



The

Challenge



Sierra Army Depot, Herlong, Calif.

October 2008

Vol. 64 No. 10

Brief Notes

Commander's Town Hall

The next commander's town hall is scheduled for Oct. 15, in the former Chapel. There will be three sessions: 6:30 a.m., 12:15 p.m. and 3:30 p.m. The first and last will be for Mission Operations/Mission Support, with the session after lunch will be for Garrison and Special staff. If you have any questions contact Lori McDonald at 827-4343.

Annual Holiday Ball

It is that time again to shake off the dust from those evening gowns and tuxes. The 7th Annual Holiday Ball is scheduled for Dec. 12, at the Atlantis Hotel & Casino. The cost will be \$40 per person and there are a block of rooms set aside if you wish to stay in Reno. Tickets are on sale now. Watch for flyers to be distributed. If you have any questions, please contact Lori McDonald at 4343 or Carolina Dingman at 4666.

Golf Tournaments

If you have missed the last couple of golf tournaments, don't worry. You still have a chance to have this month. Watch for the flyer where this will take place.

Open House for VFW Post 6356

The local VFW Post 6356 in Herlong will hold an open house on Oct. 10, from 5:00 p.m. to 7:00 p.m. If you are a veteran and would like to join or just want to gain some additional information, stop by. For more information on the open house contact Mr. Louie Albano at 253-1048.

Lean Events in October

The following Lean events are scheduled for this month:

- Oct 14 - VSA in Trailer Reset
- Oct. 20 - 6S in Box Shop
- Oct. 27 - 3P for Recycling

For further information on Lean events, contact the Lean Office at 827-4423.

FCI 1st Annual Golf Tournaments

Still wanting to play more golf? The FCI Herlong will hold their first annual "Before it Snows Golf Tournament" on Oct. 17, beginning at 9:00 a.m. at Lake Almanor West Golf Course. The cost is only \$45.00. If you would like to sign up or have any questions, contact Mike Nimmo, Steve Lake or Dave Brewer at 827-8000.



Photo by Lori McDonald

Since completion of the expansion project for Amedee Army Airfield located on Sierra Army Depot, the above C-17 Globemaster is the first plane to touchdown to be loaded with cargo and shipped to locations in Iraq for the Soldier in the field.

First shipment from Amedee Army Airfield since expansion

By Lori McDonald
Public Affairs Officer

It was like a scene from the past when military aircraft were flying into and out of Amedee Army Airfield.

Sierra Army Depot loaded two systems of an 800,000 gallon per minute Fuel System Supply Point aboard six C-17 Globemaster III's bound for unknown destinations to our Soldiers in the field. The airlifts of the FSSPs from SIAD were the first since the depot's Amedee Army Airfield was expanded and upgraded in early 2008.

The FSSP, new within the Army, is transportable fuel stations designed to store and distribute fuel on demand. The system is also designed to add fuel additives at the discretion of the operators, store and distribute different types of fuels, and filter any water or unwanted particles before issue. This new fuel system is not only Soldier friendly, but will help the Army support missions to a greater extent than before.

When the Army signed the commencement order for this new system more than one month



ago, Sierra was given the responsibility to create, assemble, package, and prep for shipment a total of 44 systems. The first six systems have been shipped or are in the process of being prepped for shipment; while the remaining 38 systems will be stored on depot until disposition instructions are received.

There are 65 main components and 50 ancillary parts of the FSSP stored in six 8-foot long triple containers (TRICON's) and six 20-foot long containers (ISO's). It takes two 600 gallons per minute (GPM) Pumps to complete the component part of the system.

Depot employees fabricate the aluminum racks and storage cases for the inside of the TRICON or ISO containers that are used for shipping and storage.



Commander's View

We ended this fiscal year on a very positive note and I would like to recognize everyone for their efforts. In FY08, major milestones were achieved with the highest revenue in the last ten years and second highest execution of direct labor hours (830,000 hours). Every employee, direct or indirect, made significant contributions to these successes and mission accomplishment. Production and scheduled conformance reflect our continued commitment to the soldiers in the field. I strongly believe that a reputation rooted in these accomplishments will inspire our customers to view SIAD as a location for future workload.

Combine Federal Campaign

October is kick-off for the Combined Federal Campaign (The CFC is the uniform fundraising method for the federal service). Pledges made by you during the campaign season (October 15 through December 15) support eligible non-profit organizations.

Safety



Lt. Col. Lee H. Schiller, Jr.

We were scheduled to have a visit from the AMC Safety Rapid Review Team towards the end of this month, but that has been pushed back to April of next year. This will allow us some additional time to focus on the areas they will be looking at on all aspects of occupational health and safety. As the dates for this visit get closer, Safety will be disseminating clarification on specific areas the

team would like to visit.

The depot made significant improvements in our safety posture over the past year. The reductions in accidents, lost man-hours, and incident rates can only be attributed to the hard work and attention to detail displayed by the entire workforce. Located on page 7 is the Safety chart that I brief during the WPU to higher headquarters.

Pride In Excellence!



New Hires at SIAD

When you are out and about on depot, take a few minutes and welcome all the new employees to Sierra Army Depot. The following are new employees that have joined the team since last month:

Nancy Brown

Nora Chamberlain

Ingrid Goett-Boswell

Jermaine Harris

William Junk

Steven Kowalski

Howard McCracken

Tina McLendon

Abdul Sabeih

Henry Tucker

Rosemary Wilson



The Union's Position - AFGE Local 1808

Commander's Policy on an Alcohol and Drug Free Work Place

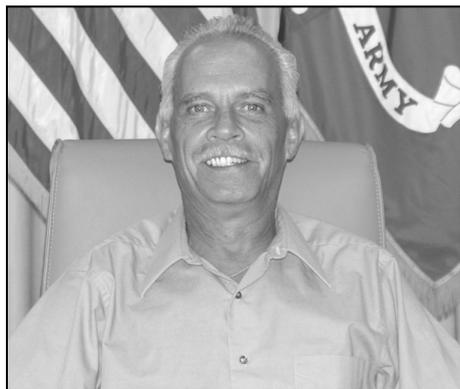
AFGE Local 1808 supports the Commander's Policy 100% on Zero Tolerance in the Illegal Use, Distribution and Sales of a Controlled Substance on or off Depot and the use of alcohol while at work. These actions jeopardize the health and safety of employees who choose not to.

Background

On September 15th 1986 President Ronald Reagan signed Executive Order 12564 Drug-Free Workplace.

*Below is taken from E.O.12564

"I, Ronald Reagan, President of the United States of America, find that: Drug use is having adverse ef-



Mr. James Swistowicz

fect upon a significant proportion of the national work force and results in billions of dollars of lost productivity each year;

The Federal government, as an employer, is concerned with the well being of its employees, the successful accomplishment of agency

missions, and the need to maintain employee productivity.

The Federal government, as the largest employer in the Nation, can and should show the way towards achieving drug-free workplaces through a program designed to offer drug users a helping hand, and the same time, demonstrating to drug users and potential drug users that drugs will not be tolerated in the Federal workplace."

In E.O.12564 it mandates that each federal agency develop a plan for achieving the objectives of a drug-free workplace with due consideration of the rights of the government, the employee, and the general public.

The plan should have a Policy; SIAD Policy No.600-85-1, Illegal Substance Abuse and Alcohol

Abuse Testing Program; SIAD Policy No.600-85-2 and a Civilian Employee Alcohol and Substance Abuse Rehabilitation Program; SIAD Policy No. 600-85-3. These policies meet the guidance in President Reagan's Executive Order. If you have not seen these policies they are on the Sierra Army Depot Intranet. They should also be posted on the Official Bulletin Board in your respective worksites or see your Supervisor to obtain copies.

Drug users adversely affect the health and safety of the depot employees that choose not to use drugs, they also affect the productivity of the mission in support of the men and women of the Army whom we support in the wars in Iraq and Afghanistan.

See UNION on Page 2

The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____

Lt. Col. Lee H. Schiller, Jr.
Lori K. McDonald

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Chat Topic. . . we want to know your thoughts

If you could be Commander for a day, what changes would you make?



Angel Humphrey
AJ1 Directorate

“I would change the pricing of the depot child care. I would have one standard base price regardless of your income. Employees that try to better themselves get hit harder with day care rates.”



Glenn Flannary
C&A Directorate

“I would inquire getting the best in the outside (non-military) come on depot to help increase proficiency in all areas. I’m talking primarily what we can do about building maintenance, or even businesses that fit into our work mission such as General Steel, Caterpillar or Hyster.”



Jacen Hubbard
Ammunition Directorate

“I would push personnel issues to the top of my priority. I would get people hired faster.”



Puett Willcox
Lean Office

“I realize that the Commander is trying to start this already; so all I would do is try and speed the process up. What I am talking about is changing the culture of the depot; so that people all over the depot would start being more open to change. Change is a positive thing when it provides the customer both internal and external with better service. We should strive to continually improve and sustain the improvement.”

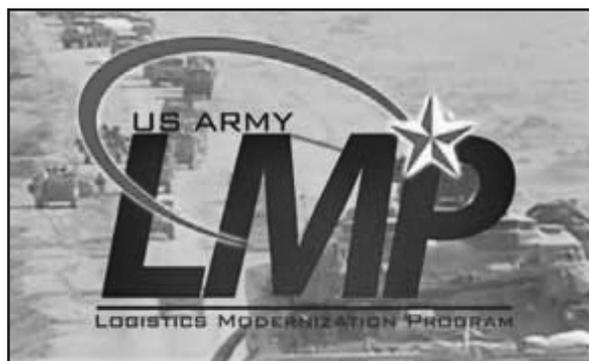


Data Quality Team ensures accuracy for LMP transition

By Michael Mico
Sherry Padilla
Lynette Hall

Over the past two articles the Logistics Management Program (LMP) Implementation team has informed you of SIAD’s LMP vision and our strategy to employ that vision, today we are going to discuss what one team has been exhaustively working on for the past two months.

To successfully implement an Enterprise Resource Planning (ERP) LMP system it is essential for the foundation to be sturdy, in other words our data i.e. numbers, inventory balances, locations, serial numbers and other production inputs, must be 100% accurate. As we were quick to find out this task is an immense undertaking and our team has met the challenge in true SIAD fashion, approach with excellence in mind, execute with accuracy in the forefront, and finally drive and



devotion to a timely conclusion.

Our Data Quality team consists of Sherry Padilla, George Engeln, Merritt Sheppard, Stan Graham, Mel Hooper, John Mooney (located at Bldg 79), and the entire Inventory team consisting of Beth Holmes, Elizabeth Tuffin, Andrew Harman, Keilan Jones, Ron Hopson, David Mosher, Rodney Cortez, Warren Tuft, and Sandra Kern (located in Bldg 304N). Our team has been out in the field conducting inventory of GS99, documenting serial number and material locations; verifying NSN material master data by use of 50 scans generated by SDS to identify errors for correction. Pro-

cessing location surveys in bldg 305 and moving on to other locations as each site is completed. The Data Quality team has corrected 9.4% of the data being tracked for correction. The overarching objectives with this inventory are to sanitize and standardize inventory information, identify material to correct NSNs, and ensure quality data; once complete the information will be the foundation of an accurate Material Requirements Planning (MRP) process and will yield significant cost-savings in the procurement and manufacturing cycles.

Though their efforts are quite time consuming and at times exceedingly frustrating they have made significant strides and more importantly they are informing SIAD stakeholders of the important role they play and the more important role they will have upon LMP implementation.

Next month we will introduce our next team, Production Engineering.

UNION (From Page 2)

Mr. George Mongar is the Alcohol Drug Control Officer (ADCO) here at Sierra Army Depot and is also the Employee’s Assistance Program (EAP) manager, if you have any questions or concerns he can be reached at 827-4190. Any discussion that you might have with him is kept in complete confidence.

Union Meetings are on the first Tuesday of every month at 5:15 p.m., at bldg. 58. Everyone is welcome to attend. The Union Office phone number is 827-5375.

Employee begins new career, AMC Fellows Program

By Lori McDonald
Public Affairs Officer

Internship and fellowship programs provided one depot employee the opportunity to transition into the civilian workforce within the Department of the Army.



In 2007, Ariana Ma. Trinidad, a native of Puerto Rico, was in the process of searching for a job when opportunity came knocking at her door.

Trinidad is not new to working with the military. Prior to graduating from the University of Sacred Heart in Puerto Rico, she joined the 156th Airlift Wing Puerto Rico. From there it was off to San Antonio, Texas where she completed Air Force Basic Training.

Trinidad took an interest in C-130's while in basic training, so she was transferred to Sheppard Air Force Base, Texas where she acquired her training as a Crew Chief of C-130's. After hours of intense training and more moves, Trinidad cheerfully returned to Puerto Rico to rejoin the 156th Airlift Wing.

In 2000, Trinidad decided to challenge herself to more advancement. She applied to become a C-130 navigator. Further on, when training was completed, more moves within the United States made, and receiving her commission, Trinidad returned to Puerto Rico where she was the first and only female navigator within the 156th Airlift Wing.

After traveling around the world and participating in several joint exercises, Trinidad transferred back to the Command Post at Muniz Air National Guard Base, Puerto Rico, where she served until June 2007.

At this time in her life, Trinidad set her sights on working for the federal government, but as a civilian. Upon receiving encouragement from her aunt, who is a Controller Intern at Fort Monmouth, NJ, Trini-

See FELLOWS on Page 7

RESET IN MOTION AT SIAD



Trailer Reset Division

Under the leadership of Jason Haggert, 31 employees (both government and contractor) tackle the day to day operations to completely reset M181 and M182 trailers. It takes approximately two days from the time a trailer enters the shop until it rolls out and ready to be shipped where needed.



EMPLOYEE PROFILE

DAVID WILSON

Place of Birth: Susanville, Calif. - July 1983

Time working at Sierra Army Depot: I have been a depot employee since 2003.



What made you decide you wanted to work at the depot? My family. My parents work here (Rich & Meg Hill).

The one thing I like most about my job is: Helping support the Soldier in the field.

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

What is the best advice you would give to a co-worker? To be consistent.

What is the best advice you were ever given? To give all you got.

If I could change one thing about myself: Nothing. I like myself the way I am.

My favorite person (and why)? My daughter. It's just her and I.

My worst mistake I ever made was: Quitting here the first time.

The Hatch Act and Political Emails

The Hatch Act, generally, permits most federal employees to actively participate in political management and campaigns. However, employees are prohibited from engaging in political activity while in uniform, on duty, in a government building, or in a government vehicle. Political activity is defined as "an activity directed toward the success or failure of a political party, candidate for partisan political office, or partisan political group." 5 C.F.R. §734.101. Emails make up the bulk of the cases under investigation by the U.S. Office of Special Counsel (OSC).

Using your government computer email account to send politically related emails is considered to be campaign activity for or against a candidate and could cost you your job! Do not send political jokes or cartoons through the government email system. Remember, federal employees have no right to privacy in their government email accounts. Recently, the Merit Systems Protection Board (MSPB) issued four unanimous decisions concerning federal employees using government email to engage in prohibited political activity. The current MSPB decisions clarify the misconception that using government email to circulate partisan political messages is an exception to the Hatch Act's prohibition against engaging in po-

litical activity while on duty or in a federal building. The MSPB decisions also rescind OSC's May 30, 2002 advisory opinion, entitled "Use of Electronic Messaging Devices to Engage in Political Activity" which initially allowed certain types of political emails to be circulated as a form of "water cooler conversation". In each of the following cases, the respondent's defense was that their conduct was only an expression of opinion. According to Special Counsel Scott Bloch, head of the OSC, "[using email is no different than taking a (political) brochure and going from office to office.]"

The four MSPB decisions are highlighted below.

- On June 9, 2006, the MSPB in *Special Counsel v. Morrill* upheld a sixty-day suspension imposed against a federal employee who was found to have violated the Hatch Act by sending an email while on duty and in a federal building that was directed toward the success of a candidate for U.S. Representative. Specifically, the federal employee sent an email to over 300 individuals with an attached announcement for a "Halloween party for Tim Holden," a U.S. Representative seeking re-election. It was found that the message described the candidate in highly favorable terms and strongly encouraged attendance at the event, and that the email was "obviously ... directed toward the success of Mr. Holden's re-election campaign."

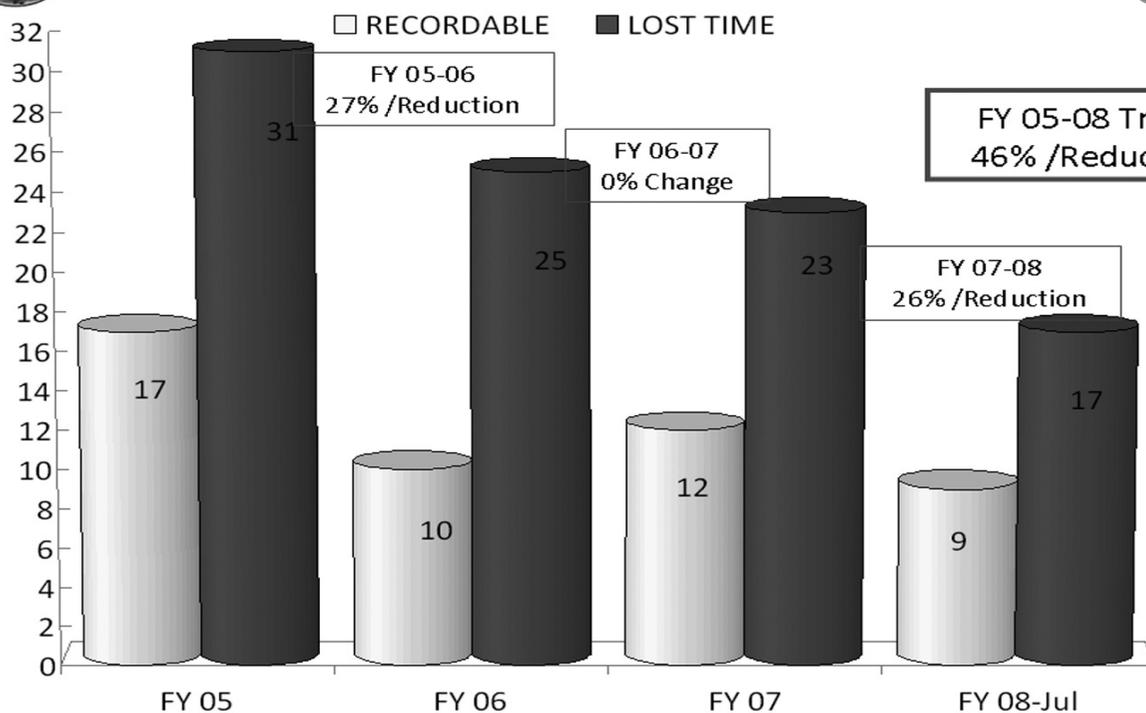
- On June 12, 2006, the MSPB granted OSC's petition for review of an Administrative Law Judge's (ALJ) decision in *Special Counsel v. Davis and Sims*. The MSPB reversed the ALJ's dismissal of two OSC complaints for disciplinary action against two federal employees who sent partisan political emails while they were on duty and/or in a federal building. The first email in question contained a widely-circulated picture of President George W. Bush in front of an American flag with the statement, "I Vote the Bible." The text of the email contained several statements in support of President Bush, a negative statement about Democratic Presidential candidate John Kerry, and a statement urging recipients to "Pass along the 'I Vote the Bible' button." The second email contained the subject line, "Why I am supporting John Kerry for President" and it

See HATCH Page 7



Recordable/Lost Time

FY 05-08 comparison



CYS Monthly Update

Mentorship Club

CYS is starting up their mentorship clubs again in October with the local schools. The advisor from CYC will choose various educational and positive topics for discussion. The club will meet during lunch period at Fort Sage Middle School every Wednesday, at Herlong High School every Tuesday, and at Long Valley Charter School every other Monday. The Mentorship club gives the youth an opportunity to voice their concerns on issues related to life and school. The club will also plan some educational trips throughout the school year.

Ballet Classes

CYS is starting Ballet classes on Oct. 2, 2008. Classes are open to children ages three and up. The classes will be twice a week (once a week for the three to five year olds) and will cost \$15 a month. There will be a big recital scheduled in the spring of 2009. For more informa-

tion call Marsha at 827-4696.

Jeet Kun Do Class

CYS is thinking of starting up the Jeet Kun Do Class in October if we get enough interest.

Jeet Kun Do (JKD) is a martial art which was developed by Bruce Lee for street self-defense. JKD is a combat martial art with a strong foundation from Wing Chun Kung Fu, Boxing and Fencing. It is based upon the principles of simplicity, realism and individuality. It uses fast punches and strikes, powerful low level kicks, trapping hands and grappling skills.

The class would be held twice a week in the evening and the cost would be \$20 a month. The class would be open to children seven years old and up.

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

The Amazing Adventures of Robinson Crusoe

What do you get when you put fifty-one children of various ages (kindergarten through 12th grade) in a room together? A wonderful performance, that's what. On Saturday, September 20th, that is exactly what happened. Fifty-one of the local children got together for two back to back performances of the production of "The Amazing Adventures of Robinson Crusoe."

Child & Youth School (CYS) Services sponsored the Missoula Children's Theater Group to come here to put on this production. The Missoula tour teams travel around to different cities and countries to bring the art of drama to children. CYC Services and the Missoula team couldn't have put this production together without the support of the community. The Ft. Sage School District and Long Valley Charter School supported the effort and Herlong High School gracefully donated the use of their gym for the auditions, practice, and performances. A pianist from Susanville, Patricia Moore, also volunteered her time for this worthwhile endeavor.

Attendees of the production could easily tell that all the children

involved had worked very hard. They had only a week to practice and practice they did. The children auditioned for their parts on Monday and practiced four hours every day until the performances on Saturday. At the performances you could see the results of all their hard work; shown from Danielle Harris the child that played the role of Robinson Crusoe to the children that played the dancing chameleons and all the other characters in-between. There were also three teens that took on the job of assistant directors and helped with everything from the set-up of the stage, the lighting, to keeping the actors on task. It was amazing to see what these children accomplished in such a short period of time. Everyone that attended the play had glowing things to say about both of the performances.

From the children that participated in the play to the adults that came to watch, there was one question that was asked over and over again, "When will we be able to do this again?" The response has been so positive that CYC Services hopes to bring the program back next year for another play.

Depot Celebrates Red Ribbon Week

The Department of Defense will hold observance of Red Ribbon Week 22-24 Oct. This is a time to remember the lives lost and damaged by drug use and abuse and those who have died in the fight against drug use. The ADCO office will be visiting break rooms around the Depot and handing out information and various outreach materials.

The Original Red Ribbon Pledge

On April 20, 1985, 100 students signed the following pledge that was written by Congressman Hunter's wife, Lynne...

"We, the undersigned students of Calexico High School pledge; in the honor of Enrique Camarena, and all others risking their lives, to stop the flow of drugs, to say no to drugs, to encourage my friends to say no to drugs, to provide support to others who use drugs to help them learn to say no to drugs, to become educated on the dangers of drugs, and provide this information to my community."

Youth take talent to the stage



Picture above, Haily Castodiois dressed up as Leonard the Leopard during the recent production of "The Amazing Adventures of Robinson Crusoe". Below, Jessica Barnwell (right), dressed as Wilson the Goard, sits with her back to Danielle Harris who portrayed Robinson Crusoe.



HATCH (From Page 5)

presented a letter that purported to be written by John Eisenhower, son of former President Eisenhower. The email contained several reasons why the reader should vote for Presidential candidate John Kerry and why the reader should not support the Republican Party.

• On August 9, 2006, the MSPB unanimously upheld an earlier decision by an ALJ and ordered the removal from federal service of a Small Business Administration employee for having engaged in partisan political activity while on duty. Specifically, it was found that over a three-year period the federal employee, an elected official of the California Green Party, received, read, drafted or sent more than 100 emails through his government computer that were directed toward the success of the Green Party. The extensive emails concerned such politically charged issues as party fundraising opportunities, outreach and recruitment plans, internal drafts of various party platforms, and the planning of a state-wide Green Party political convention. The MSPB unanimously found that the penalty of removal was warranted in this case.

• On December 14, 2006, the MSPB unanimously ruled in OSC's favor by holding that an employee of the Environmental Protection Agency violated the Hatch Act when he sent a partisan political email message while on duty and in the federal workplace. The MSPB found that the employee, while on duty and in a federal building, engaged in prohibited political activity by forwarding, via his government e-mail system, a letter from the Democratic National Committee (DNC) that urged its recipients to take immediate action after the Presidential debate in support of then-Presidential candidate John Kerry.

If you receive a candidate related email on your work email account, delete it. If a candidate related email comes to your home email account, do not access it on a government computer. "No political activity means no political activity, regardless of the specific technology used," said Bloch. Should you have any questions, please contact your local onsite legal office, Hatch Act POC Tiffany J.L. Hall @ 4-8405 or consult the U.S. Office of Special Counsel's website: <http://www.osc.gov>.

LEAN into my CORNER

By William Deming
QEO Chief

What exactly is the point of this whole Lean thing anyway? This question is on a lot of minds, not just here at the Depot, but throughout the Army. Many employees have worked for the government for a lot of years and they have seen various process improvement approaches come and go. Some have concluded that Lean is just another "flavor of the month" and if they wait long enough, it will fade too. I can say with some confidence, "Lean is not going away."

But getting back to the question, the point of Lean (and all approaches to process improvement) is to either allow us to do our current jobs with fewer resources or to enable us to do more with the same resources. The often-voiced complaint that "I just don't have the time or the personnel to make an event work" misses the issue. If a manager really puts Lean tools to work properly, a relatively small investment of time and people up front in many cases may lead to savings that can be many times greater than the initial cost. I use the word "may" for a reason. As I have noted many times before, we sometimes fail to sustain our improvements, so we end up with a net loss rather than a gain.

Very often, we find ourselves trying to come up with ideas for good Lean events. This really is not the best approach. Instead, we should be looking for problems that are affecting our processes then finding Lean solutions for them. It helps if we can step back and try to view all our processes from the point of view of our customers. This is not always easy to do but it can really pay off. It helps us to identify what's really important in



a process. Customers almost always want just three things: They want the product or service they ordered with no defects; they want it at the price they agreed to; they want it delivered on time. Nearly everything else is meaningless from the customer's perspective. So look at the steps in your process in terms of how they affect these three factors.

Once you have identified that a problem exists, document it. Dig up as much historical information as you can find. It is amazing how much the numbers can tell you. If you don't have any history, now is a good time to start collecting it. Use the numbers to establish a baseline. Pull a team together. Use subject matter experts as well as people from outside the process. Perhaps most importantly, get personally involved in the improvement process. Work with your employees to come up with a solution. Call on the Lean Core Team. You know your processes better than anyone else but the Lean folks know a lot of tools for pulling the waste out of those processes. Finally, be willing to make changes. Even when they agree that changes are needed, many people hesitate to stray from what they know. Give it a chance.

There are a lot of tools available to us for improving our processes. Lean is the primary toolset we use here at Sierra and it works, if we use the tools properly. In our increasingly competitive environment, we can't afford not to improve.

HAPPY HALLOWEEN

FELLOWS (From Page 4)

dad submitted an application to the Army Materiel Command Fellows Program and was accepted.

The AMC Fellows Program was established in 2001 to bring into being a multi-functional, multi-skilled, and mobile cadre of future civilian leaders. This five-year, fast track Executive Management Training program focuses on outstanding college graduates or soon to be graduates with a Bachelor's degree

and those willing to relocate.

The first two years of the program Trinidad spent at the AMC's Logistics Leadership Center in Texarkana, Texas and Texas A&M University where she studied graduate courses and obtained her masters degree in business. While enrolled, Trinidad was already considered a federal employee and being compensated as a GS-07 and receiving full employee benefits.

Trinidad said, "The Fellows program is a great opportunity to prepare not only the new generation of leaders."

Coming to Sierra, marked Trinidad's transition into the next phase of the program. She will now begin a series of three on-the-job rotational assignments. Each of these rotations will be approximately thirteen to eighteen months in length and at different geographic locations.

Trinidad is currently working within the Production Planning and Control Directorate.

This program is crucial to building AMC's successor workforce. The Army is currently looking for leaders that possess a variety of skills and are very adaptable to change.

Native American background provides employee opportunity to help many cultures through Ministry

By Mark Paytas
Director of Information
Management

Bruce S. Gebbeken's Native American background has gained him a unique insight into Native cultural expression.

Gebbeken was born in 1953 in Los Angeles, Calif., and was raised traditional. His father is full blood Dine (Navajo) from Arizona; his mother is half Cherokee (Tsalagi) and half Dutch from I.T. (Indian Territory) Oklahoma. His father was a Marine who fought on Guadalcanal in the Solomon Islands during WWII.

In 1972, Gebbeken decided to serve his country and joined the Navy. During his time in the Navy he was a crew member aboard a ship off of Vung Tau during the Vietnam War. Having served for twelve years he felt the 'call' and decided to attend College and seek a degree in Biblical Ministry. He graduated College with his bachelor's degree and a summa cum laude. He then went to work as a systems design engineer utilizing embedded processors. He worked for several companies until finally arriving at SIERRA ARMY DEPOT where he held several positions, including licensed electrician. He is currently the Information Assurance Network Manager for the entire Depot, responsible for all aspects of the network infrastructure.

By his unique relationship and closeness to his people, he is able to reach many cultures. His involvement in the many racial reconciliation movements including being part of the reconciliation team for the Community Corrections Center & Lassen

Unit Prison Ministries provides a background for true understanding of Native issues. He was involved in "Colors of The Kingdom", World Gathering of Christian Indigenous People, walked along the Trial of Tears in Missouri, is a member of Native American Coyote Dancers Group, and is the lead drummer for the Crosswalk Ministries and an Elder with Eagle Valley Indian Church.

Gebbeken currently holds a Bachelors Degree of Bible Ministry from Northern Sierra Bible Institute where he graduated with honors. He was ordained through the Christian Church and Healing River International in Missouri. He has also been involved in Native American ministry with the American Baptists. He was an Associate Pastor with Mountain View Christian Church in Genoa, NV, and worked with the Carson City Ministerial Fellowship, Carson-Tahoe Hospital Chaplaincy Service and Nevada Legislature Chaplaincy. Gebbeken is also a Cisco Certified Network Administrator, Redline WiMax Certified Engineer and an Aruba Certified Wireless Engineer.

Gebbeken diligently serves the Lassen County community as the Senior Pastor at the Desert River Church and is actively involved in teaching, distributing Bibles and providing spiritual counseling to the inmates of the church Jail Ministry in Susanville, California. By his spirit, words, and actions, he personifies the concept of unity and spirit of service to the community.

Our lives and lives of our neighbors depend on the health of the community in which it operates and

the health of the community depends on the strength of its members. His philosophy of contribution in every day life has enriched the lives of the entire community. He has a direct positive influence as a Bible Teacher with the New Hope Assemblies of God Church as well as teaching college level NSBI classes to Boy Scouts of America students. By providing his time and experience he teaches self-sufficiency to those in need and gives them the tools to provide for themselves.

Gebbeken currently works as the Information Assurance Network Manager (IANM) at Sierra Army Depot (SIAD) in Herlong, California. As the IANM, he is responsible for all aspects of the design, configuring, monitoring and overall management of the network. He is a critical part of the Information Management team at SIAD. He is the first line of defense in safe guarding SIAD information systems. He monitors the network to identify, isolate and contain any malicious or hostile traffic or attempted intrusions. Gebbeken has contributed countless hours to ensuring the network performs properly. He was the key figure in the recent overhaul of the entire network infrastructure to bring it up to 21st century standards. This project replaced every switch and router at SIAD and transitioned us from a flat to a routed I3MP (Installation Information Infrastructure Modernization Program) compliant network architecture. His ability to seamlessly adapt to this entire new infrastructure and keep it running has been nothing short of phenomenal. He was also the driving force behind the design, installation, operation and maintenance of the first 802.16



WiMax and Aruba 802.11 systems in AMC (Army Material Command). This system has now become a critical part of the network infrastructure that supports the SIAD user community and is being deployed throughout AMC.

He knows what it takes to make a team work successfully, by setting a grand goal and then achieving smaller goals which leads to success of the whole. During the recent DIACAP ACA inspection, he made sure that the IANM program and all network components passed review flawlessly. Gebbeken takes a holistic approach to network operations by looking at the whole, while still keeps the details in sight. His irreplaceable contributions to any Army and DOD inspections and upgrades have richly enhanced SIAD's professional standing as an Army Depot.

By recognizing and fusing together the value of people, materials, relationships and ideas, Gebbeken has created not only a successful work environment and a better community life, but has become an extraordinary example for others everywhere. It is Gebbeken's leadership, high performance, creativity, empowerment, integrity and trust that is empowering his community and helping people grow.

Gebbeken's lifestyle can best be described by the values of maintaining unquestionable integrity and professionalism by continually being honest and doing the right thing, maintaining a reputation for being the best by pursuing a course of continuous improvement, developing an atmosphere that embodies loyalty, trust, community concern and allows all to share in the rewards.

