

# The Challenge

Sierra Army Depot, Herlong, Calif.

June 2009

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## Senior leadership to change at Sierra Army Depot

By Lori McDonald  
Public Affairs Officer

Just when you get to know the senior and only military officer at Sierra Army Depot, it is time to say farewell and greet someone new.

It was not too long ago that Sierra Army Depot welcomed Lt. Col. Lee H. Schiller, Jr. as the 36th Commander.

After two years, the time has come to bid Schiller and his family farewell and welcome a new commander, Lt. Col. Joseph G. Dalessio and his family.

Schiller will pass on the command responsibility and authority to Dalessio during a Change of Command ceremony on July 9, 2009 at 10 a.m. on the parade field.

Dalessio received his commission in December 1991 from the University of California, Davis. His active duty assignments include Troop Fire Support Officer, 1st Squadron, 7th Cavalry Regiment, 1st Cavalry Division and Ground Support Equipment Platoon Leader and Shop Officer, 115th Forward Support Battalion, 1st Brigade, 1st Cavalry Division at Fort Hood, Texas; Support Operations Maintenance Officer, 7th Corps Support Group, 3d Corps Support Command, Bamberg, Germany; Maintenance Company Commander, 299th Forward Support Battalion, 2d Brigade, 1st Infantry Division, Schweinfurt, Germany;

Assistant Support Operations and Maintenance Company Trainer, Goldminer Logistics Team, Operations Group, Fort Irwin, California; Executive Officer and Operations Officer, 296th Brigade Support Battalion, 3d Stryker Brigade Combat Team, 2d Infantry Division, Fort Lewis, Washington; J4 Logistics Planner, Joint Task Force-North (JTF-N), USNORTHCOM, Fort Bliss, Texas; and JTF-N Liaison Officer to USNORTHCOM, Peterson Air Force Base, Colorado.

Lt. Col. Dalessio has deployed to Tazsar, Hungary and Slovonki Brod, Croatia in support of Operations Joint Endeavor/Guard; Kosovo as part of Task Force Falcon in support of the NATO peacekeeping mission; and Iraq in support of Operation Iraqi Freedom.

He earned a Bachelors degree in Psychology from the University of California at Davis and a Masters degree in Management from Webster University. He is a graduate of the Field Artillery Officer Basic Course, The Combined Logistics Officer Advanced Course, The Command and General Staff College, and the Joint and Combined Warfighting School.

His awards and decorations include the Bronze Star Medal, the Defense Meritorious Service Medal, the Meritorious Service Medal (1OLC), the Army Commendation Medal (2OLC), the Army Achievement Medal (2OLC), the NATO medal, the Kosovo Campaign medal, the Combat Action



Badge and the Parachutist Badge.

Lt. Col. Dalessio is married to the former Deborah Ann Lawlis and is blessed with three children: Caitlin, Noah and Nicholas.

The employees of Sierra Army Depot wish Lt. Col. Schiller's and his family best wishes in their next assignment. Schiller's next assignment will take him back east where he will be working at the Pentagon with the Headquarters, Department of the Army, Office of the Deputy Chief of Staff, G-4.

## Army G-4 agrees depot has capacity to increase operations

By Lori McDonald  
Public Affairs Officer

Sierra Army Depot has had one opportunity after another to showcase their core capabilities and more, and this month was no exception.

Doors were opened to Lt. Gen. Mitchell Stevenson, Army G-4 on June 3 during his whirlwind visit to the Depot.

Lt. Col. Lee Schiller, depot commander, presented the command briefing to Stevenson during the hour drive from the airport to the depot, allowing more time to walk through mission operations.

The tour began in the long term storage area where Mr. Donald Olson, deputy commander, explained that Sierra should be established as the Army's Combat Vehicle "End of First Life" Center. Olson pointed out that Sierra currently performs a parts pull program that supports other depot's production lines, along with inventory-

ing and cataloging reusable components on the combat vehicles. He highlighted the value to the Army of more than 8,000 components reclaimed (cost avoidance over \$64 million) since starting this program four years ago.

The next stop on the tour took the group through the Southwest Asia Equipment Redistribution (AJ1) Directorate. Mr. John Dingman, director, explained the depot operates the Army's largest SARRS SSA operation in the world. Stevenson was impressed with the way the depot is able to receive containers, process material on a daily basis, while at the same time perform material storage and inventory accountability functions. He agreed that Sierra has the capacity to increase operations to support the upcoming drawdown of units from Iraq.

The final stop on the tour was the Fuel System Supply Point operations where Stevenson

See STEVENSON on Page 7



Lt. Gen. Mitchell Stevenson, center, discuss Sierra's capability related to the "End of First Life" Center with Lt. Col. Lee Schiller and Mr. Donald Olson.

## Commander's View

This is my final commander's column as we prepare to conduct the change of command ceremony on the morning of July 9. I know that you will show the same exceptional support to Lt. Col. Delassio and his family as displayed almost two years ago when I assumed command.

Sierra Army Depot continues to be an integral member of the TACOM Life Cycle Management Command and Army Materiel Command. Sierra is rooted in origins that go back sixty-seven years of outstanding service to America's warfighter. This sense of mission attainment continues today and I witnessed many accounts over the past two years of what it means to be a part of a team that strives



Lt. Col. Lee H. Schiller, Jr.

to perform its best every day. I strongly believe Sierra possesses a unique set of capabilities and is well postured for any current and future operations.

I want to thank and each member of the Depot for the

many undertakings over the past twenty-four months. Within these accomplishments is a sense of immense pride in workmanship, dedication to the customer while executing in a diverse and challenging environment. It is the daily duties and responsibilities of each individual employee that contributes to the successes of the team. Our nation could not continue to fight two wars over the last seven years without our very capable and talented civilian workforce and contracted partners. Your superb efforts continue to have lasting effects and consequences in support of the American Soldier!

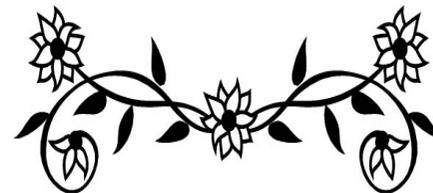
*Pride In  
Excellence!*

## New Hires at SIAD

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

**Grey Benson**  
**Orlando Biblioni**  
**Susan Dow**  
**Frank Ferguson**  
**Timothy Hooper**  
**Aric Manner**  
**Robert Miller**  
**Deanna Mitchell**  
**Kathleen O'Hern**  
**Clark Prescott**

**We would also like to take the opportunity to welcome all the summer hires that joined our team.**



## The Union's Position - AFGE Local 1808

I thought that this article from AFGE National would reveal some much needed change in proposed government policies, involving the federal sector employees. Remember this is just a proposed bill. That which follows is an introduction of The CLEAN UP Act bill.

(WASHINGTON) – Today, the American Federation of Government Employees, AFGE, applauds Senator Barbara Mikulski's (D-MD) introduction of The CLEAN UP Act, a bill that would help to clean up the mess that the previous administration left behind in federal procurement.

The acronym CLEAN UP stands for Correction of Long-standing Errors in Agencies Unsustainable Procurement. The legislation builds on the provisions signed into law as part of the recent FY09 Omnibus Appropriations Act, which indefinitely suspended the now notorious



OMB Circular A-76 privatization process and required all agencies to establish and implement the same in sourcing policies for new work and outsourced work that became law for the Department of Defense through the FY08 Defense Authorization Bill.

"The CLEAN UP Act would go a long way towards making the federal procurement process more accountable to taxpayers and all of the American people who depend on

the government for important services," declared John Gage, AFGE national president.

"Senator Mikulski's bill would ensure that agencies follow through on the statutory requirement to start in sourcing new functions instead of giving them to the usual sole-source contractors," continued Gage. "The CLEAN UP Act would require agencies to return to in-house performance functions that are inherently governmental, closely related to inherently governmental, and mission essential, but which had been wrongly contracted out during the previous administration's wholesale privatization crusade. The legislation would require agencies to determine where they are experiencing shortages of federal employees and to develop strategies to correct these deficiencies. The CLEAN UP Act would also require agencies

to establish inventories of service contracts so they can determine which ones should be eliminated or in sourced."

"The bill calls on the Obama administration to correct problems in the Office of Management and Budget's privatization process that have been identified by the Government Accountability Office, the Department of Defense Inspector General, House Armed Services Committee Chairman Ike Skelton (D-MO), and others, before again using the A-76 circular," concluded Gage.

I hope this bill passes! Remember AFGE local meetings are the first Tuesday of the month in building 58 starting at 5:15 pm. If you have any questions feel free to call me at 827-5375.

*The* **Challenge**

Depot Commander/Publisher \_\_\_\_\_ Lt. Col. Lee H. Schiller, Jr.  
Public Affairs Officer/Editor \_\_\_\_\_ Lori K. McDonald  
Photographer \_\_\_\_\_ Lloyd Gubler

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## Incandescent bulbs heading for obsolescence

By William F. Eng

The incandescent light bulb's time has come and is soon to be gone. Contrary to popular belief, the light bulb wasn't invented by Thomas Alva Edison but was perfected by him in the late 19th century into something very practical that helped propel the world into the next century. The incandescent light bulb revolutionized how people live and work.

These traditional light bulbs come in many "sizes," like 40-, 60-, 75-, 100- or 150-watts, as well as three-way bulbs, such as 75/100/150 watts. Inside the modern incandescent bulb is a very thin tungsten filament that, when electricity is applied to it, heats up until it becomes "white-hot" and glows. The "white" emits light. The rest of the energy, about 90 percent, becomes heat.

Incandescent bulbs are very inefficient, giving only 15 lumens (a standard unit for measuring the flux of light) per watt of input power. A compact fluorescent light (CFL), by comparison, produces four times as many lumens per watt of power. And as anyone who has tried to replace a burned out incandescent light bulb too soon after it goes out learns quickly, that light bulbs get very hot — about 350 F, while a CFL is a slightly warm 90 F.

From an energy efficiency

viewpoint, incandescent bulbs shouldn't be used in indoor lighting fixtures where a replacement compact fluorescent bulb can be substituted, or an even more energy-efficient LED (light-emitting diode) fixture can be installed instead. Compared to a standard incandescent bulb, which has an average life of 1,200 hours, a CFL can last up to 10,000 hours and uses one-third the amount of electricity.

With energy costs increasing every year, every Army Soldier, Family member, employee, civilian and contractor needs to replace wasteful incandescent bulbs with more energy efficient CFLs.

That heat from a light bulb in a confined space like a ceiling light fixture can cause serious fire safety problems. This is especially the case when bulbs are used that are higher wattage than the fixture manufacturer recommends.

A case in point involves three military Families who moved into a newly completed house in Lewis Village on Fort Belvoir, Va., a Residential Communities Initiative (RCI) housing project. Ceiling fixtures in the bedrooms were overheating and electric wall outlets weren't working due to tripping circuit breakers. Inspections of all the completed houses by the RCI contractor found 100-watt bulbs in bedroom ceiling fixtures, instead of the 60-watt size recommended by the manufacturer. All the higher wattage bulbs were replaced with the proper size, and

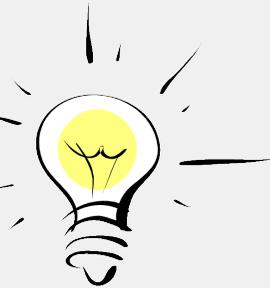
checking for proper-sized light bulbs is now part of the quality assurance inspection program. The only damage that occurred was confined to the light fixtures, but had the residents not noted the overheating, a fire that endangered lives and property could have been the result.

Department of Defense light bulb fires between 1984 and 2001 resulted in 110 fire responses totaling \$2,273,469. Average fire loss was \$21,000. About six fires per year and one injury every eight to nine years were caused by light bulbs.

The moral of this story is to get rid of all incandescent light bulbs and replacement them with energy-efficient CFLs. Size the compact fluorescent by dividing the incandescent wattage by three and then rounding down to the closest available CFL wattage size. They also come in dimmable and for spot fixtures. It will definitely save energy and money. Most important of all, it could save a life.

POC is William F. Eng, 703-602-5827, william.eng@hqda.army.mil.

*William F. Eng is the senior program manager for Army Solid Waste and Recycling and the staff action officer for water and wastewater issues, Energy and Utility Team, Facilities Policy Division, Office of the Assistant Chief of Staff for Installation Management.*



## Tips on Managing the Heat

The risk of heat exhaustion and heat stroke rises along with the temperature and humidity. Heat illnesses occur when the body's cooling mechanism becomes overloaded. When the heat starts to rise - slow down. Regardless of your activity level, drink more fluids - your body needs water to prevent dehydration during warm summer days. Stay away from liquids that contain caffeine, alcohol, or large amounts of sugar. Stay indoors or in shaded locations; wear lightweight, light-colored, loose-fitting clothing; and limit your outdoor activity to morning or evening hours when it is cooler outside.

### **Signals of Heat Emergencies**

Heat exhaustion is a milder form of heat-related illness that can develop well after dehydration occurs. Those most prone to heat exhaustion include the elderly, those with high blood pressure, and children. Some symptoms of heat exhaustion include: cool, moist, pale or flushed skin; muscle cramps; heavy perspiring; nausea and sometimes vomiting; weakness; dizziness; dry mouth; and a headache.

Heat stroke is a life-threatening situation. It occurs when the body is unable to regulate its temperature. Heat stroke can occur within 10-15 minutes of the first symptoms. Signs of heat stroke include: very high body temperature (above 103 degrees); hot, dry, red skin; no sweating; nausea; dizziness; confusion, disorientation, hallucinations; or loss of consciousness.

### **Treatment of Heat Emergencies**

If you feel you are suffering from heat exhaustion, it is important to get out of the sun and into a cool place; loosen clothing; drink water/fluids (be sure to avoid caffeine and alcoholic beverages); take a cool shower, bath or sponge bath; and rest.

Heat Stroke is a medical emergency - have someone call for immediate medical assistance while you begin cooling the victim. Get the person to a shaded area; cool him/her rapidly using whatever methods you can (immerse in a tub of cool water, place in a cold shower, spray with cool water from a garden hose); do not give fluids; if convulsions occur, keep the victim from injuring himself; call the hospital emergency room for further instructions if medical assistance is delayed in responding.

## CHANGE OF COMMAND CEREMONY

JULY 9, 2009

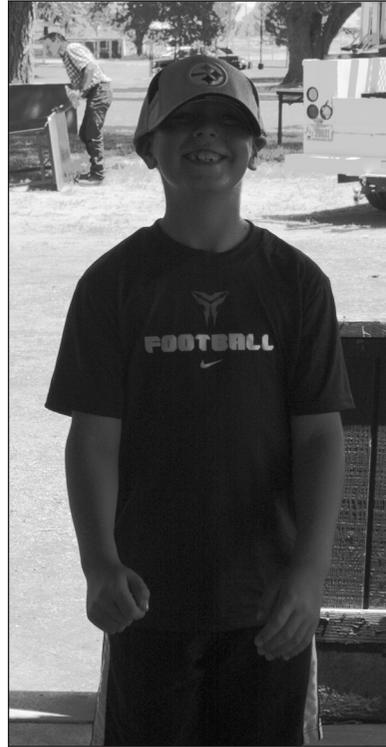
10:00 A.M.

PARADE FIELD

## 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

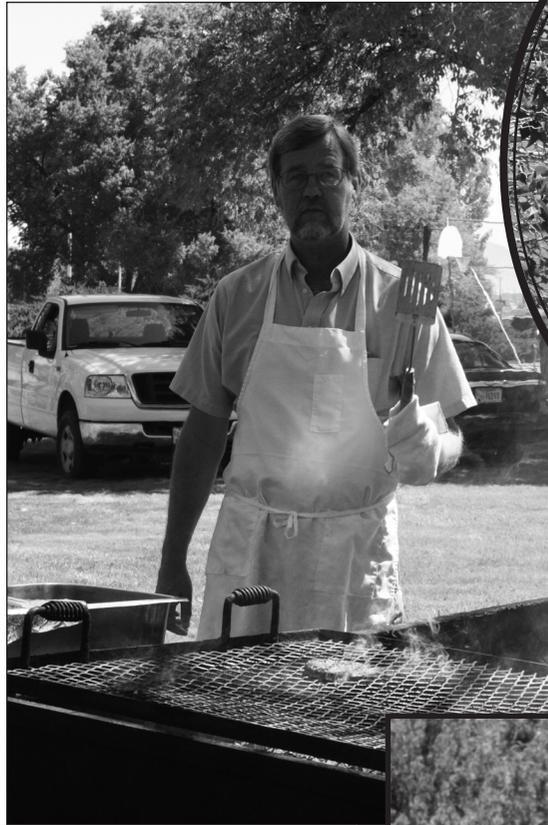
# Farewell BBQ for LTC



Good Luck  
&  
Best Wishes



# C Schiller and Family



# CYS Monthly Update

## School Age Services and Middle School/Teen Registration

Summer Camp registration is currently being held at CYS Services, spaces are filling up quickly - make sure that you enroll your child before it's too late. Also, enrollments for Swimming Lessons are being held through CYS Services. Lessons will be held June 16-26 and July 14-24. The cost for lessons is \$25.00 per session. All full-time summer camp enrollees fees are included in registration. For more information or questions please feel free to contact CYS Services at 827-4696.

## Job Shadow at Best Buy



CYS Services and the Junior Achievement Organization in Reno teamed up to offer a Job Shadowing Experience to a group of Herlong High School students. On May 7, 2009 a group of nine students (Alexandra Harris, Mitchell Tescher, Reanne Rhamy, Devin Mooney, Rayann Harryman, James Williams, Katie Hackbarth, Thomas McClure, and Andrew McFall) participated in the Job Shadow at Best Buy in Spanish Springs.

The first thing that Best Buy did



was let the students sit in on their morning Chalk Talk where they recognized good employee performance and talked about monthly sales in the different areas of the store. Afterwards they took the students into the back and did a 20 minute orientation; they went over their interviewing and hiring procedures,

and what they looked for in a poten-



tial employee. They also answered any questions the students had about their procedures.

They took the students on a quick tour of the store, showing them all the different areas. They then broke the students into four groups of two and three and sent them to shadow in different areas of the store: Customer Service, Computers/Cameras, Cell Phones, Geek Squad (where they fixed and installed software into the computers) and the Installation Bay (where they installed car stereo and video systems).

Each group of teens spent about 20 minutes in each of the different areas then switched to another area. After each group had a chance to visit each area they gathered the students into the back room and discussed with the teens their experiences in the different sections.

Each teen was given a Job Shadowing Certificate with their name on it from the Junior Achievement Organization. The Manager from Best Buy and Ally from Junior Achievement both had very nice things to say about how the students behaved. They said, "they were very polite and asked intelligent questions."

The teens also seemed to enjoy the experience, one student asked for an application and another student stated, "I really enjoyed the Geek Squad, I could relate to their way of thinking."

## CYSS Sports

Summer sports camps are just around the corner throughout the months of June, July, and August. There will be different week-long camps that will teach youth healthy lifestyles, fitness tips, and new sports. If you are interested in signing your child up please feel free to contact Marsha Olsen at extension 827-4696.

## FOR SALE



1997 Ford F-150 4X4, Lariat Edition, Fully Loaded Leather interior, XM satellite radio, a/t, c/c, a/c, p/w, p/l keyless entry, tilt wheel, rear sliding window, power seats power

mirrors, toneau cover, nerf bars, oversize off road wheels and tires, cold air intake, CA legal headers, tow package, alloy wheels. 176k miles. everything works great recent tune up, \$4900 obo. contact 530-260-1468

## 1941 CLASSIC FORD PICK UP TRUCK (BLUE in Color)



-350 Chevy engine, Aluminum Edelbrock heads, Turbo 350 transmission, new Lokar shifter, new Flaming River polished stainless steel tilt column, new wiring, power electric leather bucket seats, new 9.5" x 17" torque thrust rims with

275/50/17 tires on the rear and 14" x 6" torque thrust rims in front, new rear TCI leaf springs and shocks, Flow Master mufflers, S.W. gauges, truck is all metal except running boards and rear fenders (have original metal rear fenders in pretty good shape, original running boards in great condition for their age and one front fender that goes with the truck), all glass is great, doors are excellent, small rust spot in front of floor (floor in good condition except where someone cut out for brake cylinder & battery - have new floor pan needs welding in), original front end with disc brakes, drives great and stops great. \$13,500 OBO Willing to negotiate with serious buyer.

Call (530) 251-2334 if interested. Please leave message if no answer.

## Children learn Island Pacific dancing



Children from the CYS performed dances during the Asian Pacific Luncheon on depot this month.

# EEO/Diversity Update

By Lynette Hall  
EEO Manager

## The Americans with Disabilities Act (ADA)

Discrimination can negatively affect a person's right to fair opportunities. Being discriminated against and treated unfairly has adverse effects on a person's morale. It is degrading to one's self-esteem to be rejected or singled-out based on certain characteristics. There are certain forms of discrimination that is prohibited under the Employment law one of which is the federal law on disability discrimination is the Americans with Disabilities Act or ADA. For additional information on ADA please contact my office at (530) 827-4414.

Notice Concerning the Americans with Disabilities Act (ADA) Amendments Act of 2008

On September 25, 2008, the President signed the Americans with Disabilities Act Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.

The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

The Act retains the ADA's basic definition of "disability" as an impairment that substantially limits one or more major life activities, a record of such an impairment, or being regarded as having such an impairment. However, it changes the way that these statutory terms should be interpreted in several ways. Most significantly, the Act:

- directs EEOC to revise that portion of its regulations defining the term "substantially limits";
- expands the definition of



"major life activities" by including two non-exhaustive lists:

- the first list includes many activities that the EEOC has recognized (e.g., walking) as well as activities that EEOC has not specifically recognized (e.g., reading, bending, and communicating);

- the second list includes major bodily functions (e.g., "functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions");

- states that mitigating measures other than "ordinary eyeglasses or contact lenses" shall not be considered in assessing whether an individual has a disability;

- clarifies that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active;

- changes the definition of "regarded as" so that it no longer requires a showing that the employer perceived the individual to be substantially limited in a major life activity, and instead says that an applicant or employee is "regarded as" disabled if he or she is subject to an action prohibited by the ADA (e.g., failure to hire or termination) based on an impairment that is not transitory and minor;

- provides that individuals covered only under the "regarded as" prong are not entitled to reasonable accommodation.

EEOC will be evaluating the impact of these changes on its enforcement guidances and other publications addressing the ADA.

**Effective Date: The ADA Amendments Act is effective as of January 1, 2009. ([www.eeoc.gov/ada/amendments\\_notice.html](http://www.eeoc.gov/ada/amendments_notice.html))**

# LEAN into my CORNER

By William Deming  
QEO Chief



Over the past year, I have mentioned the issue of sustainment a number of times in this column. I continue to touch on this because it's one of the most fundamental issues of process improvement. In the (thankfully receding) past, we conducted a lot of events and projects only to see the work area revert to the old process in the weeks that followed. We are doing much better now but we still have a lot of room for improvement.

Currently, we do a number of things to ensure our process improvement efforts are sustained, including the Commander's sustainment walks, ISO follow-up inspections, PIT board documentation, and general communication between the QEO and the various work areas that conduct events. These are all important but the most important component of any sustainment program is the supervisor who actually manages the day-to-day implementation of the process.

While a lot of the initial impetus behind process improvement has come from higher levels, such as AMC, DA, and DoD, the real reasons for doing it are purely local. We need to be able to do whatever we do as efficiently as possible if we are going to attract and retain the workload necessary to keep the Depot healthy over the long term. We work in a very competitive environment and other installations would be very happy to assume the workload currently being done by Sierra Army Depot. We have to be able to demonstrate that we can do our jobs faster and more cheaply than the next Depot, while maintaining high standards of quality. To do this, we have to sustain our process improvements effectively.

This brings up another point. A crucial part of sustaining our process improvement gains is measuring them. If we are unable to express our

improvements in numerical terms, then we are reduced to guesswork. We have to do better. This means we have to establish baselines for our processes so that we can have an objective measure of improvement.

In nearly all cases, the most fundamental measure of a process is cycle time. In a mechanical repair shop, this could be expressed as the time it takes to complete work on a single asset (or component) from induction to completion. In a shipping warehouse, it could be the time elapsed between the receipt of an order document (such as an MRO) and the time the order is shipped.

The reason cycle time is so important is that it allows us to directly express the amount of time required to produce one unit of work. If a project manager is trying to decide whether to send work to Sierra, we are much more likely to get that work if we can tell the PM exactly how much time it will take and how much the project will cost. If we have accurately determined the cycle time for that process, it's an easy step to provide an accurate cost estimate and to avoid cost over-runs that tend to undermine the confidence of the people that assign our workload.

QEO will be placing a much greater emphasis on measurables in the future, and specifically on cycle time. We are even preparing a training module to teach people how to measure cycle time. By establishing clear process performance measures, we will be much better able to compete in our ever-changing environment.

## STEVENSON (From Page 1)

had a quick overview how a FSSP container is configured and all the components that are placed into the container that a Soldier in the field will need to have the item fully operational.

Prior to his departure, Steven-

son complimented Schiller on the exemplary workforce at Sierra and their dedicated to accomplish the mission at hand and their passion to provide the best of the best for our Soldiers.

## Army Civilian Corps celebrate 3-year anniversary

Three years ago this month, the Army Civilian Corps was established by then Secretary of the Army Frances J. Harvey, and then Chief of Staff of the Army, Gen. Peter Schoomaker.

This corps distinguished that Army Civilians are an integral part of the Army team, where they serve in all theaters and are deployed worldwide supporting the Army mission and the Global War on Terrorism.

The following Army Civilian Creed defines the purpose and role of the Army Civilian.



*I am an Army Civilian - a  
member of the Army Team*

*I am dedicated to our Army,  
our Soldiers and Civilians*

*I will always support the mis-  
sion*

*I provide stability and continu-  
ity during war and peace*

*I support and defend the Con-  
stitution of the United States  
and consider it an honor to  
serve our Nation and our  
Army*

*I live the Army values of Loy-  
alty, Duty, Respect, Selfless  
Service, Honor, Integrity, and  
Personal Courage*

*I am an Army Civilian*



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## ISO 14001:2004 Environmental Management System (EMS)

By Garry Garrett  
Lean Office

An Environmental Management System (EMS) is a set of processes and practices that enable an organization to reduce its environmental impact(s) and increase its operating efficiency. An EMS establishes a framework for a continual cycle of planning, implementing, reviewing and improving the processes and actions that an organization undertakes to meet its business and environmental goals. ISO 14001:2004 is a comprehensive standard for environmental management systems to be implemented in an organization regardless of size, locations or income.

On 21 April 2000, President Clinton signed Executive Order 13148, "Greening the Government through Leadership in Environmental Management". This order directs all Federal agencies to implement an environmental management system based on facility size, complexity, and the environmental aspects of facility operations. The facility EMS shall include measurable environmental goals, objectives, and targets that are reviewed and updated annually. Once established, EMS performance measures shall be in agency facility audit protocols.

The Army's Environmental Management System policy directs a phased approach to EMS implementation. The Deputy Assistant Secretary of the Army for Environment, Safety, and Occupational Health signed an action memorandum on EMS which directs installations to meet the following requirements for implementation:

- o Comply with EO 13148 by meeting the Army and DoD imple-

mentation metrics.

- o Use continual improvement to build the remaining parts of a mission-focused, ISO 14001:2004 - conforming EMS by September 2009. (Note: This date has been extended to January 2010.)

Developing and implementing an Environmental Management System is required at all active-duty Army (and Army National Guard) installations, both in CONUS and overseas. No single EMS fits all Army installations, so installations must determine the best way to design or adapt their management procedures to conform to the ISO 14001:2004 standard. Sierra Army Depot has chosen to use the services of Perry Johnson, Inc. (who helped in our ISO 9001:2000 registration) to design an EMS that fits the Depot's requirements and will ultimately lead to our ISO 14001:2004 registration by September 2009.

The Army Material Command (AMC) has shown an active interest in our journey to ISO 14001:2004 registration. AMC has sent teams out to check on our progress and has helped us with developing EMS programs on several occasions.

ISO 14001:2004 environmental management standards help organizations minimize their operations' negative impact on the environment. They require organizations to demonstrate their commitment to continual improvement and compliance with related legal requirements for environmental performance. EMS requirements may vary from one organization to another based on the type of work performed but they establish a standardized approach to environmental management issues. Many of the requirements are similar to those already implemented for the

existing Quality Management System such as control of documents, control of records, resource management, and corrective/preventive actions.

Management Reviews of the Environmental Management System will be held periodically with the objective of improving the Depot's overall environmental performance. Internal Audits are conducted at planned intervals to evaluate adherence to EMS standards and provide information for Management Review inputs and audit scopes.

Everyone throughout the organization has responsibility for internal control to some extent. Employees are responsible for minimizing the amount of solid waste that ends up in landfills, liquid wastes discharged to water supplies and emissions released to the atmosphere. Additional controls are also initiated to reduce consumption of energy, water and fuel. Employees need to understand environmental objectives and targets and demonstrate how they support such objectives through recycling and minimizing the natural resources consumed in their daily activities. Employees are required to know what wastes are produced by processes they are involved in and how to manage those wastes. Ideally, they should be able to communicate how they support the intent of the Environmental Policy. All employees need to know what to do in the event of uncontrolled circumstances or emergencies related to their processes including spills, fire, and uncontrolled releases of gasses or chemicals. Having a good environmental management system will bring this goal much closer to reality.

**American Cancer Society**  
**Relay for Life**  
**August 1-2, 2009**  
**Come join our team**  
**Army Strong Against Cancer**  
**in this event**