

The Challenge

Sierra Army Depot, Herlong, Calif.

January 2010

Vol. 66 No. 1

Wounded Warrior transitions to civilian workforce at SIAD

By Lori McDonald
Public Affairs Officer

Hiring civilians is an everyday occurrence at Sierra Army Depot, but it is not every day one is hired through the U.S. Army Wounded Warrior Program (AW2).

On Nov. 23, 2009, Sean P. Moore, a wounded warrior, began his civilian career at SIAD as a Security Assistant working for the Directorate of Risk Management in the Pass and ID Office.

Moore joined the Army in June 2005 as an 11B (Infantry). After two years and a few months of being in the Army, Moore saw his first deployment assignment with the 114th, 25th ID to Iraq from Schofield Barracks only to return stateside less than four months into his tour severely injured. Moore suffered second and third degree burns to his hands and face after the Stryker he was driving hit an improvised explosive device (IED). He and his team were pinned down by gunfire for approximately 45 minutes before he and another Soldier could be transported for treatment of their injuries.

Moore was later transferred to Brooke Army Medical Center in Texas where he stayed for the next five months and underwent treatment for his burns and some rehabilitation. Upon comple-

tion of his treatment for his injuries, Moore went through a medical evaluation program to determine the rating of his disability. During this timeframe, he rejoined his wife, Cassandra and son Austin back at Schofield Barracks. Moore received his disability rating – 50 percent. He knew then his career in the Army was over as he was to be medically retired; however, there was another step he could take that would keep him connected to the Army.

The AW2 Program the Official U.S. Army program and only one element of the Army's focus that serves severely wounded, ill and injured Soldiers, Veterans and their Families. Approximately 120 AW2 Advocates are currently located throughout the country, but primarily positioned where there is a large number of AW2 Soldiers.

The AW2 was established after the events of 9/11, and intended to support the most severely wounded Soldiers from Overseas Contingency Operations. These Soldiers are expected to receive an Army Disability rating of 30% or greater in specific categories or combined ratings of 50 percent for injuries sustained in combat or are combat related.

Moore had heard other Soldiers talk about the
See WARRIOR on Page 3



Sean Moore is all smiles as he begins to completes the necessary paperwork for an employee to issued a depot badge.

Change of responsibility for Command Sergeant Major at TACOM LCMC

CSM Clinton G. Hall entered the Army on May 27, 1983, and attended Basic Combat Training and Advanced Individual Training at Fort Sill Oklahoma as a 13B. His first duty station was D Battery 4th Battalion 325 (ABCT) Vicenza Italy and was then assigned to A Battery 6th Battalion 14th field Artillery. CSM Hall reenlisted and changed his MOS to 52C Utilities Equipment Repairer, and was assigned to the 1/58th Aviation Regiment at Fort Bragg, North Carolina.

CSM Hall's previous assignments include Shop Forman D Company 782nd Maintenance Battalion 82nd Airborne Division, Advanced Airborne School Instructor 82nd Airborne Division, DISCOM Air



Operations NCO 82 Airborne Division, DOL plans and operations NCO 34th Support Group 19th TACOM Yongsan Korea, Material NCOIC G-4 82nd Airborne Division, Platoon Sergeant B Company 302nd Forward support Battalion 2nd Infantry Division Camp Casey Korea, First Sergeant 61st Maintenance Company 227th Maintenance Battalion Camp Kyle Korea, First Sergeant HHC DISCOM 101st Airborne Division Air Assault Fort Campbell KY, First Sergeant HHC DISCOM 2nd Infantry Division Camp Casey Korea, DISCOM Support Operations, DMMC Sergeant Major 2nd Infantry Division Camp

Casey Korea, Command Sergeant Major 702nd Main Support Battalion 2nd Infantry Division Camp Casey Korea, Command Sergeant Major 3rd Special Troops Battalion 3rd Brigade 101st Airborne Division Air Assault Fort Campbell KY, and Command Sergeant Major 194th CSSB Camp Humphreys Korea.

CSM Hall is currently assigned as the Command Sergeant Major of the 501st Sustainment Brigade at Camp Carroll Korea. His military education includes Primary Leadership Development Course, Basic Noncommissioned Officer Course, Advanced Noncommissioned Officer Course, and the United States Army Sergeants Major Academy Class 1-04, other schools include, Battle Staff Course, Department of Defense Transportation of Hazardous Materials Course, Air Movement Operations Course, Airborne Course, Air Assault Course and Jumpmaster Course.

See CSM on Page 11

Commander's View

I hope everyone had a wonderful and restful holiday season. The month of January will bring about major changes in TACOM as it will mark the change-over/transition for the Life Cycle Management Command's (LCMC) top three senior leaders: Maj. Gen. Scott West, Command Sgt. Maj. Otis Cuffee, and Ms. Janet Bean.

Maj. Gen. West, after 33 plus years of dedicated selfless service, will retire and relinquish command to Maj. Gen. Kurt Stein. Throughout Maj. Gen. West's storied career, he has served in every key staff and leadership position the Army has to offer (to include seven commands). A true warfighter, Maj. Gen. West has deployed in support of Operations Desert Shield/Storm, the Los Angeles Civil Disturbance, the Central America Disaster Relief



Lt. Col. Joseph G. Dalessio

effort (Hurricane Mitch), and Operation Iraqi Freedom.

Maj. Gen. Stein, an Ordnance Officer (Maintenance), comes to

the TACOM LCMC after serving as the CJ-1/4/8 for the Multi-National Force-Iraq.

CSM Cuffee will be handing over the duties and responsibilities of the TACOM LCMC Command Sergeant Major billet to Command Sgt. Maj. Clinton Hall. CSM Cuffee's next assignment will be that of Senior Enlisted Advisor to the Director, Defense Logistics Agency. CSM Hall comes to the TACOM LCMC after serving as the Command Sergeant Major for the 501st Sustainment Brigade based out of Camp Carroll, Korea.

Ms. Janet Bean, after 26 plus years of selfless government service, will retire. Ms. Bean's career within the TACOM LCMC started back in October 1983, where she served as a TACOM supply management intern. In February 2006, Ms. Bean was

promoted to the ranks of the Senior Executive Service and assumed the responsibilities of the Director for the TACOM LCMC's Integrated Logistics Support Center. Ms. Bean's replacement has yet to be announced.

SIAD is truly appreciative and grateful for Maj. Gen. West's, CSM Cuffee's, and Ms. Bean's unwavering support, constant encouragement, and unmatched leadership. Best wishes to each as they start a new chapter in their life. To Team Sierra, Happy New Year! Stay safe.

*Pride
in
Excellence!*

The Sierra LMP Beat

By Barb McGee
LMP Business Transition Lead

Time is passing quickly as we draw closer to the implementation of the Logistics Modernization Program (LMP). There is still an enormous amount of work and preparation required to be ready for this challenge and business transition. The LMP Team needs your input and support to ensure a successful LMP implementation. Please continue to provide information to the LMP Team when we ask for your assistance, provide feedback, and attend education and training events. You are the operational business area experts and YOU hold the key to our success. Together we can succeed!

The LMP Data Quality Division

continues to validate and cleanse inventory, review current daily transactions executed in our Standard Depot System (SDS), and work on material master cataloging. All of these activities are required to ensure successful migration of accurate data to the LMP. The team has supported the first trial load of data from the Standard Depot System (SDS) to LMP that began on Sept. 21, and continues thru Jan. 14, 2010. The second trial load will begin almost immediately following the completion of the first trial load.

The LMP Production Engineering Division continues to work on developing project Bill of Materials (BOMs) that encompass all the materials and components needed for a specific project as well as the



Routes that provide the sequential process flow through all the required organizations and shops, technical requirements, and technical drawings when appropriate. They continue to work closely with Sierra organizations to develop the appropriate process flow and material requirements that will be imported into LMP.

The LMP Training Cadre Division continues to work on Standard Operating Procedures (SOPs) for each Sierra business operational area as well as LMP training guides and

materials. They are immersed in daily Business Design Workshop (BDW) training to further develop their knowledge and skills. Sierra employees are participating in the BDWs right along side the Cadre team members in modular 79B. The Expert User Education and Training will begin March 1 through May 7. These are the Sierra personnel that are business area operational Subject Matter Experts (SME's) and will also support training personnel in their operational areas. The End User Education and Training begins July 12, through Oct. 8. This will encompass all personnel assigned responsibilities in the LMP system and within their specific operational area requirements.

User Account Management (UAM) is another area of responsibility.

See LMP on Page 3

The Challenge

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Public Affairs Officer/Editor _____ Lori K. McDonald
Photographer _____ Lloyd Gubler

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New Hires at SIAD

As you go about your day to day operations, in some type of fashion, you have probably come in contact with one or several new employeys. Take a few minutes to welcome the individuals to the Depot. Here are a few more names to be added to the welcome list.

Johnathan Ayers	Christopher Lee
Eugene Bailey	Patricia Leonard
Eric Barton	Daniel Lindsay, Jr.
Jonna Berrier	Anna Lowenthal
Joshua Biggs	Fabian Lucero
Michael Boulanger	Lan Mai
Robert Broyles	David May
Glenda Buckley	Louis Mays, Jr.
Larry Cardenaz	Scott McCullough
Nicole Chandler	Devon McDonnell
Michael Clark	Donica McHenry
Ariel Collier	Daniel Morgan
Michael Collins	Roy Moulton
Roger Conn	Daniel Nareau
Wayne Crocker	Victoria Neilson
Daniel Cruz	Kyle Olmstead
Garrett Dean	Sean Olmstead
Debra Duke	Randall Olsson
James Dunn	Kolene Palemene
Courtney Edwards	Jeffery Parson
Kevin English	Jeff Peden
Carolyn Farley	John Peoples
LeRoy Fennel	Juan Perez
Francis Ferris	Hector Pimentel
Pamela Fleming	Stace Raffelson
Richard Fowler	Mina Ramoz
Ronald Gibson	Gary Randleman
Kevin Glassbum	Jamie Real
Michael Gohde	Allen Rethaford
Bruce Goode	Rosella Reymers
Eric Goodfellow	Charles Roach
Randy Gribble	Ricky Robinson
Kenneth hamialton	Ruby Rodriguez
Teal Hanlon	David Rose
Kira Harris	Laurence Rose
Raymond Herrera	Michael Rose
Julie Herrick-Winje	Ashley Russ
Tony Herrin	Dana Samuels
Cody Huffman	Victoria Shirley
William Irwin	Richard Stone
Melvin Jacobson	Nanuma Taukiuvea
Ayanna Johnson	Gaosa Tautolo
Jospeh Johnson	Tim Thomson
Rosalie Keck	David Thurber
Max Kimmery	Pete Urmson
Matthew King	Stephen Wallace
Kristin Kirkland	William Wallquist
Richard La Duca	Robert Wesch
Lonnie Lamb	Michael Wheat
Scott Langley	Kathleen Wilson
Brandy Lee	Shandemar Wolfe-Reid

LMP (From Page 2)

bility for the LMP team. Everyone that has access to LMP will have an account and be assigned specific accesses or Functional Security Roles (FSRs) within LMP. Managers and Supervisors have the responsibility to determine "role mapping" which defines who will need specific accesses to LMP in their operational area. All users of LMP must be specifically role mapped and assigned Functional Security Roles to see a "display" view or to perform a "create" or "change" transaction such as create or change a Bill of Material (BOM) or a Route for a project.

The Business Transition Lead is working with the Training Cadre to develop Quick Reference Cards to be utilized by the workforce at their work stations for their specific

business operations area. We have completed quick reference cards for the Terminology Crosswalk between SDS and LMP. We also developed a quick reference guide depicting the LMP Basic Navigation Icons and their application. We are currently creating the primary Transaction and Report codes and their definition/application for each specific business area or job function. These should be completed by the time this article hits the news stands in the January Challenge.

These are exciting times as we enter the New Year 2010. I look forward to a very successful and blessed year for Sierra Army Depot and wish the same for you and your family and friends.

LMP TIMELINE at SIERRA

Business Design Workshops	06 Jul 2009 thru 18 Feb 2010
1 st Trial Load of Data Migration to LMP	21 Sept 2009 thru 14 Jan 2010
User Account Management (Role Mapping)	30 Nov 2009 thru 06 Apr 2010
Supervisor & Manager Role Mapping	20 Jan 2010 thru 02 Apr 2010
2 nd Trial Load of Data Migration to LMP	22 Jan 2010 thru 09 Apr 2010
Expert User Education & Training	01 Mar 2010 thru 07 May 2010
Manager & Supervisor Training	21 Jun 2010 thru 24 Sept 2010
End User Education & Training	12 Jul 2010 thru 08 Oct 2010
"LMP Go Live"	13 October 2010

Below is a quote that really can be applied to LMP and all the capabilities and information it will

provide to us that we did not have before:

"When you can measure what you are speaking about, and express it in numbers, you know something about it; but when you cannot...your knowledge is of a meager and unsatisfactory kind..."

William Thompson Kelvin, 19th Century English Scientist

WARRIOR (From Page 1)

AW2 Program while he was recuperating at Brooke Army Medical Center, so once he returned to his home base, he met with an AW2 Advocate. The AW2 Advocate helped Moore put together resumes, help locate VA facilities near his home town of Susanville, Calif., when he left the Army, and

finally submit the application to be eligible for the AW2 Program.

After a long road of recovery, he and his family returned to their home town in October 2009 and less than two months later he was offered a job at the Depot. Moore stated that if it were not for his injuries, he would still be in the Army today.

The Union's Position - AFGE Local 1808

By Garry Garrett
AFGE Local 1808 President

Happy New Year to all fellow members of Local 1808. As most of you know I am the newly elected President of AFGE Local 1808 Sierra Army Depot.

The following newly elected Officer's of Local 1808 are as follows:

President: Garry Garrett

Executive Vice President: Cecil Fain

Vice President/Chief Steward: Billie Heckenliable

Secretary/Treasurer: Roxanne Lamb

Executive Board Members: Babe Fain, Lee Harris and Mike Reed

Seargent of Arms: Duane Schlusler

On behalf of Local 1808 American Federation of Government Employees, AFL-CIO, I will be attending the AFGE 2010 Legislative and Grassroots Mobilization Conference in Washington, D.C. at the AFGE National Headquarters. This conference, will be held Feb. 21-24, and will focus on issues and strate-

gies virtually important to the future of AFGE and all federal government employees.

This is a crucial moment for all federal government employees. We must educate our elected officials about the value of our work and the important of our workplace rights. During the conference the attendees will spend time lobbying their Senators and Representatives on Capital Hill.

As voter's together we can create campaigns to build a stronger pro-worker bipartisan coalition in the 111th Congress.

I would like to take this time to recognize and thank Mr. Christopher Turek for stepping up to the plate and filling in the vacancy left by previous President Mr. Jim Swistowicz, who went onto a new and more rewarding career in AJI.

Vice President/Chief Steward Ms. Billie Heckenliable is currently organizing a Training Session for all new and old stewards on the latest changes in Grievance Procedures.

The biggest problems I have observed at Sierra Army Depot is the EMPLOYEE-SUPERVISOR

COMMUNICATION and the HIRING PROCESS..

Each employee will be advised of their appropriate chain of command and subsequent changes within their chain of command.

It is highly recommended that both management and employees follow the chain of command.

Wage Surveys will be conducted in Reno and throughout Nevada during the month of March 2010, to determine the Cost of Living Raise for Wage Grade Workers. Contact Roxanne Lamb for further information at extension 827-5148. AFGE was selected participate in the wage survey; therefore, one representative per bargaining unit will be released for the survey on official time.

Union meetings are the first Tuesday of the month, unless it is an election day, then the meeting will be moved to the following Tuesday of the month.

If you have any questions are concerns, contact Garry Garrett at 827-5375, or Roxanne Lamb at 827-5148.

Understanding the New Personnel Claims Program: PCLAIMS

By Maj. Susan Castorina

RED CLOUD GARRISON - Personnel claims allow Soldiers and Army civilian employees to be compensated for property loss and damage sustained incident to service. Many Soldiers file personnel claims when their household goods are lost or damaged during shipment. These comprise the vast majority of personnel claims. However, personnel claims may also be filed in other situations, for example, when Soldiers sustain losses due to fire or flood at on-post quarters. Until recently, claimants had to mail claims documents or visit the local military claims office and turn in the claim in person.

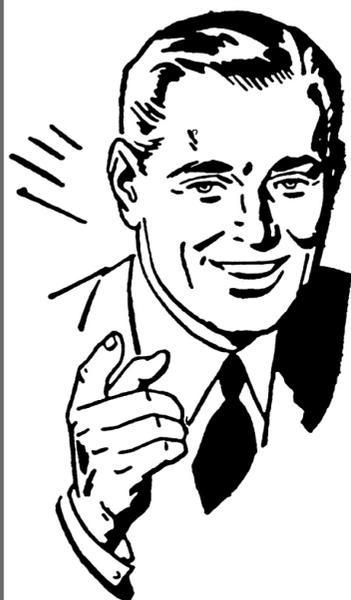
The Personnel Claims Army Information Management System (PCLAIMS), which began in October 2009, provides more options for filing personnel claims. Claims may now be filed electronically or in hard copy, and they may be filed directly against the carrier or against the government.

This new program permits Soldiers and eligible Army Civilian employees to file personnel claims against the government through the Internet, rather than having to physically visit or mail documents to a military claims office. Although paper copies of claims will still be accepted at claims offices, the new program should make it easier and faster for Army Knowledge Online registered claimants to file claims for property loss. A claimant without an AKO account must still contact their nearest military claims office to file a claim.

PCLAIMS can be accessed at the Judge Advocate General's Corps Internet site at www.jagcnet.army.mil. Click on the U.S. Army Claims Service link and then click on the PCLAIMS link. The PCLAIMS link will describe the rules for filing personnel claims and will allow you to complete the required forms on line.

When using PCLAIMS, you will be asked to list all of your lost or damaged property, the purchase dates and costs, and replacement or repair costs, a requirement whether you file your claim electronically or at the claims office. Basic supporting

See PCLAIMS on Page 10



Do You Have What it Takes to be a Leader?

Do you have that natural ability to generate enthusiasm among your co-workers?

Do you believe that leaders are not born... but made?

If you answered yes then you should sign up for Sierra's new...

Leadership Academy

This course will introduce basic skills and resources for prospective future leaders (that *might* mean you!). The two-day class is designed to develop an understanding of leadership principles and gain an appreciation of the complexities involved on being an effective leader. The Academy is open to all Depot employees. You must fill out an application, have your supervisor's approval, and have an active CAC by the start of the course. Classes to start in the spring. 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



Don't waste another minute.
Sign up today!

Don't know a laptop from a box top? Then maybe you need the **Computer Skills 101 Course**

By Mary Deming
Training Instructor

Is a computer something you fear? Have you ever mistaken your CD drive for a cup holder? Do you feel like you broke down on the shoulder of the information highway? And more importantly, has your worst fear come to pass? You now have to use a PC on the job and you don't even know where the "on" button is. Let's face it, computers can be rather daunting when you're just starting out, and you feel you're never going to get the hang of things. This is a very common experience, but don't worry about it because help is on the way. The training team on Sierra will do its best to help alleviate your computer anxiety with the introduction of a new Computer Skills 101 course designed specifically for the PC novice.

This class is tailored for the Sierra employee who now must use a computer on the job. The course is broken down into two, 4-hour easy to understand, hands-on sessions. The well-rounded curriculum starts with an overview of computer history as well as an explanation of the actual components. Then we'll venture into some of the daily nuts and bolts like Microsoft Office programs and how to set up, manage, and use e-mail. We'll also show you how to schedule

meetings and update your calendar. You'll learn how to perform simple word processing assignments and become skilled at basic trouble shooting. You will acquire a compass so that you can actually navigate the World Wide Web and learn how to surf without ever going near the water.

Each class is limited to 10 students to allow for personalized instruction. Everyone will have a dedicated laptop for their own use during the course. Through a combination of lectures, PowerPoint slides, discussion, and lots of hands-on, you'll actually look forward to sitting down at your computer instead of dreading it. We'll get you up to speed no matter your age or skill level. It's easy, it's fun, and it's an essential skill for the information age and for your career progression.

The classes will be conducted in classroom A, Building 74. All students must possess an active CAC card and have supervisory approval before enrollment. We are currently working on a launch date. If you are interested in getting a spot, please contact Ms. Babe Fain at ext. 4800 or e-mail: Babe.Fain@us.army.mil.

Take a first step on the journey and sign up today. We'll take things slowly and introduce you to the basics and soon you'll be zipping around cyberspace like a pro!

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.

ICE ing Your Service

By Regis Leiss
MEO Project Manager

Do you use ICE every time an ICE email is sent to you?

Interactive Customer Evaluation, or ICE, is how the Directorate of Public Work MEO continually monitors customer service for quality and possible improvements. After a service order is closed, DPW sends an email to each customer with a link to an ICE survey. The link takes you to the Project Prioritization Comment Card online, which allows you to rate the service and add comments. In addition to the ratings, you are asked for the following information to validate the rating: service order (SO) number, the rater's email, and location of service. For customer ease, the SO number is provided in the original email that contains the ICE link, and can be copied right into the survey card.

Once completed and entered, the information is compiled on the ICE website, along with survey reports

from bases and depots all over, which cover many types of base services. Every morning, Melissa Phelps logs into the ICE website and DPW staff monitors the ICE website for surveys submitted for Sierra Army Depot. Once a week, surveys are validated, logs any unresolved complaints, and compiles an ICE report of all surveys for DPW. In order to validate a survey, the survey must be traced back to a valid service order number, and contain contact information for follow-up in case of dissatisfactory rating. All valid entries are accepted, whether positive or negative, so that DPW gets a good clear look at the quality of service they provide and can make adjustments accordingly.

DPW would like to continually improve service, and more validated surveys help them improve. So the next time you receive an email requesting a survey response, take a minute to log onto the ICE site, and help DPW improve their service and their satisfaction numbers.

New to the world of Computers?

Does your job now require you to use a PC?

Don't know a laptop from a box top?

Then let the Sierra Training Team show you how it's done at...

Computer Skills 101



This course is designed for the employee that has very little background or experience with PCs. Let us introduce you to the wonderful world of e-mail, computer basics, using Outlook, and much, much more.

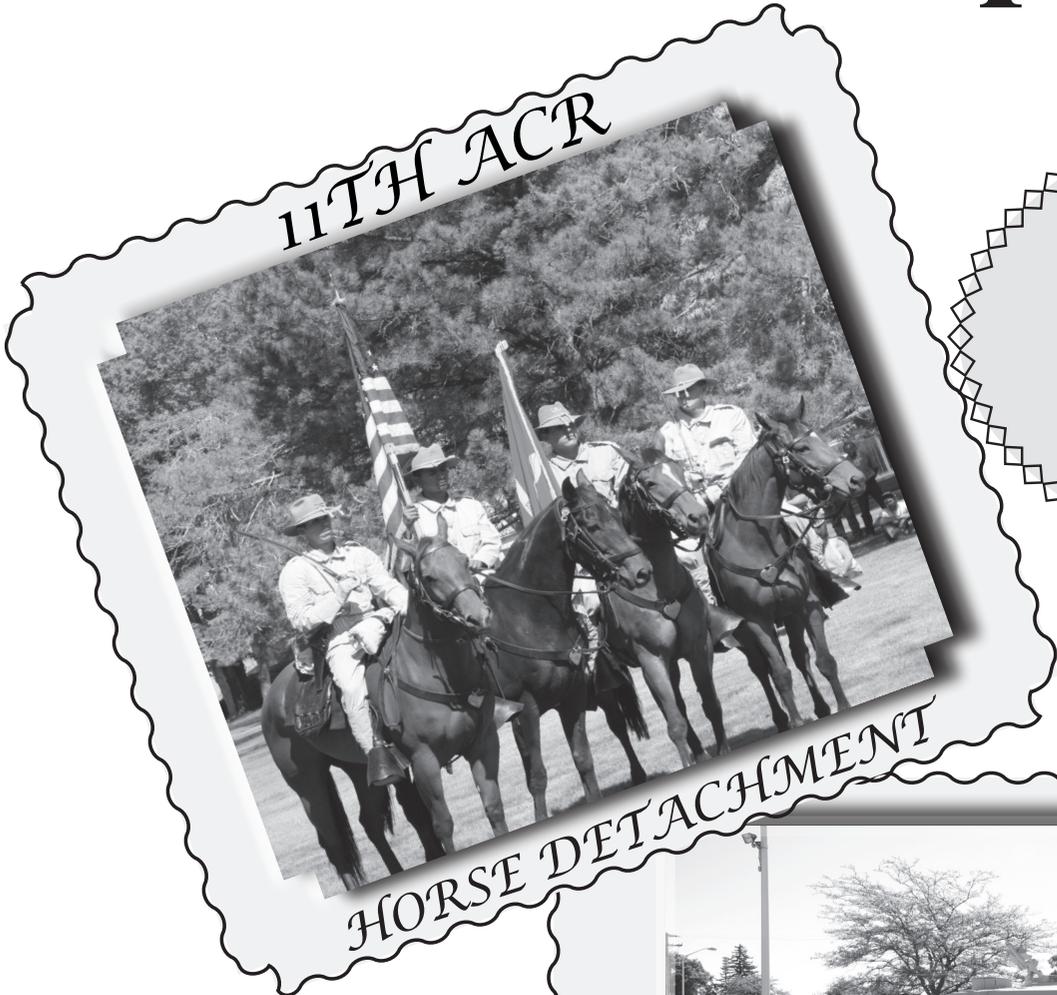
Class size is limited to 10 for personalized instruction. Class dates TBD
Contact Babe Fain ext. 4800 to get your name on the list!



Don't get caught in the web of unsafe acts!



What happened in 2009



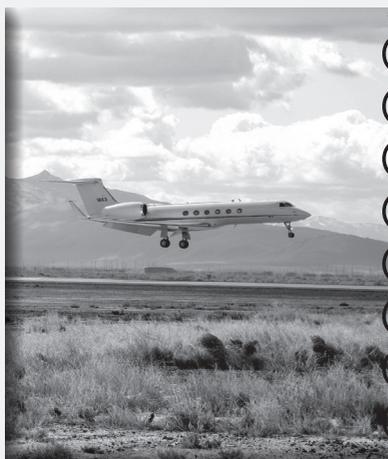
GRAND OPENINGS
&
APPRECIATION DAY



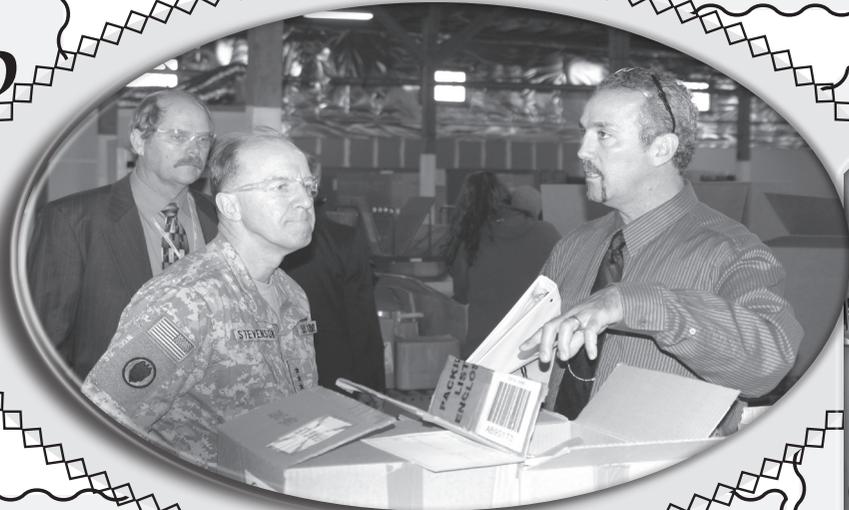
RETIREMENT

at Sierra Army Depot?

JOB FAIR



COMMAND



EVENTS



DISTINGUISHED VISITORS

Production Dedication

The Depot's production for January is dedicated to U.S. Army Sergeant Kevin L. Cochrane, 27, of Susanville, Calif.

Cochrane is a 2005 graduate of Lassen High School in Susanville, where he enjoyed playing football for four years. With high school behind him, Cochrane looked toward the Army as his future. He joined in July 2005.

Little more than two years after joining the Army, Cochrane saw his first deployment to Iraq in 2007. He is currently on his second deployment with the HHC, 4B STB 1AD, again in Iraq.

He is the second son of Pat and Dina Cochrane also of Susanville. He has an older brother, Sean.

Cochrane is looking forward to his return home this Spring when he will be able to begin spoiling his twin nephews that were born in December last year.

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.

If you have a loved one or know of someone that is currently deployed or soon to be deployed, and would like to have him or her recognized, contact the Public Affairs Office at (530)827-4343.



Understanding and preventing cold weather injuries

By Vicki Arneson-Baker

During the past 10 years, Soldiers have experienced an average of 361 cold weather-related injuries every year. Cold weather injury prevention is a command and leadership as well as a personal responsibility and successful management of cold depends on proper knowledge and understanding of problems associated with working in cold environments.

Exposure to the cold can lead to a variety of cold weather-related injuries and while the cold makes military tasks more difficult, it does not make them impossible. The key to overcoming the cold and successfully completing the mission lies within an understanding of cold weather injuries and ways of preventing them. Officials at the Armed Forces Health Surveillance Center Office offer the following descriptions of the most common cold weather injuries and information about how to prevent them.

Injuries

Chilblains is a nonfreezing cold injury resulting from repeated, prolonged skin exposure to cold and wet (high humidity) temperatures above freezing. Exposed skin becomes red, tender, hot to the touch, and is usually accompanied with itching. This can worsen to an aching, prickly (pins and needles) sensation and then

numbness. Chilblains can develop in exposed skin in only a few hours. The most commonly affected areas are the ears, nose, fingers and toes.

Immersion Foot/Trench Foot is a nonfreezing injury that results from prolonged exposure to wet conditions between 32 and 60 degrees with damp socks and boots. Immersing feet in cold water, not changing socks frequently, not maintaining proper hygiene, and allowing sweat to accumulate in boots or gloves will soften the skin, causing tissue loss, and, often, infection. These cold and wet conditions constrict blood vessels and the affected areas become cold, swollen, discolored, waxy and are often accompanied by sensations of pins and needles, numbness, and then pain. In extreme cases, flesh dies and amputation may be necessary.

Frostnip is the freezing of the top layers of skin tissue and is considered the first degree of frostbite. Frostnip usually results from short-duration exposure to cold air or contact with a cold object such as metal. Exposed skin, such as the cheeks, ears, fingers, and wrists are more likely to develop frostnip. The top layer of frozen skin becomes white, waxy, and feels hard and rubbery while the deeper tissue is still soft. The affected area feels numb and may become swollen, but does not blister.

See COLD on Page 12

CYS Monthly Update

We are proud to announce we now have all new computers in our computer lab along with some exciting new software. The kids are really enjoying them.

We have restarted mentorship programs at all three of our local schools, thanks to our new Child and Youth Liaison Education Outreach Services Director, Karen Cervantez. To show our love, in honor of Valentine's Day this Month we are hosting a food drive. You may drop off non-perishable items at CYS (Building 145), which will be donated to our local food bank. In order to teach our children about caring and citizenship, we encourage you to donate.

On a different note, we are sad to announce that our long time CYS Coordinator, Tammy Gage, will be leaving CYS after twenty-one years. She has accepted a position as Contracting Specialist. "The kids will always be in my heart," said Tammy. Our Sports and Fitness Director, Marsha Olsen is also leaving CYS.

She has accepted a CYS Facility Director position in Monterey, Ca. "I'll miss all the amazing youth, I've been so blessed to be a part of their lives and watch some of them grow into young adults."

New Child Development Center

CYSS welcomed Pam Thompson, Lead Training Specialists from Fort Lewis, who came to assist Sierra during the week of Jan. 4, with the annual Child Abuse Risk Assessment. This assessment tool is very important in helping Child Development Center become compliant for future accreditation in the National Association of Education of Young Children.

Many staff members actually started in May 2009, putting in many long and dedicated hours to get this program up and running. Cristina Noel, administrative assistant, coordinated the arrival of all of the equipment and the set up of the program. Tosha Lee, Caitlin Barns,

Juanita McCoy, Debbie Stromberg, Nanette Schumacher, Amanda Vandenberg, Jolee Montgomery, Jolie Meurer worked hard closing the former CD Home and setting up the class rooms in our new center. Kim Lontayo, our cook, is especially pleased with her state of the art kitchen.





Geothermal Energy: An Overview

By **Steven Johnson**
Energy Awareness Coordinator

Have you ever wondered exactly what Geothermal Energy is? Geothermal comes from the Greek words *geo* (earth) and *therme* (heat), or heat from within the earth. Geothermal energy is generated almost 4,000 miles beneath the earth's surface at the core. The core is double-layered, made up of a solid iron center surrounded by melted rock (magma). Surrounding the core is the mantle, which is about 1,800 miles thick and made of magma and rock. The outer layer, the crust, forms the continents and ocean floors. The crust is 3-5 miles thick under the oceans and 15-35 miles thick on the continents. The crust is not solid, but made up of pieces called plates. Near the edge of the plates the magma can come near to the earth's surface. Sometimes the magma is very near to the surface and erupts, resulting in volcanoes. If the source of magma near the surface is large enough, and there is enough ground water to absorb the heat, areas of geothermal activity with geysers, hot springs, and mud pots form. Yellowstone National Park is one such area. Geothermal energy is renewable energy because the water is replenished by rainfall and the heat is continuously produced deep within the earth.



What is its history? Geothermal energy was used by ancient people for heating and bathing. Even today, hot springs are used worldwide for bathing (in fact, there is a clothing optional one right outside of Sier-raville, CA – see, you learn cool stuff if you read my articles). The oldest

form of electricity generation from geothermal energy was used in Italy as far back as 1904. Naturally occurring ground steam was used to turn turbines to generate the electricity used for homes. Today, three typical applications of geothermal energy include Geothermal Heat Pumps (GHPs), Direct-Use Applications, and Power Plant Electricity.

Geothermal Heat Pumps (GHPs): GHPs use the ground, groundwater, or surface water as a heat source and heat sink as opposed to ambient air. How do GHPs work? The upper 10 feet of the Earth's surface does not change temperature very often. The average temperature hovers around 50°F-60°F (here at SIAD it is about 58°F). By inserting heat-transfer elements into the ground and using a pump to bring that heat energy up buildings in the winter time can be heated. During the summer, the system goes in reverse, transferring the hot air from the building, into the cool ground. While these systems do require electricity to run the pumps, this amount pales in comparison to the electricity used in conventional heaters. GHPs and their use at SIAD were mentioned in last month's Challenge.

Direct-Use Applications: In direct-use applications, systems use hot water directly for space conditioning or process heat. This approach is most appropriate for low- to moderate-temperature hydrothermal resources. If you live in or near Susanville your home may be heated in this manner.

Power Plant Electricity: Steam and binary geothermal power plants leverage heat from geothermal resources to drive turbines, which produce electricity. More interesting facts about geothermal energy will be discussed in future articles.

EEO/Diversity Update

Martin Luther King Jr.'s Birthday

"Remember!

Celebrate! Act! A Day On...Not A Day Off"



Lynette Hall
EEO Manager

Martin Luther King, Jr., (January 15, 1929-April 4, 1968) was born Michael Luther King, Jr., but later had his name changed to Martin. His grandfather began the family's long tenure as pastors of the Ebenezer Baptist Church in Atlanta, serving from 1914 to 1931; his father has served from then until the present, and from 1960 until his death Martin Luther acted as co-pastor. Martin Luther attended segregated public schools in Georgia, graduating from high school at the age of fifteen; he received the B. A. degree in 1948 from Morehouse College, a distinguished Negro institution of Atlanta from which both his father and grandfather had graduated. After three years of theological study at Crozer

Theological Seminary in Pennsylvania where he was elected president of a predominantly white senior class, he was awarded the B.D. in 1951. With a fellowship won at Crozer, he enrolled in graduate studies at Boston University, completing his residence for the doctorate in 1953 and receiving the degree in 1955. In Boston he met and married Coretta Scott, a young woman of uncommon intellectual and artistic attainments. Two sons and two daughters were born into the family.

In 1954, Martin Luther King became pastor of the Dexter Avenue Baptist Church in Montgomery, Alabama. Always a strong worker for civil rights for members of his race, King was, by this time, a member of the executive committee of the National Association for the Advancement of Colored People, the leading organization of its kind in the nation. He was ready, then, early in December, 1955, to accept the leadership

of the first great Negro nonviolent demonstration of contemporary times in the United States, the bus boycott described by Gunnar Jahn in his presentation speech in honor of the laureate. The boycott lasted 382 days. On Dec. 21, 1956, after the Supreme Court of the United States had declared unconstitutional the laws requiring segregation on buses, Negroes and whites rode the buses as equals. During these days of boycott, King was arrested, his home was bombed, he was subjected to personal abuse, but at the same time he emerged as a Negro leader of the first rank.



In 1957, he was elected president of the Southern Christian Leadership Conference, an organization formed to provide new leadership for the now burgeoning civil rights movement. The ideals for this organization he took from Christianity; its operational techniques from Gandhi. In the eleven-year period between 1957 and 1968, King traveled over

See KING on Page 11

The Lights Are On, but Nobody's Home



Your family's whereabouts are a military secret. Well, not really. However, treating them like they are can help keep you and your loved ones safe from the people who are constantly searching the internet looking for information that would allow them to take advantage of an empty house.

Military personnel are drilled on the need for operational security (OPSEC) and keep information about unit strength, deployments and missions to themselves. Unfortunately, the popularity of social networking often outweighs OPSEC concerns in our private lives. Personal travel information that can be exploited by bad guys can now be found with very little effort.

Look how much information is in this simple social network posting. "The family is head off to Florida tomorrow. Looking forward to a solid week of R&R. Our neighbors,

Jim and Lucy, are joining us. Found a kennel for Sparky. Thanks again, Fred for agreeing to drop by on Wednesday to check on things. See ya Sunday!"

If I'm a bad guy who knows where you live, I'm going to be backing a truck up to your house on Thursday knowing I don't have to worry about you, Sparky, Fred or the neighbors. I might as well pay Jim and Lucy's house a visit as well.

It's one thing to mention your travel plans to a few close friends or office mates. It's entirely another thing to post it on the internet. Doing that is the same as putting a notice on the grocery store bulletin board or taking out an ad in the local paper. If only one bad guy picks up on the free intel, your personal property is suddenly at risk. The bad guy is probably annoyed that the information is so public, because he knows he's going to have plenty of competi-

tion in the race to steal your new HD flat screen TV

Here are a few social networking tips for talking about travel and vacations:

- Talk about vacations after they happen. Share pictures and stories after you have returned.
- Don't post details like flight info or exactly where you are staying.
- Guard travel information about family members and friends as well.
- Keep postings about personal activities limited to a small group of immediate family and friends. Don't share this info freely.

Enjoy your travels, but keep your upcoming plans to yourself. If you can hold onto your stories and pictures until you return, then you will likely come home to your HD flat screen TV sitting just where you left it.

PCLAIMS (From Page 4)

documents, such as a government bill of lading (for transportation related claims), estimates of repair, and photos of damaged property can be scanned and added to the electronic claim. If you do not have access to a scanner, documents can be mailed or hand-carried to a military claims office, where they will be added to your claim file.

PCLAIMS should not be confused with the Full Replacement Value (FRV) program, the system applicable to transportation related claims since 2007, or the Defense Personnel Property Program (DP3), a computerized transportation program applicable to many household goods shipments since 2008. Under FRV and DP3, Soldiers and Army Civilian employees are encouraged to file transportation related claims directly against the carrier responsible for the loss.

PCLAIMS cannot be used to file claims against carriers; it can only be used for personnel claims filed against the government. Claimants who are dissatisfied with carrier settlement offers under the Full Replacement Value (FRV) or Defense Personnel Property Program (DP3) may reject the settlement offers and file their claims against the government. Such claimants can use PCLAIMS to file these new claims, but should contact the nearest military claims office before doing so. Comments or questions about PCLAIMS should be addressed to the 2nd Infantry Division Claims Offices in Freeman Hall (Bldg 631, USAG-Red Cloud, 732-6017), Maude Hall (Bldg 2440, USAG-Casey, 730-3687), or the Consolidated Legal Center on USAG-Humphreys (Bldg 734, 753-6245).

35 Years of Continued Service

"I'll never make it that long." Those words are heard around the Depot when an employee is recognized for working a substantial number of years. Well, Timothy L. Kaarbo is definitely someone that could come back with a reply like "I did make it." During an awards presentation before his peers, Kaarbo was presented a certificate of recognition from Lt. Col. Joseph Dalessio, Depot Commander, for his 35-years of continued service to the Government. Congratulations Tim on this great accomplishment!



Don't be Slipping and Tripping

your way into the New Year

Be sure to use your Spikey Safety Gear

KING (FROM PAGE 9)

six million miles and spoke over twenty-five hundred times, appearing wherever there was injustice, protest, and action; and meanwhile he wrote five books as well as numerous articles. In these years, he led a massive protest in Birmingham, Alabama, that caught the attention of the entire world, providing what he called a coalition of conscience and inspiring his "Letter from a Birmingham Jail", a manifesto of the Negro revolution; he planned the drives in Alabama for the registration of Negroes as voters; he directed the peaceful march on Washington, D.C., of 250,000 people to whom he delivered his address, "I Have a Dream", he conferred with President John F. Kennedy and campaigned for President Lyndon B. Johnson; he was arrested upwards of twenty times and assaulted at least four times; he was awarded five honorary degrees; was named Man of the Year by Time magazine in 1963; and became not only the symbolic leader of American blacks but also a world figure.

At the age of thirty-five, Martin

Luther King, Jr., was the youngest man to have received the Nobel Peace Prize. When notified of his selection, he announced that he would turn over the prize money of \$54,123 to the furtherance of the civil rights movement.

On the evening of April 4, 1968, while standing on the balcony of his motel room in Memphis, Tennessee, where he was to lead a protest march in sympathy with striking garbage workers of that city, he was assassinated. (http://nobelprize.org/nobel_prizes/peace/laureates/1964/king-bio.html)

The national recurring theme of this holiday is "Remember! Celebrate! Act! A Day On...Not A Day Off." It calls upon the American people to engage in public service and promote nonviolent social change. Dr. King's unfinished movement toward equality can be achieved by our united, enduring efforts.

(Submitted by Gloria Jackson, Black Employment Program Manager).

LEAN into my CORNER



William Deming
QEO Chief

There are a lot of misconceptions out there about Lean. Most people who have only a casual familiarity with the background behind the development of Lean thinking assume it's an approach developed by some nameless Japanese management expert. While it's true that Toyota formalized and named the Lean approach to manufacturing, it first started in a big way here in America more than a hundred years ago.

At the beginning of the twentieth century, the industrial revolution was in full swing. Factories had sprung up everywhere. Many of the things we take for granted as essential components of a modern life (such as the electric light bulb, the telephone, and the automobile) were already on the scene. But it was a Lean approach to manufacturing that really kicked industry into high gear.

Henry Ford didn't invent the automobile. The cars he made weren't even especially innovative in a technical sense. What Ford brought to American manufacturing was a whole new way of making cars. Like his contemporaries, he started out building cars one at a time. His genius was that he paid attention to what was going on around him. He gathered ideas on factory design, specialization, subcomponent assembly, parts interchangeability, and countless other facets of manufacturing that we now consider fundamental and he put those ideas to work. Ford's systematic application of "a better way" remade the industrial land-

scape, not just in the car industry but across the industrial spectrum. We are all better off as a result.

It's interesting to note that the benefits realized by this new approach to production are shared by everyone to some extent. We live in the wealthiest society the world has ever seen. Virtually everything we have has been made available to us at affordable prices because this way of doing business made it possible.

"So what does all this mean to me?" you ask. The point is that process improvement is not difficult. But it does require that we allow ourselves to look objectively at what we do and ask ourselves, "How can I do this better?" Henry Ford wasn't much different from the rest of us. He didn't invent anything. His ideas weren't new. He was dissatisfied with the status quo. He always looked for a better way to do it. He detested waste and constantly sought ways to eliminate it. And he wasn't afraid to borrow the ideas of others. Essentially, Lean thinking is just a way of doing something that really comes naturally to all of us.

BLACK HISTORY MONTH LUNCHEON

DATE: 24 FEBRUARY 2010
TIME: 11:30 - 1230
PLACE: SKEDADDLE INN

Come and join EEO & SEP for our 2010 celebration with songs, readings, good food, and more!

Keep a lookout for more information and to purchase pre-sale tickets!

Meal: \$8.00, Soup & Salad Bar: \$5.00, Dessert Only: 2.50
Choice of Meatloaf Or Pork Chops
Mashed Potatoes & Gravy
Collard Greens
Red Beans & Rice
Garden Fresh Salad Bar & Split Pea Soup w/Ham
Dessert: Sweet Potato Pie & Other Assorted Desserts
Drinks: Sweet Tea & Lemonade

CSM (From Page 1)

CSM Hall's awards and decorations include the Bronze Star, the Meritorious Service Medal (7OLC), Army Commendation Medal (4OLC), Army Achievement Medal (1OLC), Good Conduct Medal (8th award), National Defense Service Medal, Southwest Asia Campaign Medal, Iraq Campaign Medal, Global war on terrorism Medal, Korean Service Medal, NCO Development Ribbon (3OLC), Overseas Service

Ribbon (3OLC), Army Service Ribbon, Saudi Arabian Liberation Medal, Liberation of Kuwait Medal, Combat Action Badge, Master Parachutist Badge, Air Assault Badge, Israeli Parachutist Badge, Australian Parachutist Badge. CSM is married to his wife Seongkeun.

The change of responsibility ceremony is scheduled to take place in Warren, Mich., on Jan. 25.



COLD

(From Page 8)

Frozen skin thaws quickly, becoming red and painful with eventual peeling of the skin with complete healing with 10 days and injury is normally reversible.

Frostbite is the actual freezing of skin tissue that can extend through all layers of the skin and actually freeze the muscle and/ bone. Frozen skin may turn red and then gray-blue with blisters and in worst cases, the skin dies and turns blue-black. At this stage, amputation often required. Deep frozen skin feels "wooden" to the touch with zero mobility of the affected body part. Instantaneous frostbite can occur when the skin comes in contact with super-cooled liquids, such as POL, fuel, antifreeze, and alcohol, all of which remain liquid at temperatures as low as -40 F.

Hypothermia is a potential life threatening conditions that is defined as the general cooling of the body core temperature below 95 degrees (normal body temperature is 98.6). Hypothermia sets in when the body-heat lost exceeds the body's heat production due to prolonged cold exposure. Although hypothermia is usually associated with cold climates, it can occur at temperatures well above freezing especially when a person is exposed to extended wet conditions.

Signs and symptoms of hypothermia change as body temperature falls. Mental functions typically decline first; marked with declined decision making ability, slurred speech, disorientation, incoherence, irrationality, and possible unconsciousness.

Muscle functions deteriorate with shivering, lose of fine motor ability (i.e. unable to complete tasks with hands), progressing to stumbling, clumsiness, and falling. In severe cases, shivering ceases, and the soldier exhibits stiffness and inability to move. Pulse and respiration rates decrease progressing to unconsciousness, irregular heartbeat, and death. Unfortunately, early signs and symptoms of hypothermia can be difficult to recognize and may easily go undetected. A victim may deny he/she is in trouble; believe the symptoms, not the victim.

Dehydration is a lack of water in the body and most people associate dehydration with hot weather conditions. However, it is very easy to

become dehydrated in cold weather and many individuals fail to drink enough liquid and underestimate fluid loss from sweating. Proper hydration is especially important in cold weather as dehydration adversely affects the body's resistance to cold injury, increasing the chance of cold weather injuries. Remember that proper hydration is essential to supplying fuel and energy to body parts to facilitate heat production.

Risk Factors

Understanding the contributing factors of cold weather injuries provides a better understanding of the best methods on how to combat the cold. Environmental factors including temperature, wind, rain, immersion, and altitude; work load; duration of cold/wet exposure; and individual risk factors such as physical fitness, fatigue, health, prior history of cold injury, use of medications, alcohol, nicotine, and poor nutrition can all contribute to cold weather injuries.

Prevention

Individuals can work and play in cold environments if they are properly prepared and understand basic control measures to prevent cold weather injuries.

Keep body warm:

- Keep moving by exercising big muscles (arms, legs) to keep warm.
- Avoid alcohol use as it impairs the body's ability to shiver and gives a false sense of warmth.
- Avoid all tobacco products as they decrease blood circulation to the skin.
- Eat all meals to maintain energy.
- Drink water or warm non-cafeinated/alcoholic fluids to prevent dehydration. Drinking warm liquids like tea and hot chocolate contain sugar provides energy to help the body generate additional heat.
- Limit the amount of time outside on extremely cold days. Periodically move into warm area such as a warming tent.

Wear proper clothing:

- Several layers of loose clothing, rather than one or two "bulky" layers. Air is trapped between these layers and acts as insulation against the cold. The layers can also be removed if you become too hot to prevent sweating. Loose clothing allows the blood to circulate to the extremities.
- Ensure all clothing is good con-

Public Affairs Office
Sierra Army Depot
74 C Street
Herlong, CA 96113

**GEAR UP!
FOR COLD WEATHER**

GETTIN' COLD FEET
Cold Weather clothing:
- Keep it Clean
- Avoid Overheating
- Wear it Loose and in Layers
- Keep it Dry

WATCH FOR EFFECTS TO THE SKIN, SUCH AS:
- SWOLLEN RED OR DARKENED
- PAIN, TENDERNESS, HOT OR ITCHY
- NUMBNESS OR TINGLING
- BLEEDING OR BLISTERED
- GRAY, WAXY FEELING OR "WOODEN" TO THE TOUCH
- DIZZINESS, WEAKNESS OR BLURRED VISION
- VIGOROUS SHIVERING
- LACK OF COORDINATION AND IMPAIRED JUDGMENT
- PAINFUL, RED, WATERY OR GRITTY FEELING IN THE EYES (SNOW BLINDNESS)

ARMY SAFE
Fall Winter
NO TIME TO CHILL

ARMY STRONG
U.S. ARMY COMBAT CASUALTY SAFETY CENTER
ARMY SAFE IS ARMY STRONG
I BAND 10 BROTHERS & SISTERS

dition, clean, and dry; change wet, damp clothes immediately.

Protect feet:

- Carry extra pair of socks and change damp socks immediately. Use foot powder to help absorb moisture.
 - Avoid tight socks and boots, ensuring not to over tighten boots or shoes.
 - Wear overshoes to keep boots and socks clean and dry.
- Protect hands:**
- Wear gloves, mittens, or gloves/mittens with inserts to avoid frostbite injuries.
 - Keep gloves/mittens clean and dry; change damp gloves immediately.
 - Warm hands under clothes if they become numb.
 - Avoid skin contact with snow, fuel or bare metal that has been exposed to the cold for extended periods.

Protect head, face and ears:

- Wear a hat. As much as 70 per-

cent or more of the body's heat is lost through an uncovered head and a hat reduces the amount of body heat that escapes from your head.

- Cover face & ears with scarf to prevent frostbite injuries. In combination, a hat and scarf protect the skin and retain body heat.

- Warm face and ears by covering them with your hands, but do not rub face or ears.

- Wear sunscreen.
- Exercise facial muscles to help maintain circulation.

Protect friends and family:

- Watch for signs of frostbite and other cold weather injuries in your buddy.

- Ask about and assist with re-warming of feet, hands, ears, or face.

- Immediately treat persons showing any sign/symptom of cold injury.

- Remove sick, injured, and wounded individuals from the cold as they are very susceptible to cold injuries.