



The

Challenge



Sierra Army Depot, Herlong, Calif.

March 2008

Vol. 64 No. 03

Brief Notes

Depot Information Number

This message will be updated if there are any adverse affects on Depot Operations that employees need to be aware of (such as closures, etc.). There are currently no operational constraints or restrictions on depot operations.

Due to recent winter weather conditions, please remember to drive safely and allow yourself extra time to get to work in the morning. If you feel you need a little extra time past your regular start time, please contact your immediate supervisor to arrange for the appropriate leave.

Lean Events in February

The following Lean events are scheduled for this month:

AJ1 Bulk Storage (Building 308) will hold two separate events: Rapid Improvement Event - Mar. 10-13 and Value Stream Analysis Mar. 10 -13

Leader's Board

Supervisors need to mark their calendar for the next Leader's Board that is scheduled for Mar. 20, beginning at 2:00 p.m. in the Skedaddle Inn.

Retirement Planning Seminar

It's never too late to start planning for your retirement. Two separate eight-hour retirement seminars will be held in the Training Room in Building 74 on Mar. 25 & 26. The first day, Mar. 25, will be for CSRS employees and the following day Mar. 26, will be FERS employees.

Employees transition to new personnel system

By Lori McDonald
Public Affairs Officer

All Sierra Army Depot civilian employees not covered by a bargaining unit were converted to the new National Security Personnel System (NSPS) on Feb. 17, 2007.

Back in 2001, President George W. Bush stated a new direction for defense strategy and defense management would be achieved through transformation. Those sentiments were echoed in early 2002 by then Secretary of Defense Donald Rumsfeld stating, "all the high-tech weapons in the world will not transform the U.S. armed forces unless we also transform the way we think, the way we train, the way we exercise, and the way we fight." Hence, the creation of the NSPS.

The NSPS is a key tower of strength in the Department of Defense's transformation that will result in a new way to manage the civilian workforce. NSPS is designed to promote a performance culture in which the performance and contributions of the DoD civilian workforce are more fully recognized and rewarded.

The current system limits opportunities for civilians. Despite the professionalism and dedication of DoD civilian employees, the limitations imposed by the current personnel system often prevent managers from using civilian employees effectively. NSPS will generate more opportunities for DoD civilians by easing the administrative burden routinely required by the current system

and providing an incentive for managers to turn to them first when certain vital tasks need doing.

Depot employees under the new NSPS will continue to receive and operate under the same provisions as the rest of the federal government for benefits, employee protections and fundamental due process requirements, allowances and travel/subsistence expenses, and training programs.

The following questions were taken from the NSPS web site, www.cpms.osd.mil/nsps:

Conversion to NSPS

Will employees lose salary when converted to NSPS?

- No. Employees will convert into NSPS based on their permanent position of record without a loss of pay.

- In many cases, employees will actually receive a salary increase equal to the amount they have earned towards their next within grade increase (WGI).

Will employees at Step 10 receive a WGI buy-in?

- Employees at Step 10 are not eligible for a WGI buy-in because they have already received all 10 step increases under the GS system.

- The WGI buy-in is a process used during conversion to NSPS to pay employees for time spent working towards their next step increase.

How will my appraisal ratings be converted to NSPS?

See NSPS Page 8

Back to the basics, understanding process improvement

By William Bredstrand
Quality Engineering Office

Before embarking on the Process Improvement journey, a basic understanding of terms and elements that make up process improvement is necessary to better relate to this methodology.

What is a process?

A process is simply an activity or group of activities in concert with related decisions that takes an input (material, product, or service) adds value to it and provides an output to an internal or external customer. Processes can be as simple as filling out a time sheet or extremely complex as in the final assembly and acceptance testing of a 3K ROWPU.

Who owns a process?

Everyone involved in a process has a stake in the activity or group of activities comprising the

process. Typically, groups of individuals share in and own the activities that make up a process. However, the one individual who is ultimately responsible and accountable for the proper functioning of the process is the "process owner". The process owner is the immediate manager, supervisor, or leader who has control over the entire process from beginning to end.

What is process improvement?

Process improvement is the proactive act of changing a process to reduce variability or cycle time, and to make the process more effective, efficient, and productive. The process improvement team evaluates and analyzes the process to determine what activities take place. They use this information to reduce variation, remove/reduce activities that do not contribute value (non-value added activities), and improve customer satisfac-

See PROCESS Page 5



Commander's View

I want to start out this month by thanking the staff in Roads and Grounds for making sure the roads on depot were clear and safe for travel. These individuals were on the job during the early morning hours ensuring snow was removed from roads and parking lots. The winter weather is still upon us so we need to continue our focus on individual safety.

The senior staff has been working diligently to finalize the Strategic Plan for Sierra Army Depot that will expand through the year 2012. In December 2007, my staff met to begin discussion on the strategic direction of the Depot. We validated the depot current MISSION statement, and revised the VISION (See Page 4) based on our CORE VALUES of dedication, continual improvement, and open/honest communication.

The team identified five goals for the depot that are aligned with our headquarters strategic



Lt. Col. Lee H. Schiller, Jr.

goals: (1) Attract and retain a viable workforce; (2) Develop new opportunities to assure long-term mission relevance; (3) Develop and support a 21st century infrastructure; (4) Improve business processes; and (5) Establish financial stability to support future mission requirements.

Energy conservation throughout

the depot has been a major project for the Base Support Directorate. The challenges include poor lighting within warehouses, heating and cooling issues within all Depot buildings. There is light at the end of the tunnel as a proposal has been presented to the Depot for an Energy Savings Performance Contract (ESPC). I will keep you informed on this topic through your leadership, town halls and my column here in The Challenge.

We are currently in the process of initiating a complete overhaul of our CSI process and PBL scorecard to measure our goals and track performance metrics. Under the new metrics, the command will associate corporate goals with the newly established strategic planning initiatives. Upon completion of this process, the metrics will be shared with all supervisors for incorporation into all home team meetings by the end of April.

"Pride in Excellence"

Depot prepares for ISO Recertification

The ISO Recertification Audit has been rescheduled for March 24-27, 2008. Recertification Audits are a two part process covering all aspects of the ISO Standard; hence we will be doing both parts at the same time.

In preparation for this audit we will continue to conduct our monthly internal audits. The monthly internal audits have done a lot to increase the understanding of the ISO requirements, by the different areas that are audited. The Depot will be informed of the audit results once they are received from Perry Johnson.

Here is a thought on Quality by Philip Crosby, "Quality is the result of a carefully constructed cultural environment. It has to be the fabric of the organization, not part of the fabric." By taking this to heart the Depot can succeed in all endeavors that it under takes.



The Union's Position: AFGGE, Local 1808

On January 29, 2008 President Bush signed into law the Defense Authorization Bill which affects the bargaining unit employees in the Department of Defense in regards to the National Security Personnel System (NSPS) and OMB Circular A76.

Key Elements of NSPS Revisions:

1) It restores the collective bargaining rights for defense civilian employees.

2) It exempts blue collar workers (WG) from inclusion into NSPS.

3) Mandates that no more than 100,000 DoD civilian employees can be moved into NSPS in any given year.

4) Requires that pay-for-performance rates include a guaranteed minimum nation-wide adjustment (of 60%) for employees performing at a satisfactory level and above, along with bonuses and other pay



Jim Swistowicz, President

increases and requires full payment (of 100%) of any locality increases for employees performing at a satisfactory level and above. These are not all of the new provisions in the bill regarding NSPS but they are the most important.

Key Elements to Revisions to A-76 Public-Private Competitions:

1) The Authorization Bill also revises the A-76 public Private com-

petition process for the Department of Defense to ensure a balanced and fair A-76 cost comparison process through the following provisions:

2) Excludes health care and retirement costs from the A-76 cost comparison process to avoid giving contractors incentive to provide no, or minimal, health and retirement benefits to their employees.

It eliminates automatic re-competition of work performed by federal employees under A-76.

3) Establishes appeal rights for federal employees equitable to those retained by contractors.

4) Eliminates Office of Management and Budget (OMB) outsourcing quotas.

5) Requires the establishment of guidance to allow federal employees to compete for new work or work currently performed by contractors under certain limited

circumstances.

6) Establishes in law competition requirements for non-DoD agencies which are identical to what is in permanent law for DoD.

The week of Feb. 8 - 14, 2008, AFGGE held there annual Legislative Conference to look at issues that will affect federal employees in the upcoming year and to plan a course of action to address these issues. Two of the major issues were 1.) Pay for Performance; which from the Union's position promotes favoritism and does not reward employees fairly and equitably, 2.) The new Department of the Army Physical Fitness Requirements in AR190-56. The Unions position on this is that it could cause personal injury and it does not allow for gender and age requirements that the Physical Fitness Test that soldiers are required

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The Challenge

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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-

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Chat Topic. . . we want to know your thoughts

What type of professional training would you like to see on the Depot?



Cindy Garza
Logistics Management Specialist

"I would like to see some basic and advanced computer training in Office and other types of software that is used throughout the depot. We are all a computer challenged generation attempting to work in a highly computer savvy world. I would also like to see more program management orientated classes."



Dan Preuett
Lead Production Controller

"I would like to see more training for Leadership Development and Materials Management. On top of that, I would like to see a seminar put on by commercial industry where they discuss their best practices and how it can work with out core competencies."



Paula Taylor
Computer Specialist

"A training class on all Microsoft Office for all employees and a class on all the other local programs used throughout the depot."



Lester Cooper
Supply Technician

"I would like to receive some training from a company that has perfected proficient tracking capabilities (USPS, Fed-Ex, or UPS), to help us effectively track a 1042 form from the time of inception to the time it is delivered to the requesting party - implementing a cradle to grave mentality concerning our accountability and tracking process of all outgoing and incoming orders."

Army Partners with KU for Wounded Warrior Education

By C. Todd Lopez

FORT LEAVENWORTH, Kan. (Army News Service, Feb. 6, 2008) -- The Army and the University of Kansas struck up a partnership that will allow wounded Soldiers to earn a master's degree at the school and to apply what they have learned inside the Army's own academic community.

Secretary of the Army Pete Geren and Chancellor Robert Hemenway of the University of Kansas announced the "Wounded Warrior Education Initiative" today on the campus of the Command and General Staff College at Fort Leavenworth.

"There's so much pent-up generosity out there in the American public," Secretary Geren said. "Americans want to step up and do something for our Soldiers."

"And Chancellor Robert Hemenway had a good idea - let's develop this partnership, to help Soldiers that want to continue their education. Let's figure out a way to make this work to help these Soldiers continue professionally, to pursue their professional and educational dreams."

Soldiers and those medically retired who are part of the Wounded



Secretary of the Army Pete Geren (center) congratulates retired 1st Lt. Jason Gladney, one of the first eight candidates for the Wounded Warrior Education Initiative, as Assistant Secretary of the Army (Manpower and Reserve Affairs) Ron James waits his chance to congratulate. Photo by C. Todd Lopez

Warrior Program are eligible to participate in the new education initiative. They must already have a baccalaureate degree and must also be physically and mentally prepared to attend school.

Under the pilot program, participants will complete their master's degree at the University of Kansas, while the Army picks up the tab for that education.

"The welcome mat is out at KU,"

Chancellor Hemenway said. "I look forward to having a great group of Soldiers among us and we will do everything in our power to help them succeed. This is an exceptional program; it is good for the Army because the Army will retain talent and the spirit of courage. It is good for KU, (because) we are determined to do what we can as a public university, known for supporting Soldiers, to contribute to the larger purposes to

which the Army and these men and women have given so much."

At the completion of their degree program, graduates would take jobs as faculty or staff at the Army's Command and General Staff College or Combined Arms Center here. Those Soldiers who are still on active duty would remain on active duty, while those retired due to injury would serve as civilian instructors.

The program is one way the Army can stem the loss of military knowledge, education and experience that comes when wounded Soldiers leave the service, officials said. By helping wounded Soldiers complete their master's degree, the Army can keep some of that corporate knowledge in house.

Participation in the pilot program now has been offered to eight initial candidates: retired Spc. Michael Hogg; Capt. Tim Hornik; Capt. Kristin Facer; Capt. Gates Brown; retired Capt. Michael Reynolds; retired Capt. Wesley E. Fine; Staff Sgt. Thomas Davis and retired 1st Lt. Jason Gladney. All eight Soldiers were injured in combat while serving in Iraq and all received Purple Hearts.

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PROCESS (From Page 1)

tion. The team examines all factors affecting the process including materials used, tools/equipment/methods, and human resources.

Basic Process Improvement Model:

For those who are unfamiliar with process improvement methodology, the following fourteen (14) step model will provide a better understanding of how processes can be improved and how those improvements can be sustained.

Step 1: Select the process to be improved and clearly define the process improvement objective. The selection is typically made by the process owner.

Step 2: Organize the team to improve the process. This involves selecting team members that possess skill sets appropriate for the process improvement, identifying resources available for the effort, and establishing reporting requirements.

Step 3: Define the current process using a flowchart that graphically depicts step-by-step activities, actions, and decision points.

Step 4: Simplify the process by removing redundant and/or unnecessary activities and modify the flowchart created in Step 3.

Step 5: Develop a plan for collecting data and then collect baseline data. Collected data will be used for comparison later in the process/model.

Step 6: Assess whether the process is stable using a control or run chart. Follow-on actions will be dictated by any variations found in the process.

Step 7: Assess whether the process is capable of meeting the objectives of the process improvement activity.

Step 8: If the process does not meet the stated objectives, identify the root cause(s) of the failure and generate ideas for process change to meet the process objectives.

Step 9: Develop a plan to implement changes identified in Step 8 and modify of the flowchart created in Step 4.

Step 10: Modify the data collection plan developed in Step 5 to accommodate changes reflected in Step 9 if applicable.

Step 11: Test the changed process and collect fresh data.

Step 12: Evaluate whether the changed process is stable using a control chart or run chart comparing baseline data to data collection reflected in Step 10. If the process is deemed stable, move to Step 13. If not, return the process to its former state and plan another change.

Step 13: Assess the "improved" process and determine if the process meets the process improvement objective set in Step 1. If the objective has been met, progress to Step 14. If not, decide whether to keep or reject the change.

Step 14: Determine whether additional process improvements are feasible. Continue to monitor the performance of the process to determine if additional process improvements are feasible.

Process Improvement methodology provides a medium to evaluate how we as stakeholders perform our work activities and make changes collectively to eliminate waste. By engaging in continuous process improvement, we are able to perform work activities using less time, money, and effort while increasing safety.

Employee Profile

Linda Brown
Freight Rate Specialist

Birthday and Place: Nov. 10 - Hartford, Conn.

Time working at Sierra Army Depot: I began working at Sierra Army Depot in 2004.

The one thing I like most about my job is: Everything! I really like what I do.



If I've learned one thing in my life it's: To have a sense of humor and pray a lot.

If I could change one thing about myself: I would get into doing volunteer work.

The best advice my mother ever gave to me was: To always keep trying to achieve my goals.

The best advice I could give someone: Don't put yourself down.

I'm never surprised when: People work together and everything works out!

My favorite person (and why): My sister, Mary Liz. Because she is a really good person and I can talk to her about anything. She has a huge heart.

I'm a sucker for: A really good old movie.

My most embarrassing moment was: When a prisoner escaped from my custody when I was a jailer.



Employee Assistance Program

Asking for help is difficult for some people. Not knowing what to expect when you call the Employee Assistance Program, EAP, can increase anxiety about calling. Rest assured all calls and visits are confidential whether you are calling for a management consultation, counseling, or financial advice, the EAP staff is eager to assist you. The EAP is co-located with the Army Substance Abuse Program, ASAP, on the back side of building 150.

The services available are to assist employees and employers with the guidance and tools needed to resolve personal concerns, in-

cluding, but not limited to health, marital, family, financial, alcohol, drug, legal, emotional, stress or other personal issues that may affect job performance. This includes the primary functions listed below.

- Drug testing to support a drug free workplace.
- Stress Management
- Violence in the work place
- Grief and loss
- Suicide Prevention

Please feel free to contact George Mongar, at 827-4190 or stop by his office located on the back side of Building 150, across from the EEO office.



DAYLIGHT SAVINGS BEGINS
MARCH 9 AT 2 A.M.

CYS Monthly Update

CYS youth had a great time at Mount Rose on 11 Feb. The weather was great, perfect for snow boarding. Thanks to our chaperones Doug Manfull, Ryan Rix and Jimmie Bang.

March will be a very busy month for CYs. Parent Advisory meeting will be held on 6 March at 17:30. If your child is enrolled CYs you are welcome to attend. This will give you a chance to meet our new staff and also give you a program up-date. Refreshments will be served. RSVP by 29 February.

Our big annual Easter Party will be on 15 March at CYs. Entertainment will begin 1 PM followed immediately by the Easter egg hunt. This event is free and open to the community. Watch for flyers. MS/Teen youth will have a flash light Easter egg hunt on Friday, March 14th. Volunteers are needed for

these events. Call Christina Phillips at 827-4696.

MS/Teen youth will have the opportunity to participate in a trip to Sacramento to watch the Kings play against the Washington Wizards on 28 March. The bus will leave CYs at 12:30PM to give the youth a chance to watch warm-ups and possibly talk to their favorite players. Adult chaperones are needed for this trip; preference will be given to Depot employees with a bus license. The cost is \$25.00 for kids; chaperones riding on the bus are free. Spaces are limited, so watch for flyers or call 827-4696 for more details.

Fort Sage and Long Valley Charter School have their spring break from 21 March through 28 March. School age will provide full day service during that time. Youth services will be open at 14:00PM.



Safety Dawg Says

We've moved to the Headquarters building!



In case you didn't already know it, we are now located in building 150 in the first office, in the northeast corner of the building. We are up and running and we have the same phone numbers as before.



I need your help with our new "Why I Work Safe Board" in our office. This is a board where we put up pictures of "Why We Work Safe". These pictures can be of family members, work groups, favorite cars or trucks, fishing or hunting pictures, sporting activities that we participate in, vacation pictures or any other reason you may have, to work Safe.

Please bring the pictures to the Safety Office or shotgun over pictures for our "Why I Work Safe Board". We would like to see the board spaces filled up by Mar. 15 so get us some doggone pictures asap!!!!!!!!!!!!!!

WOOF!!!!

Russ Collier

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.



*Happy St. Patrick's Day
March 17*

UNION (From Page 2)

to take on an annual basis does. This could affect Security Officers that were hired under the Veterans Readjustment Act to lose their jobs because they would not be able to meet the conditions of employment.

I will continue to keep you updated on these issues throughout the year. AFGE local 1808 has their monthly meeting the first Tuesday of the month at 5:15 p.m. at building 58. Everyone is welcome to attend.

Annual Weingarten Rights Notice

In accordance with the requirements of 5 USC 7114(a) (3), this is to advise bargaining unit employees that:

An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency in connection with an investigation if - (a) the employee reasonably believes that the examination may result in disciplinary action against the employee; and (b) the employee requests representation.

New SIAD employees

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".

Karen Bohl	Office Automation Assistant
Christine Burton	Office Automation Assistant
Maribel Figueroa	Office Automation Assistant
Curtis Fountain	Mgmt & Program Assistant
Taylor Hanson	Packer
Terry Hauck	Lead Budget Analyst
Joshua Hosack	Firefighter
Ricky Jones	Materials Handler
Robert Monasterio	Lead General Supply Specialist
Sherry Pinnell	Packer Leader
Shawn Wilson	Packer

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

LEAN into my CORNER

By William Deming
QEO Chief

Over the past several months, we have made quite a lot of progress in the process improvement arena at Sierra. We are focusing better on the areas that really need improvement. Unfortunately, there is one area that could really use some work. Specifically, we need to get better at sustaining the gains we make when we complete a project.

There are legitimate reasons why a process generated through a Lean event may be abandoned. Someone may come up with an even better way to do something than the process that came out of an event. This is perfectly acceptable (as long as modifications are properly documented and approved). Continuous process improvement is the name of the game and there is no such thing as a perfect process. Another example would be when a program terminates and its associated processes simply go away. This should be a less serious problem in the future—at least from a process improvement perspective—because we are shifting our efforts to address the Depot's core competencies as much as possible rather than focusing exclusively on processes that are program-specific. Of course, there are many instances when process improvements are abandoned because "it was too hard" or "I just don't have time." These are the issues we need to address.

The Continuous Process Improvement (CPI) office has taken several steps to improve the Depot's sustainment capabilities. The most important is the Commander's Sustainment Program. Under this program, one area that has been through one or more Lean events in the recent past will be selected every other week for the Commander's



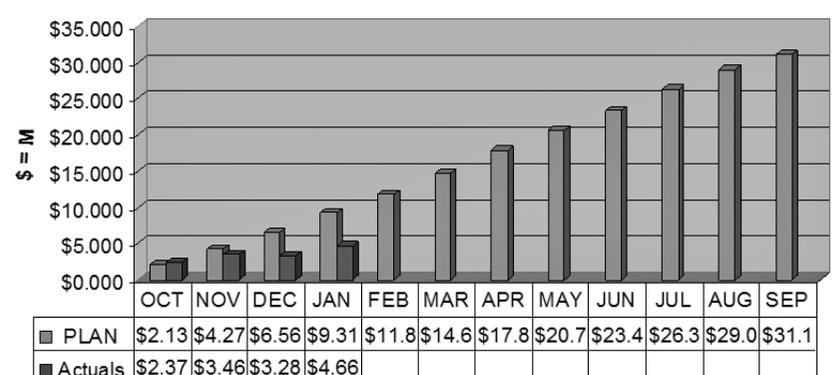
"sustainment walk." The Lean staff will prepare a package consisting of a bullet summary as well as copies of action plans and event charters for any relevant events conducted over the past two years. The Commander will arrive at the area and review any visual management tools, such as Production Control Boards (PCBs). If any questions arise, managers should be prepared to answer them. The CO will then walk the floor of the shop, talking to the workforce and asking any questions he may have about the processes in the area. The Lean staff will note any issues that arise for follow-up.

Managers and Directors will have noticed that there are a few responsibilities implicit in this program. First, they will likely want to walk their areas regularly to ensure everything is in order. Also, action plans will need to be updated at least every other week. The Lean core team will send out notifications to this effect at least one week in advance. Finally, managers should ensure that any visual management tools in their areas are kept up to date at all times.

The point of this program is not to catch anyone napping. Rather, it is to furnish an incentive to make process improvement gains permanent. We exist in a competitive environment and our success depends on our being able to conduct our business more efficiently.

January Results

Net Operating Result



WARRIOR

(From Page 3)

If these wounded warriors choose to complete their education at the University of Kansas, they will take jobs at CGCS, filling positions already identified by the school and applying their own education and personal experience to benefit students enrolled there.

Those wishing to participate in the Wounded Warrior Education Initiative must have been wounded in the war on terror and have a campaign medal. They may be either active duty, or medically retired active-component or reserve-component Soldiers.

Depending on the success of the Wounded Warrior Education Initiative, officials said the program may be expanded to include other civilian universities, other Army institutions of learning or even other branches of service.

"I want to thank KU for stepping up and setting up an opportunity for these fine Soldiers," Secretary Geren said. "The people of Kansas have always been great to the U.S. Army, whether at Fort Riley or at Fort Leavenworth - they are neighbors helping neighbors."



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



New Safety Stop Light

By Lori McDonald
Public Affairs Officer

New ideas are always a welcome to the Depot, especially when it comes to SAFETY. Seven employees of AJ1 Directorate, along with support from the Welding and Industrial Arts shops, were very creative when they came up with the idea to

use a stop light theory and apply it to the prevention of accidents.

Using the GREEN, AMBER, RED lights, employees are able associate these colors to differentiate when work operations are normal (green), when a near miss accident happens (amber), or that an actual accident has occurred (red).

Since implementing this procedure, the accident rate has declined in this area alone. Employees have become more aware of their surroundings to ensure accidents do not occur.

If you have not had the opportunity to see the new safety stop light that is in use within the AJ1 Directorate, stop by warehouse 306 and make sure that GREEN light is still lit up.



NSPS From Page 1

- DoD employees who convert into NSPS and have a non-NSPS rating of record above unacceptable on file at that time will be assigned a Level 3 rating.

- DoD employees who convert into NSPS with an unacceptable rating will be assigned a Level 1 rating.

- The converted rating of record will be replaced as the employee is assigned an NSPS rating of record during the annual performance cycle.

How will employees in developmental positions receive pay increases after converting to NSPS?

- Like all other employees covered by NSPS, employees in developmental positions are eli-

gible for performance-based pay in recognition of their performance and contributions to the mission.

- o The employee's performance must be at Level 3 or higher.

- o The performance payout may be in the form of a salary increase, bonus, or combination thereof.

- Additionally, employees assigned to Pay Band 1 of Professional, Analytical, or Investigative pay schedules are eligible for pay increases under the Accelerated Compensation for Developmental Positions (ACDP).

- o ACDP is awarded to recognize growth and development in acquiring job related competencies and successful performance of job objectives.

- o ACDP is an increase to

employee's base salary, bonus, or combination thereof, and is available to employees participating in Component training programs or other developmental capacities.

- o At any time after conversion to NSPS, management may use ACDP to increase an employee's base salary within Pay Band 1 (by up to 20%).

- o To qualify for ACDP, an employee must have a rating of record of Level 3 or higher.

- Another type of pay increase is promotion from Pay Band 1 to Pay Band 2.

- o Employees are eligible for this promotion non-competitively because they have already competed for the next higher level.

- o When management promotes

employees from Pay Band 1 to Pay Band 2, employees are eligible to receive a significant pay increase (from 6% to 20% or even higher with management approval).

- During the first 12 months following conversion, employees who are not eligible for the ACDP provision (not in Pay Band 1) are eligible to receive pay increases for noncompetitive promotion equivalents when:

- o Grade level of the promotion is encompassed within the same pay band;

- o Employee's performance warrants the pay increase; and

- o Promotion would have otherwise occurred during that period.