

# The Challenge

Sierra Army Depot, Herlong, Calif.

June 2010

Vol. 66 No. 6

## New mission draws high visibility within the Army

Sierra Army Depot (SIAD) currently provides for the receipt, identification, condition code classification, storage, Care of Supplies in Storage (COSIS), security, accountability, disposal, and shipment of all excess Non-Army Managed Items (NAMI) and some Army Managed Items (AMI). This is our AJ1 program.

We (at Sierra) have more experience than any other organization in the Army or DLA with building and expanding the nation's only capability to receive this excess "dirty" stock – and manage that stock in order to realize some positive value for the Army (both unit readiness and sales generated back to the Army Working Capital Fund (AWCF)). Sierra currently operates the largest Army Standard Army Retail Supply System (SARSS) SSA operation in the world performing redistribution operations to support all DoD Services.

Since program start-up in FY04, the Depot has realized a total cost avoidance to AWCF of more than \$300 million over the cost to run this business at Sierra. Sierra has almost \$100 million worth of stock currently on hand; the Depot maintains an inventory accuracy rate well above the Army standard (an amazing feat for "dirty stock") and have achieved a less than .05 percent denial rate; and have built the capability to quickly move the stock to a using unit – 98.5 percent of all requests ship to the unit the same day as the MRO (again – well above Army standard for "new" stock).

In addition to the AJ1 Reverse Pipeline mission, Sierra has recently been designated as the Army's consolidation and distribution center for the Clothing Management Office (CMO), performing Brigade-level Organizational Clothing & Individual Equipment (OCIE) RESET Operations. Based on the Depot's expertise in dealing with returned excess materiel from Southwest Asia (SWA), SIAD now performs similar-type functions on clothing to receive, identify, classify and bring to record new OCIE directly from Defense Logistics Agency (DLA), "excess" OCIE from Clothing and Issue Facilities (CIF's) as well as returned items from SWA (e.g., posts/camps/stations).

Sierra then subsequently ship reset "kits" to CIF's worldwide based on CMO direction. Most recently, Sierra Army Depot was designated as the main Non Standard-Equipment (NS-E) retrograde support location for the Army. The NS-E equipment in Theater has undergone a rigorous three tier vetting process, whereby the "owning" Life Cycle Management Command votes on disposi-



Pictured above, Mr. Donald Olson, center, shows Lt. Gen. James Pillsbury, AMC deputy commanding general, some of the items that are received as a result of the downsizing of units in Iraq as Lt. Col. Joseph Dalessio, SIAD commander looks on.



Lt. Gen. James Pillsbury was able to see first hand the improvements the depot has made to customize a warehouse to accommodate the Non Standard-Equipment mission. Above is the new conveyor that was installed to move assets from the receiving area to the new storage location.

tion - based on their ability to keep the equipment for some future need and directs shipment to one of several designated receiving locations to which Sierra is one of them.

The NS-E retrograde process was established over several months of "negotiation", finally briefed by the Commanding General for the Army  
**See MISSION on Page 6**

## Commander's View

I concluded my Depot Arsenal Executive Leadership Program (DAELP) studies this past May at the University of North Carolina, Chapel Hill (The Kenan-Flagler Business School). DAELP is a six-month comprehensive educational experience which is comprised of: three weeks of in-residence academic instruction at the University of North Carolina, Chapel Hill; a one-week series of benchmarking site visits and a value stream mapping exercise at joint military service depot and arsenal facilities; an online Lean Six Sigma Champion certification offered in partnership with North Carolina State University; and an extensive residency with leading private and public sector organizations.

The private and public sector residencies serve as the integrative capstone for the program, allowing substantive information exchanges focused on best practice replication with executives across functional areas. My corporate residency experience took place



Lt. Col. Joseph G. Dalessio

with two world-class organizations, SAS Institute (the largest privately-held business intelligence software company in the world) and Federal Express (one of the world's largest express transportation companies). The lesson learned I gathered, coupled with better business practices I observed, could have application in potentially addressing/improv-

ing a few of SIAD's unique critical mission sets such as the End of First Life Cycle Initiative (the use of analytics to identify overall cost avoidance and readiness benefits to the Army), the Retrograde of Non-Standard Equipment/AJ1 "Dirty Stocks" (forecasting the timely flow of materiel from theater to state side locations, comparing Sierra's warehousing performance metrics against that of the competition and then capturing the cost savings back to the Army), and LMP (improving our understanding and management of data as it relates to financials, scheduling, supply chain management, forecasting, and the development of routes and bills of material). DAELP has been an incredible learning experience for me both personally and professionally; the relationships/bonds I formed will prove to be invaluable for the foreseeable future (specifically when it comes to the sharing of information, ideas, and better business practices).

Switching gears, I can't think of better way to close out an article than

by thanking the SIAD workforce for its unmatched performance. As of 1 June 2010 (eight months into the fiscal year), the depot has surpassed its plan for Revenue (by more than \$3 million dollars), Net Operating Result (by more than \$19 million dollars; NOR equal revenue minus expenses), and Direct Labor Hours (by more than 19,500 DLHs). The aforementioned achievements are directly attributed to your hard work, untiring efforts, and dedication to service. The warfighter salutes you. Stay safe and we'll see you on the high ground.

PRIDE  
IN  
EXCELLENCE!



## THE UNION'S POSITION- AFGE LOCAL 1808

For those of you who have loved ones, friends, and associates, drawing unemployment and disability checks. EDD Initiates Electronic Payment of Unemployment and Disability Benefits.

The Employment Development Department is in the process of eliminating the payment of unemployment, disability and paid family leave benefits by paper check. EDD is moving to direct deposit or electronic pay card.

EDD announced that electronic pay cards will be beneficial to "unbanked" individuals who do not have access to a bank account and often resort to payday lenders and check cashers that charge exorbitant fees, eating away money for rent, food and basic necessities.

However, pay cards also come

with hidden fees for everything from checking account balances, calling customer service. Overdraft and denials and other services.

The California Labor Federation sponsored legislation to protect recipients from hidden fees that was moving quickly through the legislature. Even before the bill could get signed, EDD announced that they've signed a contract with Bank of America that guarantees the protections outlined in our bill for pay cards—protections that include virtually no fees at all, unlimited free ATM withdrawals and outreach and education on how to use the cards

□ Learn more about electronic pay card at <http://bit.ly/9Q7BEw>.

The following news release is provided by the AFGE.

**AFGE-Endorsed Amendment to House Defense Bill - Promotes Good Jobs and Good Sourcing**



(WASHINGTON) – The Amer-

ican Federation of Government Employees commended Representative Tom Perriello (D-VA) for his amendment to the FY11 National Defense Authorization Act which would exclude health care and retirement costs from any insourcing cost comparisons when contractors contribute less toward health care and retirement benefits for contractor employees than Congress requires the Department of Defense (DoD) to contribute for civilian employees' benefits. The same approach was required for outsourcing cost comparisons during the Bush administration.

"The Perriello Amendment ensures a more level playing field in the DoD when it comes to either keeping jobs with the federal government

**See UNION on Page 5**

**The Challenge**

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

This is an authorized publication for members of the Department of Defense. Contents of *The Challenge* are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army. 1,000 copies are printed by Eagle Web Press, a private firm in no way connected with the U.S. Government, under exclusive written contract with Sierra Army Depot. The editorial content of this publication is the responsibility of the Sierra Army Depot Public Affairs Officer. It is published monthly by the Public Affairs Office, Sierra Army Depot, Herlong, CA., 96113. Telephone (530) 827-4343, Email: [lori.k.mcdonald@us.army.mil](mailto:lori.k.mcdonald@us.army.mil). Unless otherwise noted, all articles and photographs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.



# The Sierra LMP Beat - Go Army, Beat Navy!



By Richard Ward  
LMP Office

During the course of my 22 year career as a Navy Storekeeper, I have seen numerous Supply and Inventory Management programs come and go... But I have never seen anything like the Army's Logistics Modernization Program (LMP).

As a young Seaman in the late 1980's I first encountered (M-Supp) or Manual Supply aboard my first Submarine USS Olympia SSN-717 in Pearl Harbor. Having to hand fill in 1250-1 ordering documents with the 80 card column along the bottom of each, tearing all 6 copy's apart & sorting. Annotating the 1114m cards with all outgoing requisitions, incoming receipts, onboard issues and quantities and hand carrying it all to the Shore Base Supply Department. To top that off, you also had

the 1155 manual transaction ledger with all orders, quantity's unit and total prices and they all had to add up to maintain your running financials.

Luckily around 1990, (SNAP II) Supply Non-tactical Automated Program came along and added some automation to all this, along with it was a 5 foot tall 3 foot thick mainframe server that was really not much more than a heat pump in our office, with Magnetic Tape reels for output of requisitions and incoming data updates. On top of that it needed to be backed up every night or else the system would lock everyone out. Oh and try not to have more than 6-7 people logged on to it at one time, you could actually see the system slow down. To navigate this system was not too difficult, a series of "F1 through F4" keys were used, I see now that they were the prehistoric version of the Transac-

tion Code or (T-code) that I have come to know today in LMP.

During 1994-1996 while serving on my second Submarine USS Oklahoma City (SSN-723) variations of SNAP II were implemented. With the fast paced growth of computers came "Micro SNAP" and "Ported SNAP" both stand alone desk top PC versions of the original. Saved a lot of space and the office was a bit cooler but we spent a lot of money on the 5" and 3" floppy disks.

Large surface Ships such as Aircraft Carriers and Shore duty stations used a different system altogether, it was known as Shipboard Uniform Automated Data Processing System-Real Time or (SUADPS-RT). As I look back now, I was lucky not to have been involved with this system.

From 2003 to 2006 onboard the USS Abraham Lincoln (CVN-72) a new system had been implemented, Relational Supply or (R-SUPPLY) this system still had a mainframe the size of a standard home refrigerator with blinking lights, colored wires coming out of it and it hummed. Luckily on an Aircraft Carrier you have that kind of room and you could have 60-70 people logged on at their desk with no problem. Still it was internal to the ship and did not link up with the internet.

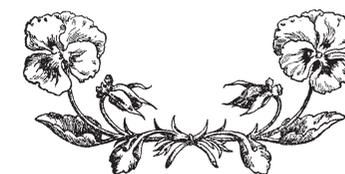
Now in 2010 after retiring from

the Navy I find myself working as an Army Civilian on a project that I'm sure the Navy would love to get their hands on...LMP. The more I learn about this system the more I see that it is a living breathing & thinking system. LMP does more than just Production Scheduling and Forecasting; it checks all on hand material, outputs requirements & notifies Item managers of pending orders all on its own. With this Web based system, thousands can be logged on and working in it at the same time. LMP allows visibility of on hand material stored at multiple Army Depots, with this a Depot can see and pull emergency or high priority material from another Depot's on hand stock saving valuable time and money. LMP has numerous help functions that can aid you (step-by-step) in any transaction you are attempting. Exceptional "Drill Down" capabilities allowing you to look deeper into many characteristics of a transaction. Production Scheduling with Bill of Materials (all the parts) and "Routers" the sequence of steps in the process of re-manufacturing tactical and support equipment i.e.: Fuel systems and Water Purification systems.

LMP has all the tools that allow you to answer the 3 "W's" that will fully support the Warfighter... What, When and Where....

DD 1250-1

1114m Card



## 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.

- Stephen Alberico
- Jason Colbert
- Roslyn Dunsmore
- Anthony Fruzza
- Jason Ingram
- Derek Kaurich
- Jerry Kennemore
- Justin Kraft
- Gilbert Lippman
- James Lux

- Ahmed Mawari
- Mitchell Palmer
- Jon Parker
- Suzy Porter
- Justin Powers
- Carol Roper
- April Sieben
- Daniel Waller
- Thomas Webb

## DIY with AKO!

By Mary Deming  
Training Instructor



This is the fourth installment in a series of articles about all the resources available at your fingertips through Army Knowledge Online (AKO). This time we're going to talk about downtime. Let's look at all the really neat things you can learn and get some expert advice for that next do-it-yourself (DIY) project around the house.

For all you craft and DIY enthusiasts, let's check out the "Family Life" section in AKO. 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, "Family Life." Once there, you will find two wonderful categories. First is the "Home Improvement Reference Center." Forget turning on the "Home & Garden Network," (HGTV), you've got AKO! This site is full of great tips and instructions for the budding home improvement enthusiast. There's a video collection that can show you everything from how to install drywall, or a garage door opener, to how to hang wallpaper, step-by-step staining and varnishing, to building that backyard dream deck. You can also browse different categories such as decorating, electrical, maintenance, outdoor, plumbing, remodeling, and more. Plus they have complete glossaries and conversion charts for all your DIY projects. You'll be able to tell the difference between a baluster and a batterboard or a stair cleat from a

stair stringer. You can even learn how to convert metric to inches.

If hobbies and crafts are your thing, then click on what else, the tab called, "Hobbies & Crafts Reference Center." AKO lists this as, "the first complete collection of information covering virtually every hobby and leisure activity." This site is filled with all sorts of wonderful new hobbies and activities for you to learn and use during our glorious 3 days off each weekend. The main categories are Arts & Crafts, Collecting, Electronic & Games, Home & Leisure, Model Building, Needlecrafts & Textiles, Outdoors & Nature, Scrapbooking & Paper Crafts. You can take up a new leisure pursuit by learning to knit, crochet, cross stitch, sew, make baskets, brew beer, start a coin collection, build scale models, well, you get the picture. There seems to be no end of creative diversions for you to indulge in during some of that hard-earned downtime. Whether it's figuring out that radio-controlled car or learning the difference between knit one and purl one, this site has it all.

Be sure and take advantage of all the benefits that are available for you and your family from home 24/7. With AKO as a free resource you can roll up your sleeves and start that long overdue home improvement project or learn a new craft. So go tap into that creative side and make your small part of the world a little more functional and beautiful courtesy of AKO!

## What Does It Take to be A Lean Event Team Member

By Debbie Pruett  
Lean Office

The day started as any other work day. Your alarm goes off, you turn over and look at the clock, way too early you think! You reach out and hit the snooze button for five more minutes. You begin to drift back into "lala" land and before you know it the alarm is sounding again to your dismay. You think to yourself that was the fastest five minutes! Against your grandest desire to remain in your warm bed you shut the alarm off, throw back the covers and slowly come to an upright position on the side of your bed. So it begins, you shower, dress and grab breakfast as you hurry out the door. As you slip behind the wheel of your car your mind goes over the "did I remember to do this or that" list.

Finally, you're headed down the road to work. You reach for that cup of "joe" in the holder and take a sip to make sure that you're truly awake. With that first sip you think to yourself, "I'm ready and can face anything"! As you turn into the parking lot at work you take a deep breath, park your car, grab your lunch and head off to join your fellow co-workers for the day's events.

The day has begun without a hitch and you're thinking for a Monday it's not so bad even if you did have to get up before you wanted. Then your phone rings and you're summoned to your supervisor's office. Your thinking what could it be, was something not where it should be, or did you forget to turn in paperwork. You can't seem to recall anything.

Your boss greets you with a "good morning" and to have a seat before going into the reason as to why you have been called. The conversation starts with the question of; are you familiar with Lean Six Sigma. It's at that moment you're told that you have been selected to participate as a team member in an upcoming Lean event scheduled for your work area. You're not sure how to react to this news so early in the day. You start to mentally process your thoughts of what exactly a team member does and what will be expected since you have never participated in a Lean event. The look on your face must have been one not only of surprise but of be-

fuddlement. Your supervisor must have noticed the look on your face and at that moment hands you a packet of information that will help alleviate the way you're feeling and get you started on your Lean Event adventure.

The big day finally arrives. You've receive a confirmation of the dates you will be detailed for the upcoming event as well as the time, place and who to report to. You report to the Lean Training room for training in Fundamentals of Continuous Process Improvement and a training module for the specific type of lean event you will be participating in since there are several different types of events. During the training you are told that the event will be a total of seven weeks. The first three weeks are Prep meetings which consist of daily one hour meetings of the team, process owner and several Lean Facilitators. It's during those three weeks that the team will analyze the process, brainstorm ideas and lay out a plan of action for the week of the event. The fourth week is when the actual event "kicks" off. The day starts with a meeting which includes the Commander, Deputy Commander, Directors and representatives from other Directorates throughout the depot. Remember the three weeks prior to this where you and the other team members did all that brainstorming, planning and you felt that your brain would never be the same, this is where all that information will be presented. The process owner along with you and your fellow team mates will present the reason why this event is being done also known as the Business Case. The Boundaries, or the starting and stopping points, or in other words, where in the process the improvements will start to occur and where they will stop. You'll cover the current and future states of the process; the objectives that are to be achieved and anticipated deliverables from the improvements that will be made to the process during the event.

Then the fun begins! The team heads back to the area in which the event will be taking place. You and your team mates will have four days to accomplish, in some cases, a miracle to achieve the process improvement that was planned out

**See TEAM on Page 10**

Do you know what EXCEL is?

Are you new to EXCEL?

Do you think

a spreadsheet is something that goes on your bed?



The Training Team on Sierra can show you easy fundamentals to get you started at...

### Basic EXCEL 101

This class is designed for the **EXCEL** novice or first-time user. Learn some of the basics to get you started with this simple, straightforward, and user friendly introduction to this often intimidating program.



Contact Dorothy Brown ext. 5268 or Babe Fain ext. 4800 to sign up!

# CPAC NEWS

As a Federal employee, you are entitled to certain rights and benefits under the Federal Employees' Compensation Act (FECA) should you sustain an injury at work. These benefits include Continuation of Pay (COP), compensation, medical, vocational rehabilitation, and death benefits to eligible dependents if the injury caused the employee's death. The Office of Workers' Compensation Programs (OWCP) administers the FECA and has sole adjudication authority for all Federal workers' compensation claims. Benefits cannot be paid if the injury or death is caused by the willful misconduct of the employee or by the employee's intention to bring about his/her injury or death or that of another, or if intoxication (by alcohol or drugs) is the proximate cause of the injury or death. Sierra Army Depot Civilian Personnel Advisory Center (CPAC) is dedicated to ensuring that our employees are informed of their rights and benefit entitlements.

In case of injury, notify your supervisor immediately and obtain first aid or medical treatment, even if you think the injury is minor. While many minor injuries do not require treatment, a few do result

in serious prolonged problems that could have been prevented had the employee received treatment when the injury occurred. Under the FECA, there are two types of injuries—traumatic and occupational illness/disease.

A traumatic injury is defined as a wound or other condition of the body caused by external force. It must be identifiable by time and place of occurrence and member of the body affected. It must be caused by a SPECIFIC event or incident or series of events or incidents occurring within a single day or work shift. If you sustain a traumatic injury, you need to notify your supervisor immediately, so that the proper paperwork/procedures can be initiated. The CA-1 must be filed within 30 days of the injury to receive COP for a disabling injury. COP may be terminated if medical evidence

of the injury-related disability is not submitted to your supervisor within 10 workdays. **YOU ARE RESPONSIBLE FOR ENSURING THAT SUCH MEDICAL EVIDENCE IS SUBMITTED TO YOUR EMPLOYER.**

An occupational disease/illness is defined as a condition produced in the work

environment over a period longer than one workday or shift. Such claims are filed on a CA-2, Notice of Occupational Disease and Claim for Compensation. The CA-2 must be filed within 30 days of the date you realized the disease or illness was caused or aggravated by employment. When filing a CA-2 claim, you must submit specific detailed information required on the CA-2 and the checklist provided by the Injury Compensation Program Administrator (ICPA). Medical reports must include the information specified on the checklist. For CA-2 claims there is no entitlement to benefits until DOL has adjudicated the claim.

Your ICPA is here to support you throughout the process, but it is YOUR responsibility to provide the information necessary to establish your claim and support your request(s) for benefits. If you choose to file a claim and require medical attention, you are responsible for submitting medical reports as required and must keep BOTH your supervisor and OWCP advised of your current medical status. All documents must be submitted to your ICPA, who will in turn forward them to OWCP. **NOTE: medical documentation MUST BE signed by a physician. Medical documentation signed by a Physician's Assistant (PA), must be countersigned by a physician to be accepted as medical documentation by OWCP.** To

receive payment for services, your physician must be registered with the Department of Labor (DOL). All medical bills must be submitted on a form OWCP-1500 with ICD-9 codes and submitted to the U.S. Department of Labor, Office of Workers' Compensation Programs, P.O. Box 8300, London, KY 40742-8300.

Under the FECA, each injured Federal employee is obligated to perform work as soon as he or she is medically able. You are responsible for letting your physician know that Sierra Army Depot has a light duty program, and that we can accommodate most light duty restrictions prescribed by your physician. Light duty assignments will be coordinated between the ICPA, the Safety Office, and your supervisor. Any employee who receives outside medical attention for their on-the-job injury must clear through the clinic and the ICPA prior to returning to their work station.

In our ongoing effort to ensure that both supervisors and employees are aware of the on-the-job injury process, we have put a folder out on the I drive to assist/educate both supervisors and employees about the program. We encourage everyone to go out there and review the folder. You can find it in the CPAC folder - external - OWCP.

Point of contact is Amy Brooner at extension 5269, or Patricia Leonard, at extension 4252.



## UNION

(FROM PAGE 2)

or outsourcing them,” declared AFGE National President John Gage. “With the economic recovery still underway the promotion of good jobs should continue to be a Congressional priority. Contractors should not be rewarded for contributing less toward employee health care and retirement benefits than the federal government. Representative Perriello, whose amendment was added on the floor to the House defense bill without a vote, is to be commended for his leadership on this important issue.”

Remember Union meetings are the first Tuesday of the month, unless it is an Election Day. Meeting will then be held on the following Tuesday.

If you have any concerns contact AFGE-Local 1808 President at extension 827-5375.

## 20 years of dedicated federal service

**In 1989, Vince Goodwin took that major step and started his government career as a C130 aircraft mechanic at Hill Air Force Base, Utah. But in 1991, after a reduction in force at Hill AFB, he found himself transferring to Sierra Army Depot. Vince held several jobs since coming to the depot, all leading up to his current position, Material Handler, within Outside Storage and Movement. He has a few goals he has set for himself: to go as far as he can while at the same time doing the very best he can be; most of all – make full retirement. Vince was presented his 20-year length of service award from Mr. Joe Henderson, Director, Asset Management in a meeting before his peers.**



**presented his 20-year length of service award from Mr. Joe Henderson, Director, Asset Management in a meeting before his peers.**

## MISSION (From Page 1)

Sustainment Command - accepted by the Deputy Commanding General of the Army Materiel Command - and under constant review by HQDA G4.

The Depot recently highlighted their unique ability to process the materiel during a recent visit on May 24, to Lt. Gen. James H. Pillsbury, deputy commanding general, US Army Materiel Command, Mr. James Dwyer, SES, AMC deputy G-3, Support Operations, and Mr. Michael Brown, SES, HQ DA G-4, Supply, Policy, Program & Processes.

### **\*\* NS-E Processing at the Depot**

As the main NS-E retrograde support location for the Army, Sierra's roll is to receive NS-E in a container, tri-wall, box or pallet - by either by rail, truck or air. Sierra can receive the projected 20,000 additional containers in the timeframe established, process the containers, and bring the materiel to record in a little over 34 months at the manning levels identified. Sierra recently completed set up and facilitization of a second receiving (and storage) location on Depot. The Depot is prepared to move to a 24/7 operation to meet the stated target of receipt and bringing assets to record (materiel identification and classification becomes the choke-point) along with other required personnel increases to staff the entire operation. Sierra would need to increase the staffing of both Transportation and the internal rail crews to handle this increased activity. We would also contract with the local Union Pacific railways to augment rail support as needed. No additional materiel handling equipment (MHE) is needed to sustain this level of activity other than the acquisition of one Container Reach Stacker.

Since the shipping activity would increase due to larger inventories, SIAD would add portable docks at the shipping building to facilitate increased truck volume. Depending on the amount of single national stock number (NSN) materiel received from containers, the Depot would utilize containers as inventoried storage sites. Workers will pre-stage the containers in the container holding yard until designated for unloading operations, and then move the full container to the loading dock at their NS-E receiving location, verify the integrity of the sealing mechanism, unload the container, and move the

materiel into the receiving warehouse.

The Sierra NS-E receiving crew will then run a scan of the Army War Reserve Deployment System (AWRDS) data associated with that particular container, and process all the materiel individually thru their receiving area (physically inspect each item for proper identification and classification) to verify nomenclature, condition code, unit of issue, quantity, and NSN - with the associated AWRDS data. If all the information matches, Sierra will then bring each item to record in their NS-E specific Property Book Unit Supply Enhanced (PBUSE) system - using an automated (or manual) data feed between AWRDS and PBUSE. Any mismatches will generate a supply discrepancy report (SDR), or a transportation discrepancy report (TDR) back to the shipping activity.

### **\*\* NS-E Weapons:**

Sierra Army Depot has also been designated as the Army's main retrograde support location for receiving, securing, and storing NS-E Weapons. Sierra will receive the container/box/pallet by rail or truck. Prior to arrival at Sierra, they will review incoming materiel data (scan the AWRDS Data Files) to identify which specific serial numbered containers have weapons inside. Those containers will be removed from the train/truck at the classification yard and moved to the NS-E secure area. The receiving crews will verify the integrity of the sealing mechanism, open and unload the container, and move the crates, tri-walls, or boxes of weapons into the storage location.

The Sierra NS-E weapons receiving crew will then unload each weapon individually from the crate, tri-wall, or box - clear each weapon in the on-site clearing barrel - and install the clearing flag. Each work station will be manned by a two-person team, who will then inspect and process each weapon individually thru their receiving area (physically inspect each item for proper identification and classification) to verify nomenclature, condition code, serial number, quantity, and NSN - with the associated documentation inside the shipping container.

After cleared for storage, the processing crew will remove the clearing flag, and pack the weapons with associated documentation into the appropriate container. Each container will be banded, sealed and



marked IAW MILSTD 129P, Change 4, containing the 5 key elements for property accountability, (nomenclature, quantity, location, condition code, MCN or NSN). Containers will then be loaded on trucks for immediate transport to the appropriate secure storage location.

Most recently, Sierra Army Depot sent a team to the Retrograde Processing Center in Kuwait, in support of an R2TF request to identify ways to help increase the throughput velocity of containers of excess materiel out of Theater. The Sierra team provided their After Action Review to the R2TF leadership and the leaders at the W2N excess processing yard. The team identified several short-term processing "quick-fixes" that we believe are critical to implement at the W2N site to increase their throughput velocity (install processing lines using waist high roller conveyors to move the materiel to dedicated receiving stations, provide increased shade from the sun, automate some of the manual paperwork process on the receiving line, reduce the time spent identifying and classifying obvious "scrap" destined for DRMO). They also identified some longer term "fixes" that Sierra could help with (deploy a small team from Sierra for up to 6 months to help install the

**See MISSION on Page 12**





# The Past, Present and Future

## Some Interesting Stats:

By Jon France  
Deputy Mission Manager

As of July 13, I have been here 10 years. I was cleaning out my files recently, going down memory lane so to say, and what I found caused me to stop and assess how our business has changed over time. I did some comparisons and came to some interesting observations:

Shipping: Pre 9-11-01: SIAD shipped 87 trucks a month. Today, that is accomplished in 1 ½ weeks.

Pre 9-11-01: Vessel Shipments: 5 a year. Today we execute 40-45 vessel shipments per year.

Pre 9-11-01: 250 small package shipments per year. Today, AJ1 can execute 10 times that figure in one day!

Pre 9-11-01: Mid to Low Level Army Installation Shipper. Today, SIAD leads the next highest Army installation by 2 ½ times the number of shipments per year .

Receiving: Pre 9-11-01: 120 Trucks a month. Today, SIAD receives that in one week.

Pre 9-11-01: 50 rail cars a year. Today in a slow year, we anticipate 360 cars this year.

Programs: Pre 9-11-01: Ammunition was king. Today, Ammunition is finished as a program in August 2010.

Pre 9-11-01: USAMMA consisted of 15% of our workload. Today, USAMMA consists of 3% of our workload.

Pre 9-11-01: Capital Improvement Projects were less than \$1M a year. This year our CIP program is \$9.2M.

Pre 9-11-01: Army Retail/Retrograde and Clothing Missions didn't exist. Today, they are the biggest part of our revenue.

SYSTEMS: Pre 9-11-01: No formal Quality System existed. Today, we are now ISO 9001:2008 certified and we track by metrics, key quality indicators to assess our production quality.

Pre 9-11-01: Environmental Systems: None – We blew it up or burned Munitions as a part of our business. Now: We are ISO 14001 Self Declared on our way to full certification this year.

Pre 9-11-01: Accountability Record: SDS – Ammunition Module. Today, we have SARRS for Army Retail stocks, CIF for Clothing/Heraldry, PBUSE for Non Standard Equipment and in October – Logistics Management Program – the biggest change in Army Supply Logistics in 35 years.

Pre 9-11-01: Tracking of material from overseas was not automated. Now, we have various systems such the National RFITV system and automated tracking of various inbound shipments through several transportation systems to find out what is coming to us.

I believe you have to stop and understand what the past looked like in order to appreciate where you are today and what the future can hold. When I first moved here in 2000, I saw enormous untapped potential for Sierra Army Depot to be a great asset to the soldier and provide solid employment to many people in Lassen County and Reno. Today much of that potential has come true in ways I could not even have imagined back when I was the Marketing Director in 2000. The team at Sierra is truly providing the quality service to the soldier that is required. Our future looks bright for the next few years as long as we stay flexible, focused and hungry for work. Keep up the great work as that is what gives us the opportunity for additional business and to keep our future bright for years to come.

## CYSS Program Announcements

### Middle School Teen Program

Enrollment is still being accepted for youth, grades 6-12 for the summer camp program. Services include: full day programming and various trips. Some MST trips planned for the summer include: Grand Sierra Laser Tag, Horse Back Riding and Roller Skating.

### Sports & Fitness

Please be on the lookout for additional event flyers around the community. This summer brings some fun and exciting activities to CYSS Youth Sports and Fitness. There are daily sport activities and several field trips throughout the summer. The trips Youth sports and fitness will be taking are on June 25th Reno Ace's baseball game, on July 1st-2nd we will be going camping and to a high ropes course, on July 8th will be rafting the Truckee river, and on August 5th we will be going on a hiking and swimming trip. Permission slips are required and a fee may apply. Call Billy to get more details. Also there are several free sports camps taking place during the summer. Come by building 145 if you have an interest in weight lifting or bowling tournaments.

July 12-15t Middle School/ Teen Softball Camp

July 26-30 Middle School/ Teen Volleyball Camp

August 9-13 Middle School/ Teen Football Camp

August 23-26 SAS Soccer Camp

If you have any questions and would like your child to attend the trips or camps please call Billy Womble at 530-827-4696

### School Age Program

Enrollment for summer camp is still being accepted for children grades K-5. Services include: Full day programming, swim lessons and trips. Some SAS trips planned for the summer include: Roller Skating, Pyramid Lake Hatchery, Miniature Golf.

### Child Development Center

Full Day and Part Day spaces are still available for children age 3-5 years. Waitlists are still maintained for our other two rooms; 6 wks through 3 years. For more information on any of our programs please contact us at: SAS/MST 4696 CDC 5313.

### Army Birthday Celebration!

On June 14th, the Army Celebrated 235 years of service to our country! Army Birthday parties took place at Garrisons around the world during the week of June 14th-18th. SIAD CYSS celebrated this Birthday with a special book reading by Community Support Director, Julie Mason. Each CDC classroom had put together special Army Birthday themed decorations. The party ended with a birthday song and cake for the U.S. Army!

## Skedaddle Bowling Center reopens



After months of being closed due to water damage, the Skedaddle Bowling Center reopened on June 9, 2010. This six-lane Bowling Center has all new upgraded electronic scoring system featuring bright graphics for the enthusiastic bowlers.

# NSPS Transition Well Under Way, Official Tells Congress

By Donna Miles  
American Forces Press Service

WASHINGTON, June 9, 2010 - The transition of Defense Department civilian employees from the National Security Personnel System is proceeding, with 75 percent of the workforce expected to be transferred into the General Schedule classification and pay system by late September, the defense official overseeing the effort told Congress today.

More than 53,000 defense civilian employees who had been enrolled in the NSPS system have been shifted to the GS system, John H. James, Jr., director of the Pentagon's NSPS Transition Office, told a subcommittee of the Senate Homeland Security and Governmental Affairs Committee.

About 170,000 remaining NSPS employees will transition to the GS or other pay and personnel systems by Jan. 1, 2012, the congressionally mandated deadline, James reported.

Congress directed a repeal of the NSPS system in the 2010 Defense Appropriations Act and set the timeline for its completion.

Congress also mandated that no employee lose pay due to the transition.

Of transitions completed so far, 71 percent of the employees actually received pay increases □ an average of almost \$1,400, James told the committee. That's because their NSPS pay levels put them between steps on the GS pay scale, which qualified them for the higher step, he explained.

Eight percent of the employees maintained the same pay level because their NSPS salary matched a step within their new GS grade, James said.

The other 21 percent of the employees earned salaries under NSPS that exceeded the Step 10 pay level for their GS grade. They, too, retained their full pay level as they converted to the GS system, James explained. However, they will receive only one-half of any future pay raises until their pay reaches parity with the high end of their GS pay level.

The military services and Defense Department components have launched information and education campaigns to ensure their workers understand how the NSPS transition will affect them, James told the committee. In addition, the NSPS Web site is updated regularly to provide employees the most up-to-date reference materials and training modules on the GS system and performance management basics.

James noted the challenges associated with transferring employees between two fundamentally different classification and pay systems.

NSPS is based on broad pay bands that encompass a broad range of duties and responsibilities and allows employees to advance within a single pay band based on performance. In contrast, the GS system tightly defines duties and responsibilities in discrete pay grades based on a position's difficulty, responsibility and qualification requirements.

While overseeing the NSPS transition, James' office also is charged with coming up with a plan for an enterprise-wide performance management system that provides hiring flexibilities and a workforce incentive fund.

He assured the committee the Defense Department will make the process as open, transparent and inclusive as possible. "We have a strong desire to build an effective relationship and fully participative process with labor organizations in developing these new authorities," he said.

"Transitioning approximately 226,000 employees from NSPS to the appropriate statutory non-NSPS pay and personnel system is a very high priority for the department," James said.

The Defense Department, he said, is "committed to open, ongoing communication about NSPS transition and development of the DoD-unique performance management and hiring authorities" provided in the 2010 National Defense Appropriations Act.

## Camping and Hiking Safety

101  
Days of Summer  
FY2010

**When preparing to go camping always make a plan. Provide a family member with this information to include departure and return date. Know the area you are going to and if possible stay in a campground.**

**Always have safe and healthy food when camping. Pack foods in tight waterproof bags or containers. Wash your hands often, and always separate raw and cooked foods. Bring ice for food. Always cook foods to proper temperatures and chill promptly.**

**Campfire safety: When building a campfire, always remember not to build it under any overhanging trees or next to trees or brush. This may cause the fire to spread. Make sure that your fire pit is encircled by rock or another fire retardant material. Keep a bucket of water close at hand, and always extinguish fire completely before leaving it unattended.**

**Never Camp Alone.  
Always have a buddy.**

**The National Park Service recommends that every hiker and camper pack a bag that includes extra clothing, a jacket, sun screen, and sun glasses; fully charged cell phone, bug spray, energy bars, fruit, granola and water; a map of the area and compass; flashlight, first aid kit, pocket knife, lighter and a buddy. These items may seem burdensome but they can be the difference between life and death in an emergency situation.**

**Always bring your own water or water filtration system, though you may think that a stream or river can supply you with the water you need and keep you healthy, this is not the case. Streams and rivers are not the cleanest source of water and can cause you severe illness. Stream and river water, in an emergency situation, can be consumed in small amounts to maintain hydration (if possible boil the water before drinking).**

**Remember when out for leisurely walk, or a multi day hike, to always make a plan, pack a bag, and bring a buddy. It is extremely important to follow these recommendations as you do not know when an emergency situation will arise.**

**Make a Plan,  
Pack a Bag, and  
Bring a Buddy.**

**Know the Forecast.**

**Understand your  
Environment.**

## Solar Powered Streetlights

By Steven Johnson  
Energy Awareness Coordinator

Do you even notice whether there are streetlights unless you are driving down a spooky road at night? Most people don't, and they don't think of streetlights as something to be powered by solar energy either. A solar powered street light can supply lighting more reliably than a grid-powered streetlight because it is not subject to power outages when the electric grid fails. Some solar street light systems can provide "full-light dusk-to-dawn operations" even after 5 consecutive days of cloudy weather. Since a streetlight comes on as soon as it gets dark and stays on all night long it uses a lot of energy, so replacing a grid-powered streetlight with a solar powered one will cut energy costs, provide more reliable lighting, and even save money over time. Consider that just one 150 watt streetlight operating 12 hours a night (average) consumes 657 KWHs (Kilowatt/hours) of electricity in a year.

There are 3 basic parts to an off-grid solar powered streetlight;

1) The energy collection system, 2) the streetlight itself, and 3) an energy storage/management system.

The energy collection system is the solar array, consisting of PV (photovoltaic) panel(s) on a mounting system. There are different types of both PV panels and mounting systems, but together they must be able to supply enough power to the rest of the system, and withstand the local conditions. Better quality arrays are rated for 120 mph winds with gusts to 170 mph. Quality PV cells carry 25 year warranties, but are still expensive to produce so the PV array will make up ½ the total system cost.

The light needs to operate on DC instead of AC voltage. There are LED type streetlights that work on DC, but they are expensive and not all LEDs are created equal; many of their 'length of life' claims have either not yet been proven, or in some cases even disproven. A more proven technology is the Induction light which works somewhat like a fluorescent light (by exciting gases), but outlasts fluorescent lights. When

**See SOLAR on Page 12**

## Real men get depressed

Depression is a serious but treatable medical condition that can strike anyone regardless of age, ethnic background or gender; however it sometimes goes unrecognized by many who have it, their families, coworkers and even their physicians. Men, more often than women, are unlikely to admit they have depression and are less likely to seek help. In the United States, an estimated seven percent of men (around six million) are diagnosed with depression – real men do get depressed!

Some symptoms of depression are: persistent sad or anxious mood; feelings of hopelessness; feelings of guilt, worthlessness, helplessness; loss of interest or pleasure in hobbies and activities once enjoyed – including sex; trouble sleeping; restlessness/irritability; thoughts of death or suicide; persistent physical symptoms – headaches, digestive disorders and chronic pain.

While both men and women experience depression; they experience it differently and have different ways of coping. Men will typically be more willing to report fatigue,

loss of interest in work and sleep disturbances while women have no problem discussing feelings of sadness, worthlessness and excessive guilt. Substance abuse can mask depression making it harder to recognize depression as a separate illness that needs treatment.

Because it is difficult for men to acknowledge their symptoms, ask for help or seek appropriate treatment, they are more likely to turn to alcohol when they are depressed. They are also more likely to become frustrated, discouraged, angry and sometimes violently abusive. An adequate diagnosis and treatment for depression in men can be life saving.

If you are having symptoms of depression or know someone who is, seek help. Here at SIAD, contact the Employee Assistance Program Manager, Karen Collins who can help you get diagnosed and treatment started. More than 80 percent of people with a depressive disorder/illness improve with appropriate treatment. If you would like more information or need help, please call Karen Collins 530-827-4359.

## TEAM (From Page 4)

during the event prep meetings. Your mind is racing with many thoughts about what the week will hold and how the team will be able to accomplish everything in only four short days! The week will be one that is filled with an array of different feelings, excitement, frustration, anticipation and even days of; will this ever end!

You find that even with the best laid plan, sometimes a better way of working the process can be found, so the team heads down a different path. Tables, supplies and in some cases equipment are repositioned to achieve a lean and efficient process. Once the changes have been made you do time studies of the new process to show how much improvement has been accomplished. These are compiled and compared to the studies done from the "old" process.

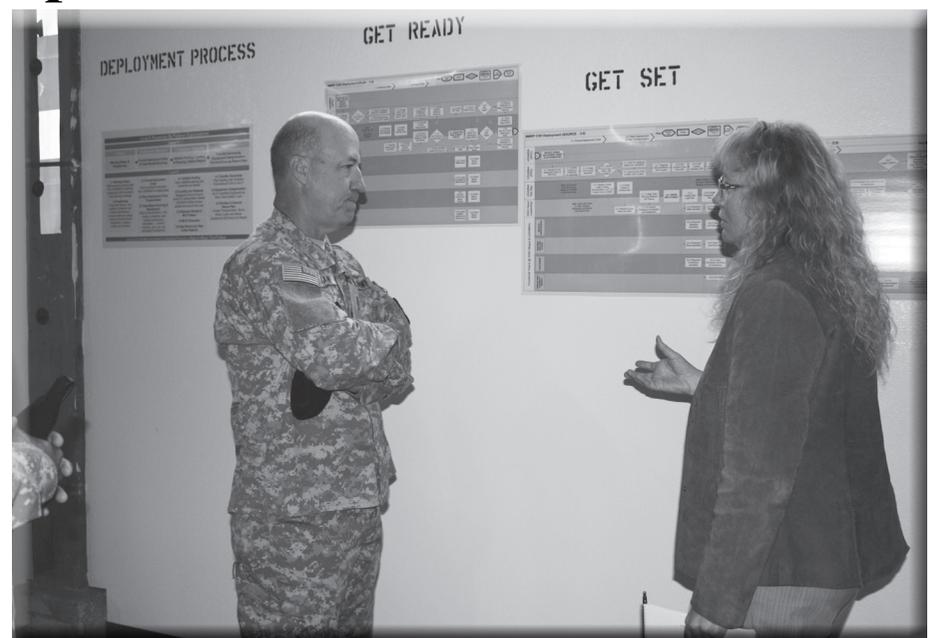
The final day of the event arrives and the team takes a look at what has been accomplished in the last three days. You're told that the out brief is scheduled for 3 o'clock so you and the team will spend the remaining hours completing any items that need to be done to have the new process up and running. The team

will test the process for the areas that might present possible problems, and work on ways to correct any glitches that might be found. Should there be any items that were not completed during the week they are placed on a list titled "Action Items". Suspense dates and responsible parties are assigned to each remaining item. All the information that was placed on the flip chart paper is hung to display during the out brief. Each team member will be delegated to present some part of that information. You and the other members will go over each step that will be presented.

Before you know it, the time has arrived to present the improved process. You notice that everyone is watching the clock and feeling a little nervous as the invited guests start to gather. The team is called together one last time to go over the details and hopefully this will help relieve some of the jitters. The Lean Facilitator will welcome everyone, give a short explanation of the event, and then with a short introduction turn the out brief over to the Process Owner. In most cases the process is worked to show the actual improve-

**See TEAM on Page 11**

## Medical Command tours depot operations



**Maj. Gen. James Gilman, commanding general, Medical Research and Materiel Command, talks with Cindy Garza, Forward Site Manager for USAMMA about the Medical Materiel Readiness Program (MMRP) that is being conducted here at Sierra. Garza explained the MMRP process and how the operation ensures the Combat Support Hospitals (CSHs) that are stored on Depot are adequately maintained in a fully deployable readiness status for the medical units. Gilman was also given a tour of depot missions including the Southwest Asia Returns, End of First Life Cycle, and driving a superstacker.**

## EEO/Diversity Update

### What is the Difference Between Special Emphasis Programs and Special Observances?

Special Emphasis Programs are management programs established to ensure equal employment opportunity for minorities, women, and persons and veterans with disabilities in various categories and occupations and in all organizational components throughout the Department. The EEO Special Emphasis Programs include the following:

- Federal Women's Program
- Selective Placement Program for Persons and Veterans with Disabilities
- Black Affairs Program
- Hispanic Employment Program
- Asian/Pacific American Program
- Native American Indian Program

The primary objectives of the EEO Special Emphasis Programs are:

- Analyzing agency workforce data and identifying barriers in the areas of recruitment, hiring, promotions, career development, reasonable accommodation and retention affecting the full representation of protected groups (i.e. minorities, women and persons with disabilities).
- Compiling, developing, and disseminating information and documents for managers, supervisors, and employees to provide knowledge and sensitivity in all facts or issues of accessibility and reasonable accommodation of persons and veterans with disabilities.
- Developing and conducting programs such as training courses, workshops, job fairs, conferences, and commemorative observances to provide awareness, sensitivity and understanding of the special issues affecting employment of the protected groups.

Special Emphasis Observances are implemented and observed primarily to ensure that minorities, women, people with various disabilities, and people with various sexual orientations are provided an equal opportunity in employment and program delivery activities. These programs improve the work-



**Lynette Hall**  
EEO Manager

place environment by promoting and fostering diversity in the workplace through awareness and educating Sierra employees and others to appreciate, value, understand, and celebrate social and cultural similarities and differences.

Observances are conducted to recognize the continuous achievements of all Americans to American culture and to increase awareness, mutual respect, and understanding.

- Observances are designed to enhance cross-cultural and cross-gender awareness and promote harmony among all military members, their families, and the civilian work force.

- These activities are extensions of the equal opportunity education and training objectives.

- They are set aside annually to recognize the achievements and contributions made by members of specific groups in our society.

- The focus of the observance should be directed toward encouraging interaction and not just recognition.

- Success can best be measured by the degree of cross-cultural and cross-gender participation.

Observances are held annually in support of Joint Congressional Resolution, Presidential Proclamation, and achievements of all groups that comprise the society of the United States. Since 1968, the Department of Defense (DoD) has proudly supported observances through the development of local programs of recognition and many diverse activities.

If you are interested in assisting with any of the Special Observances, please contact the EEO Office at extension 4414. We are always looking for willing volunteers for this program belongs to all of us.

## LEAN into my CORNER

Where do Lean events come from? The short answer is “everywhere.” As I have said about a million times, there is no such thing as a perfect process. Of course, we can’t really conduct Lean events for every single process on the Depot; we would not have time to do anything else. Fortunately, it’s pretty easy to figure out where we should concentrate our efforts.

Where we look first for possible Lean events depends on where we are feeling pain. For example, you may have a customer requirement to process 150 of a certain item every day. Unfortunately, you have only been able to do 120. A Rapid Improvement Event (RIE) can often identify and remove enough of the waste in your process to allow you to exceed the requirement. We have seen this happen numerous times recently in several different work areas in AJ1. While we prefer to execute projects that will yield a savings or cost avoidance, there are instances where the operational benefits are great enough to justify an event, even if there is no savings at all. We recently conducted a 6S event in Building 59 that saved no money but made a drastic difference in the work area itself.

If you have an idea for an event, contact anyone on the Lean Core team. They can help you refine your idea and help you focus your efforts. They will get your event on the schedule and advise you on writing your problem statement.

The Lean team is currently working on an effort to make it easier for workers to communicate their ideas for process improve-



**William Deming**  
QEO Chief

ment opportunities. Most work areas on the Depot have a PIT board of some sort. What we are trying to do is to mount drop boxes in the PIT areas for employees to submit their ideas. Lean personnel already perform monthly PIT reviews, so they will collect any suggestions at the same time. The keys to all drop boxes will be held by QEO and will not be available to managers or supervisors in the work areas. All suggestions will be evaluated by the Lean Core Team and the most promising ones will be discussed with the supervisor or manager from that area to determine if a formal or informal Lean event would be warranted. Suggestions will remain anonymous unless the submitter wishes otherwise.

At this time, we are preparing to implement a pilot program in AJ1. We plan to eventually expand the program to every work area that has a PIT board on the installation. As always, employees can still submit ideas through their supervisors. The best ideas for process improvement nearly always come from the people who actually do the work. There are a lot of great ideas out there and we would like to see more of those ideas become reality.

**TEAM** (From Page 10)  
ments that were accomplished by “leaning” the old process. At the closing there will be a time for any questions in regarding the event.

Afterwards the team is called together to discuss the out brief and what the next three weeks will consist of. You are reminded that the team will meet for an hour for those three weeks to follow-up and complete any unfinished items. Those weeks go by very quickly and before you know it you’re working the new process. As you work each

step you find yourself recalling the immense effort of the entire team to achieve the changes and the many lessons learned along the way—lessons that are not always embraced by everyone.

At the end of the day you gather your belongings, head to your car and think to yourself, “change is not an easy goal but it is good”. You realize that a desire must be there, a commitment to stick with it, no matter what, and an understanding that there is always a way to improve the way something is done.





Mr. James Dwyer, Mr. Micheal Brown and Lt. Col Joseph Dalessio look over some of the items that are being received, inventoried, and labeled after they are unloaded from containers returning from Southwest Asia.

## MISSION

(From Page 6)

“quick-fixes” and work directly with the W2N leadership to refine their processes and train workers on the processing lines).

Finally, the Sierra team recommended W2N initiate a pilot test of 100-300 containers (unload the tri-walls from the containers – perform a quick look to verify no hazards – remove any visible clearly unserviceable items - repack the tri-walls into another container – perform customs & agriculture clearance procedures – ship the 100-300 containers to Sierra to identify and classify the materiel and bring to record in SARSS). Before things get

moving too quickly, Sierra leadership has some essential information that needs to be provided to the R2TF leadership such as a rough order magnitude (ROM) cost estimate to send a small team to Kuwait; and provide the W2N leadership a detailed equipment facilitation list and drawing for set-up, and Job Descriptions for Materiel Identifiers. Sierra will need program funding and direction to proceed any further.

## SOLAR (From Page 10)

a fluorescent fails it is usually because its construction requires the use of dissimilar materials (metal and glass) which expand & contract at different rates, so eventually they lose their seal and the gas escapes. An induction light, which can also operate using DC voltage, uses a low frequency RF generator instead of electrodes to excite the gas, resulting in a more durable construction. An induction light offers an amazing 100,000 hours of operational life. That's more than 20 years at 12hrs/day, 365days a year.

The heart of the system is the storage/management portion which is contained in a weather resistant enclosure mounted on the pole, and holds the power management controller, batteries, fuse blocks, connectors, cooling fan, etc. The batteries are designed specifically

for solar power applications, and operate over temperatures ranging from -40 to +160F. The energy storage/management part uses a Maximum Power Point Tracking (MPPT) Controller. This sophisticated little “brain” has the ability to modify its energy input/output based on solar conditions to maximize energy collection, battery charging, and power production, from the array-to the batteries-to the lights, optimizing the performance and lifetime of the system.



One of the best applications for off-grid solar powered streetlights is in locations where electric grid power is not feasible. We may be installing some solar powered streetlights & parking lot lights here at SIAD in the near future so keep an eye out for them.

**COMING  
SOON**

**Employee  
Appreciation Day**

**Relay for Life**

**9th Annual Holiday  
Ball**

## Depot receives ISO 9001:2008 certification



On March 11, 2010, Sierra Army Depot once again received certification for ISO 9001:2008, this time for all Garrison missions. At the same time, were ISO 9001:2008 recertified for Mission Operations. Standing in front of the new sign that is located just inside the Main Gate are left to right, William Deming, Puett Wilcox, Jean Blocker, Lt. Col. Joseph Dalessio and Gerry Garrett. Congratulations to everyone for making this happen!