

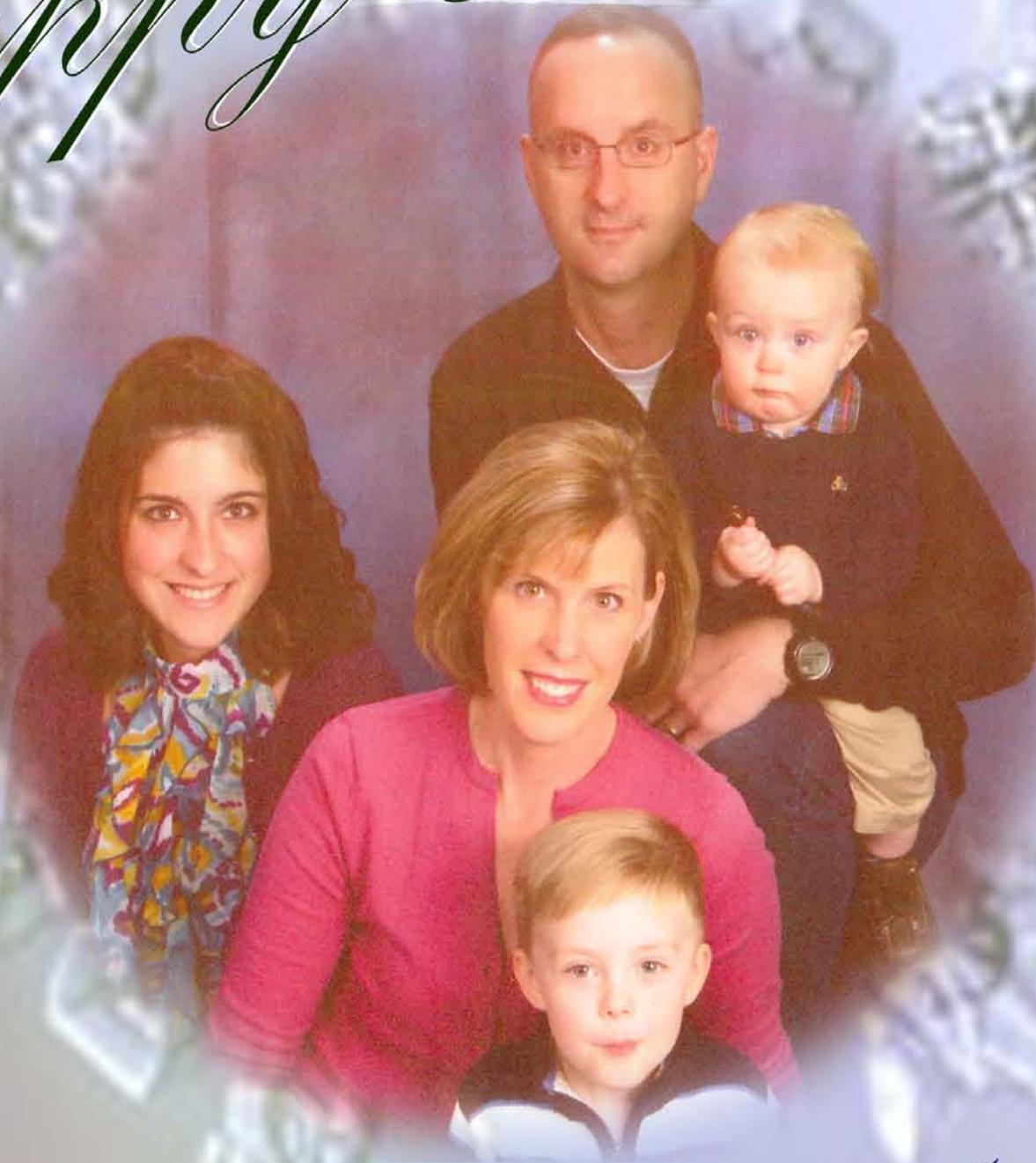
The **C** *hallenge*

Sierra Army Depot, Herlong, Calif.

December 2009

Vol. 65 No. 12

Happy Holidays



From the Dalessio Family

Commander's View

I would like to express my gratitude to our Law Enforcement and Fire/Rescue Departments for their services this holiday season. Your countless sacrifices (not to mention precious time away from family and friends) do not go unnoticed or unappreciated. We salute you! To Ms. Lori McDonald, Ms. Carolina Dingman, and Ms. Tamra Pickard, thank you for your time and energy in putting together one heck of a Christmas formal. Fun was truly had by all.

For this month's edition of the Challenge, I would like to update Team Sierra on a recent news media visit and our ongoing ISO 14001 and VPP efforts.

SIAD had an absolutely great visit from the KOLO news team (ABC Affiliate, Reno, NV) the first week of December. The purpose of their visit was to gain a better understanding on the additional 300 new hires and the increase in workload for Sierra - in particular to the AJ1/Non-Standard Equipment retrograde and Orga-



Lt. Col. Joseph G. Dalessio

nizational Clothing & Individual Equipment support missions. Other tour highlights included the news team viewing a de-processing team working on the receipt and inspection of a Standard Automotive Tool Set and a Forward Repair System (all which fall under the umbrella of SIAD's APS storage mission). Thanks to reporter Mr. Ed Pearce for

putting our story out on the street and moreover sharing with local viewers a few of our many unique talents.

This past month, I signed a Declaration of Conformance to Environmental Management System (EMS) Requirements in Executive Order 13423, certifying that Sierra has complied with all provisions of that Presidential directive. This marks the culmination of a long-term effort to establish a robust EMS on the depot. We expect to achieve formal registration of our EMS under the ISO 14001:2004 standard from an independent registrar during the second quarter of Fiscal Year 2010.

Another noteworthy initiative for SIAD is our ongoing VPP Star Journey. Recently the depot's senior leadership reviewed/finalized the composition and charter for both our VPP Steering Committee and VPP Safety Council. Starting January 2010, both working groups will meet on a monthly basis. Our VPP action plan will consist of three stages: Stage I: Complete written program--we will track progress via

EVPP Tool and PBL Scorecard (target completion date is Sept 2010); Stage II: Educate and implement written program to the workforce (target completion date is May 2011); and Stage III: Sustain/apply for VPP Star Status (target completion date is June 2011). Any effort aimed at improving our team's health and safety practices is always welcomed!

Whatever your religious practice/affiliation, Happy Holidays to you and yours. What a great opportunity to take a deep breath, recharge your batteries and spend some quality time with family and friends. I ask that you keep in your thoughts and prayers our fellow SIAD Teammates and Soldiers that are deployed and on-point in support of this great nation. All the best for a memorable and safe holiday season.

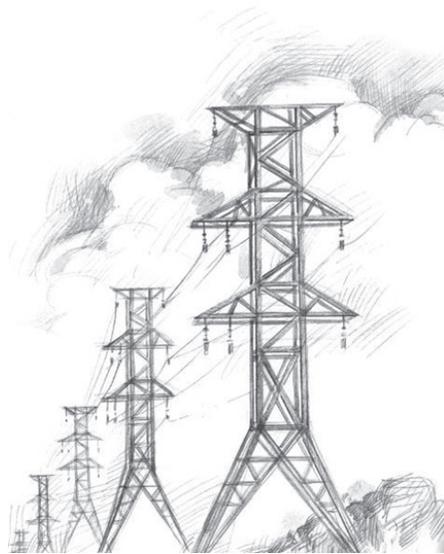
*Pride
in
Excellence!*

Energy Savings and Sierra Army Depot

By Steven Johnson
Energy Awareness Coordinator

When you hear the acronym ESPC is your first thought Extra Sensory Perception? Well, "ESPC and SIAD" doesn't have anything to do with mind-reading, or telekinesis, or even men who stare at goats. ESPC stands for Energy Savings Performance Contract and SIAD is now one year into an ESPC contract with a term of 20 years.

The ESPC allow Federal agencies to accomplish energy savings projects without up-front capital costs, and without special Congressional appropriations. The Department of Energy (DoE) awarded these "umbrella" contracts to



ESCOs (Energy Service Companies) based on their ability to meet certain terms and conditions. Working with a federal agency like SIAD, the

ESCO conducts a comprehensive energy audit and identifies improvements to save energy.

In consultation with the Federal agency, the ESCO designs and constructs a project that meets the agency's needs, arranges the necessary financing, and guarantees that the improvements will generate energy cost savings sufficient to pay for the project over the term of the contract. After the contract ends, all additional cost savings accrue to the agency.

This is a win-win for everyone, since SIAD gets energy savings (and some of its infra-structure upgraded) at no cost to the government, and the ESCO makes a profit. The construction period of ESPC for Sierra Army

Depot was implemented the beginning of FY09. The construction period ended Sept. 30, 2009, with a saving of \$221,740.00.

The ESPC includes four Energy Conservation Measures (ECMs):

1) ECM 1 installed five geothermal heat pumps (GHP) at building 150. Savings are generated through eliminating the boiler plants, distributed steam, and chillers. GHPs employ a system of pipes that are installed underground to facilitate heat transfer. These pipes act as a heat exchanger by using the ground as a heat source in the winter and a heat sink in the summer. Also, the units are dual-compressor GHPs. Their operation was estimated with

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The **Challenge**

Depot Commander/Publisher _____ Lt. Col. Joseph G. Dalessio
Public Affairs Officer/Editor _____ Lori K. McDonald
Photographer _____ Lloyd Gubler

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The Sierra LMP Beat



By Barb McGee
LMP Business Transition Lead

What are the benefits of the Logistics Modernization Program (LMP) for Sierra and what's in it for me? Currently Sierra is working with outdated, independent systems and manual processes to manage our depot business operations at a time of increased military demand and military readiness requirements.

LMP provides:

- Systems Integration – LMP interfaces with 280 plus Department of Defense systems.

- Global Visibility – Everyone using LMP has visibility of all assets from the Item Manager at the top of the Supply chain to the Warfighter in the field. Visibility of the availability and demand on assets also facilitates improved decision making by Item Managers.

- Inventory with Increased Accuracy – LMP shows specific locations down to bin levels with the condition code and quantity in each location. LMP will also provide inventory shelf life management tools.

- Management of Depot Programs

- Material Requirements Planning (MRP)– MRP plans for project material requirements based on what is already on hand, what will be needed to fill shortages and when, provides availability and lead time on parts, reflects the receipt of parts,

and finally flags when it is time to place another order based on the production schedule. This facilitates having the parts and components available when we are ready to release a project to the field and when they are needed.

- Master Scheduling – Provides the capability to schedule ALL projects based on Customer requirements, availability of personnel, facility and equipment capacity, and availability of parts.

- Workload Forecasting - Customer forecasted project workload including part and component requirements; and will in-turn support parts being available and on the shelf to support workload within the required timeline.

- Demand Simulation – Capability to simulate new workload requirements or changes to current workload. Provides visibility of the impact on currently scheduled projects. The same simulations can be run for forecasted work load.

- “Right” inventory at right time – Results in increased productivity, decreased cost, and reduced excess inventory.

- More timely response to both internal and external customers – Leads to Customer Satisfaction all the way around.

- Improved cost accuracy – Provides cost estimating tools.

LMP team members continue
See LMP on Page 5



New Hires at SIAD

The following are new employees that have joined the team since last month:

Deron Amos
Christopher Appell
Clarence Beauchman
Daniel Darnall
Dan Lindsey
Thomas Maine
Christine McCoy
Kent Mooty
Raymond Whitlock



Commander's Top 10

(2nd Quarter, FY2010)

- 1) Safety (includes your commute to/from work, adhering to/enforcing depot safety policies and regulations, and maintaining FP/AT situational awareness).
- 2) Mission Ops (Cost, Schedule, Quality is our benchmark).
- 3) LMP (build the team; improve data quality, engineering, and training).
- 4) A76/MEO (it's all about documentation).
- 5) BRAC 05 Execution/Closeout (Ammo movement, APE relocation, and cleanup...ECD Sept 2010).
- 6) Depot Improvements/Infrastructure Projects (MCA, CIP, FEP etc...).
- 7) Build Industry Partnerships and Community Relationships.
- 8) Lean/Value Engineering Initiatives.
- 9) ISO Certifications/VPP Star Journey (9001, 14001, 18001).
- 10) Strengthen our Garrison Business Processes/ Operations (the Skedaddle Inn, Skedaddle Bowling Center, Child Youth Services, Child Development Center, and Gymnasium).

Commander's Open Door Policy/ Hotline Number

The Commander, in conjunction with the Deputy Commander, is always available to help solve problems; as such, the door to the Command Group is always open. However, the employee should first attempt to resolve any issue with the first-line supervisor or through the regular chain of command. The complete SIAD Policy No. 1-1 is posted on Official Bulletin Boards throughout the depot. The Command hotline number, 4249, though not intended to take the place of the chain-of-command, is available to you 24/7.

Lassen County Young Marine Unit

Now accepting applications for enrollment

Attention Parents and Children from 8-18...

**The Young Marines are
Coming to Lassen County!**

"The mission of the Young Marines is to positively impact America's future by providing quality youth development programs for boys and girls that nurtures and develops its members into responsible citizens who enjoy and promote a healthy, drug-free lifestyle."



**Contact Kerry Tugman for additional information
(928)785-7195**

The Lassen County Young Marine staff gives freely of themselves, their families, and careers by being mentors to assist in helping our Young Marines achieve success in their lives. We do this by providing a curriculum of activities to foster growth, teamwork, and leadership. We work on building self-esteem and character with a sense of pride of being a Young Marine.

The entire staff has a sincere interest in our Young Marines and are willing to assist in any way possible to make their tenure in the Young Marines a positive experience. We receive by giving of our time, ourselves, and our own personal experiences to reach out to our leaders of tomorrow; to see our Young Marines go on to have successful careers built upon a foundation of what they have learned in the Young Marines. Our staff strives to provide a sense of values, morals, and accepting responsibility for ones actions in dealing with peer pressure in the lives of our Young Marines at school, at home, or at play.

The Young Marine Program is designed for boys and girls, ages 8 to 18 and the mission of the Young Marines "is to positively impact America's future by providing quality youth development programs for boys and girls that nurtures and develops its members into responsible citizens who enjoy and promote a healthy, drug-free lifestyle."

If this is a program that would interest you please give the unit a call. POC: is Kerry Tugman Unit Commander (c) 928-785-7195.

Rotation Cycle Ends for Me

By Sherie' Coleman

I wrote an article for the SIAD Challenge in November 2004 titled "What We Do Truly Matters." Boy was I right. I didn't know how right I truly was until I became a Lean Rotator. Let me back track.

I was sitting in a Lean training, part of my requirement as a new Depot employee. "Another long training to attend, better bring my coffee," is what I thought. But then the strangest thing happened, it actually caught my interest. Granted the movies were a bit "cheesy," pun intended, but what trapped me was the 6S activity that I was able to take part in.

It was an activity that the Lean team put on where everyone in the room watched while two "volunteers" had to attach seven nuts and bolts to a block of wood with holes in it. Sounded easy enough, huh? Never mind that the nuts and bolts were scattered about the room and had to be located before proceeding. I can't go into anymore detail, because if I did, they would kill me for giving away trade secrets. (Just kidding)

Being the "neat freak" that my kids and friends have labeled me to be, I thought that I had died and gone to orderly heaven! Ok, there probably isn't such a place, but I had found a group of people that did on a daily basis what I have been trying to teach my kids all their lives – first, a place for everything, and everything in its place; and second, there is ALWAYS a simpler way to do things.

After hearing the different types of events that the Lean team held and the purpose behind those events, I wanted to know more. At the end of their presentation, they handed out applications for the Lean Rotation Program (a six-month program to do what they do, and learn what they have learned). I submitted my application and the rest, as they say, is history.

Since I have been here, I have had the privilege to work on every type of Lean event all over the Depot. I have had an opportunity to meet employees and visit warehouses and offices that I would otherwise not have had the opportunity.

What do I love most about what I have done since I have been here? I
See ROTATION on Page 5

BRAC to the Future III places realignment and cooperation on center stage

By Rikeshia Davidson
(AMC (JMC))

REDSTONE ARSENAL, Ala. -- The Army Materiel Command recently participated in the BRAC to the Future III event which serves as an update to the Tennessee Valley community regarding Base Realignment and Closure transitions.

Held in downtown Huntsville Dec. 15 at the Von Braun Center, the event highlighted the impend-

ing 2011 BRAC implementation by placing various local chambers of commerce, community leaders, civilian leadership and military officials in one location, at the same time.

Speaking on behalf of the Army Materiel Command, Teresa W. Gerton, acting executive deputy to the AMC commanding general, reintroduced the Fort Belvoir based-command to the local Tennessee Valley community.

"If you haven't seen AMC lately, you haven't seen AMC," began Gerton as she addressed an audience of around 500. Gerton explained that AMC has more than 66,000 employees, \$95 billion in contracts, \$57 billion budget for fiscal year 2009 and is located in 48 states and 127 countries.

"We're not just big business though, we happen to manage the largest portfolio of any command in
See BRAC on Page 8

LMP (From Page 3)

to participate in Business Design Workshop (BDW) training related to their areas of responsibility and they also continue to travel in support of requirements to successfully implement LMP at Sierra.

I, as well as several of our Mission Directors and LMP leads in Garrison organizations, recently traveled to Letterkenny Army Depot (LEAD) at Chambersburg, Penn., and had a very enlightening look into their LMP process. Letterkenny went live with LMP in May 2009.

Nadine Stoler and Letterkenny personnel were wonderful hosts and very willing to share their experiences. We were provided a tour of depot operations and learned how each section now works under LMP. We were also provided an opportunity to spend time with personnel that are our counterparts and directly related to our work activities at Sierra. I saw some of the daily LMP tasks conducted in the Production, Planning and Control arena.

Sierra personnel were able to see and hear first hand the things LEAD did right, the things they

wish they would have done differently, and the things they just did not know until they went live with LMP. It is still a work in progress at LEAD but they are doing well. It was truly a productive trip.

All of the lessons learned including the good, the bad and even at times the ugly provide an opportunity to improve our success story at Sierra.

LMP is a high visibility program with commitment to the successful implementation by both TACOM and SIAD leadership.

November was a busy month for TACOM leadership visits. On Nov. 4, 2009, Maj. Gen. Scott G. West, Commander, TACOM LCMC visited Sierra participating in a command brief, depot tour and he also spent time with the LMP Team. On Nov. 17, 2009, the TACOM LMP visitors included Kim Reid, LMP Integration Director, Vicki John, LMP Business Transition, Ralph Janus and Julie Jacobs. They participated in a command brief, depot tour and ended their visit with a round table discussion with the LMP team.

Both visits were very successful and I believe our visitors left knowing Sierra is working hard in all areas on depot, developing advanced LMP

training techniques, and ahead of the curve in many respects in working toward LMP implementation.

The LMP interactive survey will be available this month on the Sierra Intranet. The results of the survey will be utilized by the LMP Directorate to better understand and focus on your business processes and work

flow within your organization.

Please take the time to provide feedback. You can help shape how Sierra will do business in the future. LMP may just be the solution to your dilemma!

Be safe out there in your daily work effort and continue to excel in supporting the Warfighter.

Sierra's New Leadership Academy

By Mary Deming
S1 Training Instructor

There's a long running debate about leaders. Are they born or are they made? I have long believed in the latter and I'm in good company. The famous football coach Vince Lombardi was quoted as saying, "Leaders aren't born they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal."

I believe that no matter what our background or history, our careers are what we make them. Does everyone have what it takes to be a leader? Does everyone want to be a leader? There are many people who have no interest in taking this career path. But there are some here on the Depot who have that spark or initiative, or the natural ability to generate enthusiasm among their co-workers. If this sounds like you, then you'll want to sign up for the upcoming Leadership Academy.

The Sierra Training Department was tasked by Command Headquarters with the development of a local management and leadership program that would introduce basic skills

and resources for prospective future leaders. The intent is to build a pool of local leaders who could promote through the ranks at Sierra. The project has evolved into the Sierra Army Depot Leadership Academy. This two-day course will prepare selected Depot employees with the knowledge and skills required to be successful in the Civilian Education System Foundation course and to establish a career pathway using their Individual Development Plans.

This course is open to GS-09 or equivalent and below. To attend, you must fill out an application and you must have your supervisor's approval. This is a hands-on, interactive class that is designed to develop an understanding of leadership principles and gain an appreciation of the complexities involved on being an effective leader. Each class will be limited to 12 students. We are currently in the final stages of development of the course and look forward to an early spring debut. If you are interested in signing up and reserving your place in an upcoming class, please contact Ms. Babe Fain at ext. 4800 or e-mail her at Babe.Fain@us.army.mil.

Fritchie recognized for 30 years of federal service



Mr. David Fritchie, Assistant Fire Chief, joins an elite group of depot employees that have recently achieved a remarkable goal. Fritchie was presented a certificate by Lt. Col. Joseph Dalessio, depot commander, in recognition of 30 years of service in the Government of the United States. Congratulations to Dave for achieving this goal and his dedication to Sierra Army Depot.

ROTATION (From Page 4)

love the expression on employees' faces after they, along with their team, have implemented changes in their work area, and have made things so much better for them. I love how the initial attitude, "Oh no, here comes Lean!" is changed to, "Wow, it's time for Lean!" No, that is not happening everywhere, but for those places where it does, it is a great feeling.

As I return a changed person back to my home at PP&C, I leave realizing that these people here at Sierra do some outstanding things.

They do things that I had only seen on videos for major corporations who had thousands of employees and much nicer equipment. I am so proud of you Sierra, and am proud that in my short six-month rotation, that I have had the opportunity to affect even the smallest of changes in your lives to make what you do, a little bit easier. To quote from my November 2004 article, it is important "To know that what we do is important to who we are doing it for" – the warfighter. What we do here, truly matters.

8th Annual



Holiday Ball



The Dangers of Fatigue! - Do you get enough sleep to safely travel to and from work?

By Russ Collier
Safety Dawg

Fatigue can injure or kill if you don't address this issue.

For the average individual, fatigue presents a minor inconvenience, resolved with a short nap or a good healthy night's sleep that many of us choose not to get.

Typically, fatigue doesn't trigger any significant consequences. However, if that person is involved in safety-related activities such as operating a motor vehicle, forklift, machinery or other high risk activities, fatigue increases the risk of having an accident or injury.

Most adults need about eight hours sleep per night to perform at their peak. You might be one of those individuals who only need six and a half or seven hours of sleep to function normally (but don't bet on it, those folks are few in number).

If you continue to lose sleep on a regular basis, you build up a sleep debt. As this debt becomes larger,

the pressure to sleep becomes overwhelming. We're not just nodding off at briefings, traffic lights, and at our desks, we're snoring and drooling as well. You wonder why when you finally sleep its like going into a coma. Your body is deprived of the sleep needed to stay healthy and perform well.

This is when accidents and injury seem to happen because you easily lose focus on the simplest of tasks, let alone any processes that involve higher risk.

Getting rid of that sleep debt takes days to weeks, because you have to add that recovery sleep to your normal eight hours per day until you get caught up.

You'll notice improvement after a sick leave or vacation where you've been getting full recovery sleep. Many times when we get sick, it's that lack of sleep that doesn't allow us to fight off any disease.

Functioning at 75 percent of our baseline capacity for our daily activities because of fatigue, may be

fine if there are no surprises. But, if a sudden demand for a high-level decision-making and performance is needed, you may not have the reserves to function successfully.

This can happen on the drive to or from work. What happens if you're fatigued and you find yourself sliding sideways at forty miles per hour on a patch of black ice? Can you respond in a controlled manner and regain control of the vehicle if you're tired and half asleep? It's bad enough to encounter this situation when you are wide awake and alert, let alone being fatigued when you might lose control and roll the car possibly killing a passenger or yourself.

If you find yourself having to work in a fatigued state, try to work low risk jobs rather than those more hazardous which require more focus to be safe. If you're trying to adjust to a backshift, work the higher hazard jobs at the beginning of the shift and lower risk jobs like paperwork, sweeping and cleaning at the end of

the shift. These simple administrative safety controls may prevent accidents and injuries that may have otherwise happened.

Nothing fully restores the brains' computational ability and performance except sleep. Look at napping strategies to get additional sleep if you don't have time for prolonged sleep at night. Sleep of any duration will produce a benefit in the brain. Take as long a nap as you can.

Sometimes sleeping can be a challenge so here are a few helpful tips. Blocking out light can help allow you to fall asleep. This can be done by putting aluminum foil over windows. Using hearing protection cuts down up to 33 db of noise that might keep you awake. The soft foam earplugs that you can buy from Ace Hardware work well to block out background noise so you can sleep.

If you would like any more information of the effects of fatigue, please call the Safety Office.

BRAC (From Page 4)

the Army. We have over 12 different science and technology labs and engineering centers across the country. Our newest command, Army Contracting Command, has two subordinate commands: the Expeditionary Contracting Command and the Mission and Installation Contracting Command. (It) just went to full operational capabilities last fall. They are responsible for contracting around the world in support of our forces and also in support of all the Army's installations," said Gerton.

Gerton then addressed the AMC's progress of the BRAC implementation. "We're just beginning phase four of a five phase operation. Right now we have about 370 people out of our headquarters here and we moved the flag for USASAC headquarters last September--so they are actually headquartered here.

"Between the two organizations coming out of Fort Belvoir--USA-SAC and headquarters AMC--we will be moving a little over 1700 positions to Redstone Arsenal," said Gerton. "We are very much looking forward to spring 2011 when we can really begin to get the last of the echelon here."

In the meantime, Gerton reemphasized the extensive information campaign AMC has developed, citing Facebook, Twitter and the BRAC Blog. "All of those access points (Facebook, Twitter and the BRAC Blog) are open to the public (and) we strongly encourage your participation. It is a critical way of conveying messages to our workforce and building their excitement for coming to Redstone," said Gerton.

Gerton went on to mention that the AMC Band training facility will also be located on Redstone Arsenal, and the groundbreaking for the new state-of-the-art building will be in January.

Following another informative video, Gerton left the audience with a sign of good faith and willingness to continue collaboration with the Tennessee Valley community. "It's (AMC) a great organization, Huntsville is a great community and we are very excited about a great partnership with all of us."

The event continued with the "Hail to USASAC Luncheon" focused on the current presence of the AMC major subordinate command at Redstone Arsenal.



U.S. Army Photo by Cherish Washington

Teresa W. Gerton, acting executive deputy to the commanding general, Army Materiel Command, updates the Tennessee Valley on the status of AMC's BRAC move to Redstone Arsenal, Ala., Dec. 15 during BRAC to the Future III."

Commanded by Brig. Gen. Christopher Tucker, the U.S. Army Security Assistance Command was previously located in the D.C. area for 33 years. USASAC implements approved U.S. Army security as-

sistance programs including foreign military sales of defense articles and services to eligible foreign governments. USASAC manages approximately 4,000 foreign military

See BRAC on Page 9

One-thousand-one days with no lost time injuries

Asset Management Directorate, Movement and Outside Storage Branches, celebrate 1001 days without a lost time accident at Sierra Army Depot. "Lost time accident" refers to a non-fatal injury that causes any loss of time from work beyond the day or shift in which it occurred. We have recently hit a milestone of 1001 Days without a lost time accident at Sierra Army Depot!!

The main components of our safety program include the involvement of all employees in awareness and corrective action on any issues and or problems that may arise during the daily operations. We hold our quarterly "Forklift Rodeos" to increase awareness in operator safety. This refresher training provides operators the opportunity to enhance their skills and communicate with each other on any operational problems and seeking solutions to eliminate risk. The training is a vital part of this success. We conduct daily start up meetings and we discuss safety topics that empower our personnel to address concerns and voice proactive safety changes.

Asset Management Directorate, Movement and Outside Storage Branches, have played a major role in obtaining a higher standard for

Sierra Army Depot. Some of the other areas where we have sought to reduce or eliminate the risk of injury to personnel or property are road cross walks and a parking plan for building 520. Motor Vehicle Operators, Heavy Equipment Operators, Materials Handlers, and General Support Helpers are operating in and around equipment and personnel sometimes in tight and congested areas on a daily basis, and have achieved almost three years with no lost time! This is a credit to the leadership and the employees who have embraced the VPP and are creating a culture of safety.

Mr. Henderson, the Director of Asset Management, stated, "The safety of our employees will always be paramount in our operational considerations. Without people, nothing can get done. Our goal as a Depot is to eliminate workplace accidents and injuries instituting a culture change in placing safety first in our jobs; addressing behavioral changes and actions; further instilling "Best Practices" by ensuring a culture of safety is implemented throughout the workforce. This includes safety training and addressing both on and off the job safety practices. Unsafe acts are to be addressed immediately.

Safety is everyone's responsibility, it cannot be overemphasized."

Mr. Buchanan, the Deputy Director of Asset Management, added, "The importance of creating a Job Hazard Analysis (JHA) prior to starting a mission, during the mission, and after the mission, is critical. The input and brainstorming when creating a JHA is an absolute crucial piece. Creating a solid JHA will assist in further protecting the workforce."

Congratulations to the employees and leadership of the Movement and Outside Storage Branches in achieving this safety milestone!



ENERGY (From Page 2)

manufacturer's data under full load. However, Measurement and Verification (M&V) has shown that each GHP operated with only one compressor most of the time, resulting in more savings than projected.

2) ECM 2 installed five new higher efficiency boilers, improving HVAC system operation. Savings are obtained through replacing lower efficiency utility plants with the new boilers. The energy saved includes steam, electrical heating, and the other fuels used for heating and air conditioning. M&V testing of new boilers' efficiencies were higher than projected, resulting in more savings than projected.

3) ECM 3 upgraded building automation controls with extended and more accurate control capabilities through implementation of direct digital control (DDC) systems. Savings are obtained

through running the pumps and fans under partial loads during most of the operating hours. M&V verified that the VFDs operated under lower part-loads most of the time, resulting in more savings than projected.

4) ECM 4 included installation of high efficiency lighting systems in various buildings. Existing lamps and fixtures were retrofitted with high intensity discharge (HID) fixtures in high bay areas, LED Exit signs, and light controls. Savings are obtained through reduced use of electric energy and demand. M&V verified that while the energy savings were lower than projected resulting in fewer savings than expected, they will still pay off well over the life of the contract.

The ESPC will immediately result in annual energy savings of approximately 23,700 MMBTU's and a cumulative guaranteed cost savings of \$18,418,157.00 over the 20 year term of the contract.

Some ESPC quick facts are:

- More than 460 ESPC projects have been awarded by 19 different Federal agencies in 47 states.
- Approximately \$2.3 billion has been invested in Federal facilities through ESPCs, saving more than 18 trillion Btu annually—equivalent to the energy used by a city of more than 500,000 people.
- Energy cost savings of \$7.1 billion for the Federal Government (\$5.7 billion goes to finance project investments). Net savings to the Federal government is \$1.4 billion.
- DoE ESPCs can be used for any Federally-owned facility worldwide.
- The Energy Policy Act of 2005 reauthorizes Energy Savings Performance Contracts (ESPCs) through Sept. 30, 2016. EISA 2007 permanently extends the ESPC authority.

BRAC (From Page 8)

sales cases valued at \$103 billion.

"Never before have we at USA-SAC been so busy in supporting many international customers but as my friends and counterparts in AMC and within the Army acquisition community know, we are all also working very, very closely with and in direct support of the strategy being executed by Gen. (Raymond T.) Ordierno in Iraq and Gen. (Stanley A.) McCrystal in Afghanistan," said Tucker. Tucker continued by commending the workforce of USASAC.

"We're very fortunate at USA-SAC to have an extremely talented civilian workforce and a small military workforce working together with our partners in the life cycle management commands to make all this happen. "And so we very, very much appreciate the work that has been done by the local community to reach out and help us make this move," said Tucker.

CYS Monthly Update

Child Development News

The new Child Development Center has been open for 3 months now. Enrollment is going up as additional staff is coming on board. Once fully staffed, the center will be able to enroll to capacity. Currently the center is accepting preschool enrollments.

The CDC staff recently met with Jackie Nitsche, Program Specialist from the Department of the Army on Dec. 11, for additional training on the Creative Curriculum. This curriculum is based on research and theory and outlines goals for children's development and learning.

Since opening the new CDC, the depot has been actively pursuing new recruits. Meet a few of these individuals: Cheryl Smith was hired as the Supervisory Program Lead. Smith has been working in the field of Child Development for over thirty years and has a BA degree in Early Child Development. Also new to the center is Shrandy Daniels as the Toddler Room Lead. Daniels worked for the Army CYC for five years in Kaiserslautern, Germany. She has a Child Development Associates degree. Tammy Parsons is also new to the program and is one of our flex employees. She comes with experi-

ence in the field of Early Childhood Education. As you come into the CDC building, you will be greeted by Cher Tinston-Gore, the new Administrative Assistant who has been there since the end of November.

For additional information on the CDC, call Ms. Christina Phillips at 827-5313.

December is about Family & Holidays. Due to the recent cold spell CYSS did not provide the usual holiday celebrations that many of our families have enjoyed over the years. CYSS management would like to take time to thank our patrons and their supervisor's for the patience they showed during the facility closure. We realize that it is difficult to leave work on a short notice to pick up their child and find alternate care. CYSS would also like to thank Fort Sage School District, and Mr. Bryan Young, for allowing us to utilize the cafeteria so we could provide some limited after school programming.

We will send out notices shortly to announce a special parent night in January. This evening will give you an update on all our programs, introduce you to some of our new staff and provide you with a hot bowl of Chili and Cornbread.

Production Dedication

December's production is dedicated to U.S. Army Specialist Kristin Machala Martin.

Martin works full-time with the Army National Guard Unit from Coos Bay, Ore. She is currently deployed in Iraq with the 41st Brigade, 1/186th Battalion, Delta Company.

Martin is the daughter of John and Shannon Martin of Litchfield, Calif. She was raised in Litchfield and graduated high school from Long Valley Charter School prior to entering the service.

Sierra Army Depot continues to acknowledge local servicemembers each month who are in a deployed status by dedicating the monthly depot production to them. This is just one way team Sierra can show their appreciation and express their gratitude to the men and women who generously have volunteered to step forward to defend our country.

We thank you for your selfless service to our country.



What in the world is LSS and who is the Lean Team?

By Debbie Preuett
Lean Team

I'll never forget the date, February 17, 2009. You ask why that particular date? That's the day that my work world was changed forever! Forever in the sense of learning about things like Lean, Six Sigma, Process Improvement, cost savings, you get the point.

Let me back up a little. When I became a part of "Team Sierra" in 2007 I would hear other co-workers speak of the "Lean Team" and how they would come into a work center and nothing would ever be the same!

I found myself full of curiosity about this group of people who traveled around the depot and facilitated so many "changes". I ask myself who are they and what kind of people would cause such utter "chaos", as I was told, in the lives of so many people that were just trying to do their job.

As I investigated this "Lean Team" I found that those individuals were onto something big, that in fact it wasn't chaos they were creating but a better way of doing business throughout the depot.

I found myself full of questions about how these changes were achieved and what the process was. Again, my curiosity took over and

the hunt was on to get my answers. It was during my quest that I became aware of a program that is offered for those who have an interest in learning about process changes. It's the Rotator Program, which consists of spending six months imbedded in the Lean Team.

I realized then that to satisfy my curiosity and answer the questions that I had I would need to grasp the opportunity to learn about this thing called Lean. I immediately completed an application and submitted it for consideration and to my surprise I was interviewed and selected to participate in the program. During my six months as a "rotator" I worked closely with the Core Lean Team to learn what Lean Six Sigma is and how the two programs work together to "lean out" waste in the work process. I found that it was a new way to approach how we do our jobs. I also quickly learned that we humans do not like changes in our lives and how we can choose to shut our minds to those changes that take us out of our comfort zone, I call that putting on blinders.

It made me take a deeper look into how I view changes and the impact that they have not only in my work life but my personal life. Change no matter how uncomfortable

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Grand Opening for Child Development Center



Sierra Army Depot held the grand opening for the new Child Development Center on Dec. 2 at 10 a.m. Lt. Col. Joseph Dalessio, depot commander (far left), Mr. Ed Fowler, representing the Family Morale and Welfare Command (far right), along with staff members and children of the new CDC participated in a ribbon cutting ceremony.

EEO/Diversity Update

Historic Genetic Information Nondiscrimination Act (GINA) Takes Effect

EEOC Assumes New Area of Jurisdiction to Protect Confidentiality of Genetic Information



Lynette Hall
EEO Manager

WASHINGTON -- In the first legislative expansion of its jurisdiction since passage of the Americans with Disabilities Act (ADA) in 1990, the U.S. Equal Employment Opportunity Commission (EEOC) on Saturday will assume responsibility for enforcing Title II of the Genetic Information Nondiscrimination Act (GINA).

GINA, signed into law in May 2008, prohibits discrimination by health insurers and employers based on individuals' genetic information. Genetic information includes the results of genetic tests to determine whether someone is at increased risk of acquiring a condition (such as some forms of breast cancer) in the future, as well as an individual's family medical history.

GINA affirms the principle central to all employment discrimination laws – that all people have the right to be judged according to their ability to do a job, not on stereotypical assumptions," said Acting EEOC Chair Stuart J. Ishimaru. "No one should be denied a job or the right to be treated fairly in the workplace based on fears that he or she may develop some condition in the future."

Specifically, the law prohibits the use of genetic information in making employment decisions, restricts the acquisition of genetic information by employers and others, imposes strict confidentiality requirements, and prohibits retaliation against individuals who oppose actions

made unlawful by GINA or who participate in proceedings to vindicate rights under the law or aid others in doing so. The same remedies, including compensatory and punitive damages, are available under Title II of GINA as are available under Title VII of the Civil Rights Act and the ADA.

Acting Vice Chair Christine Griffin said, "Title II of GINA is an ideal complement to the ADA Amendments Act. With both laws now effective, American workers are protected if they experience discrimination because of their disability or because of impairments they may develop."

The EEOC is charged with issuing regulations implementing Title II of GINA. On March 2, 2009, it published a Notice of Proposed Rulemaking to implement Title II with proposed regulations and received over 40 public comments in response. The final regulations implementing Title II are currently under review by the Office of Management and Budget and will be issued as soon as the review process is concluded.

The EEOC is responsible for enforcing federal laws prohibiting employment discrimination. Further information about the EEOC is available on its web site at www.eeoc.gov.

For additional information contact the EEO Office at (530) 827-4414.

LEAN into my CORNER

Change is constant and it happens whether we want it or not. Even if we were able to design a process that is absolutely perfect today, it will be out of date tomorrow because of changes in the work environment, personnel, product demand, or any one of an infinite number of other factors. Lean is all about managing change. At some point, we will all be so steeped in Lean concepts and practices that we will recognize inefficiencies as they occur and correct them almost without thinking about it. In the meantime, we continue to rely on formal processes (Lean events) to help us do this.

That being said, a lot of people already Lean out their processes constantly and informally, often without even realizing that they are putting Lean principles to work. In many cases, if we can recognize and measure these improvements, we can capture monetary savings that these improvements may produce. As most people who work on the Depot already know, this can be money in the bank for all of us when the GAP award is given out at the end of the fiscal year. Lean savings earned each of us \$500 in Fiscal Year 2009.

"Okay," you say, "This sounds really good but how can I actually do this in real life?" Let's try an example. John Doe works at Generic Army Depot. One day, he dumps a pile of used printer paper into the office recycling bin (since he is always aware of the Depot's Environmental Management System and ISO 14001 Registration). He notices that virtually all the paper destined for recycling has been printed on one side only. After a quick bit of research and some back-of-the-envelope arithmetic, he finds that his work center could purchase about 30



William Deming
QEO Chief

percent less printer paper if they used the blank side for routine printing. Most of the paper used in his work center contains no sensitive information, so that's not a problem. Mr. Doe calls someone on the Lean Core Team who suggests a Depot-wide event. Mr. Doe becomes the process owner and the event ends up yielding a cost avoidance of several tens of thousands of dollars each year.

Of course, that's an over-simplified example but it illustrates the point. Most of us have had an idea at some point along the following lines: "If I just changed one small thing, I could shave ten minutes off this process." In many cases, we just make the change and never give it a second thought. A brief time study would allow us to document that time savings and turn it into a valid cost avoidance. If it's a process that's performed many times each day, the money adds up very quickly. Sometimes, it's even possible to capture the dollars without a formal event.

Clearly, savings and cost avoidance are very imperfect measures of Lean success. However, we are required to document them anyway and at it can help the Depot to meet its annual goals. As we saw in October, that can have a very positive impact on our personal bottom lines.



**MERRY
CHRISTMAS**

LSS (From Page 10)

able at the time can be good and if I embrace it with a positive attitude the benefits will outweigh that moment of insecurities that I might experience.

No single article can cover the magnitude of the benefits that Lean will bring and has brought

into the work place here at SIAD. Times are changing (there's that word!) and change is in the air for Sierra Army Depot! My question to you: "Are you ready and willing to make the changes necessary to keep SIAD the best?"

*Have a Safe and
Happy New Year*



From Don & Renne Olson