



# THE

# CHALLENGE

Sierra Army Depot, Herlong, Calif.

March 2011

Vol. 67 No. 3

## Lassen County officials gain insight of Depot operations

By Lori K. McDonald  
Public Affairs Officer

Community relations are an integral part for the success of any military installation, and Sierra Army Depot continues to do their part to ensure those relationships continue in a positive manner.

Sierra Lt. Col. Joseph Dalesio, SIAD Commander hosted a visit by Lassen County supervisors Jim Chapman and Jack Hanson, Tom Stone, Robert Burns, Maurice Anderson, Joe Bertotti, Baden Falkowski, Gaylon Norwood, Maria Carlomango-Brice, Julie Bustamante, and Regina Schapp on March 23, where they were able to walk through operations that are the heart of the Depot and see first-hand how the Depot has transitioned from an ammunition storage site.

As this was a first visit by most of the county officials, Dalesio began the day with a short overview of what Sierra is all about and why there is high visibility for Sierra these days within the Department of the Army. As the group enjoyed a windshield tour through the End of First Life Center and was in awe of the number of vehicles stored here, Dalesio talked about the depot's initiative to harvest usable parts from these vehicles and provide that information electronically back to the Item Manager for visibility. He went on to say that once the Item Manager receives word a repair facility working on similar vehicles is in need of specific parts, SIAD receives orders to ship those harvested parts directly to the requested site – thus preventing a production line stoppage.

The next portion of the tour, the group had the opportunity to walk through the production buildings for equipment that is received from units downsizing in Southwest Asia and from various other units around in and out of the country. Mr. Richard Williams, a supervisor within Retrograde and Redistribution Directorate, began explaining the



Mr. Richard Williams speaks to Lassen County officials about material received from Southwest Asia and how the depot accurately identifies each item and then brings to record before placing in storage or redistributing to a unit in need.

process once equipment is received on Depot. As the group traveled along the production lines, Chapman was very interested to see how SIAD inventories every small item that is received and then be able to show accountability. Dalesio added "The processes conducted here at Sierra, have at some point, provided added value back to the Army."

The group toured other areas which included a stop to see the repair of Enhanced Small Arms Protective Inserts (ESAPI) plates and the Organizational Clothing and Individual Equipment mission. In each of these areas, county officials were please to discover the work being done at the Depot is truly in support of the Soldier.

The last stop for this group was the Non Standard-Equipment mission. Mr. William Junk, NS-E supervisor, explained the same process is used in the NS-E building as what they previously saw in the receiving area. The interesting portion of this tour that gained the

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Robert Burns reaches into a bin to check out items that were part of the equipment returned from Iraq. Officials from Lassen County were eager to learn more about the program where excess equipment could be available to state agencies.

## Commander's View

When products, systems, machinery and devices work well and safely, it is often because they meet certain standards/requirements. An organization whose functional area of expertise is centered solely on identifying and establishing "world-wide metrics/standards" is the International Organization for Standardization (ISO).

During the months of March and May 2011, SIAD will undergo two very important ISO audits (ISO 9001 and 14001). Both ISO-9001 (Quality) and ISO-14001 (Environmental) are "generic" management system standards. "Generic" means that the same standard can be applied to any organization, large or small, in any sector or activity (whether it be in the business enterprise, public administration, or the Department of Defense). Having the ISO "brand/label" (i.e. certification) can only help this depot (whether it leads to garnering additional workload, increasing our



Lt. Col. Joseph G. Dalessio

commercial industry partnerships, or simply bettering our reputation).

Both SIAD's Garrison and Mission Directorates went through extensive/detailed registration audits and successfully attained ISO-9001-2008 certification back in March of 2010. Furthermore, the depot suc-

cessfully underwent its surveillance audit this past November when an auditor from Perry Johnson Registrars inspected all facets of our Quality Management System (there were no major or minor nonconformance findings). This was SIAD's most successful audit since we first became registered in 2005.

In preparation for our upcoming "re-registration audit" this May 2011, our QEO Office (led by Mr. Puett Willcox and Ms. Jean Blocker) is now conducting internal audits to ensure our compliance/success.

In terms of ISO-14001 Certification (which also requires the depot to implement/stand-up an Environmental Management System (EMS) as per Executive Order 13148), this past January, SIAD successfully completed its Stage 1 audit with only two minor nonconformities (maintaining training records and establishing an internal audit schedule; both of which have been fixed/resolved). The auditors (from Perry Johnson's

Registry) were very pleased with our organizational operations/procedures and moreover, the level of detail in our documentation.

We are now ready for our Stage II audit that will take place at the end of this month (March 2011). Every employee is responsible to participate, assist and be aware of their role in the depot's EMS and certification effort. For more information regarding the EMS, numerous resources are available through the Environmental Office.

Stay safe and look out for your battle buddy!

**Pride  
in  
Excellence!**



## The Union's Position - AFGGE Local 1808

*The following is a press release from the main office of the American Federation of Government Employees in Washington, DC.*

SSA BENEFICIARIES AND FEDERAL EMPLOYEES PROTEST BUDGET CUTS AT SOCIAL SECURITY OFFICES IN 31 STATES ACROSS THE COUNTRY

*Proposed Cuts will Severely Impact Service to Public*

(WASHINGTON) – Thousands of American Federation of Government Employees Social Security Administration workers from 96 offices in 31 states across the country today had a one-day informational picket to educate the public about the devastating impact the proposed Fiscal Year (FY) 2011 federal budget would have on the Social Security Administration.

"SSA employees are shocked

and dismayed by the actions and rhetoric from some members of Congress regarding the Social Security program and are expressing such concern by participating in an informational picket at SSA offices across the country," explained Witold Skwierczynski, president of AFGGE National Council of SSA Field Operations Locals.

House Republicans have proposed a \$1.7 billion reduction in SSA funding for the remainder of FY 2011. If this proposal is included in the new Continuing Resolution (CR) for FY 2011, the budget cuts would lead to a month of furloughs at the Social Security Administration resulting in longer waits for benefits,

backlogs of those with pending disability claims and hearings could reach record levels, and waiting times at field offices and busy signals at SSA's toll free number would increase dramatically.

"SSA is already operating under a partial hiring freeze because of the current Continuing Resolution. A major loss of staff, budget cuts and furloughs will compromise the progress made in chipping away at the vast backlogs in integrity workloads such as Continuing Disability Reviews and SSI Redeterminations.

We would be cutting services to the population who need assistance at key times in their lives – retirees and the disabled. Why would we

treat this population with such cavalier insensitivity? If the government shuts down due to failure of Congress to agree on a budget and SSA closes its doors, the most vulnerable population will have no access to the benefits they are entitled to receive," concluded Skwierczynski.

Standing in solidarity with AFGGE was the Strengthen Social Security Campaign and the Alliance for Retired Americans.

Union meetings are held the first Tuesday of each month, except on Election Day. Meetings will then be held the following Tuesday. If you have any questions or concerns, bring them to the attention of a union representative or contact the Union Office at (530) 827-5375 and leave a message if there is no answer.



**The Challenge**

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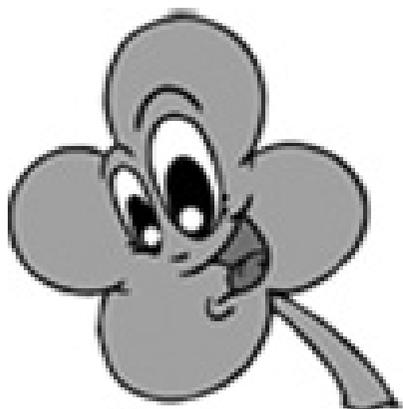
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## New Hires at SIAD

As you go about your day to day operations, in some type of fashion you have probably come in contact with one or several new 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.

**Malinda Barrett**  
**Chilea Brown-Liles**  
**Michael Diehl**  
**Janae Holmes**  
**Michelle Jiminez**  
**Richard La Duca**  
**Robert Martin**  
**David May**  
**Jennifer Sanchez**  
**Racheal Winebar**



### Correction to LMP Article

In last month's edition of *The Challenge*, the author of "No Depot is an Island", was incorrectly identified. Mr. Richard Ward was the author of the article.

## LMP is transitioning to Role Base Training

By Daniel Knight  
LMP Cadre

The LMP Cadre have been working many hours over the past two months to transition from the previous Death by PowerPoint style of training to Role Based Training. We are condensing and converting existing training class materials, and tailoring them to job roles and work functions to reflect the duties of the individual user.

Cadre team members have been out and about on the depot walking the floors, working with supervisors and end users, using their expertise, and documenting their ideas for the conversion to this new method of training. This has greatly helped us filter out the role-based, user specific information from the large amounts of information in the original training material that might apply to some, but not to all users. By fine-tuning these materials, we will now have the ability to deliver the training material in a timelier more efficient manner.

What does that mean for the depot? Role based training will help end users spend less time in the classroom and give them more hands on experience while helping them retain more of the information. But how will this benefit our customers? Our customer stored assets and products will be more accurately accounted for, production work will be accomplished in a timely, cost efficient manner, shipping will be processed and tracked quickly, and that directly benefits our most important customer the SOLDIER. Okay, but how will this effect depot employees? Simply put, job security. When a business can deliver on time, cost efficient, quality tested products, the side effect will be satis-



fied customers, and that equals more business for the depot.

Besides working on new training materials we, along with the Site Command Center, have been assisting and working closely with the leadership of various work area's to create new business rules, desktop guides, SOP's (Standard Operating Procedures), and work flow charts. SIAD's updated business rules will standardize the depot's work in LMP, desktop guides – essential to the end user – will give step-by-step transactional instructions for specific work duties, SOP's will define the work procedure to a given operation, and work flow charts will show, by diagram, what is happening upstream and downstream of the entire work process. It has taken many face-to-face get-togethers and the collaborative effort of leaders, end users and the LMP team to document these procedures that will not only help improve depot work flow processes, but will be a very important and essential part of the successful implementation of LMP at SIAD.

However, Death by PowerPoint training is not the only arena of change in this transition. Our training website is also undergoing a makeover. Renamed the TST, the Training Sustainment Tool now reflects the changes from our 'Just in Time' and 'Go Live' training to

where we are today – sustaining what we have learned in LMP, taking it to the future, and applying that knowledge to our business processes. Each functional area trainer is modifying their training materials, business processes, desktop guides & SOP's and they will be represented and regularly updated on the website, giving us a one-stop learning tool. The Training Sustainment Tool can be a great learning tool for everyone, come see some of the 'Under Construction' changes by visiting the website at: (I:TWS\Cadre Training Material\Website\Default.html) or you can go to: the SIAD 'INTRANET' and click on the LMP icon at the bottom of the page.

In closing, I would like you to know that we have received an abundance of valuable, positive feedback from all over the depot anytime we have asked for input or help. It has greatly helped us over the past couple of months to make the necessary changes to document and refine our training materials and business processes. Transitioning to role based training, along with fine tuning SIAD's processes, can only help the depot increase the return on its investment in LMP not only in dollars and cents, but in time well spent.

## Preventive maintenance on government vehicles begins with you

Maintenance of government equipment begins with the equipment user. Recently there have been numerous pieces of equipment that has been brought in to the Motor Pool for repair. It is obvious that some of this equipment is not being maintained by the equipment operator. For example, an electric fork lift was brought in because it would not hold a charge. However, upon inspection, it was readily apparent that the battery was 15 gallons low

on water. However, there was nothing annotated on the DA Form 2404 or the daily operation checks.

In addition, equipment that has obviously been in an accident (or two) arrives in the motor pool without anything annotated on the DA Form 2404. In instances like these, a DD Form 200 FLIPL (Financial Liability investigation of Property Loss) may very well be initiated



and the operator of that equipment may be held liable for its' repair. A new battery for an electric fork lift cost around \$6,000.

It is very important that the equipment operators perform their pre and post operation checks as outlined in the Operators' Manual. Base support will be conducting spot checks and will be dead lining equipment and pulling operator licenses when we find evidence of abuse or

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## Lean success stories

By Ben Lindblom  
Lean Facilitator

In light of our successful Fiscal Year 2010 from a process improvement standpoint, I am sure many of you would like updates on Lean Initiatives which have taken place so far in Fiscal Year 2011.

⇒ In October 2010, we began FY11 by concluding a Rapid Improvement Event for material release order (MRO) processing. The team successfully reorganized the process flow, resulting in a three-year cost avoidance of over \$117,000. Great effort by Brian Farley's team and their hard work.

Another event that we closed in October consisted of a VSA to map the OCIE Retrograde Receiving and Storage processes. Although there were no financial benefits realized from this event, Jason Henderson, Paula Hammers and team made significant progress in identifying areas for improvement in their processes.

The last action plan to close in October was a 6-S event in the Motor Pool. Mr. Jerry Rose along with Robert Miller, Wayne Tong, Rob Mitchell and the crew from the AJ1/R&R area made some excellent improvements by cleaning, straightening and organizing this area.

⇒ In November 2010, we closed three process improvement events starting with the Vending Machine Rapid Improvement Event, whereas the products, schedules and routes of the vending machine servicers were reviewed and improved to provide better customer service to Depot Employees. Thanks to the team for their hard work conducting time studies, analyzing survey results, and the tenacity to keep moving forward.

The second process improvement event to conclude in November

was for the OCIE/RSO Material Pulling Process. Thanks to Teya Burciaga and her team, we were able to reduce the cycle time for completing customer orders and claim a three-year cost avoidance of over \$92,000 in doing so. Great job, RSO Team!

The final Initiative to close out in November was a process improvement to recycle rather than dispose of boiler plant fuel. The impact from this event reaches far beyond the \$219,000 cost avoidance and revenue generation realized from this concept, as it reduces the amount of waste going to permanent hazardous storage. Thanks to Jeff Parsons and the Environmental Division for this excellent work!

⇒ In December of 2010 we also closed out three events. We re-visited the OCIE/RSO, and completed process improvements for the Receiving and also for the Shipping processes. These events were successful in the respect that they complemented the Pulling Process event mentioned earlier, and all of the RSO processes were reviewed in succession. Thanks again to Teya Burciaga and crew!

The final process improvement event to close in December was for the fuel extraction and recycling process for the LTS assets. Thanks to Jason Haggerty and crew, and Jeff Parsons of Environmental, the excess fuel from LTS assets is being recycled for a cost avoidance and revenue generation totaling more than \$4.65 million over the next three years. Great work by all parties involved!

The savings and/or cost avoidance from these events will dictate how large the Lean portion of our GAP award will be this year. You will find more success stories in future issues of *The Challenge*.



## Production Dedication

Sierra Army Depot's production for the month of March is dedicated to U.S. Air Force First Lieutenant Brittani Ashlin Mack, of Janesville, Calif., who is currently deployed in Iraq.

Mack is a 2003 graduate of Lassen High School in Susanville, Calif., and later graduated from the Virginia Military Institute in 2007 where she received her commission as a first lieutenant. Brittani joined to the military to make a difference and feels that she is on the right track to make that happen.

She is the daughter of Frank and Lisa Boe, also of Janesville.

Mack has six other siblings Jaimie (24, Susanville), Tiphani (21, Simpson Univ. Senior, Redding, Calif.), Maile (15, Hilo, HI), Zachary (9, Janesville), Zane (7, Janesville), and Peyton (2 1/2, Janesville). Brittani is single, but if you ask her about any children, she will say yes "My dog LuLu".

When Mack is not in uniform and solving problems that make a difference, you might find her on a diamond where she enjoys a good game of softball. If the chance arises and she is around water, watch for her on a wakeboard, or casting a fishing line to reel in the big one.

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 Lt. Mack 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.



## Replacing incandescent Bulbs

By Steven Johnson  
Energy Awareness Coordinator

Due to Federal law and Army policy, the common incandescent bulb is obsolete here at Sierra Army Depot. What are we supposed to replace them with? There are two alternatives right now; the Compact Fluorescent Light (CFL) and the Light Emitting Diode (LED) bulb. Both are standard base, screw-in bulbs. CFLs have been on the market for years. The LED bulb is more recent. Let's compare each of them to one 100 watt incandescent bulb.

The 100 watt incandescent bulb costs \$1, produces 15 lumens of light/watt, and lasts about 1,200 hours. If this bulb burned for 1,200 hours a year, then one year's operating costs would be \$18.00 (\$1 bulb + \$5 installation + \$12 for power). This cost will recur annually and increase with inflation.

The equivalent CFL produces about 60 lumens of light/watt, so it

is only a 23 watt bulb. It costs about \$3 and has a rated life of 10,000 hours. If this bulb burns 1,200 hours



a year, it should last more than 8 years. Costs for the first year will be \$10.76 (\$3 bulb + \$5 to install it + \$2.76 for power). Payback is achieved in the first CFL year (\$18 Incandescent cost - \$10.76 CFL cost = +\$7.24). Since

there are no bulb replacement costs for the next 7 years, the recurring annual cost for the CFL will be only \$2.76 for power (not adjusted for inflation). Cost Comparison over 8 years:

100 watt incandescent bulbs over 8 years = 8yr X \$18 = \$144.00.

Equivalent CFL over 8 years = \$10.76 + (7yr X \$2.76) = \$30.08.

Cost savings over 8 years =  
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## **BULBS** (From Page 4)

\$144 - \$30.08 = +\$113.92.

LEDs are the next generation, and until recently, were limited to single-bulb applications. Standard base LED bulbs are now available; with the (100 watt incandescent) equivalent LED just recently hit the market. At \$50, this 13 watt bulb produces 112 lumens of light/watt, and has a life rating of up to 50,000+ hours. If this bulb operates for 1,200 hours a year, it should last more than 40 years. Costs for the first year will be \$56.56 (\$50 bulb + \$5 to change it + \$1.56 for power). Pay back is not achieved until the fourth year (\$72 - \$61.24 = \$10.76). Since there are no bulb replacement costs for the next 39 years, the recurring annual cost is only \$1.56 for power (not adjusted for inflation). Cost Comparison over 40 years;

100 watt incandescent bulbs over 40 years = \$720.00.

Equivalent LED over 40 years = \$117.40.

Cost savings over 40 years = \$602.60.

So which is the better replacement, a CFL or an LED bulb? Both come in many shapes and sizes (including other base sizes) and fit a large range of fixtures and applications, from floods to vanities. Both are available in 3-way, dimmable, and "cool" or "warm" white light. CFLs are much cheaper than LEDs, resulting in a shorter pay-back time, but LEDs will result in greater savings long-term. If 40 year cost comparisons were the only thing to consider and the budget allowed \$50 light bulbs (?), then LEDs would be the way to go. Well, there are more things to consider than just long term costs when choosing a replacement bulb, so next month we will take a closer look.



## **VEHICLES**

(From Page 3)

neglect. In order for Base Support to support the Depot's maintenance needs, we need the support of the individual equipment operators to help maintain their equipment. Thank you for your help.

### First Presidential Proclamation for Women's History Week (1980)

President Jimmy Carter's Message to the nation designating March 2-8, 1980 as National Women's History Week.

From the first settlers who came to our shores, from the first American Indian families who befriended them, men and women have worked together to build this nation. Too often the women were unsung and sometimes their contributions went unnoticed. But the achievements, leadership, courage, strength and love of the women who built America was as vital as that of the men whose names we know so well.

As Dr. Gerda Lerner has noted, "Women's History is Women's Right." - It is an essential and indispensable heritage from which we can draw pride, comfort, courage, and long-range vision."

I ask my fellow Americans to recognize this heritage with appropriate activities during National Women's History Week, March 2-8, 1980.

I urge libraries, schools, and community organizations to focus their observances on the leaders who struggled for equality -- Susan B. Anthony, Sojourner Truth, Lucy Stone, Lucretia Mott, Elizabeth Cady Stanton, Harriet Tubman, and Alice Paul.

Understanding the true history of our country will help us to comprehend the need for full equality under the law for all our people.

This goal can be achieved by ratifying the 27th Amendment to the United States Constitution, which states that "Equality of Rights under the Law shall not be denied or abridged by the United States or by any state on account of sex."

## Employees doing their part, applying protective sealant to tankers

By Daron Bloom  
Program Manager, IBO

In theater, there have been multiple instances of fuel tankers being targets. It was recognized within the Army that something needed to be done to protect these tankers from losing valuable fuel.

The Fuel Tanker Self Sealing (FTSS) program was the solution and Sierra Army Depot was the place to get this accomplished. In November 2010, SIAD was presented a great challenge - to apply a protective coating to M967A2 Tankers in a short period of time. Since the process to apply this type of coating was new to SIAD, an outside source

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Employees prep a M967A2 tank (photo above) before a layer of protective coating (photo right) is applied. Each tank has three coats of sealant applied and is tested after each application with a digital thickness probe to determine the correct amount of coating was applied.

## CYS Monthly Update

**EVENTS:** The annual Child Youth & School Services Easter Party will be held on Saturday, April 9, 2011. The festivities will start at 12:15 p.m. and continue on through the afternoon. This year's entertainment will be provided by Wild Things Inc., who will be bringing a variety of wild animals to showcase to our guests. As always, there will be an Easter egg hunt for all ages, light refreshments, and pictures with our special guest! For more information please call the CYS at 827-4696.

wait list. Please do not forget to call and check in with the CDC. If notification is not given on a monthly basis, your name will be dropped from our wait list. If you should have any questions in regard to your childcare spot, or have questions in general, please feel free to contact us.

**SPORTS:** As always, the month of April will be an exciting month for CYSS Youth Sports and Fitness. We are hosting the Aquafina® Pitch, Hit & Run™ competition, the official skills competition for Major League Baseball®. This is a grassroots pro-

## LEAN into my CORNER



William Deming

Most of the time, I tend to focus mostly on Lean concepts and practices in this column. That's mainly because our approach to process improvement on the Depot has relied mostly on Lean tools in the past. However, I recently received my Black Belt certification and we currently have four other people who have either started Black Belt training or will be starting later in the year. So this month, I'm going to look at the other side of the Lean Six-Sigma toolkit.

While there is some overlap between the process improvement tools that we use for Lean and those that Six-Sigma offers, they tend to approach problems from different perspectives. Lean is all about identifying waste in a process and removing it. Six-Sigma takes a process that may already be relatively efficient and seeks to reduce the variation in it. In industrial processes, precision parts are often produced in an exact size, with a specified tolerance. For example, a shaft might be manufactured to be 2.750 inches in diameter, plus or minus 0.003 inches. If the diameter is greater than 2.753 or less than 2.747 inches in diameter, performance of the final product may be degraded. In Six-Sigma terms, this represents allowable variation.

In many instances, we are satisfied with a process that works 99 percent (or even 95 percent) of the time. We generally think that this is a pretty efficient process. But if the costs associated with a single failure are high enough, a one percent failure rate may be way too high.

Suppose that we produce a critical component for jet engines which are used on commercial airliners. Let us further suppose that our process results in a component that has a failure rate of 0.1 percent

(meaning one component in 1,000 can be expected to fail during its three-year service life). Pretty good, right? Not really. When you consider how many planes are in the air every day and the potential cost of a failure, the failure rate is way too high.

This is the point that Six-Sigma is getting at. I'm not going to bore you with a lot of statistics, but bear with me for a moment. Sigma is the Greek symbol used to represent standard deviation, the most common statistical measure of variation. If a process is operating at a true six sigma level, it will produce only 3.4 failures per million opportunities. It's hard to get much better than that, although I hope the engineers that design the airplanes that I ride on are very good at redundant system design.

We have found through experience that LMP has not solved all our data problems. Nevertheless, we are beginning to amass a database that can yield all sorts of useful information, once we get a better handle on what we have. For example, we could use Six-Sigma tools to focus our energies on addressing "problems" that are true process aberrations rather than worrying about everything that doesn't fall within an arbitrary limit of five percent (or ten percent, or whatever). The day is coming when we will be able to put these tools to good use.

### Easter Egg Hunt!



**Entertainment:  
Wild Things Inc**

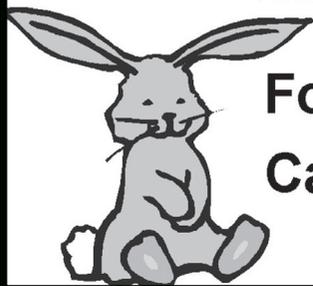


**CYSS EASTER PARTY  
APRIL 9TH 12:15-3:00**

**Pictures with the  
Easter Bunny!**

Location: **CYSS**

**For More Info  
Call 827-4696**



**CDC:** The Child Development Center will begin their process in becoming accredited through the National Association of the Education of Young Children (NAEYC). NAEYC is the world's largest organization dedicated to improving and raising the standard of quality in educational and developmental programs for children from birth through age 8. All Department of Defense (DoD) childcare centers are accredited through NAEYC, which is why DoD childcare centers are ranked as one of the highest childcare organizations nationwide. SIAD's CDC will join this network within a year of starting the process.

Reminder to all parents on the

program designed to provide youngsters with an opportunity to compete, free of charge, in a competition that recognizes individual excellence in core baseball and softball skills. The competition will be held on Friday April 8, at 3:30 p.m. Also, the Child Development Center, along with Youth Sports and Fitness, will be hosting a Smart Start Sports Clinic on April 14, at 3:30 p.m. on the CDC playground. This event is to celebrate Month of the Military Child with our pre-school and kindergarten children. Feel free to stop by and participate, as we always enjoy adult/parent participation!

**TRAINING:** As we all know, here at Sierra Army Depot training

is important and we strive to provide a quality program for your children. All staff are required to participate in an on-going training program in child and youth development. Parents can be sure that our childcare providers will be trained in developing the skills necessary to provide the best quality care for your child. Sierra Army Depot's Child, Youth & School Services program was established to provide a variety of social, athletic, instructional, cultural, and recreational programs. Parents are

invited and welcome to visit anytime. Questions and involvement are encouraged and always appreciated. Together we can make things happen.



## Looking forward to seeing the world



Larry Cowan was born in Oklahoma, but moved to Anderson, California when he was a small child. Larry was employed at Diamond International Saw Mill in Red Bluff for 20 years before coming to work at Sierra Army Depot in Herlong, Calif.

Working at Sierra has been a passion to Larry because he doesn't only look at it as helping the Soldiers but helping family. Larry has two nephews and a niece in the military and now his oldest granddaughter Amanda has joined the Army. So protecting the Soldier to him is protecting his family.

He is the father of four children all of which have worked here at Sierra. Two of his daughters are still employed here to carry on the family name - his oldest daughter Dana is with IBO and Lisa is with C&A. Larry's son Eric is employed at the Herlong Federal Prison. Larry's youngest daughter Jana is a Domestic Engineer. Larry is the grandfather of 13 grandchildren.

Larry has had many positions while working at Sierra for the last 19 years - from driving forklifts, driving the super stacker, to being the Senior MEI. While employed here he was able to see parts of the world he never thought he would like Iraq. Larry has also served on the grand jury and the board for the fire department.

Now that he is retired, Larry plans include traveling to old battle sites, fishing, restore his 1960 ford pickup and to see more of what the world has to offer.

## Women in the Army Today

Prior to the 1994 DoD assignment rule, 67 percent of the positions in the Army were open to women

Today, 70 percent of the positions in the Army are open to women, and women serve in 93 percent of all Army occupations (active duty and the reserve components), as of June 2009.

Women represent about 13.4 percent of the active Army, 23.7 percent of the Army Reserve and 14.0 percent of the Army National

Guard as of fiscal year 2009.

An increasing proportion of senior-level active duty and DoD positions are being filled by women.

The percentage of female officers in the active Army in grades O-4 (rank of major) and above increased from 11.5 percent in fiscal year 1995 to 13.3 percent in fiscal year 2009.

The same is true for enlisted active-duty women in grades E-7 (rank of sergeant first class) through

**See WOMEN on Page 8**

## SEALANT (From Page 5)

was contracted to provide training and purchase the equipment that would be needed. Work on the project began in January after receiving and installing necessary equipment in the paint booth with the help of Public Works.

The Depot also realized there was a vast amount of prep work that needed to be completed before any coating could be applied. To cut down the prep time, the Paint Shop in conjunction with the Weld shop created templates to be used in lieu of individual paint masking measures. Once everything was in place, SIAD had a very aggressive

schedule as these assets were needed immediately for a shipment. In order for these tanks to be protected, each received three coats of specialized sealant. After each application, the Paint Shop used a digital thickness probe to determine the appropriate amount of coating applied.

While maintenance work areas were primarily responsible; this effort could not have happened without many personnel leaning forward to assist. Special thanks to personnel within Contracting, Public Works, Logistics and Asset Management, Container and Assembly Directorate, and Industrial Base of Operations, and especially the Maintenance Directorate who performed the work.

## Santa attends Blue Collar Ball



**Santa (aka Jason Ingram) dropped in for a surprise appearance at the annual Blue Collar Christmas Ball that was held in Doyle, Calif. on Dec. 16. Picture with Santa are far left Chuck Sedlacek and Jimmy Lux. Hopefully everyone was nice to Santa so their Christmas wishes could come true.**



### Celebrating Women's Contributions to the Army

"Each year, during Women's History Month, we remember and celebrate women from all walks of life who have shaped this great Nation."  
— President Barack Obama, March 3, 2009

March is National Women's History Month—a time to celebrate the past, present, and future accomplishments of women in service to our great Nation.

For over 235 years, women have valiantly served in our Army. This service and commitment on behalf of the American people has left an indelible mark on history. From the Revolutionary War to Afghanistan and Iraq, women have always distinguished themselves in times of both conflict and peace.

We honor, therefore, all of the women—uniform and out—served courageously, selflessly and with dedication to help make this Nation even stronger.

We offer you our thanks and our gratitude for the past and present contributions military and civilian women have made to the Army and this Nation. During Women's History Month, we ask the entire Army Family to commemorate the achievements that have benefited us all.

*Kenneth O. Preston*  
Kenneth O. Preston  
Sergeant Major of the Army

*George W. Casey, Jr.*  
George W. Casey, Jr.  
General, United States Army  
Chief of Staff

*John M. McHugh*  
John M. McHugh  
Secretary of the Army

## OFFICIALS

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interest of the group, was when Junk began talking about the National Association of State Agencies for Surplus Property (NASASP). He talked about how the Army worked with State representatives to receive excess “non standard” material or equipment that units requested during their deployment in Iraq and no longer need. Junk explained the only cost to State agencies is transportation. Chapman along with Hanson chimed in this would definitely be something Lassen County could benefit from especially since the Depot sits right in their own backyard.

At the conclusion of the tour, Dalessio was thanked by the entire group for everything the Depot is doing to not only help the Soldier, but the economy within the county.



## WOMEN (From Page 7)

E-9 (rank of first sergeant), who went from 8.3 percent in 1995 to approximately 10.8 percent as of fiscal year 2009.

In the grades GS-13 through senior executive service, the percentage of female civilian Army employees increased from 18.9 percent in 1995 to 30.9 percent as of fiscal year 2009.

Historically

1983: Women accounted for 9.8 percent of the total Army.

1993: Women accounted for 12.5 percent of the total Army.

2009: Women accounted for 15.5 percent of the total Army



Pfc. Brandie Leon, 101st Airborne Division, patrols Baghdad, Iraq, in March 2006 (photo by Navy Petty Officer 1st Class Bart A. Bauer).

## Large number of portable water systems built at Sierra Army Depot



Sierra Army Depot employees have built more than 1,000 Forward Area Water Point Supply Systems (top left photo) and packed them into containers ready for shipment. This system is utilized to provide fresh water wherever potable water is needed. Pictured from left to right are Soledad McKee, Jim Newton, Lee Schroeder, James Hughes and Ricky Gotcher, who were instrumental in actually packaging up the one-thousandth FAWPSS container.

By Susan Getty  
C&A Director

Waiting on water? Well wait no longer. The Containerization and Assembly Directorate is definitely making strides in the right direction to ensure not just Soldiers in the field have water, but even areas hit by

natural disasters. Employees within the Water Division just completed building the one-thousandth Forward Area Water Point Supply System (FAWPSS).

The FAWPSS is a portable, self-contained, potable water storage and distribution system. Its 3,000-gallon

capacity can support personnel in forward areas of the battlefield, in arid regions, or other environments where potable water is needed.

Since the initial prototype in 2005, SIAD has continued to produce FAWPSS systems in support of Product Manager Petroleum and Water Systems (PM PAWS). Through SIAD ingenuity, the FAWPSS has evolved from two containers which required additional material handling equipment assets in the field to deploy, to one neatly packed container system that is completely deployable without any material handling equipment.

The system consists of six each 500 gallon cylindrical storage tanks, one 125 GPM pump, hoses, connectors, fittings and dispensing nozzles all packed into a standard Tricon.

## Employees donate for good cause



Cortney Carrier was one of more than a hundred that stepped up to donate blood during the Blood Drive held at Sierra Army Depot on Feb. 10. Every minute of every day, someone needs of blood. Make the choice to donate, it could save a life.