



The Challenge

Sierra Army Depot, Herlong, Calif.

November 2008

Vol. 64 No. 08

Brief Notes

Veterans Day parade

The Veterans' organizations of Lassen County will be holding their annual Veterans Day Parade on Nov. 11, beginning at 11:00 a.m. Lt. Col. Lee H. Schiller, Jr., depot commander, will be the keynote speaker during the official program held in the Veterans Memorial Hall located on Main Street in Susanville, Calif. Hope to see everyone there.

American Indian Heritage Month

The purpose of National American Indian Heritage Month is to honor and recognize the original peoples of this land.

Mandatory IA Training

All Sierra Army Depot (SIAD) Computer Users are required to complete annual Information Assurance (IA) Training. In an effort to get everyone on the same training cycle, Computer Users that took IA Training prior to 1 October 2008, MUST take the FY09 IA Training no later than 31 December 2008. The FY09 IA Training consists of the following four (4) modules:

- (a) Acceptable Use Policy Agreement;
- (b) G3 Computer Security Training;
- (c) IA Awareness Training; and
- (d) Thumb Drive Awareness Training

Annual Holiday Ball

Tickets are still available for the 7th Annual Holiday Ball to be held on Dec. 12, at the Atlantis Hotel & Casino in Reno, Nev. Tickets are \$40.00 per person. If you have any questions contact Lori McDonald at 827-4343.

Open Health Care Season

Open health care season will be from 10 November through 8 December 2008. Open season also covers FSAFEDS and FEDVIP vision and dental plans. FSAFEDS election must be made annually. This covers additional health expenses that are not covered by insurance and is tax deductible. It also covers dependent care up to \$5,000 per year per family. This too is tax deductible.



Private-Public competition over; Government employees win bid

By Lori McDonald
Public Affairs Officer

Employees at Sierra Army Depot received the good news that selected installation support functions would continue to be performed by government employees.

After more than a year of hard work by the employees at SIAD to refine and document their processes, a final decision for public-private competition of services within the Directorate of Information Management and Directorate of Base Support was made on Oct. 24, 2008, by TA-COM Contracting Center, US Army Contracting Command in Warren, Mich. Sierra Army Depot employees proved they were the most cost efficient source to provide these critical Public Works and Information Management services for all of us at the depot.

“This is great news”

Lt. Col. Lee H. Schiller, Jr.
Depot Commander

The announcement culminated 13 months of public/private competition utilizing the guidelines of Office of Management and Budget Circular A-76, “Performance of Commercial Activities.” The start of the A-76 process began on Nov. 13,

2007, when Lt. Col. Lee H. Schiller, Jr., depot commander, notified the workforce that a cost competition to find the most economical method of operation of Army activities performing commercial type services had begun.

Schiller was joined by Chris Turek, Acting AFGE Local 1808, president, to personally thank and congratulate the folks in these organizations. Schiller was very pleased by the efforts and dedication employees from these two organizations displayed during this process, as well as those involved with developing the Agency’s bid.

Schiller is confident SIAD employees affected by the A-76 process will continue to maintain the same high standards of performance to which our customers have become accustomed, execute to the standards in the Performance Work Statement, and document their ongoing successes. The depot has established a transition team that will, over the next 120 days, help each employee through this process.

Sierra provides worldwide expeditionary logistics support for the defenders of our Nation through: Long-term storage; Maintenance; Care of Supplies in Storage; Reset; and Container Management while embracing the Army values. For more information about Sierra Army Depot, visit www.sierra.army.mil.



Reset on lightweight water purifier system completed by SIAD workforce

By William Rowland
Maintenance Supervisor

The U.S. Army requires the ability to produce a safe, reliable supply of potable water to support early entry, highly mobile forces across a spectrum of missions, entailing everything from humanitarian aid to limited conflicts or total war.

The Lightweight Water Purifier (LWP) provides quality water support to small units and detachments where distribution of bulk water is not feasible, necessary, or practical. The LWP provides this water support without committing larger water production assets from the logistics support structure. It tailors water production flow rates to the demands of independent special operations forces, detachments, and units typically engaged in remote site missions.

The LWP is capable of purifying, storing,



and dispensing water meeting Tri-Services Field Water Quality Standards for long-term consumption. Potable water is produced at a minimum rate of 125 gallons per hour from a fresh water (less than 20, 000 ppm source water) and 75 gallons per hour from a seawater (at or above 20,000 ppm source water).

See WATER page 3

Commander's View

This month we celebrate Veterans Day and Thanksgiving. As you enjoy the long weekends, please remember the true meaning of these National holidays.

After months of compiling data, hard work, and documenting work processes, the waiting is finally over, and the outcome – GOVERNMENT WINS the A-76 Competition (see article page 1).

Each quarter I hold my Town Hall meetings I look forward to the feedback and last month's was no exception. There were several questions regarding the need for more equipment or vehicles in order to accomplish jobs. I have tasked supervisors to look at their area of responsibility to ensure they have the necessary equipment/parts to get the job done.

The annual Combined Federal Campaign is underway and will continue until Dec. 15, 2008. The depot's goal is \$35,000.00. This program is designed to allow federal employees to donate to worthwhile charity and non-profit organizations. By now every em-



Lt. Col. Lee H. Schiller, Jr.

ployee should have been contacted by their CFC representative and presented the opportunity to participate in the campaign.

Safety is my top priority and it must be an integral part of all our missions and daily tasks. In November, the Depot will initiate 2009 "Safety for Life Campaign" with a focus on workplace safety and wellness. Watch for more information on this campaign to be sent out soon.

I ask everyone to help achieve the 2009 safety goals identified during the town hall. One important goal is to remove the depot from the DoD "Top 40" list. To meet this goal, we must concentrate our resources on accident prevention, accurate reporting and root cause analysis.

Employees are now traveling to and from work during times of darkness with the end of daylight savings time. I encourage each of you to take extra precautions, especially when driving around the warehouses. Additionally, the upcoming winter weather provides safety challenges on and off duty. Remember that we must take extra precautions when confronted with wintertime hazards associated icy roads and exposure to cold temperatures.

In closing, I wish you and your family a happy, safe Thanksgiving. Take this time to relax and reflect on the many blessings bestowed upon our nation.

Pride In Excellence!

American Indian Heritage Month

How did National American Indian and Alaska Native Heritage Month get started? A brief time line illustrates some of the key events on the way to that designation:

At the turn of the 20th century, people began making proposals for a day to honor Native Americans.

In 1914, Red Fox James, a member of the Blackfoot tribe, rode horseback from state to state in the hope of gaining support for a day of tribute.

New York was the first state to observe American Indian Day in 1916. Over the years, other states followed suit in designating a day to honor Native Americans.

In 1976, Jerry Elliott (High Eagle of the Cherokee/Osage tribe) authored congressional legislation that was signed by President Gerald R. Ford. The legislation declared the week of October 10-16, 1976, as Native American Awareness Week. Elliott served as national chairperson of the event.

The celebration was expanded to a month in 1990.

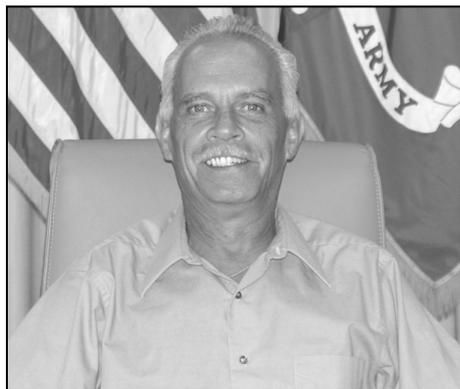
The Union's Position - AFGE Local 1808

A Special Message from National President John Gage about Thrift Savings Plans

Friday October 10, 2008

The recent turmoil in the financial markets has created a lot of uncertainty and fear among federal employees regarding their Thrift Savings Plan (TSP) accounts. We (I) cannot give you advice on whether to keep your savings in funds that are invested in the stock market. But I can confidently advise you to keep on saving in the TSP. Now is not the time to abandon the TSP. Maintaining your TSP participation at the highest possible level is crucial to making sure that you are able to support yourself and your family in retirement.

Those in the Federal Employees Retirement System (FERS) should



Mr. James Swistowicz

remember that if they stop participating in the TSP, they will lose up to 5% employer matching on their savings. FERS gives TSP participants an automatic 1% of their salaries in their TSP accounts, plus a dollar for dollar match on the first 3% of their salaries, and another \$.50 per dollar on the next 2% of salary. This is on top of the fact that all your savings

up to \$15,500 per year are exempt from any form of taxes.

When you factor in the value of the employer match to your savings, all your calculations about profit and loss in the stock market take on a different cast: For the first 3% of salary you save, you automatically get a 100% "rate of return" on your investment in the form of the government match. You save a dollar of your own salary, and automatically, you have \$2 in your TSP account. Even if the stock you buy with that \$2 goes down by 20% and becomes \$1.60, you're still way ahead of where you would be if you quit the TSP altogether.

The TSP also has the great benefit of a 100% safe fund made up of government securities. This is just as safe as cash, only better because

if you keep your TSP savings in the G-Fund, you get the tax savings and the employer match.

AFGE members all appreciate the seriousness of the financial crisis, but no one should respond to it by quitting the TSP. The stock market funds of the TSP have always provided federal employees with an opportunity to participate in the "risk and reward" represented by private equity markets. When Congress created FERS, AFGE had the foresight to insist on the inclusion of the completely safe G-Fund because we knew then that when it comes to precious retirement funds, federal employees needed the safety and security of a 100% government guarantee. We (I) urge you: Do not let the upheaval in the stock market

See UNION Page 3

The Challenge

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Depot Commander/Publisher _____
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Lt. Col. Lee H. Schiller, Jr.
Lori McDonald

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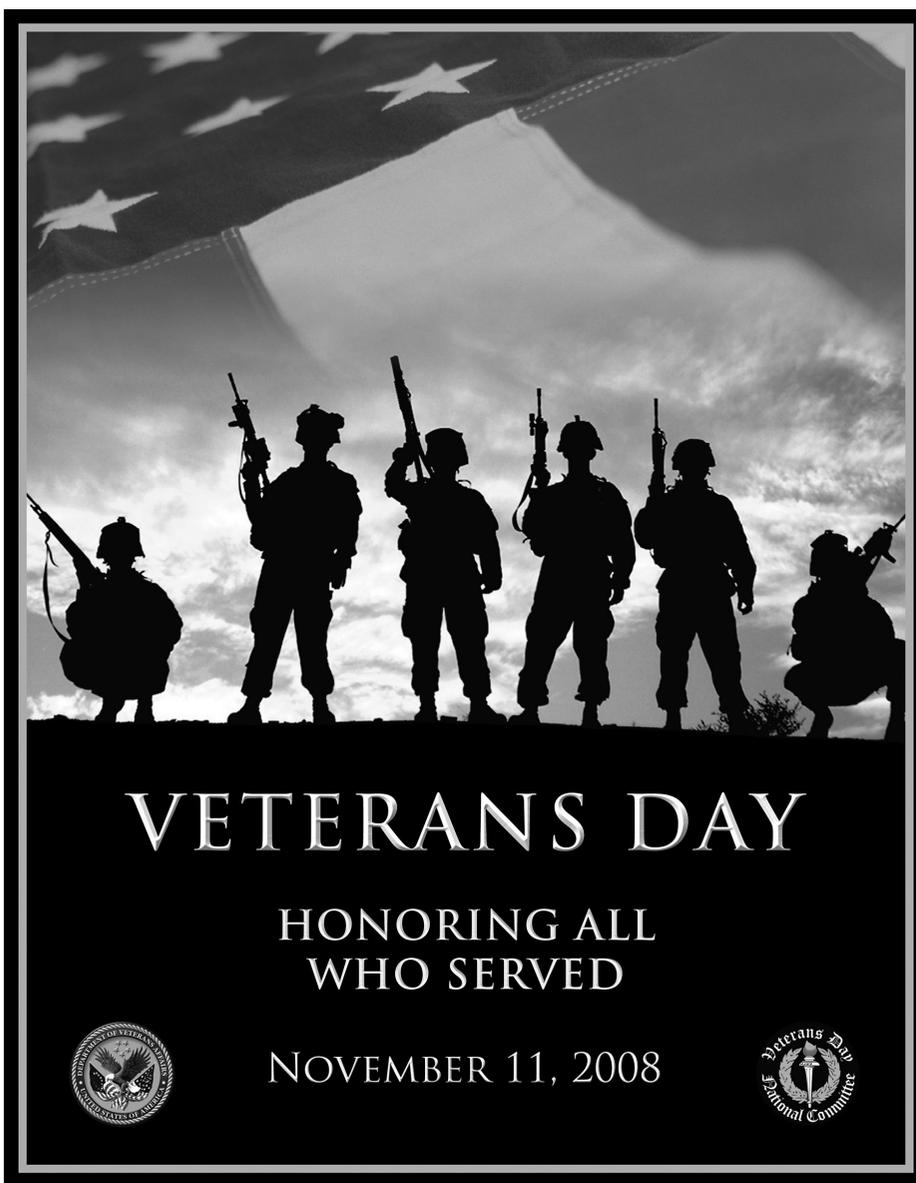
WATER *From Page 1*

The system includes a potable water dispensing capability that interfaces with military fixed holding tanks. In addition, the LWP is capable of purifying Nuclear, Biological, and Chemical (NBC) contaminated source water as well as chlorinated source water.

The LWP removes suspended solids (called turbidity), chemicals, and solids in solution [called Total Dissolved Solids (TDS)] that are found in most fresh water and seawater sources to a level meeting the Tri-Service Field Water Quality Standards. This process is by filtering, reverse osmosis, and disinfection. Activated carbon and ion exchange processes are also used when treating chemical and nuclear contaminated waters.

Sierra Army Depot is resetting these units as they return from the AOR. This reset effort will not only revitalize each system but will allow

us to apply all MWO's so the equipment will be the same configuration that the factory is producing. We will apply the Delayed Desert Damage criteria, which basically requires us to inspect, clean or as in most cases replace items that have come in contact with the elements in the AOR including all bearings, water and air lines, gaskets, seals, etc. Each unit will pass through weld/paint for structural repair and corrosion prevention. The generator will have meet the Tactical Generator Desert Operations Special Test, Inspection, and Repair Requirements, where units with extensive hours or damage will be sent off site for Tier 2 repair. We will perform Tier 1 work on site. We will run the unit through an extensive operational function test. We will drain and (internal) preserve the unit and send it for a final paint touch up and BII upload.



VETERANS DAY TRIBUTE

*When America had an urgent need,
These brave ones raised a hand;
No hesitation held them back;
They were proud to take a stand.*

*They left their friends and family;
They gave up normal life;
To serve their country and their God,
They plowed into the strife.*

*They fought for freedom and for peace
On strange and foreign shores;
Some lost new friends; some lost their lives
In long and brutal wars.*

*Other veterans answered a call
To support the ones who fought;
Their country had requirements for
The essential skills they brought.*

*We salute each and every one of them,
The noble and the brave,
The ones still with us here today,
And those who rest in a grave.*

*So here's to our country's heroes;
They're a cut above the rest;
Let's give the honor that is due
To our country's very best.*

By Joanna Fuchs

www.poemsource.com

Another baby girl for Pickard's



Josh and Tamra Pickard are proud parents welcomed their third daughter. Ashley Shannon was born on July 1, 2008, at 8:47 a.m. in Reno, Nev., She weighed 8 pounds 15 ounces and was 21 inches long. Ashley joins siblings Kelsey Marie, 5, and Courtney Elizabeth, 3. Josh is a firefighter within the Directorate of Risk Management and Tamra is the Secretary for the same directorate.

UNION *(From Page 2)*

lead you to abandon the TSP. Continue to save, continue to receive the tax advantages of the TSP, continue

to receive the employer match, and you won't be sorry.

RESET IN MOTION AT SIAD

Reverse Osmosis Water Purification Units



Employees within the Mechanical System Branch are dedicated to the reset of the 3,000 gallons per minute Reverse Osmosis Water Purification Unit. Mr. William "Billy" Rowland, shop supervisor, has been quoted saying there is no unit that comes through his shop that cannot be reset to the 10-20 standards.



EMPLOYEE RECOGNITION

EMPLOYEE PROFILE

HELEN E. EVANS

Name: Helen E. Evans
Organization: Legal Office
Birthday: November 8
Place of Birth: Oakland, California

My friends like me because: I'm really not sure why, but I'm glad they do.

If I've learned one thing in my life, it's: Never take anything for granted.

If I could change one thing about myself it would be: I would be taller.

The best thing about my job is: My interaction with people.

The best advice I was ever given: I don't know that anyone ever gave me this advice, but you should always be strong and sure of yourself and you will do well in life.

The best advice I could give anyone: Speak your truth.

I never could: Understand why everyone doesn't live in Helen's World.

I'm never surprised when: Something good happens in my life.

My favorite person (and why): Ron. He taught me so much about life.

My best assets are: Other than the obvious; my ability to listen to people and provide advice only if asked.

My most embarrassing moment was: I don't want to embarrass myself again and again and again, so I'd rather not say anything.

I'm a sucker for: My two nieces, Callie and Lainey.



**BRETT WEAVER - 15 YEARS
FEDERAL SERVICE**



**DONALD "BUD" HASSENPLUG - 20 YEARS
FEDERAL SERVICE**



**HAROLD TRATTNER - 5 YEARS
FEDERAL SERVICE**



**JEREMIAH SEVERS - 5 YEARS
FEDERAL SERVICE**



**GEORGE COBBS - 20 YEARS
FEDERAL SERVICE**

CYS Monthly Update

Jeet Kun Do Class

Jeet Kun Do martial art class started on 14 October. The class is held twice a week on Tuesday and Thursday from 6:30 to 7:30 pm, the cost is \$20 a month. The class is opened to children 9 years old and up.

If you want more information or are interested in signing your child up for this class please call CYS Services at 827-4696.

Basketball Sign-ups
Basketball sign-up will be

coming soon. For more information please check with CYS Services at 827-4696.

Tree Lighting Ceremony

CYS Services is having a tree lighting ceremony on 4 Dec 08 at 5:30 p.m. The price of admission is 1 box of dry or canned food. We will be serving refreshments. We will also be setting up drop sites for canned and dry food around the installation, the places of these drop sites will be announced at a later date.



COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for depot employees to advertise van pools or items for sale. Money making items such as rental and personal business will not be accepted.

Information must be submitted to The Public Affairs office

Submissions must include name and telephone number. Only home phone numbers will be published for items that are for sale.



1996 Mustang GT SALEEN
S281 4.6L V8 Convertible, 5 sp.
White with black leather interior. Excellent Condition. 51k
Mis. (see pic) \$15,900 OBO.



1941 Hot Rod Ford Pickup Truck. 350 V8. Not a show car, but a great driver. Asking \$17,500 OBO.

2005 Tahoe BlueRidge 24' Pontoon/Patio Boat. Comes with Mercury 90HP outboard 4 stroke motor, trailer and fish finder. Great for parties, camping, leisure/cruise. You can even ski with it! Asking \$15,500 OBO.

1969 Ford Mustang Coupe, 302 V8, AT, PS, Ceramic Headers, Flowmaster Exhaust, new upholstery & headliner, needs paint. \$5,900 OBO.

2002 Yamaha Warrior 350 Sport Quad, FMF Exhaust, Always garaged - comes with additional paddle tires. \$2,200 OBO.

Call for more details at 530-249-2470.

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 are \$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.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m. Open Friday, 11:00 a.m. to 5:00 p.m., Saturday, Sunday from 11:00 a.m. to 2:00 p.m. There is no charge for general use for military and depot personnel;

however, all patrons must fill out a SIAD Form 1180 that is available at the Fitness Center. Use of the Racquetball Courts is only \$3.00 per hour.

Information, Travel and Reservation (ITR) is available at the Physical Fitness Center. For more information call 827-4655 or email raul.granados@us.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 827-4655.

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@us.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.



Drive Carefully
Watch for Potential Hazards
Avoid Slips and Falls



~ Stand Tall ~
~ Stand Proud ~
~ Be A Hero ~

Your blood can save LIVES
it could even be someone you know!

Herlong Community Blood Drive

Thursday, 20 November 2008, @ the Gym,
1000 to 1500

Call Dan Hankins, X5223 for an appointment or Email

Please bring your ID

United Blood Services

New SIAD employees

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

AnneMarie Annerl	Office Automation Asst.
Melissa Baptista	Office Automation Asst.
Dorothy Brown	Office Automation Asst.
Leonard Campbell	Supply Mgmt. Specialist
Sherie Coleman	Office Automation Asst.
Nathan Colgain	Computer Assistant
Molly Frazier	Firefighter (BLS)
Patricia Freeman	Office Automation Asst.
Robert Grant	Security Guard
Dawneen Huckins	Office Automation Asst.
Kay Ingram	Office Automation Asst.
Charee Lanier	Contract Specialist
Eppie Martin	Office Automation Asst.
Regina Rapacon	Office Automation Asst.
Andrew Wallace	Logistics Specialist (Intern)
Ronald Lee Wood	Security Guard



IMPORTANT INFORMATION ABOUT YOUR DRINKING WATER

*Este informe contiene informacion muy importante sobre su agua potable.
Traduzcalo hable con alguien que entienda bien.*

Sierra Army Depot's Well 8 Has Levels of Uranium Above the Drinking Water Standard

Our domestic water system recently violated the drinking water standard for uranium due to the state's revised standards for radionuclides that became effective June, 11, 2006. Although this is not an emergency, you have a right to know what happened, what you should do, and what we are doing to correct this situation.

The major source of uranium in drinking water is erosion of natural deposits. Uranium occurs at low levels in many types of rocks and soils and can be present in water from leaching of natural deposits. It may also be released from uranium mill tailings, emissions from the nuclear industry, the combustion of coal and other fuels, and the use of phosphate fertilizers that contain uranium.

What happened?

We are required by state regulations to test our well water for certain radioactive elements. The maximum contaminant level (MCL) for uranium in drinking water as determined by the state is 20 picocuries per liter (pCi/L). Our latest samples indicate the level of uranium in Well 8 is 24 pCi/L which is above the MCL.

What should I do?

- You do not need to use an alternative water supply (e.g., bottled water).
- This is not an emergency. If it had been, you would have been notified immediately. However, some people who drink water containing uranium in excess of the MCL over many years may have kidney problems or an increased risk of getting cancer.
- If you have other health issues concerning the consumption of this water, you may wish to consult your doctor.

What is being done?

The Depot is currently reducing the use of Well 8. It will only be used when the need for an increased amount of water from normal operating conditions arises. The long term plan is to construct a water treatment plant that will meet California Primary and Secondary drinking water standards.

For more information, please contact:
Allen Nosler Sierra Army Depot (530) 827-4115, or
Sandi Tenney California Department of Public Health (530) 224-4876

*This notice is being sent to you by:
Sierra Army Depot, PWS# 1810700
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LEAN into my CORNER

By William Deming
QEO Chief

As I write this, we are just starting Fiscal Year 2009. I am more optimistic about Sierra's prospects for process improvement than I have ever been and I look forward to the coming year with anticipation.

We have accomplished a lot over the last year. We completed 37 events, putting us at a pace of more than three events per month. We became fully independent of Simpler in March 2008. After some struggling, we have gotten much better at measuring and capturing savings generated from Lean events, although we have a long way to go before we are recording all the savings we could be. In Fiscal Year 2008, we captured verifiable savings totaling nearly 2.4 million dollars.

For fiscal Year 2009, we have set a Depot-wide goal of about \$2.8 million in Lean savings. I think we can achieve this and even exceed it. As we get better at establishing baseline standards for processes, it will get easier to record savings based on reductions in cycle time (for example).

It is important to bear in mind that when we refer to savings, this doesn't always equate to actual dollars we can deposit in the bank. If we achieve a cycle time reduction of twenty hours per week in a given area, we would typically re-deploy one of the workers to another section for twenty hours. So while the savings is legitimate and ultimately reduces our total expenses, it will probably show up in a form other than dollars.

Anyone who reads this column on a regular basis knows that I have a tendency to harp on sustainment. There are numerous reasons for this but one is that we don't actually real-



ize Lean savings if we fail to sustain the improved processes. If we are able to reduce the time to perform an operation by forty percent but then we revert back to the old process, the savings from that forty percent improvement go up in smoke. We can still change the process but the change must represent an improvement to the process we have already "leaned."

Another area that is going well is our Lean Rotation Program. We are nearing the end of our first six-month rotation and our first two participants (Heather Boatright and Steve Preheim) are preparing to return to their permanent work areas. They have both been eager to learn and I believe they will be valuable assets to AJ1 and Material Management. By the end of FY 2009 we should have about eight people trained and back into the workforce. This will eventually give managers the capability to conduct events and capture savings largely on their own. Of course, the Lean core team will always be available for help, guidance, and training.

We should always remember that process improvement must be continuous if it is going to be effective. We accomplished a lot in the last year but we have to keep moving forward. The next year should be even better. A lot of exciting things are happening and it promises to be a lot of fun.



7th Annual Holiday Ball

December 12

5:30 p.m.

Atlantis Hotel & Casino

Tickets: \$40.00

Rooms: \$79.00

POC: Lori McDonald 4343
Carolina Dingman 4666
Marcie Turek 4372
Debra Preuett 5226



Atlantis
CASINO RESORT • RENO