

The Challenge

Sierra Army Depot, Herlong, CA

January 2008

Vol. 64 No. 1

BRIEF NOTES

CYS to host LEGACY OF

HOPE Speaker

Sierra Army Depot, Child/Youth Liaison Education & Outreach Services is sponsoring a very entertaining and thought-provoking mid-day program on Tuesday, January 15, 2007 at 10:30am in the Herlong High School Gym. The program will highlight nationally renowned professional speaker, author, prevention expert, actress and dancer, Susie Vanderlip presenting her unique and dramatic one-woman show, LEGACY OF HOPE®. Both youth and adults will learn new whys and ways to resist drugs and alcohol abuse. Attendees will gain insight into the underlying feelings and thoughts that motivate destructive choices. For additional information call 827-4696.

Inclement Weather Number

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



Sierra Army Depot employee's once again exceeded the goal for this year's CFC program, by contributions to organizations of their choice in excess of \$32,000.

Top civilian position at Sierra Army Depot filled by retired Army Colonel

By Lori McDonald
Public Affairs Officer

Mr. Donald C. Olson recently accepted the duties and responsibilities for the top civilian position at Sierra Army Depot as Deputy Commander. Olson has been performing these duties since July 2007, upon the retirement of Mr. Vincent J. Sabatino.

In this position, Olson provides continuity for depot management as the principal Civilian Assistant to the Commander. Olson, a retired Army Colonel after more than 26 years of service to our nation, relocated to Sierra in 2006 to continue his service to Soldiers.

Olson was born in Pocatello, Idaho, and traveled the world with his family as an Army dependant. Graduating in 1979 as a Distinguished Military Graduate from Trinity University, in San Antonio, Texas, he received his commission as a second Lieutenant in the Ordnance Corps.

During his military career, Olson completed mandatory and complex military courses at various locations. A few courses included the Ordnance Officer Basic and Advanced Courses; Combined Arms Services Staff School; Command and General Staff College; Joint Professional Military Education; and the Army's War College, where he earned his Masters of International Strategic Studies Degree.

Olson's previous command assignments included: Executive Officer and Operations Officer, 162nd



Ordnance Company, Sogel Germany; Operations Officer, Sierra Army Depot, Herlong, CA; Commander, 78th Ordnance Detachment, Kunsan AFB, Korea; Ammunition Officer, Combined Field Army, Camp Red Cloud, Korea; Commander, Seneca Army Depot, Romulus, NY; Commander, Watervliet Arsenal, Watervliet, NY; and Commander, TACOM Forward Repair Activity – Southwest Asia – with deployments to Iraq, Kuwait and Afghanistan, in support of Operations Iraqi and Enduring Freedom.

Other key staff positions held included: Chief, Nuclear Division, HQ Training and Doctrine Command, Ft. Monroe, VA; Operations Branch Chief, Stockpile Control Division, Field Command Defense Nuclear Agency; Ammunition Logistics Staff Officer, Pentagon, Washington

DC; and Test Operations Branch Chief, Defense Threat Reduction Agency.

His military awards include the Defense Superior Service Medal; Legion of Merit Medal; Bronze Star Medal; Defense Meritorious Service Medal (2 awards); Meritorious Service Medal (4 awards); Army Commendation Medal (3 awards); Global War on Terrorism – Service and Expeditionary Medals; Korean Defense Service Medal; and a Joint Meritorious Unit Award. His badges include the Parachutist Badge and the Army Staff Identification Badge. He was awarded both the Ordnance Order of Samuel Sharpe, and the Field Artillery's Honorable Order of Saint Barbara.

Mr. Olson and his wife Renne have a daughter, Nicole, and two sons, Jason and Joshua.



Commander's View

Happy New Year!

I want to thank everyone for a productive and safe 2007. The coming year is upon us and we are prepared to help SIAD obtain new heights in 2008!

One new beginning was the depot reached an all time high for the Combined Federal Campaign of \$32,002.00. I want to thank each of you that contributed toward a charitable organization of your choice. Your contributions will help make a difference to those in need.

Since we are talking new heights, I have implemented a new awards program that is geared toward the depot exceeding their Net Operating Result (NOR), and where you as a government employee could potentially benefit. This is a completely separate program than the awards program that covers performance, on-the-spot, or special awards. There is an article on page 6 that talks about this pro-



Lt. Col. Lee H. Schiller, Jr.
gram in more depth.

I would like to take this opportunity to thank the first responders within the Directorate of Risk Management who provided assistance in the recent train derailment that occurred off the installation.

Talk about fresh new starts and clean slates, what better place to

begin than with SAFETY. There are times when you are at the top of a list, it means everything is going your way. However, being number two on the Department of Defense Top 40 means the exact opposite, and not where you want to be. To help the depot get off this ladder, Safety is executing an action plan provided by the Safety Rapid Review Team with a strong effort to address not only safety issues, but Occupational health issues as well.

Another avenue Safety has begun is to conduct job hazardous analysis training to help educate employees how they can more safety minded in their positions. This training is another tool given to employees, but employees still need to remain focused on their surroundings and report any safety hazards.

Safety continues to play a major part in our focus of production to our customer. In order to meet our delivery to the customer, on-the-job

injuries need to decrease. You can help achieve this by working safely, efficiently, and smart.

The Safety Office is working to begin a Voluntary Protection Program (VPP) journey in the very near future. This journey will be in coordination with the Occupational Safety and Health Administration. Look for more on this in the following month.

The next few months are going to be extremely busy and I am confident in your ability to see that we continue to meet and exceed all our goals.

I wish all of you the best this year!

“Pride in Excellence”

The Union's Position: AFGE, Local 1808

I would like to take this opportunity to wish everyone a Happy and Safe New Year. Let's make safety our number one priority this year. Make sure that you have and are using the proper PPE and that you are properly licensed for the equipment/vehicles that you are operating. Safety is everyone's responsibility.

The Newly elected Executive Board for AFGE Local 1808 will assume their elected positions on Jan. 1, 2008. The New Board consists of Jim Swistowicz, President; Cecil Fain, Executive Vice President; Garry Garrett, Vice President; Debbie Black, Secretary/Treasurer; Chris Turek, Board Member; Casey Humphrey, Board Member and Duane Schlusler, Sgt-at-Arms. Since there



Jim Swistowicz, President
was only one nominee for each position, the nominees assumed their nominated position by “Acclamation”.

Union Meetings are normally held on the first Tuesday of every month. Jan. 1, 2008, is the first

Tuesday and a federal holiday, so by AFGE Local 1808 Constitution and By-Laws, the January monthly meeting has been rescheduled to the following Tuesday Jan. 8, 2008. All bargaining Unit employees represented by this Local are welcome to attend the meeting whether or not you are a member of the Local. I would like to encourage all employees represented by AFGE Local 1808 to attend the monthly meetings so that you can learn what the Union is doing on your behalf whether it is at the local level or what the AFGE National Office is doing on behalf of all the Government employees that AFGE represents.

The House, on Dec. 17, 2007, approved a \$516 billion omnibus

spending measure providing a 3.5 percent average pay raise for federal employees, which is higher than the 3 percent President Bush had proposed. Now the Senate has to agree to add the same provision in the Senate version.

I will be attending the Legislative Conference in Washington D.C. in early February. This year, AFGE will be focusing on the National Security Personnel System (NSPS) and trying to get Congress to repeal the new personnel system.

We have the work load to keep everyone employed so let's remember to be safe and that our number one priority is to support the soldiers who are fighting to protect our freedoms.



The Challenge

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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 is your shop doing to meet the production control schedules?



Ricky Gotcher
Trailer Reset

“Working overtime. Implementing Lean procedures. Staying busy and working as a team. Work smartly, efficiently, using common sense and working SAFELY. We need to be here to get the job done. Keeping continuity on the job.”



Francis Vaughan
ROWPU Reset

“Right now we are ahead of schedule. But we were working 6 days to stay ahead, but we have cut back to working five days. Everyone is willing to work the overtime to stay on top of things. Lean has really helped in our shop. By breaking down the work cells, everyone works on their particular part and then send it to the area where the ROWPU is completely assembled”



Leon Huffman
Welding Shop

“Working overtime. We went to two shifts to keep up with the work. We brought more workers within the weld shop recently. We are currently ahead of production. We have had no lost time injuries, which keeps people at work. Our safety awareness and meetings have increased.”



Jim Rubentisch
Paint Shop

“Trying to get everyone to work overtime. We are currently working split doubles - 24/7. Lean has helped the flow of work move smoothly. Our area of work is at maximum capacity. Safety has been pushed hard. Our on-the-job injury rate is down which allows manpower to stay constant.”

Sierra's Newest Grandpa



Jay Brandenberger, Purchasing Agent, welcomed the arrival of a new granddaughter with very open arms. Ayla Jean was born on Dec. 9, 2007, at 1:42 p.m. She weighed eight pounds and two ounces, twenty and one-half inches long. According to Jay she has a slight heart murmur, but have been told that usually will go away. Ayla has a full head of dark hair and is pretty much perfect. spoken like a proud Grandpa. Congratulations Jay!

TO:

COMMANDER, LEE H. SCHILLER, JR.

&

ALL SIERRA ARMY DEPOT EMPLOYEES

My family and I want to give our sincere thanks to everyone for your comforting thoughts, prayers, flowers and all the beautiful sympathy cards that everyone sent to my family and me during our loss of my daughter

BRANDY LOUISE GALLEGO

Thank you from the bottom of my heart for all the wonderful cards and prayers that I personally received from several Command Staff Members, Contracting Office, Risk Management Directorate, Base Support, Mission Operations, Quality Control Division, Ammunition Division, Health Clinic and several other individuals.

Thank you to all the individuals that attended the Life Memorial Service on 16 Nov 2007 at Our Lady of the Snow Church in Reno, NV.

Again, thanks for all your kind thoughts and prayers.

Sincerely,
Lorenzo (Larry) Gallego Jr.

Employee Profile

JOSH PICKARD

Firefighter

Birthday and Place: Feb. 16, 1980, Yreka, Calif.

Organization: Directorate of Emergency Services, Fire Department

The most satisfying part of my job is: Working with Greg Tavalero. Seriously, I like when people are counting on me to help them feel better in an emergency.



If I've learned one thing in my life it's: Keep your wife happy.

If I could change one thing about myself: I wish I would have gotten my degree while I was in the military.

The best advice I was ever given: Try to go as far as you can in life.

The best advice I could give someone: Take one day at a time.

I'm never surprised when: After an emergency call to relieve stress, the crew jokes around.

My favorite person (and why): My wife, Tamra. She is the most understanding and caring person, not to mention a great wife and mother. Being the wife of a firefighter takes a strong person to deal with the long hours away from home.

I'm a sucker for: Young kids. My two daughters because they have me wrapped around their little fingers.

Santa Claus comes to Sierra Army Depot



It was that time of the year when children helped Lt. Col. Lee Schiller, depot commander, light the depot Christmas tree. However, it was the surprise visitor that really got their attention - Santa Claus. These two little girls pictured above, are all smiles after they told Santa what they really wanted for Christmas. We sure hope they got what they wanted.

Fire Department personnel pictured below, were on hand to provide any assistance that Santa might need in the event his reindeer were too tired to take off for their next destination. Thank goodness the staff at CYS had plenty of goodies available to feed not only the reindeer, but the Fire Department as well.



Value Engineering Program

A systematic approach to cost reduction and modernization.

If you have an idea to improve a process, product or service. Please contact x4241 or x4284.

Confucius says - Broncos or Chargers



Vince Goodwin has always been a die-hard Bronco fan, but they say a picture is worth a thousand words. Vince is seen here sporting a Charger stocking cap and is smiling. Maybe after the recent loss to the Chargers, he just might become the newest Charger fan.



Lindsey Jones, left, was very pleased when Lt. Col. Lee Schiller presented her with a 5-year Length of Service Award as a civil service employee, but also when he thanked her for her service to our nation while serving on active duty in the Army.



Lt. Col. Lee Schiller, depot commander, recognized members from the Directorate of Risk Management, who were the first responders for the train derailment that occurred in the early morning hours on Nov. 21, just outside the depot boundaries. These individuals were instrumental in establishing our initial response, that eventually identified safety distance parameters for employees coming to work.

EMPLOYEE RECOGNITION



Prior to his departure from the depot, Tom Gordon, left, received the Commander's Award for Civilian Service from Lt. Col. Lee Schiller, depot commander, for exceptional performance as the Equal Employment Manager for the past three years. Gordon recently accepted a position as EEO Manager for the Corps of Engineers at Elmendorf Air Force in Anchorage, Alaska.

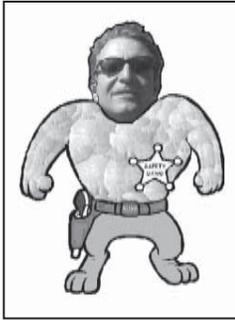


Child and Youth Services proudly announce the opening of the Child Development Home on depot. The home is currently at maximum capacity of 12, with a waiting list in progress. The home will provide care for children from 0 to five years of age. For additional information on specific requirements or limitations on the home, please contact CYS at 827-4696.

Safety Dawg Says

The biggest safety risk and challenge we have each day, is just traveling to work, without getting into an accident.

I still see our Team Members taking unnecessary chances driving to and from work, which jeopardizes other Team Members lives, who are traveling on the same road.



I appreciate the eagerness and enthusiasm that our employees have racing in the "Herlong 500" to get to work early, so they can do their Patriotic Duty and support our Troops. This is a great thing we're doing at Sierra Army Depot and we should be proud of what we do!

I just don't understand why we compromise the safety of others and risk being the cause of an accident that could injure or kill someone, just to save a little time?

What makes sense here?

Why don't you, as a Passenger/Team Member ask the driver of your carpool to please slow down and to not put you and others in harms way?

A little peer pressure may save a life!

This same proactive safety communication can prevent injuries in our work areas. We see Team Members cutting corners with Safety by not wearing seat belts or not wearing the right personal protective equipment (or PPE) for the job, and many times, we choose not to say anything that could help that person to protect themselves and others.

I understand that many times our Team Members don't work safe because they haven't been trained to work safe.

I ask each and every one of you to please take a little time, to educate and help these Team Members to learn to work safe, and how to protect themselves and others around them. Don't wait until they hurt themselves or maybe you.

We're all one Team, Government and LSI Employees, let's look after the Team.

If you need any help from the Safety Dawg, please call me and I'll be happy to help with any work center process safety training you may need.

This month, with help from DOIM, I have gotten set up with portable Audio Visual Equipment to conduct Safety Outreach Training at any of your locations. This will help to minimize production down time and make things more convenient for you folks who support our war fighters so well. Please call me with any issues or questions. I'm here for Your Safety.



WOOF!!!!!!

Russ Collier

Free Money!! Now What's the Catch?

By Kevin Pasley
Budget & Manpower Division

Special Note: Employee Bill is a fictitious employee strictly created for the entertainment purposes of this article. Any reference that resembles a Sierra Army Depot employee named Bill, living or dead is strictly coincidental.

RM: "A new awards program policy has recently been implemented at Sierra Army Depot (SIAD). The keystone to this policy is the Group Award Program (GAP). The GAP will monetarily award all SIAD employees if the depot meets or exceeds our planned Net Operating Result (NOR)."

Employee Bill: "Ok you got my attention with the title "Free Money!!". However, you're losing me with these acronyms. I thought the GAP was a store at the mall. Tell me in plain English what all this means."

RM: "SIAD is an Army Working Capital Fund (AWCF) installation. Each fiscal year, the depot is required to submit a proposed budget that is approved at the Department of Army level. The depot is required to submit their projected revenue and expenses. The difference between the projected revenue and expenses is the NOR. If you were running your own business the NOR would be your profit. A positive NOR will be achieved by increasing revenues and by maintaining expenses."

Employee Bill: "I understand that the NOR is the revenue minus the expenses, but what effect do individual employees have over that?"

RM: "Good question! Let's first look at the expense piece of the equation. The depot's expenses consist of: pay and benefits, supplies and materials, depreciation, other expenses, and miscellaneous gains/losses."

Employee Bill: "Wait a minute! I don't want you cutting my pay and benefits. My first name is Bill but my last name is not Gates!"

RM: "Don't worry Bill, we are not trying to cut your pay and benefits. We just want you to understand how these items need to be monitored, and how it affects the NOR."

Employee Bill: "Ok I'm sorry if I jumped to conclusions."

RM: "Employee wages and benefits are approximately 25% of the expenses of the depot. Employees are compensated for 2080 hours a year. The goal is for employees to be productive 1615 hours a year. The difference (465 hrs) represents holidays, annual leave, two weeks of sick leave, meetings, and training. As you can see, there is not much flexibility in meeting this goal."

Employee Bill: "So what can employees do to help?"

RM: "Employees need to be vigilant about being safe at work. Lost time injuries are hurting the depot's productivity. SIAD currently has the number two injury rate in the Department of Defense (DOD). Additionally, on-the-job injuries cost the depot in financial expenses and Workmen's Compensation claims for employees that are not being productive."

Employee Bill: "Is there anything else that employees can do?"

RM: "Employees need to be productive and complete projects in a timely manner within the budgeted amount of hours."

Employee Bill: "Ok, now back to the title of this article. What's the catch?"

RM: "There really is no catch. You need to be pro-active and willing to accept change. There are several avenues that SIAD can use to promote this."

Employee Bill: "Sounds like Lean."

RM: "Lean is an excellent program that can be used to increase the installation's NOR. One of the main goals of Lean is to make a process more efficient, so that more revenue can be generated. The Value Engineering and Army Suggestion Program can also be used to make processes more efficient."

Employee Bill: "You have given me a wealth of information. However, I still don't know what the GAP is and how it works."

RM: "The GAP will award employees based on whether SIAD meets or exceeds the planned NOR in the budget. Here are some simple facts that you need to know:

- The GAP payout is a group award. Other awards such as Individual Monetary Performance and On-the Spot awards will continue to exist.
- The evaluation period will be 1 October - 30 September.

- The Commander may adjust the final NOR, either positively or negatively. Adjustments must be fully quantified with clear audit trails.

- The GAP payout should take place within two months after verification of the 30 September NOR by the Internal Review and Audit Compliance office."

Employee Bill: "Great! How are we doing as an installation right now?"

RM: "As of November 30th our planned NOR is \$4,273,000. Our actual NOR is \$3,462,320. However, we are not beyond the point of no-return, since this is still the beginning of the fiscal year. If you follow my advice there will be a pot of gold in your bank account about this time next year."

Employee Bill: "How big a pot?"

RM: "The GAP award will be paid out as follows:

- If the NOR is met, each eligible employee receives \$500
- If the NOR is exceeded by \$750,000, each employee receives \$600
- If the NOR is exceeded by \$1,500,000, each employee receives \$700
- If the NOR is exceeded by \$2,250,000, each employee receives \$800
- If the NOR is exceeded by \$3,000,000, each employee receives \$900
- If the NOR is exceeded by \$3,750,000, each employee receives \$1,000"

Employee Bill: "Who is ineligible and eligible?"

CYS Monthly update

We are proud to announce our new Child Development Home is in full swing. We are currently running at maximum capacity and have a waiting list in progress. If you need care in the future please be sure to put your name on the waiting list to ensure future care. For more information please call CYS at 827-4696.

IMPORTANT

Thank you to all who participated in the special projects we have held in December. The Family Basketball night was lots of fun and hope that all who participated enjoyed themselves. The food drive will feed many local families thanks to your generous donations. Last but not least, a huge thanks to all the parties who participated in the Depot Annual Tree Lighting Ceremony, DPW, PAO Lori McDonald, Security, SIAD Fire Department, Stuart Kenworthy, Julie Mason, Martha Olsen, Jason Wheeler, and Lt. Col. Schiller. Thank you to our CYS youth and parents for helping with set up, pictures, handing out gifts, and clean up. Through all our team work and communication, the community made the Tree Lighting

Ceremony a success with over 250 people in attendance! Great job guys, way to work together!

Why work with Youth? The children in our local community will fill our future job positions; they will be our future supervisors, leaders, Soldiers, and maybe even our future Colonels. They will have children and raise them by the way they've been taught, by the examples that have been set before them. Why work with youth, because they are the future of Sierra Army Depot, located in Herlong, Calif.

CYS is in need of volunteers to assist with coaching, instructional classes, and sports.

Why we work with youth:

"There's never a dull moment with kids," says Renate Jones, School Age Director.

"I enjoy it!" says Leeland Hinkle, Functional Technology Specialist.

"I would like to make a difference in their lives, as corny as that may sound, it's true," says Rick Ruiz, Child and Youth Liaison Education and Outreach Services Director.

Make a difference, be a positive influence on a youth, become a CYS volunteer!

AWARDS (From Page

RM: "Ineligible employees are employees of tenants, contractors, DA and AMC interns, employees who resign or retire after having received an official written decision letter imposing a penalty of removal, and employees removed for cause. Don't tell LTC Schiller, but he is not eligible for this award either. Eligible recipients are DA civilian employees of SIAD. Employees must be in an approved work status for at least half of the award period

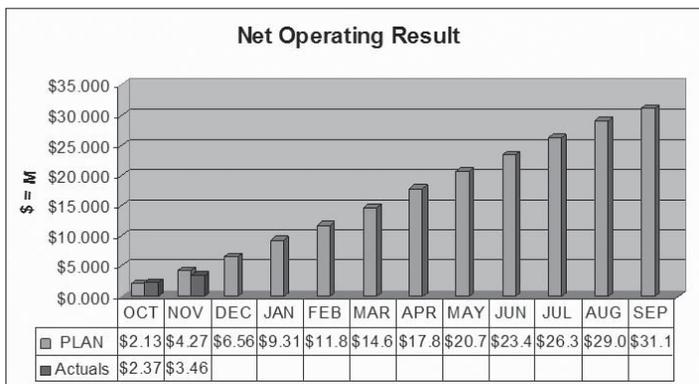
to receive the full award. The complete guidelines of eligibility are contained in SIAD Policy #690-7."

Employee Bill: "Will we receive updates on how we are doing?"

RM: "Yes, there will be regular updates in "The Challenge" and at the Commander's Town Hall meetings."

Employee Bill: "This has been very interesting. However, I better get back to work, and get the job done."

RM: "I think you got the idea. Spread this philosophy to your co-workers."



MWR Services

Skeddadle Inn Meeting Center

The Skeddadle 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: skeddadle.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: skeddadle.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, Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

Community Bulletin

For Sale

1. Dell OptiPlex 320 Desktop computer - \$380.00
 2. Ducks Unlimited print of Elk family - \$175.00
 3. Cannister (shotshell cartridge design) w/matching shakers - \$45.00
 4. Tire ramp set - \$35.00
 5. 5-speed road bicycles - \$50.00 each
 6. 17-month old filly, APHA registered - \$1,500.00
- For information on these items please call 530-251-3581 for details.

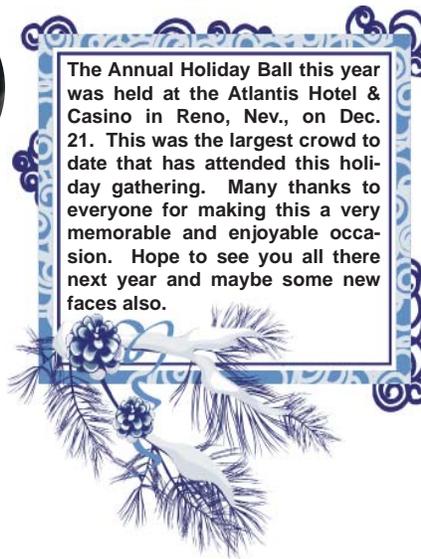
3 bedroom / 2 Bathroom House
New Floors- Remodeled in West Paton Village
Asking \$123,000
Call 827-2873

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.

Sierra Army Depot's 6th Annual Holiday Ball



The Annual Holiday Ball this year was held at the Atlantis Hotel & Casino in Reno, Nev., on Dec. 21. This was the largest crowd to date that has attended this holiday gathering. Many thanks to everyone for making this a very memorable and enjoyable occasion. Hope to see you all there next year and maybe some new faces also.



**HAPPY
NEW
YEAR**