

The Challenge

Sierra Army Depot, Herlong, Calif.

April 2010

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Numerous visits bring senior leaders to Sierra

By Lori McDonald
Public Affairs Officer

General officers, senior executive service members, program executive officers, and depot commanders, just to name a few, have recently visited Sierra Army Depot to gain a better understanding of the depot's mission.

Although the distinguished visitors were from various different commands, the overall objective was to show the Depot's unique capabilities.

In order to gain a perspective of what the Depot is all about, Lt. Col. Joseph Dalessio, depot commander and Mr. Donald Olson, deputy to the commander, provided the traditional command briefing along with a short video clip showing our core capabilities.

The first stop on the tours was the "End of the First Life Center", where the visitors were able to see the never-ending lines of diversified combat tracked vehicles. They learned about the processes used within the area, the reclamation and harvesting usable parts from these motionless vehicles. Some of the visitors were able to see how this mission provides support to their production lines.

The SWA Excess Equipment Redistribution (AJ1 Directorate) has been the primary focus area with the talk of retrograde throughout the Army. The major concern from the senior leaders was to see firsthand how Sierra will handle the "surge" of excess material designated to come back from Iraq and Southwest Asia. All walked away feeling confident in the processes that are currently in place at the Depot to support this upcoming mission.

Other areas visited were the Water and Fuel Assembly area along with the Water System Reset operations.

The depot welcomes the visits from senior leaders, especially if they have never been to Sierra Army Depot.



Above, Mr. Donald Olson, SIAD deputy to the commander, explains to Brig. Gen. Larry Wyche, commanding general, Joint Munitions & Lethality LCMC, about the clothing and heraldry mission the depot is performing.

Bottom left photo, Col. Sherry Keller, far left, commander, Anniston Army Depot, and Mr. Ed Morris, learn about the parts pull program from Mr. David Foxworthy, right, and how it supports production lines at their installation.

Bottom right photo, Mr. Timothy Kaarbo, right, talks to Mr. David Campbell, Deputy G-4, Forces Command, and Mr. Jose Alicea, how his area of responsibility went through a Lean event and were able to take a high price item from a Reverse Osmosis Water Purification Unit (like the one that is shown) and refurbish the part instead of procuring a new one.



Commander's View

In my February article, I reviewed and defined the Group Achievement Award's (GAP) four gradable metrics. Seeing that we are more than half way through the fiscal year, I believe the timing is right to give everyone an update on where SIAD currently stands in regards to the GAP award.

Net Operating Result (NOR): As of the end of March, the NOR is \$13.98M versus the plan of \$6.02M. Currently we are well on track of having our NOR exceed our top target of \$13.2M at the end of the fiscal year which means eligible employees would receive a \$500 award.

Safety: As of the end of March, the Reportable Case Rate was .370. The AMC target is 3.4. SIAD is well within our top target of having a case rate of less than 2.5 at the end of the fiscal year which means eligible employees would receive a \$500 award.



Lt. Col. Joseph G. Dalessio

Productivity Savings: As of the end of March, our Productivity Savings through our Lean programs is \$1.14M. SIAD has not recognized any savings to date for its Value Engineering (VE) program. If the year ended today, employees would

not receive a monetary award for this metric. However, a VE initiative/program is being worked that involves the reutilization of chemical material in the AJ1 area. The savings from this program alone and any additional validated Lean savings during the year will push the depot over their top target of \$4.259M in savings meaning eligible employees would receive a \$500 award.

Productivity Yield: Currently the cumulative Productive Yield stands at 800 and the installation is working at a year- end pace of 1600 which means SIAD would not meet the Productivity Yield goal. However, the current Productive Yield of 800 is actually above the plan of 795 for this point in the fiscal year. A lower Productive Yield was planned in the beginning of the year due to orientation training for 300 new employees and funding not being received for workload in various Mission areas. Based on this information, we fully

anticipate meeting the goal of 1615 meaning eligible employees would receive a \$300 award.

Overall, a superb performance by Team Sierra. If you have any questions reference employee eligibility requirements, please see SIAD Policy No. 690-7. Stay safe everyone and Happy Easter!

PRIDE IN EXCELLENCE!



THE UNION'S POSITION- AFGE LOCAL 1808

By Garry Garrett
AFGE Local 1808 President

AFGE- LEAVE NO MEMBER BEHIND

"Like the Marines, AFGE believes in Leaving no one behind. If one of our Members is harmed or treated unfairly, We provide tenacious representation to "Make things right."

This is this year's Officers of your local's motto. We will continue to support all personnel to the best of our abilities in every situation. We ask for our members to take on this new motto and support, in leaving no member behind.

We will educate ourselves; we will be active and participate. Have you also heard the motto, "Together we can"? Well we can, we will, with

your support.

A lot of issues have risen lately, and by educating ourselves and negotiating grievances at the lowest levels, is the only way to improve on our working livelihoods and relationships.

"The more we stand Strong in solidarity with the full force of our 250,000 members, the more we will Win our battles and the more government

Employees will be able to fulfill their Missions. Let's stick together and leave "No one behind."

We have started the first of many Steward training sessions. The plan

is to try and hold them once a month. This way, Stewards can come together and discuss grievances and ideas. This is what we mean, by educating ourselves and our members. Together we can be strong against



the battles we face. Training dates will be sent out via email. We look forward to seeing you at the meetings and trainings.

I have received complaints from different Supervisors/Managers that some of Local 1808 Union Stewards are not follow-

ing proper Grievance Procedures. They are disrupting their work force talking to employees without going through the proper channel/ or chain of command. This Local will not tolerate such behavioral conduct. Union Representatives are not allowed to indulge in Solicitation of any type.

If an employee has a grievance complaint they must submit in writing to their Chain of Command SIAD Form 475 REQUEST FOR UNION REPRESENTATION.

The Wage Survey has been completed for Wage Grade Workers. You may not see the raise until May or June 2010, on your LES.

Remember you can call extension 5375 for questions or more information!

The Challenge

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



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The Sierra LMP Beat



By William Bahl
LMP Training

It's not long before we go live: October 13, 2010. Expert User training has begun. The LMP team is trying to provide the end users with all of the tools they need to successfully transition to this new program. These tools include the expert users and your LMP training facilitator; both will be by your side when we go live.

We developed another tool to help all LMP users. Before we get provide more detail of this tool, try to remember back to your first few days and weeks (perhaps even months) of your Government career. Did you feel overwhelmed by acronyms? Did you ask everyone in your office what you suppose to do and how your new job interfaced with their job? Did you search for operating

procedures, desk guides, and policies so you could better understand how to do your job? These types of frustrations were the motivation behind the LMP Training Website.

The Training Website is a repository of LMP information (*and not really a Website*). All LMP users can find all of the information, in one easy to access location, needed to perform their new LMP jobs. You can now find all governing documents such as operating procedures, desk guides, regulations and laws associated with their positions.

The Training Website also includes documents we call "day-in-the-life-of" guides which explain what a typical day might look like for a particular LMP position. It lets you know what screens you will access to perform this job, the type of activities that will be performed, enumerates the critical tasks, critical

success factors (i.e. what metrics you will be evaluated on), and what training you should have attended to be proficient at your new job. Can you imagine how much less anxiety you would have experienced in your first few weeks of Government service if all of this information had been available?

On the Training Website you can find this information and much more. For example, once you know the training you should have (based on what is listed in the day-in-the-life-of document) you can go to that training and review it as often as you want.

You can access regulations from the site and you can view step-by-step instructions on how to use the transactions screens (How long did it take you to get instructions on specific SDS screens?). You will also find acronym definitions and documents that will list SDS legacy to LMP terms and definitions.

There are quick reference documents that show you the new LMP icons and others that list functions keys shortcuts (just like Windows and Microsoft Office applications). There are simple to follow process flow charts (anyone who has been in a LEAN event are familiar with these) which include the entire process you will be associated with along with the associated transaction screens. The quick reference guides

will be provided at your classes, but once you have access to the Training Website, you can print copies yourselves.

We are giving access to the Training Website for those people attending LMP classes. If you are a Government employee and would like to get access before your classes contact your training representative:

Acquisition

Les Cooper, X5129

Sommer Beddingfield, X5341

Budget & Finance

Jennifer Howard, X5342

Sales & Distribution

Maribel Figueroa, X5346

Inventory & Warehouse Mgmt

Lani Bredstrand, X5344

Richard Ward, X5179

Project Systems

Barb McGee, X5161

ReManufacturing

Norma Toledo-Duarte, X5209

We encourage you to get early access to the Training Website and explore the information you will be using in your new LMP role. Ask questions and provide recommendations and help us make the Training Website the best tool possible.

The Capital Investment Program (CIP) at Sierra Army Depot

By Jennifer Peters
Management Analyst

CIP projects are essential to upgrade and modernize the depot's infrastructure and ensure efficiency and effectiveness of SIAD's business operations. The CIP provides the framework for planning, coordinating, and controlling SIAD resources and expenditures to obtain capital assets.

There are four investment categories within the program: Capital Equipment (EQ) projects greater than \$250k identified as: replacement, productivity, new mission, or environmental enhancements; Automated Data Processing Equipment (ADPE) (Including Communications equipment) projects greater than \$250k; Minor Construction (MC) projects greater than \$100k but less than \$750k; and Software projects

greater than \$250k.

The Commander chairs quarterly meetings with key players to identify future projects. Once projects are identified for the year of execution, an Economic Analysis (EA) is completed, approved and submitted to AMC for approval and ranking of proposed projects for funding. SIAD SOP No. RMM 0608-001 references the CIP process at SIAD.

Each request for a project must be justified and supported by a formal EA, including data that has to be defended to higher headquarters. Since our project proposals compete for available investment dollars, it's important that we ensure credibility of a CIP project to receive the needed funds for infrastructure improvements, and ensure viability.

Of those projects SIAD proposed for the current Fiscal Year, we were

See CIP on Page 8

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 employees. Take a few minutes to welcome these individuals to the Depot. Here are a few more names to be added to the welcome list.

Samuel Beck

John Boshard

William Burns

Barbara Caria

April David

Lloyd Gubler

Jeffrey Haslip

Dianna Hill

Lazaro Hinojos

Bryan Hollingsworth

Alicia Karnes

Joseph Loyal

Jeremy Monson

Musau Mutua

Jay Rice

Michael Risser

Lance Simmons

Aftyn Troutt

Jack Violette

Jeffery Violette

Who needs a reference Librarian? You've got AKO!

By Mary Deming
Training Instructor



In my last article I shared with you some of the resources available on Army Knowledge Online (AKO) such as free use of the "Rosetta Stone," foreign language program. There are also online classes ranging from management to leadership, marketing, team building, business courses and more. All these learning opportunities are free for your use as a civilian employee for the Army.

In this article I'm going to show you how it's possible to go to the reference section of the library without filling up the car with gas or even needing a library card. From the AKO homepage, select the "Self Service," tab and then select, "My Library," in the pull down menu. This will bring you to the AKO "My Library," homepage. Click on the tab called, "Encyclopedias & Dictionaries." This site is full of great options.

The first option we'll explore is the "Encyclopedia Britannica

Online Academic Version." The Department of Defense and Family, Morale, Welfare & Recreation (FMWR) makes this site available to soldiers, their families and Army civilians. For premium access most outsiders need to pay a subscription fee, but not those with AKO access and that mean you!

When I was a kid, the Encyclopedia Britannica salesman went door to door selling these monumentally heavy books. Every family with children I knew while growing up had the standard wooden bookcase which was supplied by the company when you ordered the gargantuan set of books. Then as each year would come to a close, the company would produce yet another massive volume to update your set. Those days are long gone. Instead of poring over page after page of heavy volumes, just type in the subject you're look-

ing for and you'll find more than enough information to answer even the toughest of game show questions. And better yet, it takes up virtually no floor space. This is a huge benefit to any students in your home or for anyone who is looking for quick and easy references.

Having trouble with spelling a word correctly or do you have a child who has dreams of becoming the next National Spelling Bee winner? Then you'll want to check out "Credo Reference." This is a substantial source of all sorts of dictionaries and other encyclopedias. There are 6 different dictionaries for the English language alone including the ever popular Merriam-Webster's Collegiate Dictionary. But it doesn't stop there. It goes on to include different categories of dictionaries that range from art, to bilingual, to business, to food & beverage, to law, to medicine, and much more. And if the "Encyclopedia Britannica," isn't enough for you, then you can check out the seventeen different topics

that start with art and end with technology. Each topic has a large list of different encyclopedias devoted just to a particular theme.

I'm just beginning to scratch the surface with the educational possibilities that this site offers. Be sure to check out the other offerings on this site which includes, "Home Improvement Reference Center," for all you budding Do-It-Yourselfers. You'll find lots of basic how-to info on home improvement from decorating to building. There's also the "Student Resource Center," available for the young scholar in your home who may need some help on that term paper. The possibilities are endless. And remember this is just one of the selections in "My Library."

In my next article we'll concentrate on what AKO has for the little ones in your life as we explore "Tumblebooks." So until then, go impress your friends with some of your newfound knowledge.

'Play it Safe' this summer

FORT RUCKER, Ala. (April 1, 2010) – The summer season is fast approaching and the Army is continuing its commitment to safeguarding Soldiers, Army Civilians and their Families with the launch of the 2010 Safe Summer campaign.

"Historically, our off-duty fatality rates inevitably increase from April to September," said Brig. Gen. William Wolf, U.S. Army Combat Readiness/Safety Center commanding general and director of Army Safety. "In fiscal 2009, almost 40 percent of our accidents occurred during this timeframe, with POV and motorcycle accidents leading the way every month."

Once again this year, the 2010 Safe Summer campaign will stress the importance of proactive, prevention focused risk mitigation during summer months. The campaign, which runs through September 30, will encourage members of the Army Family to have fun this summer but keep a watchful eye on the risk associated with every activity.

"Our Soldiers are working hard and playing harder than ever and we are not telling them to stop what they're doing," said Wolf. "Instead,

(See SUMMER on Page 10)

CPAC NEWS

Addressing poor performance through an improvement plan

It is the supervisor's responsibility to monitor the performance of employees throughout the rating period. For those employees whose performance is not meeting expectations, e.g., the performance of a job objective is at the unacceptable level, the supervisor must take timely remedial actions. This process usually includes discussing with the employee about the deficiencies, providing the employee a reasonable opportunity to improve performance, and may be placing the employee on a Performance Improvement Plan (PIP).

Supervisors should strive to place an employee who is failing to meet expectations on a PIP before the annual rating cycle ends. Under the Total Army Performance Evaluation System (TAPES), a PIP is required

before initiating a performance based adverse action under 5 U.S.C. Chapter 43. In certain circumstances, adverse actions for performance may be effected under 5 U.S.C. Chapter 75 and the requirement for a PIP is encouraged but not mandatory. The requirement for a PIP is optional under the NSPS.

However, supervisors still must document their efforts to assist employees in improving their performance before initiating any performance based adverse action under 5 U.S.C. Chapter 75.

If a supervisor places an employee onto a PIP, he or she must do so in writing. The PIP must contain specific areas in which the employee is not meeting performance expectations. This is necessary as employees cannot be expected to improve their performance without knowledge of their deficiencies. The

PIP should also be as descriptive as possible about what constitutes an acceptable level. The employee needs to know how his or her performance is being assessed, and what specific actions are required of him or her in order to improve.

A reasonable opportunity period to improve performance is depends upon the complexity of the position requirement and may require up to 90 to 120 days. If training or other measures could assist the employee in improving his or her performance, they should be prescribed in the PIP.

Lastly, a PIP must contain the proposed consequences if the performance does not improve, or is not sustained at an acceptable level once improved.

Additional information about PIP's may be found on Civilian Personnel Online at <http://www.cpol.army.mil/library/permis/52241.html>.

Managers should contact the Management Employee Relations Specialist, SIAD CPAC, at extension 5377 if you need Assistance in preparing PIPs.

CYS Monthly Update

Child Youth and School Services (CYSS) held their annual Easter Egg Hunt on March 27. Thanks to the CYSS staff, community and volunteers we were able to make this year's program another success! CYSS featured a brand new talent this year, Magic of Merlinski. Merlinski intrigued the audience with not only magic tricks but also explaining the importance of reading. As always, the children were pleasantly surprised to see that a special guest, the Easter Bunny was able to stop by! Special thanks to Kathy Tavalero and the SIAD Fire Department for assisting us!

Throughout April, worldwide, the U.S. Army (Active, Guard, and Reserve) will conduct a variety of fun and exciting events, for Month of the Military Child (MOMC). MOMC began in 1986 as the Department of Defense teamed up with various organizations to recognize the sacrifices and applaud the courage of military children. SIAD's CYSS has many activities planned throughout the month for all age groups; from picnic lunches, theme days and dances. If you should have any questions on our MOMC activities please call 827-5313.

The Child Development Center (CDC) still has child openings available. CDC can offer full day care for children 6 weeks to 5 years for depot

employees. We also have the option of part day care for preschool age children. If you have any questions on our enrollment process, curriculum or what we have to offer please contact us at 827-5313.

If you are interested in providing your school ager (grades K-5) with reliable and consistent care please take notice to our School Age Services (SAS) program. SAS offers before and after school care . SAS is also open full days during school breaks. If you have any questions on our SAS program, please contact us at 827.4696.

CYSS also offers a Middle School and Teen (MST) program (grades 5-12), both before and after school. After school programming is offered free of charge for all youth grades 6-12. CYSS also has MST summer camps where your youth can enjoy full day care, trips and special projects.

If you should have any questions about our SAS or MST programming, please contact us at 827-4696.

CYSS would like to welcome Billy Womble to the area as our new Sports and Fitness Director. Billy comes to us from Fort Campbell with an ample supply of experience and enthusiasm! Be on the lookout for sports and fitness activities for the children and youth of this community.

Production Dedication

Sierra Army Depot's production for the month of April is dedicated to U.S. Army Private First Class Jessie Wallace, 27, of Westwood, Calif.

Wallace a graduate of Westwood High School enlisted in the Army in February 2009, and reported to Fort Benning, Ga., where he completed basic training. Prior to enlisting in the Army, he worked for the Department of Corrections in the county jail and decided that he needed a change of pace and really wanted to serve his country. Almost one year after enlisting, Wallace deployed to Afghanistan where he is currently serving our country.

Wallace's wife, Lisa, currently lives the local area and is expecting their first child in May.

Wallace is the youngest child of Benny and Karen Wallace, also of Westwood. He has three other siblings Shannon, Greg and Angela. He also has numerous aunts, uncles, and cousins that live in the surrounding community.

Sierra Army Depot continues to acknowledge local service members 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 nation.

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.



CYSS Easter Egg Hunt



In the photo on the left, young Gavin Taylor finds several eggs to add to his "cool" race car basket. On the right, several school age children run around looking for the colored eggs that were hidden by the CYSS employees, depot volunteers and the Depot Fire Department.

Happy Mother's Day

 May 9th

Computer Skills 101



Students look on as instructors Rick Martinez (right) and Rob Harnden (left) explain the inner workings of a computer at the first Computer Skills 101 class which was held on 9 and 10 March. The two-morning class is designed for Depot employees with little or no computer experience. Those interested in signing up for a future class need to contact Babe Fain at ext 4800 to register. All students must possess an AKO account and have an active CAC to attend.

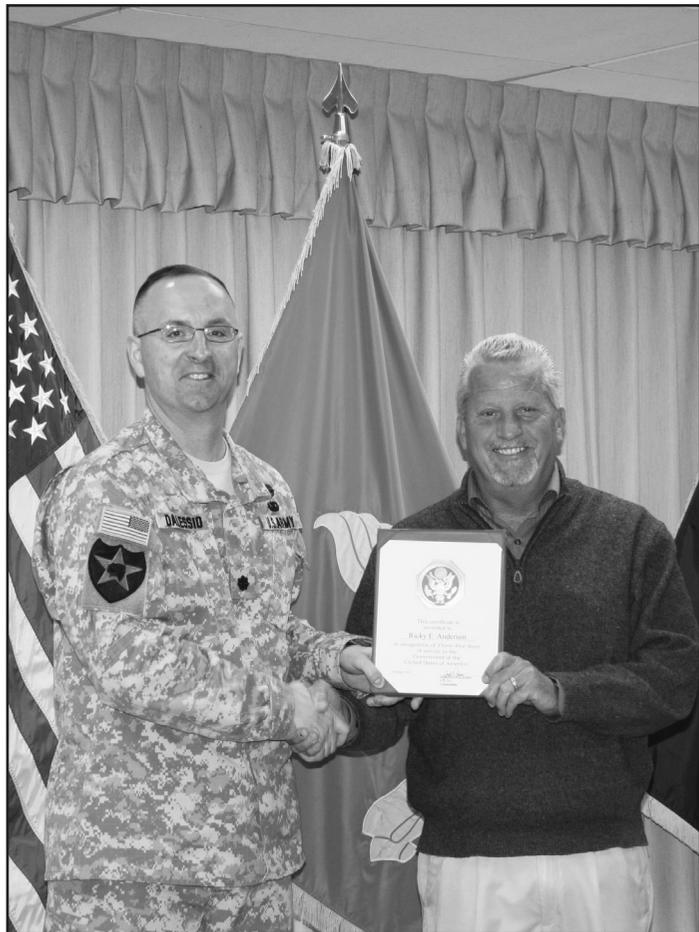
Employee Recognition - Length of Service Awards



Blake Marsters received his 25-year length of service award from Lt. Col. Joseph Dalessio. Marsters began his career in 1985 where he worked on the Demo Grounds. He is a third generation employee working on the depot. The most interesting fact is Marsters grandfather, Cowboy Joe, was the last living member of the infamous "Hole in the Wall Gang". Marsters is an avid outdoorsman. His wife, Lynn Goddard, also works on the depot the Resource Management Division.



Lt. Col. Joseph Dalessio presented George Newsham with his 20-year length of service award during a command hone team meeting.. George came to work as a civilian after 12 years with the US Marine Corps. During his military time, George served three tours in Vietnam.



After 30 years of federal service, some people would think it is time to retire, but Rick Anderson thinks differently. Lt. Col. Joseph Dalessio proudly presents Rick with his length of service award for 35 years. Rick began his career as a plumber/pipe fitter and is now the AJ1 Operations Officer. He plans to work for a few more years and live til he is 90 to take advantage of the retirement package.



Jon France has been working for the government for 25 years, but in more than 25 different positions. That equates to one new position a year (WOW!). In recognition for his time, Lt. Col. Joseph Dalessio presented Jon with his 25-year length of service award and hopes that he will remain in his current position as Deputy Mission Support Manager until he retires. During this timeframe, he has been recognized as the DA Ammunition Manager of the Year (1995) and DA Transportation Corps Civilian of the Year (2003). But most important is Jon likes working at Sierra and his bosses.

Significant changes to Federal Benefits coming in 2011

Federal Employees Health Benefits (FEHB)

On March 23, 2010, President Obama signed into law the "Patient Protection and Affordable Care Act (PPACA)," Public Law 111-148. While some aspects of this law will not take effect until 2014, there are several major provisions that become effective before that time. Among those is the coverage of a dependent until age 26. The effective date of this provision is the first day of the plan year that is six months following enactment of the law. For the FEHB program, that means January 1, 2011. The Office of Personnel Management (OPM) will take the necessary actions to comply with the new law by this effective date. OPM will provide additional information on its website in the near future about the changes to FEHB plans for the 2011 plan year occurring as a result of passage of the PPACA so that employees and retirees have the information in time for the Open Season, which begins in November. Army and DCMA civilians should refer to the Army Benefits Center – Civilian website, <https://www.abc.army.mil>, for updates as they become

available.

Thrift Savings Plan (TSP)

Coming Soon – New Employee Automatic Enrollment in the TSP

This change will apply to all FERS and CSRS employees who are newly hired or rehired after the first full pay period in August, 2010. Newly hired or rehired employees who do not make their own TSP contribution election will be enrolled in TSP at a contribution rate of three percent of basic pay each pay period. These employees will have an opportunity to immediately terminate automatic enrollment or elect to contribute more than the three percent.

Employees on agency rolls prior to implementation of automatic enrollment and who are not contributing to the TSP will not be automatically enrolled. Employees who will be automatically enrolled in TSP must be informed of the benefits of participating in TSP and notified that they can change the amount or percentage of their contributions or terminate their contributions at any time.

More details regarding implementation, specific actions required by the servicing personnel office and

DFAS, as well as marketing materials, will be provided as they become available. TSP Bulletin TSP 10-3, Implementation of Automatic Enrollment in the Thrift Savings Plan, provides more detailed information and is available at <http://www.tsp.gov>.

Federal Employees Retirement System (FERS)

Employees who applied for and received a refund of FERS deductions during a period of separation can now make a redeposit under FERS.

Since FERS was enacted, the law has provided that individuals who took refunds of their FERS employee contributions irrevocably lost service credit for the period of service covered by the refund. Section 1904 of the National Defense Authorization Act for Fiscal Year 2010 permits individuals who are subsequently reemployed to make a redeposit of the amount refunded, plus interest, and to have credit for the service reinstated. For the purpose of survivor annuities, redeposit may also be made by survivors.

Interest will be based upon the same basic rules applicable to CSRS. Section 1904 applies to individuals who are employed under FERS on or after October 28, 2009.

ABC-C is now accepting ap-

plications to deposit a FERS refund - for more information visit <https://www.abc.army.mil/retirements/FERSDepositService.htm>.

Federal Employees Retirement System (FERS)

Credit for Unused Sick Leave under FERS

Unused sick leave will be used as service credit in the computation of benefits under FERS, but not for determining eligibility for a retirement annuity. Sick leave will be used in the computations in the same manner it is used in CSRS computations. Effective October 28, 2009, individuals separating with entitlement to an immediate annuity or who die leaving a survivor eligible for a survivor annuity will be entitled to credit for 50 percent of their unused sick leave. Effective for separations and deaths occurring on or after January 1, 2014, 100 percent of the unused sick leave will be used.

The provisions apply to unused sick leave to the individual's credit under a formal leave system and for which the employee has not received payment. In the case of individuals who have annuities computed under the provisions of both CSRS and FERS, only sick leave not included in the CSRS part of the calculation will be available under FERS.

BALANCING WORK & FAMILY

All of us must allocate 24 hours a day to the activities of life. How well we balance responsibilities with doing things we truly enjoy directly affects our quality of life. It also helps manage stress. Are you satisfied with your balance of time between work and family?

If you answered "no," you are not alone. Achieving balance with work and family is an ongoing process of juggling responsibilities at work and the needs of family members. These needs change over time. The key to success is stepping back and periodically analyzing how things are going. You can then decide if changes are needed. The result will be enjoying your life more and being in harmony with the things you value most.

Take the following quiz to see if you could use some re-evaluation of work and family balance. If you answer "no" to any question, you may benefit from some of the steps that follow.

Work and Family Balance Quiz

- Do you successfully allocate time in your day to the things you want to do with your family?
- Can you participate in meaningful activities with family without feeling anxious or talking about work?
- Do you participate in family activities without the gnawing feeling of so much work being left undone?

10 Steps Toward Balance with Work and Family

- 1. Work and Family Balance is a Conscious Decision.** Work and family don't "balance" automatically. Achieving balance is an ongoing process. Understanding this can reduce frustration and help you act to gain control.
- 2. Write Down Family Goals.** Family needs change over time. Opportunities to build a tree house for the kids or participate in a new family pastime don't last forever. Decide what is important and write it down. Assign a date, and make these goals "absolutely-will-happen."
- 3. Stick to Your Values.** Sometimes it can be tough to make a choice between a family and a work activity. Knowing where you stand on your values can make tough choices easier.
- 4. Recognize that Imbalance is Sometimes Inevitable.** It is important to recognize that jobs and responsibilities are important and that they sometimes take priority.
- 5. Revisit Your Schedule.** When your work schedule changes, new opportunities may become available to participate in family activities. Claim the high ground!
- 6. Recognize the Benefits of Balance.** Balancing work and family has pay-offs for children, home relationships, and everyone's future happiness. Recognizing this can help you keep balance in mind.

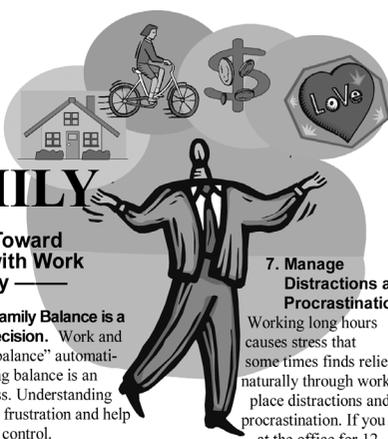
7. Manage Distractions and Procrastination.

Working long hours causes stress that some times finds relief naturally through work place distractions and procrastination. If you are at the office for 12 hours, do you really work only 10? If you are searching for more family time, it might be found here.

8. Discuss Expectations and Responsibilities. When one family member is taking on too many responsibilities at home, resentments can build. Periodically discussing the perceptions of others can provide the awareness you need to consider opportunities and choices for work and family balance.

9. Organize Your Work Better. Improving your delegation and time-management skills can buy you time needed for family life. Learning how to put work down, say "no," and let go of workplace worries are skills that are learned through practice.

10. What the EAP Can Do. Despite these suggestions, improving balance of work and family may be a lot easier said than done. The EAP can help you find sources for defining priorities, acquiring assertiveness skills, making tough decisions, or even identifying family goals that you want to pursue so you can look back and say, "I did it."



Get Financially Fit with the TSP



April is Financial Literacy Month

www.TSP.gov

CIP (From Page 3)

approved for spending of \$9.222M and \$4.364M for next Fiscal Year (FY11). Proposals for FY12 and 13 programs were submitted in February 2010. By 31 March, all projects should be fully obligated for the current FY.

Two of the funded EQ projects being executed this FY are replacements of the Shot Blast and Paint Booths in building 210. The two projects total \$4.853M. The Funding Authority Document (FAD) was received in November 2009 and both projects were awarded to the Corps of Engineers (COE) in December. Existing mission maintenance workload for SIAD exceeded the current paint booth capacity. The acquisition of new paint & shot blast booths will allow the paint shop to perform priming and painting of customer assets. The existing booth was installed in April 1994 and has surpassed its service life expectancy of ten years. The current booth was experiencing increasing periods of down time due to mechanical, structural and electrical problems caused by age, wear and tear. This was magnified during

high workload periods. This down time resulted in slipped schedules and timelines in all maintenance shops which depend on equipment being processed through the paint shop. The projected workload on this equipment will increase dramatically in future years. In order to provide our customers the best value, new paint and shot blast booths will increase production, improve product quality and be less costly.

Also, with the recent increase of personnel in AJ1, there are two important MC projects being executed for the health and welfare of our employees; Purchase & Install Modular Breakrooms; and Remodel Bathrooms. These projects were originally slated to begin in FY11, but due to increases in workload and personnel, management felt it was critical that these projects be reprioritized. These projects total \$.964M.

See chart for other projects slated for FY10 and FY11. If you would like information on any CIP project, please contact the CIP Coordinator in Resource Management at extension 4247.

Executive Order 13514 and SIAD

By Steven Johnson
Energy Awareness Coordinator

On October 5, 2009 Executive Order (EO) 13514 was signed into law by the President of the United States. "As the largest consumer of energy in the U.S. economy, the Federal government can and should lead by example when it comes to creating innovative ways to reduce greenhouse gas emissions, increase energy efficiency, conserve water, reduce waste, and use environmentally-responsible products and technologies. This Executive Order builds on the momentum of the Recovery Act to help create a clean energy economy and demonstrates the Federal government's commitment, over and above what is already being done, to reducing emissions and saving money.", Said President Obama during the signing.

The Goal areas in this EO 13514 are wide ranging: Increase energy efficiency, Increase water use efficiency and management, Increase pollution prevention and waste elimination, Implement (by design) sustainable federal buildings, Implement advanced sustainable acquisition, Implement policies promoting electronics stewardship, and Reduce greenhouse gas (GHG) emissions.

Every federal agency will participate in accomplishing these goals, and at the SIAD level every person will be involved, either directly or indirectly. Most of the goal areas have specific targets to aim for. The target for energy efficiency is - reduce building energy intensity 3% annually through FY 2015, or 30% total reduction by FY 2015. The on-going ESPC will help us to meet this target, but we can all help in small ways like turning off the lights in rooms when they are empty. The targets for water use efficiency are - reduce 2% annually potable water consumption intensity through FY 2020 or 26% by the end of FY2020, and reduce industrial, landscaping, and agri-

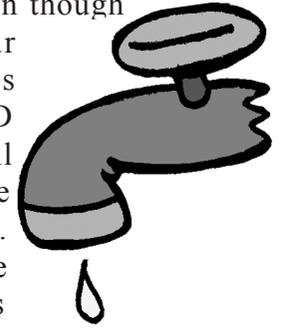
cultural water consumption by 2% annually or 20% by the end of FY 2020". Even though

we have our own wells here at SIAD we must still meet these requirements.

There are many tools to help such as "designing" new buildings with low water flow toilets and urinals and retro-fitting existing buildings with the same, and designing landscaping for the climate we are in to reduce watering needs.

When it comes to pollution prevention and waste elimination the Environmental office must be involved. To implement advanced sustainable acquisition and electronic stewardship Resource Management, DOIM, and Supply (to name a few) must be involved.

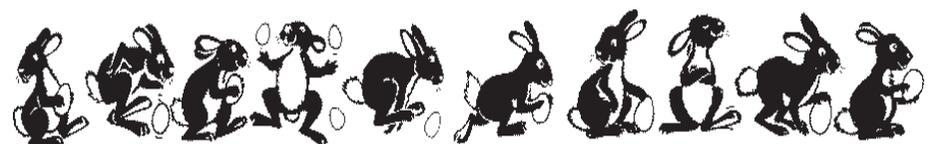
This EO is making reductions of Greenhouse gas (GHG) emissions a priority of the Federal government. The fact that the Federal government occupies nearly 500,000 buildings, operates more than 600,000 vehicles, employs more than 1.8 million civilians, and purchases more than \$500 billion per year in goods and services guarantees that a concerted effort will result in reductions. GHG emissions are defined by scope. Scope 1 is "direct GHG emissions from sources owned or controlled by Federal agencies". Scope 2 is "direct GHG emissions from consumption of purchased electricity, heat or steam". Scope 3 is defined as other indirect emissions from sources not owned or directly controlled by a Federal agency. Guidance is coming on how to develop and maintain a comprehensive inventory of Scope 1, 2, and 3 emissions starting in FY 2010, so we are yet to feel the effects of this at SIAD, but when we do Fleet Management will also be a big player.



FY10 PROGRAM PROJECTS	COST (in \$Millions)
Replace Shot Blast Booth in Bldg 210	2.644
Replace Paint Booth in Bldg 210	2.209
Purchase & Install Gantry Crane (at LTS)	1.799
Purchase & Install Modular Breakrooms (308, 309, 310)*	.346
Purchase Landfill Compactor	.376
Conduct Minor Construction to Accommodate COOP Site	.716
Construct Hardstand at PS04 site	.484
Remodel Bathrooms (304, 306, 308, 309, 310)*	.618

* These projects were slated for FY11, but were moved up in priority

FY11 PROGRAM PROJECTS	COST (in \$Millions)
Construct Hardstand at WWL Site	.741
Purchase Box Scraper	.625
Construct EOC at 670	.749
Construct Gravel Roads (LTS Area)	.727
AERUC - Oil & Water Recovery System (with piping)	.220
AERUC - Maintenance Facility Improvements @ Bldg 672	.718
Upgrade 207 for Mission / Maint. Auditorium / Conference Center	.733



Veterans Home sends thanks

In December 2009, the Safety Office organized the Yountville Veterans Home Stocking Stuffer Program. With the participation of depot employees, we were able to provide the Yountville Veterans Home with holiday cheer and good times. The depot received a letter

which expressed gratitude for all of Sierra Army Depot's generous contributions. Thank you for participating in the Yountville Stocking Stuffer Program, it was a huge success and we are looking forward to another great year.

STATE OF CALIFORNIA ARNOLD SCHWARZENEGGER, Governor

DEPARTMENT OF VETERANS AFFAIRS
 Veterans Home of California-Yountville
 Post Office Box 1200
 Yountville, California 94599-1297
 Telephone:



January 20, 2010

The Employees of Sierra Army Depot
 C/O LTC Joseph Dalessio
 Bldg. 150
 74 C Street
 Herlong, CA 96114

Dear Joseph and Friends

We want to thank you for the 400 gift bags, the 100 books and the 2 lbs. of birdseed you donated to the Veterans Home. These gifts, books, and birdseed are deeply appreciated by our Veterans.

We appreciate the time and effort made to show your recognition of our Veterans and their service to our country.

Your support as friends of the Veterans Home is greatly valued.

Sincerely,



Susan Heims
 Volunteer Coordinator

All, thanks for supporting our Veterans!
 - LTCJ -

HONORING CALIFORNIA'S VETERANS

Root Cause Analysis (RCA)

By Debbie Preuett
Lean Core Team

As a child I remember inflicting total torture on my mom. She called it insanity by questions or aka the dreaded "why". I don't know why I was so compelled to always find a reason to ask why things were the way they were. I would like to think that it was because I had this unquenchable thirst for answers. However on the other hand there were those who thought I was just being a nosey child. Even now as an adult I still find the urge to ask those wonderful "why" questions especially when something catches my attention and stirs my curiosity.

Believe it or not the "why" behavior is actually a valuable tool of Lean Six Sigma known as Root Cause Analysis (RCA). It is used in the Analyze phase of the DMAIC methodology. For those of you who are not familiar with what DMAIC stands for it means: Define, Measure, Analyze, Improve and Control which will be revisited at a later date.

Lets back up for a moment and dig a little deeper into how and why a Root Cause Analysis starts. Sometimes during the work process something just doesn't seem to be right, and no matter what you do the end result is not what it should be. Your boss comes to you wanting

to know why things are not getting done in a timely manner, why items are being produced incorrectly or paperwork is not being completed properly. When a problem occurs there will always be a reason why. In order to get to the root cause of a problem the technique called "5 Whys" is usually used. I bet right now some of you are developing some of those "why" questions. You ask why "5" it's because five is a good rule of thumb. When you ask at least five "why" questions it enables us to peel away the layers of symptoms which can lead to the root cause of a problem. Although the technique uses five questions, it is not always necessary or required for five to be used to in order to uncover the problem.

There are many benefits when the "5 Whys" are used. It helps identify the root cause of the problem. It will determine the relationship between different root causes of a problem and it's one of the simplest tools to use and to complete without the need of a statistical analysis. The "5 Whys" are most useful when problems involve human factors or interactions and in day to day business life which can be used within (or without) a Six Sigma project.

To start, you will need to write down the specific problem. Writing
See RCA on Page 11

Depot welcomes new ADCO

Ms. Karen Collins, the new ADCO, came to Sierra Army Depot from Grafenwoehr, Germany. She has been a Civilian with the government since 2006. Collins came to her civilian career by way of a deployment with a Reserve unit to Iraq, then on to Atlanta, Ga., which lead to a Prevention Coordinator position with the Army Substance Abuse Program at Ft McPherson, G.

Now that Collins is settled in her new position, her plan is actually to focus more on the Employee Assistance Program and use that program to help promote wellness in the workplace. By doing this, she will be able to help employees and

supervisors alike begin to recognize the connection between physical and emotional well-being and an individual's happiness and productivity - both on the job as well as in the home. There will be collaboration with other offices on the installation to provide a well-rounded program for employees and their family members.

If there are services or programs employees are interested in seeing added, she welcomes your input - this is your program! For additional information, call the ADCO Office at extension at 4190 or... the brand new Employee Assistance Program phone number, 4359.

Safety Slogan Winners



The Safety Office would like to thank all depot employees for making this year's Winter Safety Campaign "All Eyes on Ice" a huge success and a foot forward on the path to a safer and more healthful work place. According to the statistics compiled between FY09 and FY10 we as a depot have reduced lost time injuries caused by slips, trips, and falls by 80%. Thank you for your participation and keep up the good work. Picture above left to right are Brian Childers, Kristi Jones, Danielle Wynn, Allison Gunier, Vicki Libro, Michael Reed, Susan Huston, Doug Collier, Amber Jones and Doug Ohotto.

EEO/Diversity Update

Stories of Freedom: what you do matters

When I was liberated in 1945 by the American Army, somehow many of us were convinced that at least one lesson will have been learned—that never again will there be war, that hatred is not an option, that racism is stupid . . . I was so hopeful.

—Holocaust survivor Elie Wiesel, during a June 2009 visit to the Buchenwald Concentration Camp with President Barack Obama, reflecting on his feelings at the moment he was freed.

The United States Congress established the Days of Remembrance as the nation's annual commemoration of the Holocaust and created the United States Holocaust Memorial

Museum as a permanent living memorial to the victims. This year, Holocaust Remembrance Day is Sunday, April 11, 2010. In commemoration of the 65th anniversary of the liberation of Nazi concentration camps, the Museum has designated Stories of Freedom: What You Do Matters as the theme for the 2010 observance.

As Allied soldiers were closing in on Germany in the spring of 1945, they encountered dozens of concentration camps and were suddenly confronted with the reality of Nazi atrocities. The few surviving victims fully experienced the depths of human evil and depravity. For the soldiers, however, even the brutality



Lynette Hall
EEO Manager

of war did not prepare them for what they encountered.

Upon seeing Buchenwald a member of the 333rd Engineers Regiment stated, "My feeling was that this was the most shattering experience of my life." A U.S. Army chaplain trying to make sense of the carnage wrote to his wife, "This was a hell on earth if there ever was one." After photographing Buchenwald, Margaret Bourke-White wrote to her editor at Life magazine, "The sights I have just seen are so unbelievable that I don't think I will believe them myself until I've seen the photographs." One American journalist wrote, "Buchenwald is beyond all comprehension. You just can't understand it, even when you've seen it."

And that was the problem. Survivors and other eyewitnesses understood and believed. But would the world? General Dwight D. Eisenhower grasped this problem and, after visiting a subcamp of Bu-

See **FREEDOM** on Page 8

SUMMER (From Page 4)

we're asking them to 'Play It Safe' in all their off-duty activities, because safety is the key to ensuring a good time for all."

Campaign materials including articles, posters and videos will once again be hosted on the U.S. Army Combat Readiness/Safety Center Web site and will emphasize teamwork and the need for extra precautions during the high-risk summer months ahead. Products are available for downloading, allowing leaders at installations around the globe the opportunity to tailor their summer safety campaigns to meet the needs of their individual populations.

New in this year's campaign is a branding toolkit that provides official logos and templates to those

looking to replicate the Safe Summer products with minimal effort.

"Soldiers talk about what they're doing in their off-duty time, even if a leader isn't always within earshot," said Command Sgt. Maj. Michael Eyer, senior noncommissioned officer for the U.S. Army Combat Readiness/Safety Center. "This is why it's so important for our Families and battle buddies to educate themselves about summer risks, take an active interest in their Soldier's safety and intervene when the risks become too great."

More information about the 2010 Safe Summer campaign can be found by visiting <https://safety.army.mil>, and clicking on the Safe Summer icon at the bottom of the Web page

Free to good home

Two fixed female dogs: FREE to good home with lots of room to run. Would prefer that they stay together, as they have been buddies for 8 years, but if you want just one of them we can discuss. Sweetie is a yellow lab and her name fits her disposition. She is 9 years old. She is very sweet, timid and mellow. Bubbles is a Belgian Shepherd/Chow mix and has a bubbly personality. She has a lot of energy and needs room to frolic and play. She loves to play ball. You can't tell that she is almost 9 years old. She still acts like a puppy. I am really sad to have to give them away, since they have been part of our family for 8 years. I think they deserve to live more freely than they can at my home. Both dogs are great with people (including kids), but territorial with other animals that don't live with them. If you are interested in taking Bubbles and/or Sweetie, please call me at 251-2334 so we can discuss their new home and I can tell you all about them.



For Sale

1941 CLASSIC FORD PICK UP TRUCK (BLUE in Color) -350 Chevy engine, Aluminum Edelbrock heads, Turbo 350 transmission, new Lokar shifter, new Flaming River polished stainless steel tilt column, new wiring, power electric leather bucket seats, new 9.5" x 17" torque thrust rims with 275/50/17 tires on the rear and 14" x 6" torque thrust rims in front, new rear TCI leaf springs and shocks, Flow Master mufflers, S.W. gauges, truck is all metal except running boards and rear fenders, all glass is great, doors are excellent, new floor pan, original front end with disc brakes, drives great and stops great. \$11,999 OBO Willing to negotiate with serious buyer. Please call (530) 251-2334 if interested. If no answer, please leave a message.



Anonymous Alcohol screening available during April

Free online alcohol self-assessment at www.MilitaryMentalHealth.org

April is National Alcohol Awareness Month. While drinks may be standard, drinkers are not. Find out if your drinking may be putting you at risk. Honor National Alcohol Screening Day®, April 6, and National Alcohol Awareness Month by taking a free, anonymous alcohol screening.

Visit www.MilitaryMentalHealth.org and complete the simple online self-assessment today. You will receive immediate, customized feedback as well as the opportunity to schedule an appointment for further evaluation if necessary.

If you are feeling stressed, sad or angry, or have concerns about your alcohol use, this screening may help you to better understand your feelings and behavior, and take the next step to feeling better. The program is sponsored by the DoD Office of Health Affairs and is offered without charge to military families, Army Civilians and service



members affected by deployment. Self-assessments for alcohol problems, depression, bipolar disorder, generalized anxiety disorder, and post-traumatic stress disorder are available 24/7.

Local assistance is available in Building 150. Questions - Please contact SIAD ADCO at 827-4190.

RCA (From Page 9)

the issue will help you formalize the problem and describe it completely. It also serves as a tool to keep the team focused on the same problem. The team will want to ask “why” the problem happens, and will need to write down the answer below the problem. If the answer doesn’t identify the root cause you will need to ask “why” again and write that answer as well. The team will need to loop back to the last step until all are in agreement that the problems’ root cause has been identified. Remember that the team may be able to get the root cause within the “5 Whys” or may need to ask why more than five times or less than five times.

Let me share a borrowed example of a problem statement or root cause with a little humor in it. You’re on your way home from work and your car stops in the middle of the road. First you ask yourself “why did my car stop?” this is question one. Your answer is because you ran out of gas. Okay, now you ask yourself, “why did it run out of gas?” you an-

swer “because I didn’t buy any gas on my way to work.” Then you ask yourself “why didn’t I buy gas this morning?” you answer “because I didn’t have any money.” This should prompt the fourth question of “why didn’t I have any money?” This makes you remember that you lost your money in a poker game last night. Finally, the question of “why did I lose my money in last night’s poker game?” In which you come up with the answer that you’re not very good at “bluffing” when you don’t have a good hand.

As you can see in the above example the final “Why” leads to the statement or root cause that you can take corrective action upon. If we would remember to apply that same formula to problems we face in our workplace as well as our personal lives, I’m sure we would overcome many obstacles and the end result would most likely increase our productivity at work and help to relieve a great deal of stress in our everyday lives.



LEAN into my CORNER



William Deming
QEO Chief

“I don’t have a need for Lean.” “Lean takes too much effort. We have to fill out paperwork and complete action plans.” “It’s easier to just do a VE project. That can also mean a cash award for my employees.” These are all reasons(?) that have been offered recently for not pursuing Lean initiatives. This month, I’m going to take a brief look at them.

Having spent several years working on process improvement here at Sierra, I can honestly say I have never encountered a process that works perfectly. I have seen some that work pretty well but not a single operation that could not stand improvement in terms of safety, ergonomics, cycle time, supply costs, or any number of other areas. I will not dispute that most people know how to do their jobs and try to do them as well as they can. But there is always room for improvement. Sierra is currently in a fortunate position. Because of our focus on retrograde logistics, our business is likely to increase as our forward-deployed troops return to CONUS, unlike many of our sister installations which are seeing their business shrink. However, this situation will not last indefinitely. Also, we still have to compete for most of our workload. We can’t afford to stand still. We have to constantly strive to do our jobs better and more efficiently just to keep up.

Regarding the effort necessary to execute a Lean project, the requirements are really not extraordinary. Some effort is required to clearly define your problem when you fill out your project charter. Some of your people will be tied up in brief meetings leading up to the event and for most of the week in which the event takes place. But consider the payoff. A recent event in OCIE yielded a reduction in cycle time of more than 60 percent. Any administrative time required for the event itself was made up almost as soon as the new process was put

in place and several people were freed up for other work. The Lean facilitators took care of most of the administrative burden.

Value Engineering (VE) projects can only be used in limited situations that involve a change to the physical equipment or infrastructure used in a process. These projects are worthwhile and we should pursue them but Lean and VE are often apples and oranges. It’s a false choice. Lean can be used to increase efficiency in any process. It’s true that VE can result in substantial monetary rewards for the personnel involved, but this is true of Lean as well. Nearly all employees on the Depot received a \$500 bonus last October as part of their GAP award—purely as a result of meeting our process improvement savings goal for FY 2009.

Finally, as we prepare for the implementation of LMP in October, it is vital that we have our processes clearly established and documented. Some of this work has already been done but we have a long way to go. Even if we didn’t have LMP looming over us, we still need to document our processes to meet ISO requirements.

As I said above, we cannot afford to stand still. We work in a competitive environment and all our jobs depend on doing what we do better than the other installations that compete with us for workload. Whether we like it or not, we do need process improvement and Lean is currently the best tool available to us.

Hand painted mural for CYSS Easter party



The above mural was hand painted by inmates from the Herlong Federal Correctional Institution for the Child Youth and School Services Easter Egg party.



FREEDOM

(From page 9)

chenwald, he addressed his staff: "I want every American unit not actually in the front lines to see this place. We are told the American soldier does not know what he is fighting for. Now, at least he will know what he is fighting against."

Eisenhower not only understood that this was a war that at its very essence was a struggle for the freedom of peoples and the ideals on which civilization is based but also that the horror was so extreme that it might not be believed. Realizing that a failure to believe would be a danger for the future of mankind, he ordered other soldiers to visit the camps, and encouraged journalists and members

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

of Congress and the British Parliament to bear witness as well. He wanted others to be, just as he was, "in a position to give first-hand evidence of these things if ever, in the future, there develops a tendency to charge these allegations merely to 'propaganda.'" And ultimately he was right.

Sixty-four years later, standing at Buchenwald with Elie Wiesel by his side, President Barack Obama acknowledged the value of bearing witness: "We are here today because this work is not finished. To this day, there are those who insist that the Holocaust never happened—a denial

of fact and truth that is baseless and ignorant and hateful. This place is the ultimate rebuke to such thoughts, a reminder of our duty to confront those who would tell lies about our history."

President Obama referred to the Holocaust as "our history," understanding that Holocaust memory belongs to all of humanity. Because unlike the battle-hardened soldiers who liberated the camps and brought freedom to Europe, we now know that the unthinkable is thinkable. We know all too well the human capacity for evil and the catastrophic consequences of indifference in the

face of evil. And we now realize that to preserve human freedom, what we do matters. Every day each of us has the potential to shape the world in which we live. By keeping these stories of freedom alive and building on Elie Wiesel's original hope, each of us must work to promote human dignity and confront hate whenever and wherever it occurs. As the American soldiers who unwittingly became liberators 65 years ago understood, our future depends on it.

(Permission to reprint above article was granted from the U.S. Holocaust Memorial Museum, www.ushmm.org.)

Army Sustainment Command unit has key role in retrograde

By Maj. Tom Stocks

CAMP ARIFJAN, Kuwait -- Members of the 2nd Battalion, 401st Army Field Support Brigade and its service provider, ITT, are diligently preparing for the unprecedented Responsible Drawdown from Iraq.

Not since World War II has the U.S. Army planned a drawdown of this magnitude. In summer 2009, the unit first received the warning order to begin preparations for the mission. Unit leadership, working in concert with ITT personnel, initiated an operational analysis to ensure adequate resources were on hand to meet the mission requirements.

After careful consideration and thorough preparation, unit and ITT personnel developed a plan which was forwarded to the Army Sustainment Command's Field Support and Contracting departments at Rock Island Arsenal, Ill. These departments provide the financial resources needed to carry out the process.

By examining the entire process, coined Retrograde, one can quickly see the enormity of the mission and gain an appreciation for the responsibility placed upon the 2/401st AFSB. The unit member given the task to execute this mission is Capt. Dale Spisak. Spisak and his staff of 12 have utilized Lean Six Sigma principles and conducted rehearsals to ensure the process will be efficient and effective.

According to Spisak, his office

has developed a streamlined course of action that can quickly move both tracked and wheeled vehicles through the retrograde process.

Making the retrograde operation even more notable are the many additional missions the unit must execute simultaneously, including the moving materiel to Afghanistan while reconstituting the Army Prepositioned Stocks - 5 set. Both are very complex and resource-intensive missions.

To properly visualize the complexity of the retrograde process, one could compare it to the assembly of an automobile. How a car on an assembly line moves from station to station during its assembly is similar to how a M1A2 Abrams tank or M1151 Humvrr moves through the retrograde process. In the retrograde process, each station provides its own part(s), which, when combined with the other stations, ensures a vehicle completes the process.

For example, upon receiving a vehicle, Spisak and his team initiate what they termed the "Four Corners Process." This process strips a vehicle of any auxiliary weapon system(s) and other enablers, ammunition, "hillbilly" armor, trash and anything else the crew left behind.

Once the "Four Corners Process" is complete, Spisak's team forwards the vehicle to the wash rack for a thorough cleaning known as the Agriculture Cleaning Process. For

tracked vehicles, the engine must be removed before cleaning, then reinstalled. Once cleaning is complete, the vehicle must then pass strict U.S. Agriculture Department standards before being readied for movement to the seaport of debarkation and subsequent shipment to the U.S. depots for refurbishment.

The amount of rolling stock that must pass through retrograde process

is staggering. Security considerations prohibit disclosing the exact figure. However, imagine placing vehicles end-to-end in a line extending from the East Coast to just west of the Mississippi River. That visual picture should provide some perspective to the incredible number of vehicles the unit must move through the retrograde process.



Arriving on transporters, M925 series vehicles are entering the receiving lot at Camp Arifjan, Kuwait, ready to begin the retrograde process.

SAFETY FIRST!