ 21,217	\$ 21,858	\$ 22,235	\$ 22,869	\$ 23,509	\$ 23,534	\$ 24,135
2	21,691	22,207	22,925	23,534	23,796	24,496	25,195	25,894	26,594	27,293
3	23,667	24,456	25,245	26,034	26,823	27,611	28,400	29,189	29,978	30,767
4	26,569	27,455	28,341	29,228	30,114	31,000	31,886	32,772	33,659	34,545
5	29,726	30,716	31,706	32,697	33,687	34,677	35,668	36,658	37,648	38,639
6	33,135	34,239	35,344	36,448	37,553	38,658	39,762	40,867	41,972	43,076
7	36,822	38,049	39,276	40,503	41,729	42,956	44,183	45,410	46,637	47,864
8	40,779	42,138	43,497	44,857	46,216	47,575	48,935	50,294	51,653	53,012
9	45,040	46,542	48,044	49,546	51,048	52,549	54,051	55,553	57,055	58,557
10	49,600	51,254	52,907	54,561	56,214	57,868	59,521	61,175	62,828	64,482
11	54,494	56,310	58,127	59,944	61,760	63,577	65,393	67,210	69,026	70,843
12	65,315	67,493	69,670	71,848	74,025	76,203	78,381	80,558	82,736	84,913
13	77,670	80,259	82,849	85,438	88,028	90,618	93,207	95,797	98,386	100,976
14	91,781	94,840	97,900	100,959	104,018	107,077	110,137	113,196	116,255	119,314
15	107,962	111,562	115,161	118,760	122,359	125,958	129,557	133,156	136,755	140,355

February is Black History Month

How it All Got Started: The Origin of Black History Month



Carter Godwin Woodson

What we now call Black History Month was originated in 1926 by Carter Godwin Woodson as Negro History Week. The month of February was selected in deference to Frederick Douglass and Abraham Lincoln who were both born in that month.

The son of a slave, Carter G. Woodson was born in New Canton, Virginia on December 19, 1875. He began high school at the age of 20 and then proceeded to study at Berea College, the University of Chicago, the Sorbonne, and Harvard University, where he earned a Ph.D. in 1912.

Carter G. Woodson founded the Association for the Study of Negro Life and History in 1915 to train Black historians and to collect, preserve, and publish documents on Black life and Black people. He also founded the Journal of Negro History (1916), Associated Publishers (1922), and the Negro Bulletin (1937). Woodson spent his life working to educate all people about the vast contributions made by Black men and women throughout history. Mr. Woodson died on April 3, 1950 and Black History Month is his legacy.

Carter G. Woodson, however, would be sad to know that out of all the hundreds of Black men and women who produced so many substantial inventions (from the development of crop rotation, the traffic light, the mail box, gas mask, fountain pen, typewriter, telegraph, golf tee, automatic gear shift, commode toilet--- to the method of dry cleaning clothes, the electric lamp, and the automatic car coupler and air brake for the railroad) benefiting this country, only four Black inventors have been inducted into the National Inventors Hall of Fame in Akron, Ohio.

By Carolyn Jemison
African American Employment Program Manager

Successful Depot African American

By Lori McDonald
Public Affairs Officer



Sierra Army Depot has always had successful African Americans working throughout the installation, whether they are a Soldier, security guard, material handler, production

controller, or a senior level manager.

Mr. George Ray, Garrison Manager, is no exception. He is an individual that has earned accolades while in the military and continued as he entered civil service. Ray came to Sierra as the Operations Officer in August 2003 – a long way from his grassroots of Tennessee.

But his dedication to his country began in 1969 when he was commissioned as a second lieutenant in the Air Force. While in the military, Ray had various assignments throughout the United States, England and the Republic of South Vietnam.

Ray entered the civil service with the Air Force at Grand Forks Air Force Base, North Carolina in 1977. Although he was no longer a Soldier, his dedication to the military did not diminish. Working in Community and Family organizations allowed him to ensure the military service member or family member were taken care of.

In 1981 while in Naples, Italy, Ray accepted a new position, but this time it was with the Army and it meant he had to move to Mannheim, Germany. He came back to the United States in 2003 when he accepted the position as the Opera-

tions Officer here at SIAD.

Ray has shown success in education as he holds a Bachelor of Science in Education from Tennessee State University and a Master of Arts in Psychology from Ball State University.

Ray's success is not measured by who he is, but what he has accomplished in the past 39 years. He continues to be a mentor to service members, civilians, family members, and is definitely looked at being a very successful African American. Sierra Army Depot is pleased to have this individual working here!

LEAN into my CORNER

By William Deming
QEO Chief



Happy New Year! Calendar Year 2008 is shaping up to be a big one for the Process Improvement team with a lot of changes. We have prepared a strategic plan to focus our process improvement efforts and move the Depot's Lean transformation into high gear.

To achieve this transformation, we have established three main goals. Our first is to focus our efforts on our most important business areas. This doesn't mean you will see Lean events only in the Mechanical Repair, Assembly, or AJ1 areas. We will still conduct events all over the Depot. But we are placing special emphasis on those areas that utilize our "core competencies," such as Containerization and Assembly, Mechanical Repair, and Long-Term Storage. Because we rely heavily on relatively short-term programs, we want to be able to apply the gains we make across all programs.

Our second major goal is to institutionalize process improvement expertise. What this means is that we want to make continuous process improvement an integral part of the Depot culture. We are approaching this in a number of ways. We plan to offer more training in process improvement, especially for managers. Starting in April, we will begin our Lean rotation plan. In a nutshell, we will select two people from the workforce each quarter. They will spend six months in the Lean office training to become Lean facilitators. At the end of their rotation, they will return to their jobs with a firm grasp of Lean concepts and practices. Eventually, we will have workers throughout the Depot with the tools to transform their work areas. Benchmarking will also become much more prominent, both with other Army

organizations and with private companies. This will mean comparing our processes with similar programs in the public and private sectors so we can identify and adopt best practices.

The third goal in our plan is to establish performance measures for events. While we have done this in the past, we have not had a consistent approach and we have not followed up as well as we could have. To address this, QEO is working to establish consistent metrics that will allow us to clearly document the gains we make when we conduct events. Also, by tracking metrics, we should be able to identify areas for further improvement.

How will we know when we have achieved all our goals? The short answer is "We won't." Continuous process improvement is just that: continuous. There is no such thing as a perfect organization. No matter how good we get, conditions change constantly and we must adapt. Continuous Process improvement is about the journey, not the destination.

Finally, I would like to thank all the people who have been increasing their emphasis on process improvement over the past several months. A lot of managers are asking for events in their areas. This is absolutely key to achieving the transformation we need. For any process improvement strategy to be successful, it has to be driven by management. I believe we are well on our way.

Thrift Savings Plan

Rates of Return										
	L 2040	L 2030	L 2020	L 2010	L Income	G Fund	F Fund	C Fund	S Fund	I Fund
Monthly 2007										
Jan	1.53%	1.42%	1.22%	0.89%	0.63%	0.43%	0.00%	1.53%	3.14%	1.31%
Feb	-0.64	-0.49	-0.38	-0.14	0.16	0.34	1.53	-1.95	-0.26	0.18
Mar	1.34	1.16	1.08	0.89	0.62	0.42	0.00	1.09	1.09	2.57
Apr	3.28	2.95	2.58	1.76	1.08	0.42	0.53	4.43	2.51	3.76
May	2.79	2.52	2.15	1.53	0.92	0.34	-0.70	3.52	4.40	2.54
June	-0.92	-0.80	-0.54	-0.20	0.08	0.42	-0.27	-1.70	-1.53	0.20
July	-2.52	-2.13	-1.75	-0.92	-0.23	0.50	0.80	-3.10	-4.57	-2.39
Aug	0.90	0.88	0.80	0.73	0.61	0.33	1.23	1.54	1.38	-0.71
Sept	3.45	3.09	2.68	1.78	1.13	0.41	0.78	3.76	2.97	5.36
Oct	2.37	2.09	1.84	1.29	0.82	0.41	0.86	1.58	2.83	4.49
Nov	-3.36	-2.94	-2.33	-1.21	-0.44	0.33	1.88	-4.20	-5.65	-3.72
Dec	-0.82	-0.63	-0.54	-0.13	0.07	0.41	0.25	-0.66	-0.40	-2.25

You can now be notified via e-mail when the TSP puts new participant statements, *Highlights*, or other information on the TSP Web site. Sign up for Gov Delivery at "Get E-Mail Updates" on the Home page of the TSP Web site (www.tsp.gov).



LEAN Six Sigma Update - Learning to See

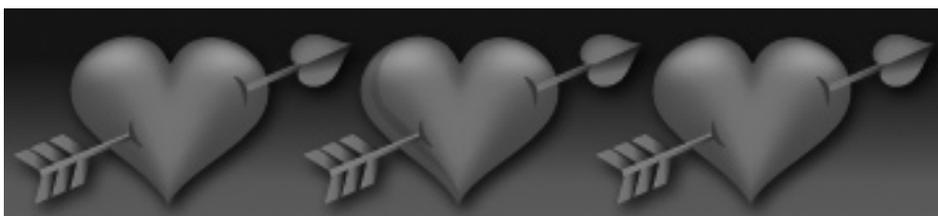
By John McKeand
Management Analyst

A key principal in Lean methodologies is in learning to see. In theory it is a very simple concept, but in reality it is very difficult for us to do. Human beings by nature are creatures of habit, we are most comfortable when we are following the same routine. For most of us we will do the same thing as everybody else simply because we do not want to be any different from everybody else, or because that's the way it's always been done. Often times we get so used to seeing or doing something, we are almost unable to see or do it differently. An example of this would be when a new stop sign is placed at an intersection where there was never one before. Those that travel that road all the time are the ones that will most likely run it. While those that have never been there will stop the first time. Applied to Lean, we need to learn how to be an objective observer and to ask the question "Why are we doing that?" and then take it a step further and ask "Is there a better way to do it?" Once we have embraced this mind

set, ideas flow and more questions are asked, then change becomes easier.

This is one of the primary concepts in what Lean is truly about. Looking at what you are doing now in detail, questioning the logic of how or why it is done that way, and trying to find a better way to do it. Once a better way to do it is determined, try it, measure it, and see how well it works. After the new way is established and working, start the process over again. Even a good idea can be made into a better idea, and just because it works now it does not mean that it cannot work better in the future.

Improvement is in reality a never ending process. There is no best way to do something, but there will always be a better way. In today's ever changing global environment, those that refuse to look forward and insist that we do it like we always did it will be left behind by those of us that have not only learned to see, but question what we are looking at, and more importantly, are willing to try to change it.



2007 Safe Driver Awards



AJ1 Directorate

Jim Adams, Chase Andrews, Carleta Bunheirao, Lievsay Calchulooloo, Jeanne Carpenter, Shelby Carrier, Richard Chase, Nancy Child, Joel Childers, Eric Cowart, Mike Dahl, David Dixon, Ken Fanning, Mario Fimbrez, Robert Graf, Nonnie Grentzer, Michael Gress, Joyce Hawkins, James Hinkle, James Hough, Patricia Irving, Dale Johnson, Jeremy Jones, Rosemarie Jones, Mark Kochner, Lawrence Laughlin, Joseph Loyal, Randy Mabry, Karen Mattarolo, Ezequiel Morales, Dave Mosher, Pam Murphy, Waylon Musnicki, Clinton Neely, Drew Owen, Rick Palmer, Marie Rogers, Gabriell Romero, Raul Sanchez, Rebecca Scott, Dawn Seagraves, Don Selsor, Jeremiah Severs, Veronica Shirley, Richard Silva, Brian Smith, Bryan Stevens, Ed Stoutenburg, Wesley Waters, Dan Weekly, Carl Wick, Tim Winkler, Michael Wynn, and Heidi Young

Containerization & Assembly

Kevin Arredondo, Robert Ausmus, Daniel Colgain, Lonnie Cook, David Dutton, William Igo, Barbara Rausch, Robert Ray, Jacquelyn Russ, Richard Schmidt, Lee Schroeder, Chris Sheets, Justin St. Germain and Gaosa Tautolo



Directorate of Information Management

Virginia Eckroat, Bruce Gebbeken, James Graves, Steven Guasp, Kent Hinderlider, Roger Meurer, George Newsham, Leonard Santiago, Kathy Tavalero, Paula Taylor, and Alan Vanderville

Asset Management Directorate

Tricia Adams, Gary Amunson, Richard Barker, Virginia Bartholomew, Fred Chandler, Donald Chase, Michael Chastain, Dennis Child, Lee Danner, Taylor Davison, Leonard Dowdy, Diana Eakin, Rhandal Freeman, Leonardo Gervacio, Kerry Gimbel, Franklin Hernandez, Kurt Hewit, Bob Hildebrand, Patricia Hodgson, Beth Holmes, Edward Hopkins, David Huhtala, Eric Hull, Susan Huston, Jake Lahr, Larry Larimer, William Lockwood, Chester Long, Michael Mico, Gerald Mode, John Mooney, Lawrence Moore, Larry Mossi, Joni Pitt, Mike Reed, Lovina Retterath, Jeff Rock, David Russell, Alexander Salsbery, Donna Sanders, Fred Sheldon, John Shuster, Robert Stapp, Lisa Swift, Tracy Tescher, Carnell Walker, Neil Weeks, and Jesse Wilder



Length of Service Awards



Susan Holliday - 25 Years of Service



Kim DeLeon - 25 Years of Service



Virginia Hanson - 25 Years of Service



Douglas Godfrey - 20 Years of Service



John Garland - 20 Years of Service



Jolene Bruce - 5 Years of Service



Debbie Amunson - 5 Years of Service



Jessica Azzano - 5 Years of Service

Defense Department Works to Eliminate Gaps in Medical Care

By Jim Garamone
American Forces Press Service

WASHINGTON, Jan. 22, 2008 – The trauma care that U.S. servicemembers receive is the best in the world, but the Defense Department must continue to eliminate gaps in the medical process as patients move from DoD facilities to the Department of Veterans Affairs and to private hospitals, a senior Pentagon medical official said.

Dr. Stephen L. Jones, principal deputy assistant secretary of defense for health affairs, said the military health system's future hinges on how it will become more efficient and how it will be more transparent to patients and families.

The Defense Department and the Department of Veterans Affairs are working closely together to share medical records, Jones said.

"We have been working to ensure we have secure, global reach of electronic health records," he explained. "The DoD and VA records would be integrated so when you saw that health provider in the VA, he would have access to the records from when the patient first entered the system."

Groups appointed to study the system identified the need to fix seams between military and VA medical care, Jones said.

"All of the task forces and commissions said we needed more integration and cooperation between the DoD and VA, and we've made tremendous strides," he said. "Are we where we need to be? No, because health records are a bit more complicated than financial institutions or airlines and such. Many more components have to be included – radiology, nutrition, provider nodes – all of the various aspects that touch you when you are in the health care field."

Record-sharing may be only the beginning,

Jones said. "We are looking, for example, at whether it would behoove us to have one in-patient system that would be used by DoD and the VA," he said. "That study is under way now, and we will have recommendations in March."

Another gap that needs to be closed is between government and private-sector health officials, Jones said. Many private health care providers are not as far along as DoD and VA in keeping electronic patient records, he explained, so the records from a beneficiary's visit to a private physician may not make it into his or her military medical record.

"We need to build a system that will allow the folks working with patients and military families access to the records – whether it be DoD, VA, the state or a private institution," Jones said. Private-sector health care providers and the government are working to set information technology standards for health care records, he added.

Improved efficiency in Tricare and other third-party insurance payments is another goal for the military health system, Jones said. He also pointed out that Congress has told the Defense Department to address changes in Tricare cost shares. While private insurance plans are indexed to keep pace with inflation, the cost-share portion of Tricare has not changed since 1996, he explained.

As military medicine moves forward, more and more work is going into how the system treats traumatic brain injuries and post-traumatic stress disorders. The department is moving out on these and other aspects of psychological health, Jones said, and Congress has funded additional research into these disorders. "Exciting things are happening and will happen in that area," he said.

The department has added specialists closer to the front to help warriors with psychological wounds. Jones said the military has come a long

way toward eliminating the stigma associated with seeking mental health help, but more needs to be done.

"Let's erase the stigma associated with psychological wounds," he said. "Whether it's a wound to your body or a wound to your mind, it's the same thing. You need to get assistance."

Jones said substandard conditions found at Walter Reed Army Medical Center last year gave the department "a black eye." He noted that the problems at Walter Reed were not in trauma care, but in follow-on care and administrative processes.

"The department has made tremendous strides in trying to improve the care around the wounded warriors and their families," he said.

At the Military Health Services annual conference here next week, Jones will host a discussion on the future of military health care. This year's conference theme is "Caring for America's Heroes." More than 3,000 attendees are expected.

The conference is an attempt to communicate ideas throughout the force, and also provides an opportunity for DoD leaders to get input from the field, Jones said.

But it all begins with people, Jones said, and the nation's wounded warriors are in the best possible hands. From the medics and corpsmen on the ground to the doctors at the combat support hospitals to the specialists at Walter Reed and the National Naval Medical Center at Bethesda, Md., all are providing the best trauma care in the world, he said.

"Without that team, without that system, we would not be able to do the job that we are doing," Jones said. Servicemembers who would have died of their injuries in the past are now surviving, thanks to the commitment, training and medical know-how of those personnel, he said.

New employees to Sierra Army Depot

The following individuals are new to the depot since the middle of December. Take a few minutes to welcome these individuals as part of "Team Sierra".

James Ackert	Motor Vehicle Operator/Mission Operations
Frederick Bixler	Telecommunications Mechanic/Information Management
Terry Dunivin	Mechanic Equipment Repairer/Mission Operations
Christopher Edgerton	General Support Helper/Mission Operations
Wade Grimm	Firefighter/Risk Management
Michael Gonzales	Security Guard/Risk Management
Devin Harris	Firefighter/Risk Management
Michael Hranac	Mechanical Equipment Repairer/Mission Operations
Randall Lorenz	Production Machinery Repairer/Mission Operations
Kelley Murray	General Engineer/Base Support
Kenneth Overmoe	General Support Helper/Mission Operations
Gino Pavin	Woodworkers/Mission Operations
Kyle Pickard	Firefighter/Risk Management
Dennis Price	Utility Systems Repair Operator/Base Support
Ryan Rix	Firefighter/Risk Management
Salvador Rodriguez	General Support Helper/Mission Operations
William Thorn	Woodworker/Mission Operations
George Watkins	General Support Helper/Mission Operations
Chad Watson	Firefighter/Risk Management

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 Govern-

See ETHICS Page 9

Safety Dawg Says

When you have the Flu:

Avoid close contact with others.

Stay home if you are sick.

Cover your mouth and nose when 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!!!!

Russ Collier



Happy Valentines Day!

ETHICS (From Page 8)

mental 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.

A view from the depot



Employees and visitors can enjoy views like the one above wherever they stand on the installation during the winter. The view is breathtaking. These mountains are part of the Sierra Nevada mountain Range - hence, Sierra Army Depot.

Sheri Orr

Contracting Specialist

Birthday and Place: June 6, 1970
in Lincoln, Nebraska

My friends like me because: I am funny!

If I've learned one thing in my life it's: Education is very important



If I could change one thing about myself: I would have gone to college sooner because I could be further along in my career than I am now.

The best advice I was ever given: Don't give up!

The best advice I could give someone: Stick to your goals no matter how hard it gets.

I'm never surprised when: Sue puts purchase requests in my box!

My favorite person (and why): My dad. He has supported me in every decision I have ever made.

I'm a sucker for: Dr. Pepper

CYS Monthly Update

Child and Youth Services have always made sports an important part of our program. Playing sports teaches youth teamwork, builds motivation, creates physical fitness awareness, and promotes responsibility. Healthy habits developed as children, will have lasting effects throughout their entire lives. Encourage your children to participate in a sports team, activity, or event in order to promote healthy habits.

GREAT NEWS basketball fans: CYS is taking a trip to watch the Sacramento Kings play the Washington Wizards! The trip will take place on Friday, March 28, 2008. You are welcome to sign up as a chaperone or make it a family event. Tickets are \$40.00 for adults, \$25.00 for CYS members, and chaperones go for free! For more information please contact Marsha Olsen @ CYS ext. 4696.

One woman show comes to Herlong

Patrick Shillito
Staff Writer
pshillito@lassenews.com

Kids filed into the Herlong High School gym at 10:30 a.m. on Tuesday, Jan. 15. As kids shifted restlessly in the bleachers, a young man ambled in from one of the side doors on the opposite side of the room. Everyone in the stands watched and giggled as he sauntered to the center of the gym. He was dressed in a large white and gray plaid shirt, large baggy jeans, white sneakers, a black beanie that covered most of his head, and dark black sunglasses that concealed his eyes.

The moment he made it to the center of the room, music started blaring out of the speakers and he started break-dancing. He explained his name was Julio, and because of his life at home, most of his time was spent in a gang prone to violence.

Within seconds Julio changed clothes and assumed the persona of a teenage girl having problems with her alcoholic father.

Such was the nature of Susie Vanderlip's one-woman program, Legacy of Hope. She would morph from character to character, each with their own individual story of love or loss. From a young woman dealing with her father to what amounted to an alcoholic stumbling into and out of the crowd, she was able to demonstrate a huge range of emotions and feelings to gathered students via her characters.

Sponsored by the Child/Youth Liaison Education and Outreach Services of the Sierra Army Depot, Vanderlip's program was designed to reach out to kids deal-

ing with a myriad of problems, from drugs and alcohol abuse to communication breakdowns at home between kids and parents.

Vanderlip's credentials include work as a nationally recognized professional speaker, prevention expert, actress, dancer, and author of the book "52 Ways to Protect Your Teen... Guiding Teens to Good Choices and Success."

"For the last 16 years, I have traveled all across the United States sharing a subset of these characters," Vanderlip said. "It doesn't matter where I go. It doesn't matter if I'm in this hugely overpopulated Southern California (school) or some tiny little town like in Maine or Nebraska or Texas or right here in Herlong. The problems that these characters portray are found all across America."

After showcasing each of the characters, Vanderlip made one final costume change back into herself, where she explained about herself and what each of the characters meant.

She explained to the students how each of the characters represented someone she had actually met in her life, and how each of their problems was entirely relatable to the kids in the audience.

She shared her own personal story of loss, how she eventually grew apart from her first husband, as he spiraled down into a world of drug abuse and emotional depression. After he died of a heart attack caused by his drug abuse, she told how she eventually learned how to heal the feelings her life with her husband gave her, leading her to the life she leads today.

See **HERLONG** Page 12

MWR Services

Skedaddle Inn Meeting Center

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

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

Sierra Lodge/Guest House

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

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m. Contact the Snack Bar to book your birthday packages and holiday parties early.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 1:00 p.m. and 5:00 p.m. to 8:00 p.m. Open Friday, Saturday, Sunday from 11:00 a.m. to 1:00 p.m. There is no charge for general use for military and depot

personnel. 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 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.

Laundromat

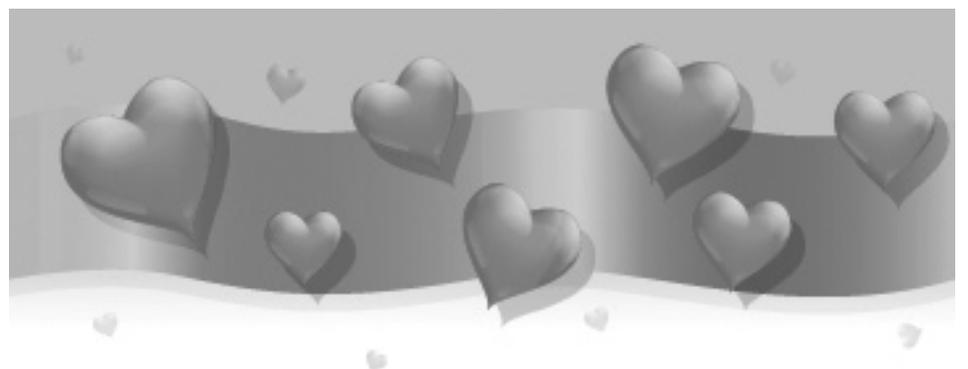
Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

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 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.



FOR SALE

2003 Nissan Murano SE (AWD) Asking \$15K OBO. 64K mis. 6 Cyl., Crossover Vehicle in Great Condition. Pwr Driver's Seat, Pwr Windows, Pwr Locks, AM/FM Stereo with CD player, AC, Tow Pkg (5,000 lbs.), Silver exterior/Black interior. Gets 21 Avg. MPG and is very comfortable. New CVT. Contact Jennifer at (530) 253-1265 or RanAfterJen04@msn.com for more info

Sierra Army Depot Veterans Home Stocking Stuffer Gift Drive

The Veterans Home Stocking Stuffer Gift Drive was a great success in 2007 thanks to the generosity of our work force. Depot employees rallied and donated many gifts that were packaged by the Safety Office.

We gave 650 gift bags and additional single gifts, which totaled over 1,000 gifts for our Veterans.

The gifts were delivered by

the Safety Dawg on Dec. 19, 2007, to the Historic Veterans Home in Yountville, Calif. We've received personal thanks from Veterans at the Retirement Home for the Depot's generosity and also for the work we do here supporting our war fighters

It's nice to give to our Veterans who gave for us.

Thanks Sierra... from the Veterans!!!!



February 18

Herlong Post Office in the making

By Chris Olsen
Herlong Postmaster

Herlong Post Office is relatively young compared to other California post offices, but it has a unique history.

Before 1941, there was no Herlong – just a few ranches and a railroad making small inroads into the sand and sage halfway between Reno and Susanville, CA. In the early days of World War II, the Army needed a new ordnance storage facility in the western region. The Honey Lake Valley presented itself to an Army Colonel driving along Highway 395 as an ideal spot for the venture. The Corps of Engineers marked off 90,000 acres, including Honey Lake itself, put a fence around it and called it “Sierra Ordnance Depot.” Eventually, a community evolved within and next to the depot and it was named after Captain Henry Herlong, the first ordnance officer to be killed in World War II.

Needless to say, it was a Lawrence of Arabia situation to start with, as construction began and the desert winds blew sand into eyes, food and tents. Workers were recruited from the skid rows of Los Angeles, Reno, and other cities to help build up the depot. Then Commanding Officer E. A. Cryne decided that he wanted all the workers to be fingerprinted for security purposes when they picked up their next paycheck. As a result, \$20,000 was left unclaimed as erstwhile depot workers disappeared into the sagebrush.

At first, mail was pigeonholed behind the bar in the commissary. Anybody could finger through the letters and take whatever they wanted to. The trip in a topless jeep to pick up the mail in Doyle was con-

sidered a plum job and a real morale booster for whoever was selected to go.

Finally, a postal inspector “suggested” that distribution of personal mail be



moved to an old 5'x10' tool shed with an employee hired to do postal business. The first official U.S. Post Office came into being on October 22, 1942 under the postmastership of Grace McIntyre. Herlong continued to grow with amenities such as schools, a credit union, Bank of America, bowling alley, hospital, public pool and movie theater. At one time, it was the second largest town in Lassen County.

After shipping ammunition for both World War II and the Korean War and providing jobs and housing for 2500 people, the depot began to downsize, though it still played an important role in storing and issuing classified items and it had a resurgence of activity during the Vietnam War. A new role emerged as the depot developed facilities for demolition and burning of old ordnance. Storage of military supplies such as MASH units and other wartime support are now the mainstays of the thriving depot. Meanwhile, the Herlong Post Office has moved to various locations, including an old railroad car in the middle of a road, until it came to rest in a large community services building in 1950, where it is now. A few years ago, the post office building and many others were given to Lassen County as the depot further downsized. Today the Herlong Post Office continues to strive to provide excellent service as we enter the new year of 2008.



Russell Collier, center, delivered gifts during the holidays to the Veterans Home in Yountville, Calif., as part of the Veterans Home Stocking Stuffer Gift Drive. Employees at Sierra Army Depot rallied to contribute for this successful event.

Community Bulletin

For Sale

Storage unit on wheels, 20'x8'x8', the same size as a milvan. It is a trailer and has double doors in the back, air brakes, single axel and is currently registered. Asking \$2800

Duck club memberships on a Private Club at North end of Honey Lake for 2008-2009 season, warm water ponds, next to the Fleming Refuge. Quads and RV's ok. We support Junior Hunters.

3 each, new 6 foot Otter Sleds, tow behind quad, snowmobile or boat. \$160 each.

For information on either item please call 530-253-3805 evenings between 6-7:30 pm. Thank you and God Bless You and Your Family.

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

HERLONG (From Page 10)

She fielded questions from the students, as well as had them participate in an audience exercise whereby students would earn candy for identifying an emotion portrayed by one of her characters. She explained of ways to seek help and counteract negative feelings caused by bad habits and negative environments. At the end of the program, she made several pamphlets available to the students as well as making herself available for additional questioning.

"It was very educational and very emotional," said Julie Mason, director of community support for SIAD. "It was full of compassion,

and it hit home because it was real. It showed as either adults or children, we can make decisions that we think are good ones, but are sometimes wrong."

Herlong High School sophomore Alex Harris said she enjoyed the program and that she could see other students responding to some of the characters Vanderlip portrayed.

"I could see from the expressions in people's faces that they did think differently," Harris said. "They then asked questions showing they were concerned and that they actually listened to the presentation."



Vanderlip's ability to mimic the emotions of both teenage and adult characters drew many students into her performance, both through comedy and drama. (Photo by Patrick Shillito)

Chaplain ready to lend a helping hand



Photo by Lori McDonald

Jason Haggerty, left, explains to Ch (Col.) Kenneth Sampson, how a process improvement has helped better organize work areas within the trailer reset process. Component parts that are needed for each type of trailer that is reset, are grouped together in crates for easy access.

SAMPSON (From Page 1)

A quick walk through AJ1 receiving helped Sampson understand how many items the depot receives and processes on a daily basis. He continued to thank employees at ev-

ery stop for their outstanding work.

It was then on to Bill Rowland's shop, Reverse Osmosis Water Purification Units (ROWPU) Reset. Once again, the energy level raised up a couple of notches as Sampson was ready to sign up and be a part of this team.

With one last stop within Mission, Sampson was provided a tour of the Paint Shop. Chris Jacobs, supervisor, inspired Sampson to the point where he was ready to slip on some coveralls, walk into the paint booth or sandblast booth and give a helping hand.

After the tours, Sampson ended his visit with Mr. George Mongar, Employee Assistance Program Manager, Robert Picco, Training Coordinator, and Mason, where discussion on how chaplaincy presence was important and how a partnership for religious support during a disaster is needed.

