

The Challenge

Sierra Army Depot, Herlong, Calif.

March 2009

Vol. 65 No. 3

Second visit by TACOM Commanding General

By Lori McDonald
Public Affairs Officer

It was the second tour for Maj. Gen. Scott E. West to Sierra Army Depot since assuming command of the TACOM Life Cycle Management Command.

Lt. Col. Lee H. Schiller, SIAD depot commander, was pleased to greet West during a recent visit to the depot on March 11, 2005. Sierra also welcomed Mr. Brian Butler, former SIAD commander, who currently oversees the Industrial Base Operations organizations.

The morning began with a working breakfast where Schiller discussed anticipated workload and new missions that fit within the depot's core competencies. He also informed the commanding general what his main focus areas were: Safety and continuous improvement, information technology infrastructure test-bed, workforce revitalization, FEP/CIP/Stimulus package funds, and the issues surrounding the water quality.

Upon conclusion of the briefing, West met with members of the Risk Management Directorate where he recognized nine employees for their part in a recent incident that involved an outsider attempting to photograph areas of the depot. West thanked the employees for their vigilant awareness.
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Mr. Michael Winters, Long Term Storage supervisor, explains to Maj. Gen. Scott E. West, TACOM LCMC commanding general, the importance that is placed on safety to every employee that works within the highest risk area of Sierra Army Depot and what employees might encounter when dealing with mechanized vehicles that return from SWA.

Army demonstrates new wireless technology to cut costs, Improve readiness of industrial vehicles

By Mark Paytas
Director of Information Management

Maintenance is a significant expense for the Department of Defense, absorbing approximately 16% of its budget, or more than \$80 billion annually. "Both in sheer dollars and as a percentage of budget, our maintenance costs are increasing," says Greg Kilchenstein, of the Office of the Assistant Deputy Under Secretary of Defense for Maintenance Policy and Programs. "In addition, maintenance is a critical factor in the DoD's mission to sustain optimal materiel readiness."

To help drive costs out of vehicle maintenance activities and improve material handling mission readiness, the DoD recently completed a successful test of a Centralized Fleet Automated Management System (CFAMS)—a wireless technology adapted from commercial vehicle management systems used in the supply chains of companies like Wal-Mart and Ford Motor Company. The CFAMS test was conducted at Sierra Army Depot (SIAD) in Sierra, CA, in 2008, and formally introduced to the broader DoD community at a ribbon-cutting



Mr. George Ray, SIAD Garrison Manager proudly cuts the ribbon signifying the end of the test bed program for the RFID systems for inventory management. Standing with Ray are Greg Kilchenstein of the Office of the Secretary of Defense; Chuck Ryan, Vice President of Technology for the National Center for Manufacturing Sciences; and Ken Ehrman, the President and Chief Operating Officer of I.D. Systems, Inc.

ceremony on February 25, 2009.

CFAMS was designed to reduce industrial vehicle maintenance costs and improve fleet availability by automatically, wirelessly uploading critical vehicle data, reporting vehicle problems in real time, scheduling maintenance according to actual vehicle usage rather than on a calendar basis, and helping determine the optimal economic

time to replace equipment. The system also helps improve productivity by establishing accountability for the use of vehicles, ensuring equipment is in the proper place at the right time, streamlining work flow, and providing unique metrics on equipment utilization. In addition, the system helps improve safety and security by restricting

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Commander's View

The lifeline of Sierra Army Depot is our ability to provide quality production to our Program Managers in support of American War fighters. Remember each one of us plays a very important role in accomplishing our mission. I expect every member of the Sierra Team to focus your efforts to support the production schedules for our customers. They are counting on us!

Next month we kickoff our final step of the Sierra Army Depot Wellness Program - 10,000 Steps a Day. I would encourage each of you to take the opportunity to sign up for this program campaign. The Safety Office will be keeping a total of the number of steps each week by individuals and across the entire Depot. Get walking!

Due to the hard work and commitment from leaders and employee participation in the recognition of hazards, awareness of



Lt. Col. Lee H. Schiller, Jr.

your surroundings and participation in the Safety program - SIERRA ARMY DEPOT OFF THE DoD TOP 40! Congratulations on the hard work and dedication to accomplish this task.

The end of March, we will begin the New Hire Orientation Program.

Each new employee will spend their first week receiving orientation on more than 70 topics – some of which are mandatory training courses. At the end of the week, employees will be provided a tour of the depot to familiarize them with their new surroundings. This program is intended to ensure new employees have received proper training and have the necessary tools needed to begin work.

Once again, you showed great pride and professionalism during the visit of Major General Scott West, Commanding General, TA-COM Life Cycle Management Command. I have complete confidence that you will continue to display the commitment that is shown throughout the depot. As we get ready for GEN Dunwoody, AMC Commanding General upcoming visit.

My next Town Hall meeting is scheduled for March 25, at which

time I will bring you up-to-date on the state of the depot.

As always I thank you all for your continuing support in so many areas.

**Pride
In
Excellence!**

New Hires at SIAD

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

- Sommer Beddingfield
- Vincent Chergaulaf
- Eddie Ellis
- Julianna Green
- Grant Harnist
- Heather Houdyshell
- Jennifer Howard
- Michael Ingram
- Karen Leonard
- Andrea Lovercheck
- Lee Meanor
- Andrew McLarty
- Michael Naimo
- Della Noah
- Shelly Price
- Clifford Renoll
- Karen Rodriguez
- Larry Rogers
- Suzann Sweidan
- Whitney Skinner
- Michael Tong
- Sean Tucker
- Hayden VonRader
- Robert Winkler

The Union's Position - AFGGE Local 1808

As all of you know NSPS (National Security Personnel System) will be the new system by which the GS (General Schedule) employees will soon be graded by. Although the complete system has not yet been finalized I felt that it was important for the bargaining member employees to get a better understanding of the full implication and challenges that await the implementing of this new system; with that being said I found a publication from the AFGGE web site that gives some good information pertaining to this subject. What follows is that article entitled (10 reasons NSPS is bad for you)

Although AFGGE was able to convince Congress to make some changes for the better such as guaranteeing each person 100% of the GS locality raise and 60% of the annual nationwide GS (COLA) raise (DoD insisted that the other 40% goes to



Mr. Christopher Turek

the pay pool process) Congress could not overcome a veto threat by President Bush to end NSPS altogether. We must ask DoD employees to get involved to help end NSPS or make it a good and fair pay system for all employees. All of the employees represented by AFGGE are not yet under NSPS. Recently some employee groups already under NSPS have elected to be represented by AFGGE because they are so concerned about the new pay system.

10 Reasons NSPS is Bad for

You

1. The pay distribution process is not transparent.
2. You are rated by managers who don't work with you.
3. Your payout is not based on your real performance because ratings are forced into a bell curve.
4. Your share of money is given to somebody else because NSPS is budget neutral.
5. The amount of money put into different pay pools is decided arbitrarily. Even if you are a top performer, you might get less money simply because your pay pool has less money than others.
6. Two employees with identical ratings may not get the same raise and bonus.
7. The secret rating process is lengthy and you end up with only a short time to improve your perfor-

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The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____

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

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Proclamation 8350 - Irish-American Heritage Month, 2009

By the President of the United States of America
A Proclamation

Even before the birth of our Nation, the sons and daughters of Erin departed their homes in search of liberty and a more hopeful future. As these early pioneers left familiar lands, they carried with them the rich traditions of home. This March we honor their journey and their lasting contributions to the history and culture of the United States.

Following the colonial migrations, the United States enjoyed the greatest influx of Irish during the 1840s as Ireland suffered the Great Famine. Hungry but hopeful, poor but perseverant, Irish-Americans seized the opportunity to work hard, enjoy success, and pursue the American Dream.

Many took on the difficult work of constructing America's infrastructure. Others assumed positions of leadership. Among those leaders were signers of the Declaration of Independence and Presidents of the United States. Still others enjoyed great success and influence in the arts and literature. From social activists to business leaders, athletes to clergy, and first responders to soldiers, distinguished Irish-Americans have made indelible contributions to our national identity.

Today, tens of millions of Irish-Americans can look back with pride on the legacy of their forebears. Irish-Americans are integral to the rich fabric of the United States, and we are grateful for their service and contributions.

Now, Therefore, I, Barack Obama, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim March 2009 as Irish-American Heritage Month. I encourage all Americans to observe this month with appropriate ceremonies, programs, and activities.

In Witness Whereof, I have hereunto set my hand this second day of March, in the year of our Lord two thousand nine, and of the Independence of the United States of America the two hundred and thirty-third.

BARACK OBAMA

D.A.R.E. Graduation this Month

On March 20, 2009, there will be a D.A.R.E. (Drug Abuse Resistance Education) graduation for the 5th grade class from the Sierra Primary School, at the Skeddadle Inn, beginning at 10:00 a.m. All parents, friends and family are invited to attend. After the graduation everyone is invited to enjoy pizza, cake and a movie.

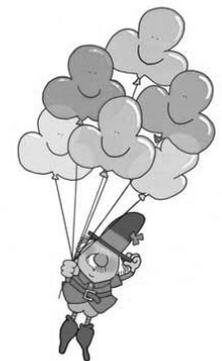
The graduation is the culmination of 17 weeks of instruction where students receive guidance on how to avoid the increasing pressures to experiment with drugs and other illegal and harmful substances. The students are also taught about the importance of making good decisions, avoiding violence and gangs.

The D.A.R.E. instructor, Lt. Robert Brent is with the Law Enforcement Division at Sierra Army Depot. Brent has been teaching the D.A.R.E. curriculum in the Herlong schools since 1994 and is certified

to teach in the elementary, middle school, and high school. Sierra Army Depot has the only certified D.A.R.E. Officer in Lassen county.

The D.A.R.E. program is a three sided partnership between parents, school faculty and Police officers working together to help keep our youth drug free.

The D.A.R.E. program originated with the Los Angeles Police Department and the Los Angeles Unified School District in 1983 with 13 original officers teaching. Today the program has grown to thousands of officers and is taught in over eighty percent of the school districts in the United States.



COMMANDER'S TOWN HALL

Lt. Col. Lee H. Schiller, Jr., depot commander, will hold his quarterly Town Hall on March 25, 2009 in the former chapel. This is MANDATORY for all government employees to attend. There will be three sessions:

MISSION OPERATIONS/MISSION SUPPORT	6:30 a.m.
SPECIAL STAFF/BASE SUPPORT	12:15 p.m.
MISSION OPERATIONS/MISSION SUPPORT	3:30 a.m.

Army Suggestion Program - Only you have the knowledge

By John Cullen
Management/Program Analyst

You do the work and you know your job. You probably have ideas on how to make your job safer, easier, more productive or more efficient. If you do, you might consider submitting your ideas to the Army Suggestion Program.

It is a win-win situation for everybody. For the suggestor, he or she can receive recognition and a monetary award. For the Depot, it can

help to produce goods and services at a lower cost, meet production schedules, satisfy the Army customer, and promote more business.

Examples of ideas that have been implemented range from relocating a simple piece of equipment to enable exhaust to flow outside of a work area to constructing collapsible rotators for worldwide shipment to enable Container handling/processing.

All ideas will be considered...

there is no idea too small... if you believe they can help us serve our customers better, then send them in.

Do you have a suggestion? You can submit it on the online Army Suggestion Program at <https://army-suggestions.army.mil> or, better yet, if you need assistance, we can come to you and assist with the input of your idea.

Contact the Army Suggestion Office at 827-5194 or 827-4247.

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

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mance

for next year's payout.

8. Managers can promote whomever they want to higher level duties and authorize a pay raise of up to

5% without competition. You might not even know there's a new position, let alone compete for it.

9. Because of pay caps, you can't reach the top of your pay band, so the extra pay potential is just an illusion.

10. Your retirement benefits will be smaller because part of your payout each year may be a bonus instead of a raise. Bonuses are not counted toward retirement.

Remember Union meetings are held the first Tuesday of the month in building 58. Please get involved! If you have questions regarding labor issues please contact Christopher Turek at 827-5375, Monday thru Wednesday 7:00 a.m. to 12:00 p.m. and Thursdays 12:00 p.m. to 5:00 p.m.

CFAMS

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equipment access only to authorized operators and providing electronic vehicle inspection checklists.



CFAMS was designed, produced and implemented by I.D. Systems, Inc. (www.id-systems.com), a leading provider of wireless systems for securing and managing high-value mobile assets, such as forklifts and aircraft ground support equipment. The company utilizes intelligent RFID (radio frequency identification) technology to control, track, monitor, and analyze such vehicles.

"We were very excited to evaluate a wireless technology with proven abilities in the commercial sector to reduce maintenance costs, manage operating condition, and increase productivity of material handling vehicles," said Kilchenstein. "The DoD maintains a large fleet of these types of vehicles across its installations, and improvements in fleet up-time, cost control and utilization can make a significant impact on materiel readiness."

Impressive Test Results

SIAD's demonstration of CFAMS capabilities focused on proving three primary areas of benefit:

- improving vehicle preventative maintenance management and reducing fleet maintenance costs;
- identifying opportunities to reduce fleet size and associated capital and operating costs; and
- reducing the costs associated with facility and equipment damage caused by vehicles.

Based on the accumulated test data, the CFAMS deployment at SIAD demonstrated that the following benefits were achievable:

- By automatically uploading true vehicle usage data for more accurate maintenance scheduling, and by

automatically alerting maintenance personnel to problematic conditions on vehicles, CFAMS showed that fleet maintenance costs could be reduced by at least 22%.

- By isolating vehicle utilization patterns by equipment type and role, CFAMS demonstrated that a fleet reduction of at least 15%-20% was immediately achievable, with a commensurate reduction in purchase outlays, fuel costs, and maintenance costs. In addition, this fleet "right-sizing" could enable a substantial reallocation of labor to increase overall depot productivity.

By monitoring and recording detailed data on vehicle "impact events," by preventing unauthorized personnel from using vehicles, and by establishing better driver accountability, CFAMS showed that the costs resulting from damage caused by vehicles could be reduced by up to 25%.

- Overall, CFAMS demonstrated that it could pay for itself and start generating positive cash flow for the depot within 12 to 16 months of deployment.

"We consider CFAMS one of our marquee CTMA projects, with a projected benefit across the DoD measured in the tens of millions of dollars," said Kilchenstein.

Ribbon Cutting Spreads the Word

To mark the success of the CFAMS test, SIAD hosted a ribbon-cutting ceremony on February 25, 2009, which also served as a formal introduction of CFAMS to other DoD facilities. The event was attended by representatives of many DoD agencies from across North America, including the Defense Logistics Agency, the Defense Reutilization Marketing Service, the Lead Army Materiel Command Integration Support Office at Redstone Army Arsenal, the Logistics Innovation Agency, NORAD/NORTHCOM, the Air Force Joint Depot Maintenance Activity Group, the Fleet Support Division Marine Corps Logistics Command, the Canadian Operational Support Command, and the U.S. Army Depots at Anniston, Red River and Tobyhanna.

The ceremony included demonstrations of CFAMS software, hardware and integration with passive RFID systems for inventory management. Speakers and present-

ers included Greg Kilchenstein of the Office of the Secretary of Defense; George Ray, Garrison Manager at SIAD; Chuck Ryan, Vice President of Technology for the National Center for Manufacturing Sciences; and Ken Ehrman, the President and Chief Operating Officer of I.D. Systems, Inc.

"Maintenance is a significant expense for the DoD and a critical factor in sustaining materiel readiness for our nation's armed forces," noted Ehrman. "We are honored and pleased that I.D. Systems' wireless vehicle management technology has demonstrated an ability to have a positive influence on the DoD's material handling operations.

Project Roots

SIAD is part of the U. S. Army's Tank-automotive and Armaments

Command (TACOM), under the U. S. Army Materiel Command. SIAD's mission is to provide worldwide logistics support for the U.S. Army, including receipt, storage, repair, shipping, maintenance, and fabrication of assets. As a Center of Industrial Technical Excellence focused on "lean manufacturing" process improvements, the depot continuously seeks out new ways to improve on its mission execution.

The CFAMS program was spearheaded by the National Center for Manufacturing Sciences (NCMS), a non-profit organization that helps the DoD partner with private industry to develop and validate innovative ways to increase operational benefits and cost savings in DoD maintenance activities.



Above Mr. Mark Paytas, Mr. Jon France and Mr. Joshua Chandler talk about how this has helped with the maintenance of forklifts in the tested area and how it has helped within the safety aspect area. By using this device, it restricts the access to forklift utilization to authorized operators only. It has also helped improve on productivity where accountability of forklifts is tracked.

Below, Mr. Greg Kilchenstein, explains to the group how excited the DoD is about having the capability of a wireless technology available that will help reduce maintenance costs and increase materiel readiness.



Around the Depot with Maj. Gen. West



WEST (From Page 1)

ness and quick reaction to diffuse the situation.

Although West was on a compressed time schedule, Schiller was able to show areas on depot that have the greatest impact on the depot mission.

West's first stop of the tour was at highest risk area on depot, Long Term Storage area. Mr. Michael Winters, supervisor of the area, discussed the process currently in use for receipt and storage of wheeled vehicles that come to SIAD. Winters also pointed out how Lean events have helped tremendously cut down waste and show substantial savings.

Winters talked about the critical part pull effort SIAD is completing to support production lines at Aniston Army Depot (ANAD). West emphasized that what the depot is accomplishing here, not only supported ANAD, but the true recipient of the parts and that is the Soldier in the field.

Since his last visit, the number of vehicles that are currently staged within the LTS area has doubled.

After leaving LTS, Schiller walked the commanding general through the new Box Factory where West was able to operate machinery that is equipped with new safety precaution features intended to prevent serious injuries.

The tour came to a close as West walked through several warehouses that housed the Equipment Retrograde Surge Operations (Southwest Asia Reverse Pipeline Initiative (AJ1)) workload. Mr. John Dingman, AJ1 Director, briefed West on production lines, receipt and shipment of various items that support this major portion of the depots mission.

At the conclusion of this segment, West received a quick overview of the Organizational Clothing and Individual Equipment workload. Dingman explained the depot receives a vast amount of clothing each week and employees inventory each item to determine the condition code before final determination is made on the item. Once it receives a condition code, the item is either placed in storage, repackaged for shipment, or sent to the local DRMO for disposal.

Each area that West visited, he talked to employees and was impressed by the number of new employees (less than a year of service) who stated they were very happy to work here at Sierra Army Depot and what they are doing for the Soldiers.

The visit came to a close, but prior to departing the depot, West thanked Schiller and all the employees at SIAD for the great job they are doing.



CYS Monthly Update

CYS Services (CYSS) will be holding their Annual Community Easter celebration on March 28th. The event will kick off with a special performance starting promptly at 1300, followed by Easter Egg hunts for ages 0-12. Refreshments and pictures with the Easter Bunny will be provided. On Friday, March 27th, CYS Services will hold a Teen Flashlight Easter Egg hunt for ages 13-19. Activities will begin at 1930. Don't forget your flashlight and basket! If you should have any questions, please contact us at: 827-4696.

CYSS Sports, Health, and Fitness

CYSS is currently hosting our annual Jr. Olympics, the first sports event was Basketball on February 4, with twenty-five participants, and our next event will be Soccer, on March 12th at 4 p.m. at the CYSS soccer field. Youth ages 8 to 13 compete at a local level against their peers. Winners of the local competition will go on to compete at the regional level, and winners of the regionals will go on to compete at a national level. We've had a few of

our youth receive second place at the regional level. The last two sports events, Track/Field and Tennis, will be held in April.

For National Children's Dental Health month we invited a guest speaker from a local dentist office in Reno, NV to come speak to the children about cavity protection, proper brushing and flossing techniques, oral hygiene instruction, and the importance of regular dental visits.

Our Basketball season is coming to an end and we've had a really fun season. A special thank you to our coaches Brenda Demague, Michele Evans, and Ron Cuevas for their dedication and support.

Coming soon... FREE soccer clinic and league sign-ups. This year we are attempting to have our own local soccer league. All the games will be held in either Herlong or Doyle.

If you have any questions on any of the events or would like to volunteer to assist with upcoming sporting events please feel free to contact Marsha Olsen @ Child, Youth, and School Services, 827-4696.

Snowboarding at Mt. Rose



Pictured left to right Rayann Harryman, Samantha Dunn, Desiree Flowers and Jason Manfull take a break from their snowboarding lessons during last months ski trip to Mount Rose.

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4662 or email: skedaddle.inn@sierra.army.mil. Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

Call the depot lodging manager, 827-4154, or email: skedaddle.inn@sierra.army.mil for information. Room rates are \$50.00 - \$60.00 per person.

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m.

Physical Fitness Center

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

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

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

Outdoor and Equipment Rental

A safety class is no longer required to rent ATVs. For information call the fitness center during regular gym hours for fall and winter equipment availability at 827-4655.

Laundromat

Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email christopher.long@us.army.mil to schedule a pick up or service.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497 or kathleen.ohern@us.army.mil, Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

New Reno Van pool Available



Tired of driving, want to catch a few extra minutes of rest and relaxation – there are a few seats left in a new van pool from the Grand Sierra Resort in Reno to SIAD. Contact Randall Lorenz at extension 4854 to reserve your seat.

I am looking for fellow carpoolers to join myself and a colleague in driving to and from work Mon-Thur. If we can get two more people, each person would only have to drive once a week so the wear and tear on the vehicles would be minimal and gas costs per person kept low. Currently, we leave Reno from the Home Depot off N. McCarran at 5:20 am and arrive at work in Bldg. 150 around 6:15am. This has some flexibility should a new addition to the carpool need it. If you are interested, please email me: Danyelle.Overbo@us.army.mil or call 827-4284.

EEO/Diversity Update

By Lynette Hall
EEO Manager

As I piggy back from last months Article about the Equal Employment Opportunity Office and its mission, I focus now and share with you what we at Sierra can do to accomplish the goal to prevent and eliminate unlawful employment discrimination and promote diversity in the workplace. Concentrate on the following:

Communication: to improve channels through which persons, regardless of race, religion, color, sex, disability, ancestry, age, national origin, or other protected status, communicate in the workplace.

Collaboration: to build strong collaborations between all Sierra Army Depot Directorates: to educate all employees on discrimination prevention, appreciation of diversity, and the discrimination complaint procedure.

Direction: to connect communities and explore strategies for racial and social equality; to take proactive steps to remedy the effects of past discrimination.

You heard the old saying from Smoky the Bear, "Only you can Prevent Forest Fires" right? EEO says, "Only you can prevent discrimination!" Have you accomplished this goal?



Hooked on accomplishment
Accomplishment is contagious. Catch it from yourself. Experience how great it feels to accomplish a little bit. And you'll find yourself going for more and more.

Know the confidence that comes from being able to get something done. And you'll realize that anything is within your reach.

You are immensely creative and productive and effective in your own special way. Continue to examine, explore, and refine your understanding of the passion that lives at your very core.

Put some time into doing what feels right and natural and joyful for you. You'll be amazed and delighted at what you can accomplish.

(Effort is truly a joy when it aligns with your purpose. Find that purpose, make that effort, and get yourself passionately hooked on accomplishment.

-- Ralph Marston)

LEAN into my CORNER

By William Deming
QEO Chief



A few weeks ago, Lt. Col. Lee H. Schiller, depot commander, directed us to begin working on issues relating to Supply Chain Management. To that end, we have put together what we're calling a "mega-VSA," with the help of Lain Ayers, Jon France, and Bruce Hamilton. While this event is similar in structure to a normal Value Stream Analysis, the scope is much larger. Based on constraints flowing from LMP requirements, we have narrowed the scope somewhat but this will still be a huge undertaking.

Basically, we will be examining the Depot supply chain from the time a need is identified to the point of consumption, whether we are talking about supplies, tools, parts, or anything else that flows into programs. The activities to be covered include planning/provisioning, procurement, receiving, transportation (only the activities relating to building 106), movement, storage/inventory, and consumption.

A natural question at this point is, "How does this differ from a normal VSA?" First, the preparation period will extend to four weeks instead of the usual three and will be structured somewhat differently than is typical. Second, the actual event will run for four days instead of three. Finally, many of the team members will be managers and decision makers. This will be necessary because we will be mapping out the direction for entire Directorates and this will require people who not only know those areas but who also have a clear view of the more global issues that affect the entire Depot. In many cases, the team members will be selected by Mr. Ayers and Mr. France. Some of the areas we will be studying directly include ISA/MMD, PP&C, Central Receiving, Movement, the Transportation activities that take place in building 106, and Storage/Inventory.

We will also have participation and input from a variety of other organizations, such as Contracting, C&A, Shops, AJ1, Quality Control, ISO, and the LMP transition office. These areas all have critical parts to play in the process and their input

is vital if we are going to develop solutions that will be effective for the entire Depot. It is especially important to involve the LMP team, as the direction we take will be determined to some extent by the requirements of that system.

As I noted above, the prep time for this event will extend to four weeks. Unlike a typical VSA however, the entire team will not participate in every preparation meeting. Instead, we will hold an initial meeting with the whole team on March 2. After that, we will have a series of one-day or two-day meetings with the subject matter experts from each of the areas of concentration (PP&C, Receiving, etc.). We will use these sessions to develop "current-state" maps for each of these areas. We will hold a two-day wrap-up at the end of the preparation period to reconcile the current state maps.

The actual event will take place from March 30 through April 2. We will use this time to develop our future-state map and a prioritized action plan. This plan is likely to include additional VSAs with narrower focus areas, Rapid Improvement Events, Process Action Team (PAT) assignments, 6-sigma projects, and various other management-directed assignments and projects. We will conduct the event outbrief on April 9. This allows us a few extra days to clean up any leftover details from the event week.

While this event is going to be huge, we should keep in mind that the actual VSA team will only be together for the first prep meeting and the actual event week. Nevertheless, it will require a great deal of effort from people across the Depot. We will probably be working on projects that come out of this event for at least the next year. But it will allow us to address some long-standing issues that we really need to work on. We in QEO are looking forward to the challenge.

Proclamation 8351 - Women's History Month, 2009

By the President of the United States of America
A Proclamation

With passion and courage, women have taught us that when we band together to advocate for our highest ideals, we can advance our common well-being and strengthen the fabric of our Nation. Each year during Women's History Month, we remember and celebrate women from all walks of life who have shaped this great Nation. This year, in accordance with the theme, "Women Taking the Lead to Save our Planet," we pay particular tribute to the efforts of women in preserving and protecting the environment for present and future generations.

Ellen Swallow Richards is known to have been the first woman in the United States to be accepted at a scientific school. She graduated from the Massachusetts Institute of Technology in 1873 and went on to become a prominent chemist. In 1887, she conducted a survey of water quality in Massachusetts. This study, the first of its kind in America, led to the Nation's first state water-quality standards.

Women have also taken the lead throughout our history in preserving our natural environment. In 1900, Maria Sanford led the Minnesota Federation of Women's Groups in their efforts to protect forestland near the Mississippi River, which eventually became the Chippewa National Forest, the first Congressionally mandated national forest. Marjory Stoneman Douglas dedicated her life to protecting and restoring the Florida Everglades. Her book, *The Everglades: Rivers of Grass*, published in 1947, led to the preservation of the Everglades as a National Park. She was awarded the Presidential Medal of Freedom in 1993.

Rachel Carson brought even greater attention to the environment by exposing the dangers of certain pesticides to the environment and to human health. Her landmark 1962 book, *Silent Spring*, was fiercely criticized for its unconventional perspective. As early as 1963, however, President Kennedy acknowledged its importance and appointed a panel to investigate the book's findings. *Silent Spring* has emerged as a seminal work in environmental studies. Carson was awarded the Presidential Medal of Freedom posthumously in 1980.

Grace Thorpe, another leading environmental advocate, also connected environmental protection with human well-being by emphasizing the vulnerability of certain populations to environmental hazards. In 1992, she launched a successful campaign to organize Native Americans to oppose the storage of nuclear waste on their reservations, which she said contradicted Native American principles of stewardship of the earth. She also proposed that America invest in alternative energy sources such as hydroelectricity, solar power, and wind power.

These women helped protect our environment and our people while challenging the status quo and breaking social barriers. Their achievements inspired generations of American women and men not only to save our planet, but also to overcome obstacles and pursue their interests and talents. They join a long and proud history of American women leaders, and this month we honor the contributions of all women to our Nation.

Now, Therefore, I, Barack Obama, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim March 2009 as Women's History Month. I call upon all our citizens to observe this month with appropriate programs, ceremonies, and activities that honor the history, accomplishments, and contributions of American women.

In Witness Whereof, I have hereunto set my hand this third day of March, in the year of our Lord two thousand nine, and of the Independence of the United States of America the two hundred and thirty-third.

BARACK OBAMA

First female 4-star credits diversity for strength of Army

By C. Todd Lopez

WASHINGTON (Army News Service, March 6, 2009) -- Diversity is one of the strengths of the Army, and as an organization, it is one of the best at leveraging that diversity, said the service's first four-star female general.

"Your Army considers diversity a strength -- and we proudly lead the nation in offering equal opportunity to all," said Gen. Ann E. Dunwoody commander, U.S. Army Materiel Command. "Our Army is nourished and energized by the diversity of the men and women in our formations. And women today are contributing at every level and on every battlefield."

Dunwoody spoke March 6 at a lunch for female Reserve Officer Training Corps and U.S. Military Academy cadets at the U.S. Capitol Visitor's Center in Washington, D.C. The lunch followed discussion panels involving sexual assault and opportunities for women in the Army. The three events were held in recognition of Women's History Month.

Dunwoody told the gathered cadets that "diversity" is more than having different kinds of people -- it also means having different perspectives.

"It is not only having some of each, but is (about) having the voices of each heard at the table," she said. "This is the true value of diversity. The best solutions and the best decisions will be made because we will have leveraged the strength and power that diversity brings to the entire team. More than ever before, we need to understand the complexities of the problems we face. The consequences of not doing that are far too great."

Dunwoody made history when on Nov. 14 she became the first woman in the U.S. military to attain the rank of four-star general. The general told the cadets at the lunch to remember the female officers that came before them who pushed through the ranks to achieve notable "firsts" for women in the military.

Such notable women across the Department



of Defense include: Brig. Gen. Anna Mae Hays, the first in DOD to enter the general officer ranks; Air Force Maj. Gen. Jeanne M. Holm, the first to earn a second star; Vice Adm. Patricia A. Tracey, the first to earn a third star; and Marine Corps Lt. Gen. Carol A. Mutter, the first to be nominated for a third star.

"As we celebrate Women's History Month, we must not forget those who have gone before us," Dunwoody told the cadets. "But let's also recognize that we know the current and future leaders sitting here in this room will continue to build on our proud legacy -- a legacy earned by

our pioneers -- women who knew no fear, and by women who risked everything they had to serve their country."

The general told the room of cadets that she had faith in their ability to succeed individually and to bring talent to the Army. She also told them their time in service, as Army officers, would be a challenge worth meeting.

"You are the next generation of our military leaders and I have no doubt you'll bring incredible energy, incredible talent and incredible capabilities to this Army," she said. "You'll find our Army a place where you'll be challenged, a place of unlimited opportunities, and a place where you can truly make a difference for our nation. For you cadets who are getting ready to embark on this journey: fasten your seatbelts, work hard, challenge the institution, and brace yourselves for a wild ride."

Earlier in the morning, the cadets attended two panels with speakers from across the Army. Panel discussion topics included one on sexual assault and another one on opportunities for women in the Army.

Several questions from female cadets involved the restriction on female Soldiers from serving in certain combat roles.

Lt. Gen. Michael D. Rochelle, deputy chief of staff for G-1, told cadets he believed one day those restrictions could be lifted, but that it would need to be further investigated by the Department of Defense.

"Will that ever happen? Perhaps," Rochelle said. "That's not the policy today, however."

Today, women can serve in 93 percent of Army occupations and they make up about 15 percent of the active Army.

(Photo: Gen. Ann E. Dunwoody, commander of U.S. Army Materiel Command, talks to female ROTC cadets and West Point students Thursday during a Women's History Month luncheon in the U.S. Capitol Building.)

*March is
Women's History Month*