

Sierra Army Depot, Herlong, Calif.

October 2011

Vol. 67 No.10



Commander's View

Wow, October is almost gone and November is a week away. Another year is quickly coming to a close. November has always been a special month to me. November provides us an opportunity to recognize all the sacrifices and accomplishments of our Veterans as well as an opportunity to celebrate Thanksgiving and the people that led to the establishment of the greatest nation on earth. Please take a moment to thank a veteran for their service and sacrifices.

As you know, we've recently closed out the Fiscal Year (FY) 2011 and it was a record year for Sierra Army Depot. Sierra experienced a record high for productivity and Direct Labor Hours (DLH). Congratulations on an outstanding year and thank you for your contributions to our success. You, our workforce, are why Sierra is recognized as an outstanding Depot and why our customers continued to bring work to us. I look forward to an even better year in FY 2012.

With the onset of FY 2012, the winter months are quickly



Lt. Col. Christopher E. Dexter

approaching. Please take an extra moment or two to address the added safety challenges that the snow and ice of winter bring. Not only will the snow and ice present safety challenges on Sierra, but equally the snow and ice will affect our individual commutes to and from work. The safety office has published our fall and winter safety campaign and I would ask that each of you keep this in mind while commuting and

at work.

Recently the senior leadership of Sierra completed the first phase of our strategic planning session; looking towards the future for Sierra Army Depot. Before the session began, a guest speaker from the Lexington Institute told the group of the positive feedback he received from Army, OSD, and J4 about all the good Sierra is doing. The remainder of the session went extremely well and I'm excited about our future role for the Army. We identified four major areas of focus as well as objectives for each of those areas. Additionally, as a group, we redefined our mission and vision. The next phase will include developing action plans and identifying individuals responsible for executing tasks. I'll keep you informed as this progresses.

I recently addressed the workforce during my first Town Hall which was divided into four sessions. During this time, I talked about my philosophy (organizations should have the posters in place by now), Safety, and the GAP Award. During each session, questions were asked

and the majority were answered on the spot. However, since there were four different sessions, I had someone taking notes and these will be shared with you in the next edition of The Challenge.

As we continue to improve around the Depot, I have asked TACOM IG to create a Command Climate survey that will help identify areas that would help us continue to improve as an organization. I hope to have this survey out to the workforce within the next month.

The Combined Federal Campaign is on-going as we speak. This campaign allows employees the opportunity to make a difference to charitable organizations of their choice. This year is the 50th anniversary of CFC. Your contributions can help feed children, protect rainforests, and provide medical supplies, just to name a few. The important factor – you decide where you want your contribution to go directly to. Our goal this year is \$60,000 and we are almost half-way there.

See COMMANDER on Page 3

THE UNION'S POSITION- AFGE LOCAL 1808

The Worst Is Yet To Come

During the last year, we have endured many attacks on our livelihood, our retirement, our health care and our very jobs. Unfortunately, the worst is yet to come. – Health care premiums under the Federal Employees Health Benefits Program will increase an average of 3.8 percent in January – a significant hike for federal employees and retirees who are enduring frozen wages and cost-of-living adjustments, “This rate hike is going to hit federal employees and retirees at a time when they can least afford it.” “On top of that, they're being asked to pay more for fewer options and no new

benefits.”

Six health plans will be pulling out of the FEHBP entirely, while another two will be terminating one of their plan options. No new health plans are being added in 2012, and no significant benefit changes are being offered. The overall average premium hike masks larger increases that employees and retirees in some plans will increase 7.5 percent in 2012, on par with this year's overall premium increase. We must be able to work together, in hopes for this nation as we look to repair the damage of past years. We need to continue to grow strong, and in hopes as we look to overcome the criticism and shame of the past years, early outs, and cutting back on service delivery just to cope with the budget cuts that

already have taken place. We must tell our elected officials that they can't keep cutting their way out of this economic crisis.

We have been through a lot together and that is why I wanted to tell you that, only by bringing people together, only by bridging our differences can we all succeed together as a country.

Open season for Health Insur-



ance is slowly approaching. This year, it will be open for one month only, November 14 - December 12. Prior to the season opening a Health Fair will be held on October 31, in Bldg 74, Classroom B.

Employees can go to: www.opm.gov to compare plans, and review brochures. CPAC has not received anything yet; however, when they do get some the amount will be minimal. The new push is to get away from paper and get the information electronically.

The American Federation of Government Employees, the country's largest federal and DC employee union, joined hundreds of people in the American Dream Movement at the Jobs Not Cuts rally

See UNION on Page 3

The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____
Photographer _____

Lt. Col. Christopher E. Dexter
Lori K. McDonald
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. 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

AIT is coming!

By Daniel Knight
LMP Cadre - Warehousing

How great would it be to not be tethered to your PC all day and still be able to do your job? Not having to do the operations and walk back to the computer and input what you just did on the floor will help lower down time.

Well coming soon we will have just that with Automated Information Technology (AIT). What is AIT? It's a program that interfaces with LMP and is loaded onto a wireless handheld that is going to help run our day to day operations with more ease. AIT was developed between Jacobs, CSC and the Army to help depots across AMC with traceability and accountability. The handhelds are accessible by the users CAC and personal pin so they are secure to use. They send data over the wireless network to servers at Red Stone and the data is processed then sent back to the handheld. The whole process takes a few moments and then it's on to the next transaction.

When AIT goes live in October

we will have the functionality to confirm Production Orders using CO11N which will be really helpful for Sierra Army Depot to keep up on confirmations and keep us from falling behind and playing catch up at the end of the year. We will also have the ability to receive products in using ZIGO which will help in streamlining the receiving process. We are working with TACOM, CSC and other depots to help prioritize the rest of the transactions that will be coming for the handhelds. The ability to create and confirm Transfer Orders, inventory functions, shipping, shelf life, container loading actions and even more functions will help lower our costs of operation and increase the return on our investment by being able to have people on the floor do the operations in a speedier fashion.

The Cadre is really looking forward to learning how the handhelds will work with LMP so we can get the information out to the users and get them trained up on how they will integrate with our practices and help maximize our investment into these new systems.

COMMANDER

(From Page 2)

On Dec. 16, we will hold our annual Holiday Ball in Reno at the Atlantis Hotel and Casino. I hope that you will take advantage of this opportunity to come and enjoy the night's festivities. There will be plenty of food, dancing and door prizes. Tickets are on sale now and low room rates have been secured for those who wish to not drive.

Never forget why we are here.

Our ultimate customers are the Warfighters, the Soldiers on the front line, ready to defend our nation at a moment's notice.

Pride in Excellence!
Army Strong!

LTC Christopher E. Dexter
#38



UNION (From Page 2)

on Capitol Hill. AFGE and the American Dream Movement are urging Congress to focus on creating good jobs, and making the tax system work for all Americans, not just the super rich. We need jobs, not cuts. We need to rebuild the American dream."

AFGE members must keep up the pressure on lawmakers to stop hacking away at federal programs and services and urge them to focus on creating jobs, which is the only way the country, is going to get back on track. Nearly 14 million Americans are out of work and Congress seems determined to add more people to the unemployment line. The debt deal signed into law will require more than \$930 billion in discretionary budget cuts during

the next decade. Another \$1.2 trillion in automatic cuts will occur if the so called super committee created under the debt deal fails to come up with at least \$1.2 trillion in deficit reductions that are approved by Congress. Agencies are already freezing hiring, offering buyouts and early outs, and cutting back on service delivery just to cope with the budget cuts that already have taken place. Indeed, all of America suffers.

Union meeting are held the first Tuesday of each month, at 5:15 p.m., in the Union Hall unless it's an Election Day. Meetings will then be held on the following Tuesday. All members are invited to attend and voice their concerns. Contact the union office at (530) 827-5375.

Employee receives recognition from USAMMA commander



On the occasion of his retirement and for outstanding support to the United States Army Materiel Agency (USAMMA) during the past thirteen years while assigned to the Sierra Army Depot, Col. Gregory Evans, USAMMA commander, presented a Commander's Scroll of Appreciation to Mr. Richard Schmidt. Mr. Schmidt was instrumental in the movement and management of materiel during initial and all subsequent USAMMA operations at SIAD. His expertise and commitment were instrumental in USAMMA successfully supporting the Warfighter during Operation Enduring Freedom.

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.

Jeffrey Barlow
Bryan Boulanger
Cody Britt
Derek Bruening
Arian Dworzecki
David McCue

Maclyn Merritt
Jeffrey Moorhead
David Morris
Stephen Schobinger
Brett Vegeto



LEAN into my CORNER

I was lucky enough to attend a tour of the manufacturing facilities of Boeing Corporation in Seattle a couple of weeks ago. It was a revelation in a number of ways. For one thing, it was fascinating to see how the activities of so many different employees and work centers were so well integrated in a common effort. Admittedly, we looked only at some of their commercial aviation activities but it was pretty clear that the corporate culture engendered a lot of positive attitudes.

Since this column is focused on Lean-related issues, you may have already guessed that I am going to write about Boeing's approach to Lean. The most interesting thing about it was that Lean was not an activity the workforce engaged in; it was more a way of thinking. It colored virtually everything that took place within the organization.

Upon touring the 737 assembly facility, we were immediately struck by the abundance of visual management tools that seemed to be everywhere. The main assembly line had eight "stations" at which various assembly activities took place, starting with a bare fuselage (built separately in Wichita, Kansas), to a finished aircraft ready for flight testing. At each station was a set of three large plasma screens, each of which displayed real-time metrics, and each of which was referred to constantly by workers and managers.

It was interesting to note that the information displayed on these screens had been chosen by the line workers, not the supervisors and managers. The theory (as it was explained to us) was that this would give constant real-time feedback to the workers, allowing them to challenge themselves and strive for constant improvement. This is just what happened in practice and that assembly line showed a marked increase in production resulting from these visual management tools.

We visited the "large aircraft assembly plant" in Everett, Washington as well. This plant is the



William Deming
QEO Chief

largest building (measured by internal volume) in the world and houses the 747 assembly line as well as multiple lines for the 767, 777, and the newly-launched 787. I found a couple of things particularly striking here, in addition to the huge airplanes in various stages of completion.

First, all the various work cells throughout the plant referred to anyone outside their own cell as their "customer," whether they were internal to Boeing or actual external customers.

Second, they seemed to be—if anything—even more immersed in the Lean culture. In one meeting with a group of mechanics, managers, and Lean specialists, one line worker described how the company had completely re-configured the 777 assembly line based on an idea by a line worker during a Lean event. The implementation costs ran into millions of dollars but the savings realized through reduction in time required to build the aircraft far surpassed these costs.

We were also able to spend time in a parts warehouse and an R&D shop, as well as two different companies who were independent suppliers to Boeing. The same Lean culture was clearly evident in all these places. Many people told me it had been a struggle, but once they made the transition, they saw enormous benefits throughout the company.

Aside from the many ideas I got from this tour, I suppose the major take-away was the possibility for what we can achieve if we put our minds to it.

CWF Presents
2011 Blue Collar Ball



Join Us For
WinterFest
\$5.00

December 1st - 6:00 - 10:00pm
The Buck Inn - Doyle Loop

POC's: Heather Boatright 5273, Amber Jones 4433,
Crystle McEntire 5226, Lissa Kaarbo 4776

Happy 
Halloween

A Rundown of the FY11 Capital Investment Program (CIP) at Sierra Army Depot

By **Jennifer Peters**
CIP Coordinator

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

There are four investment categories within the program:

- Capital Equipment (EQ) projects greater than \$250 thousand identified as: replacement, productivity, new mission, or environmental enhancements;
- Automated Data Processing Equipment (ADPE) (including Communications equipment) projects greater than \$250 thousand;
- Minor Construction (MC) projects greater than \$250 thousand but less than \$750 thousand; and
- Software projects greater than \$250 thousand.

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

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

Of those projects SIAD proposed for the current Fiscal Year (FY), we were approved for a budget of \$3.047 million for four projects and \$4.805 million for FY12. Proposed project EAs for future year programs are

submitted in February. By March 31 each year, all projects have to be fully obligated for the current FY.

Due to the availability of additional funding not used by other TACOM installations by that March 31 deadline, as well as our readiness to execute several projects slated for future years, SIAD was given the opportunity to accept additional authority to pull forward seven FY12 projects and three FY13 projects, for a total of 14 projects. We ended SIAD's FY11 CIP program with \$8.769 million worth of capital improvements. This is a 65 percent increase from our original FY11 approved CIP budget.

With the recent and continuing increase of materiel coming back from SWA, SIAD had an urgent need for additional hardstands to receive and store this equipment. We started work on one expansion for long term storage (LTS), another expansion of the existing hardstand at the GS99 area and one by a R&R building. These three (3) projects totaled \$2.2 million.

There are more MC projects totaling \$1.166 million, which include upgrades in one facility to put in a conference center/auditorium; another facility will see additional office space, break and restrooms to permanently accommodate employees currently housed in trailers.

Super Stacker and Road Grader replacements were purchased this FY for \$1.176 million. The Funding Authority Document (FAD) was received and both projects were awarded to the Defense Logistics Agency (DLA) the last week of the fiscal year. The super stacker and road grader to be replaced are past their ten-year life cycle. This available funding came just in time, as we have had recent break downs of current stackers, causing delayed mission productivity and costing extra time and money. Also, with the urgent need for hardstands to be completed sooner and completed in-house, purchase of the road grader

was an immediate need.

See the chart below for current and future projects. If you would like information on a CIP project, please

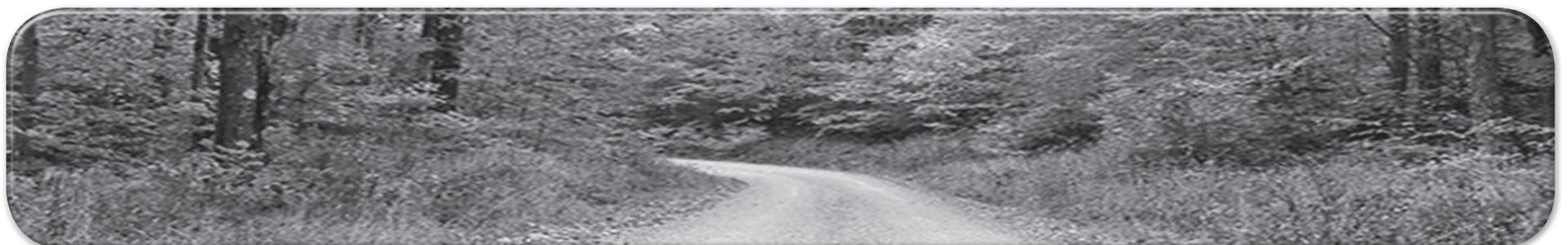
contact the CIP Coordinator in RM at X4247 or at jennifer.m.peters@us.army.mil.

FY11 PROGRAM FUNDED PROJECTS	COST (in \$Millions)
Purchase Box Scraper	.607
Emergency Operations Center (EOC)	.749
Upgrade Building for Auditorium /Conference Center	.733
AERUC Maintenance Facility Improvements	.713
Construct 7 Acre Hardstand – AJ1 Area*	.726
Expand Apron at LTS*	.723
Expand Hardstand *	.749
Rough Terrain Container Handler (RTCH) for End of First Life Cycle Center (EoFLCC)*	.611
50K Forklift for EoFLCC*	.368
Wash Rack Upgrade*	.630
Heat & Insulate Warehouse*	.550
Upgrade Bldg for Admin Space*	.433
Replace Motor (Road) Grader*	.594
Super Stacker Life Cycle Replacement*	.582
TOTAL	\$8.769

* These projects were slated for FY12 or 13, but were moved up in priority

FY12 PROGRAM PROJECTS	COST (in \$Millions)
Upgrade Pass & ID Office Facility & Commercial Truck Point of Entry	.720
Heavy Equipment Hauler for EoFLCC	1.190
Construct 7 Acre Hardstand	.748
Airfield Crash Crew Building	.264
Purchase Air Rescue Firefighting Truck (ARFT) – 3,500 Gal. Truck for Airfield Operations	.739
Airfield Operations Building	.396
Dock Hardstands	.748
TOTAL Approved Budget	\$4.805

FY13 PROGRAM (Proposed) PROJECTS	COST (in \$Millions)
Renovate Restrooms in Warehouses	.544
Truck Docks Offload Facility at EoFLCC	.664
Purchase Solid Waste Baler	.545
Construction of ADA & OSHA Compliant Offices in Warehouse	.469
Construct Centralized Restroom, Break Room & Offices in Warehouse	.296
Heat & Insulation for EoFLCC Building	.271
LAMS and Pad for EoFLCC Parts Storage	.475
Expand HAZMAT Storage Area	.681
Replace 50 Ton Crane	.391
Replace 65 Ton Crane	.391
Upgrade-Improve Roads in LTS	.741
Construct 7 Acre Hardstand	.748
Construct 7 Acre Hardstand	.740
Upgrade Dispatch Area	.683
TOTAL	\$7.778



Depot conducts annual Antiterrorism/Force Protection exercise

On Sept. 21, the Emergency Services Dispatcher received a telephone call, and the caller stated he and some of his co-workers had an unknown powder blown onto them when they turned on a fan. Minutes later the same person called the dispatcher again and said he found a note stating the powder from the fan was poison, and now some of his co-workers were starting to cough.

In response to these telephone calls, Law Enforcement and Fire Department personnel were dispatched. Upon arrival, the responding emergency personnel encountered several depot employees evacuating their building and showing symptoms of being poisoned. These employees were quickly and methodically decontaminated, then sent by ambulance to surrounding hospitals. Two other employees were still in the building, unable to evacuate due

to their quickly deteriorating health.

Unfortunately, one employee in the building had succumbed to the poison, and the other was barely conscious.

The next day, an individual armed with a pistol, entered a building and shot depot employees while they worked. Two of these employees died instantly, another employee had life threatening wounds, and two other employees were seriously wounded. When the shooting started, a co-worker in the vicinity hid in a restroom and called 9-1-1.

Law Enforcement personnel were immediately dispatched to the location of the shooting. The alleged perpetrator of the shooting was quickly encountered by the responding officers and a brief exchange of gunfire ensued—the shooter was neutralized and succumbed to the neutralizing process.

The incidents just described were not real, but were part of the annual Antiterrorism and Force Protection exercise. No employees were injured during this two-day exercise. The purposes of these scenarios are to test the Depot's plans and capabilities, and to identify areas that need improvement. The actors/actresses, also known as role players, did an excellent job pretending to be sick, shot and dead. The exercise went well and was successful.

One of the important factors needed to ensure an exercise is executed realistically is the role players, or in our case, the employees that volunteer their time. A special thanks to the following individuals who helped make this exercise a success: Jackie Russ, Soledad McKee, Frank Little, William Bell, Jim Beulow, Ben Schuster, Traci Billet, Christina McCoy, Heidi Young,

Sherry Henderson, Chris Brown, and Sean Moore. Also, thank you to the chain of command of these individuals for making their participation in the exercise possible.

An additional "Thank you" goes to the California Highway Patrol and SEMSA Ambulance Service for participating in the exercise, which added another perspective and realism to the exercise.

If you would like to volunteer as a role player for future exercises, you must obtain approval from your supervisor and your absence from your work-site during the exercise (and preparatory meetings) should not negatively affect work flow. Once you get the ok from your boss, contact Antiterrorism and Force Protection Officer, Ken Holmes, to reserve your spot as a role player.



One-millionth ESAPI plate x-rayed at Sierra

By Cheryl Fleury-Balmer
Program Support Branch

A program that started in January 2009 at Sierra Army Depot, achieved a monumental milestone when the one-millionth Enhanced Small Armor Protective Insert (ESAPI) plate was x-rayed on Oct. 3.

Sierra Army Depot (SIAD) reclaims ESAPI Plates for the Army. Based on their expertise in dealing with excess material returned from Southwest Asia, the Army established SIAD as the consolidation and (re)distribution center for Organizational Clothing & Individual Equipment (OCIE) - managed by PM Soldier and the Clothing Management Office. Sierra receives retrograded OCIE - including Enhanced Small Arms Protective Insert (ESAPI) plates from units as they return from SWA. SIAD is charged to receive/identify/classify and account for the plates in their SARSS system - for potential reutilization by other soldiers.

During the inspection process, Sierra was declaring well over half (of the more than 1.2 million plates received so far) as Unserviceable due to External Material Defects (EMD's). These external failures make the armor plate unusable by soldiers in the field, and would have previously

been destroyed by the Army.

The plates are given a 5-point physical pressure check, and if movement or sound is detected, these plates are sent to a site for destruction. Plates that have been found with an external material defect are sent to the plate repair process on depot. Instead of destroying each of these plates (and buying a replacement at a cost of about \$550 each), Sierra worked with the manufacturer to implement a repair program - to "patch" these plates and return them to inventory as serviceable assets (at a cost of under \$15.00 each).

The repair method used is "welding" the fabric by the use of soldiering irons attached to voltage regulators. The employees develop their own style of repair within the basic guidelines provided by the Program Executive Office (PEO) Program Manager. Since the procedure melts nylon fabric and an adhesive, an overhead ventilation system sweeps away the fumes.

Once repaired and verified, the plates are put back into the x-ray queue with the plates that did not require repair. The plates are taken into the X-Ray machine where the Non-Destructive Test Equipment (NDTE) Team annotates the time, date, number of plates by their sizes, and where the pallet came from; e.g., Fort Lewis, Repair, etc., and they annotate the Serial Number.

All plates that fail screening are declared unserviceable - and cannot be used by our Soldiers in a wartime environment. Realizing a need to support the Army's Training Base with plates - with limited resources - Sierra worked with the CMO to develop a marking methodology to "reclaim" these unserviceable plates for use in training situations. Sierra applies a permanent marking of "FOR TRAINING USE ONLY" - prominently affixed to the strike face of each of the plates. To date, Sierra has reclaimed approximately 15,000 plates and shipped over 10,000 "Training Only" plates to Forts Lewis, Campbell, Carson and Irwin for soldier training.

Sierra currently repairs an average of 1,000 plates per day - with more than 81,000 plates patched since Jan this year - and returned to inventory for use by our Soldiers. This initiative was submitted as a Joint Value Engineering project with PM Soldier Individual Protective Equipment - and the Clothing Management Office. Value of this VE over 3 years exceeds \$300M.

Sierra Army Depot has provided support to 49 Central Issue Facilities (CIFs) in the Continental United States (CONUS) and Outside Continental United States (OCONUS) of 942,355 armor plate totaling \$337.7 Million in 537 shipments.



Sports enthusiasts were asked..... What famous athlete wears the number 12 jersey?



Billy Womble
CYSS Sports Director
"Jim Kelly, Buffalo Bills"



Zach Estabrook
Woodworker
"Ken Stabler from the Oakland Raiders."



James Buelow
Material Handler
"Terry Bradshaw, Pittsburgh Steelers!!!!!!!"



Shannon McLin
Material Expediter
"Shannon Brown with the L.A. Lakers."



Our depot commander, Lt. Col. Christopher Dexter, a huge sports fan, wanted to be asked the question of the month so we granted his wish. His response, "TOM BRADY". For those sports enthusiasts who need to be reminded of a great athlete who still wears the number 12 - "TOM BRADY" He continued to say, "That when he retires every athlete wearing the number 12, will retire that jersey number!"

D.A.R.E. classes being taught

Once again D.A.R.E. (Drug Abuse Resistance Education) classes are being taught at the Sierra Primary School. On Friday, October 14, 2011, the first D.A.R.E. class of the new school year, was taught to Mrs. Starceovich's 5th grade class by Deputy Chief Robert Brent. Ms. Celia Cox, from ADCO, was present as a special guest. D.A.R.E. classes will continue in the 5th grade until the culmination ceremony in March of 2012. Visitation classes will also be made in the kindergarten through fourth grades during that time. D.A.R.E. will begin for the Middle School and High School following the completion of the Elementary School D.A.R.E. classes.

Deputy Chief Robert Brent has been the Depot's D.A.R.E. officer over the last 16 years. Brent was trained as a D.A.R.E. officer, by the Los Angeles Police Department, D.A.R.E. Division in 1995 and has been teaching since. He is certified to teach at the elementary, middle school and high school levels. Each grade receives the approved curriculum for that age. Kindergarten class is a short visitation that addresses basic safety concerns, while 12th graders learn how drug abuse, violence and the consequences of making poor decisions can harm their bodies, put their future at risk and have serious legal implications.

The D.A.R.E. program is a three-sided partnership between parents, schools and Law Enforcement. All three work together to educate our youth concerning the dangers associated with drug abuse and violence.

See D.A.R.E. on Page 11

Sierra Army Depot Employee Assistance Program

EAP Mission Statement

The SIAD EAP supports civilian employees and the community in improving quality of life and productivity by providing professional, short-term counseling and education services to all civilian personnel and their family members.

Eligibility: Any civilian employee and their family members to include: Non-Appropriated Fund, Appropriated Fund, Temporary, Part-Time and Retirees.

Services:

Services include: Screening/Assessment, Referral, Individual Counseling, Group Counseling, and Family Counseling, Follow-Up.

• EAP services are free to eligible personnel

• EAP services are confidential

Program Goal: To provide assistance to civilian employees and their family members with life issues affecting their well being and ability to perform their work duties.

Objectives:

- Increase employee productivity
- Reduce absenteeism and employee turnover
- Reduce accidents and on-the-job injuries
- Encourage a drug-free workplace
- Resource for managers, su-

perisors, and employees to support employee wellness

Methods of Referral:

Self: Individual seeks assistance independently

Informal Management Referral: Supervisor may suggest that



employee seek assistance

Formal Management Referral:

Employee is referred by supervisor/manager due to declining work performance.

WHY EAPS?

EAPs increase employee morale since they focus on assisting employees becoming productive again.

EAPs are preventative. They educate, evaluate and help plan solutions for a wide variety of personal issues for employees and their family members before they become overwhelming.

EAPs are an effective tool in assisting supervisors to better manage the workplace and troubled employ-

ees. EAPs are a proactive way for companies to extend a caring hand while building a more productive workforce.

EAPs provide employees with a valuable resource for helping them cope with a wide variety of issues on and off the job, including alcohol and drug abuse, overall mental well being, marital/relationship issues, child/family issues, stress, dependent care, and more.

More than one-third of America's work force experience difficulty in balancing work and family life often leading to a decrease in productivity. The EAP program will assist supervisors and managers in identifying and resolving emotional issues that affect the work environment.

Signs of Depression at Work:

- Lowered productivity
- Morale problems
- Increased accidents
- Absenteeism
- Tardiness
- Frequent complaints of fatigue, loss of sleep, and/or weight loss/gain
- Loss of interest
- Lack of cooperation
- Abuse of alcohol and drugs

For additional information contact the Depot's EAP Manager, Dr. Vicki Braun at (530) 827-4115.

Red Ribbon Week

Red Ribbon is an ideal way for people and communities to unite and take a visible stand against substance abuse. Show your personal commitment to a drug-free lifestyle through wearing something Red, Oct. 23 - 31.

HISTORY OF THE RED RIBBON CAMPAIGN: Enrique (Kiki) Camarena was a Drug Enforcement Administration Agent who was tortured and killed in Mexico in 1985. Camarena

worked his way through college, served in the Marines and became a police officer. When he decided to join the US Drug Enforcement Administration, his mother tried to talk him out of it. "I'm only one person", he told her, "but I want to make a difference."

The DEA sent Camarena to work undercover in Mexico, investigating a major drug cartel believed to include officers in the Mexican army, police and government. On Feb. 7, 1985, the 37-year-old Camarena left his office to meet his

wife for lunch. Five men appeared at the agent's side and shoved him in a car. One month later, Camarena's body was found. He had been tortured to death.

In honor of Camarena's memory and his battle against illegal drugs, friends and neighbors began to wear red badges of satin. Parents, sick of the destruction of alcohol and other drugs, had begun forming coalitions. Some of these new coalitions took



Camarena as their model and embraced his belief that one person can make a difference. These coalitions also adopted the symbol of Camarena's memory, the red ribbon.

Today, millions of Americans across the nation and around the world proudly wear red ribbons during the last week of October as a symbol of their commitment to make America drug free.

If you have any questions or need assistance contact the Army Substance Abuse Program Dr. Vicki Braun or Celia Cox at (530) 827-4190.

CFC - a good cause to donate

Sierra Army Depot's campaign began on September 27th and will go through November 3rd.

2012 marks 50 years of federal employees giving back to their local, national and world-wide communities through the Combined Federal Campaign. The CFC gives federal employees the chance to donate to a variety of charities through payroll deductions. This year's goal is to raise at least \$60,000.

Please contact any Key Worker for materials or go online and donate through www.cfcnocal.com or www.nevadacfc.org. The following is a list of Depot CFC key workers:

Depot Campaign Coordinator:

Kristie Jones x4759
Christina Cuevas x4232

Headquarters Building:

Dawn Huckins, x4358

Garrison:

Training/Garrison Office: Dorothy Brown x5268
Risk Management: Katrina Marmolejo x5122
DOIM: Kathleen Ohern x4848
Base Support: Heather Boatright x5273

Mission:

Maintenance Dir: Amber Jones x4433
R&R: Kristy Jones x4515 and Sunne Winnege x4779
Logistics:

Patricia Freeman x5264
IBO: April Sieben X4819
QC/QEO: Karla Holmberg X4889
Containerization & Assembly: Jessica Everett X4282
AMD: Tinisha Viera x4592
LMP: Misty Rice x5237

Tenants: Christina Cuevas x4232

EEO/Diversity Update

NATIONAL DISABILITY AWARENESS MONTH

By Sherie' Coleman
EEO Specialist



Lynette Hall
EEO Manager

The Department of the Army is committed to providing Equal Employment Opportunities to people of all nationalities, races, religions, colors, genders, and disabilities. This month the EEO office is celebrating National Disability Awareness Month. Our theme for this month is Profit by Investing in Workers with Disabilities.

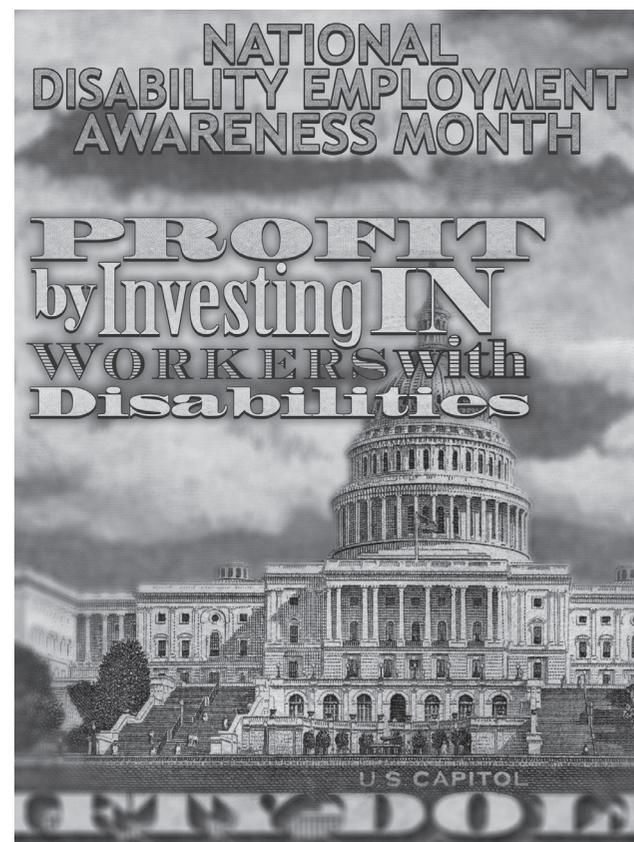
Congress has mandated that the federal government, since it is the largest employer in the United States, be the model employer of individuals with disabilities and increase the use

of the Schedule A Hiring Authority. To qualify for the use of Schedule A, the person must have a severe physical, cognitive, or emotional disability; have a history of having such disability; or be perceived as having such disability. The person must obtain a certification letter from a State Vocational Rehabilitation Office or the Department of Veterans Affairs to be eligible for appointment under these special authorities. Disabled veterans may also be considered under special hiring programs for disabled veterans with disability ratings from the Department of Veterans Affairs of 30% or more. (For more information on special hiring authorities, go to www.opm.gov/disability.)

OPM had set a goal for all federal agencies to strive to have 2% of their entire workforce made up of individuals with disabilities (IWD) and individuals with targeted disabilities (IWTD). Unfortunately, most agencies fell quite short of that goal. Sierra was no different with less than 1% of its work force made up of IWD & IWTD.

Because myths and stereotypes about disability employment continue to create barriers to opportunities for qualified people with disabilities, it makes it quite difficult to change

these statistics. A large number of IWD & IWTD have attempted to gain employment, but have not been successful because of their disabilities. What is Sierra doing about it? The EEO office Special Emphasis Program is gearing up to move Sierra closer to OPM's original goal. How you might ask? We will be working with our Special Emphasis



Program Managers, hiring managers, and CPAC to create an outreach program informing IWD & IWTD of the employment opportunities that we have here at Sierra. Nearly 72% of disabled people ages 16 and older are not in the workforce. When they begin to look for work, we want them to first think of Sierra Army Depot before looking anywhere else. How will this help the Depot? Diversifying our workforce will add value at the work site so that a wide variety of perspectives are utilized when problem solving and brainstorming new ideas.

It is all of our jobs to help make Sierra Army Depot the ideal place to work.

CYS Monthly Update

CYSS celebrated Day for Kids on September 15, honoring the local youth in our community. This nationally celebrated day is sponsored by the Boys and Girls Club of America and is celebrated at many Army installations.

This year's festivities were held on the lawn of the CYS building, where a small carnival took place. Youth and families enjoyed bounce houses, games, face painting, balloon animals, and a petting zoo.

Special booths were hosted by the SIAD Fire Department, ADCO, and the Forest Service. Smokey Bear even made an appearance! A special project was done by the prison to contribute to the carnival – a “peep-thru-board” which was painted with a clown theme where kids could poke their heads thru a hole to get their picture taken as if they were riding in a car full of clowns!

SIAD's Zanetta Newton and her sister volunteered their time to participate by bringing various animals to teach the youth about. These ani-

mals included a horse, goat, snake, turtles, dog, chicken, and a rabbit. The youth thoroughly enjoyed the animals, especially when they got to touch them!

This year's event was a huge success as over 200 guests were in attendance. CYSS would like to thank everyone who helped make this event possible, and we hope to see you again next year!

In other news, the 12th Annual Lights On Afterschool program will take place at the CYS at 1730. Lights on Afterschool is celebrated nationwide to call attention to the importance of afterschool programs for America's children, families, and communities.

This year over 1 million Americans and 7,500 plus communities nationwide will be celebrating the afterschool programs that help keep our kids safe, while inspiring them to learn, grow and be active. The CYS youth will be performing a play to honor this special day. For questions or more information please call 827-4696.



Participants during the Day for Kids events held on the lawn outside the CYSS learn about turtles with Zanetta Newman.

Get ready for NetZero STORM

By Steven Johnson
Energy Awareness Coordinator

The Army's Net Zero Energy, Water, and Waste initiative is a brewing storm, and eventually, it will hit every installation in the U.S. Army.

Sierra Army Depot has been selected to become a Net Zero Energy Installation by 2020, so we will get hit by a Net Zero Energy (NZE) storm first. The basic NZE definition doesn't sound stormy because it just isn't big enough to contain the heart of NZE.

Basic definition for a “NZE installation is an installation that produces as much renewable energy, on site, as it consumes over the course of a year.” Not too stormy, but the intent of Net Zero goes much farther, and requires that we change the way we think about energy and the way we use it.

The Army's vision, and the spirit driving NZE, is Sustainable Energy Security. Sustainable security can be measured in tangible benefits, and not just financially. There are also the benefits of maintaining mission capability, quality of life, and preserving options for the Army's future.

Energy security and sustainability are not only operationally necessary, but financially prudent. Just for the record, Sierra could more than “satisfy” the basic NZE definition with one large Renewable energy (RE) project. However, NZE is intended for more than simply over producing in one energy source to balance out the numbers.

Ask yourself this - Could Sierra function for long periods of time during supply disruptions affecting the electric grid, natural gas pipeline, propane deliveries, etc?... So NZE

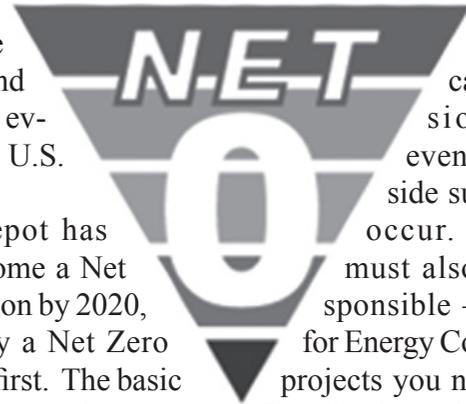
strategy must address redundant energy supply sources.

That's why renewable energy from on-site is so vital; it means that we can continue mission operations, even if multiple outside supply disruptions occur. The approach must also be fiscally responsible – to get funding for Energy Conservation or RE projects you need a Life Cycle Cost Analysis showing a positive savings-to-investment ratio (it has to save and/or make money over its lifetime). Since there is a storm coming, we have a storm of our own to introduce.

Net Zero S.T.O.R.M. – Sustain, Train, Operate, Renew, and Measure. Sustainability is the key, so let's talk about that first. The Depot has a lot of projects going on right now. Projects that address not only energy, but other mission sustaining aspects as well, like infrastructure and quality of life. You had to dodge road repairs for months, but some of you are parking on asphalt instead of dirt now. We moved some power lines underground during road repairs and are installing advanced electric meters as part of the service upgrade.

Sierra recently completed the new Commanders Quarters with an LEED Gold rating, along with a new water treatment facility. The Skeddle Inn, Barracks, and Bowling Alley all have high efficiency HVAC now. That's just a part of what is happening right now with sustainability.

So like the NZE definition, there is a lot more to the NZ STORM than you can see at first. Look for monthly NZ STORM updates in the Challenge.



Don't forget
to turn the
clock back
on Nov. 6

6S again, again, again...

By Dylan Hamilton
Management Analyst, Lean

A fundamental tool of the lean toolbox and absolutely necessary at many stages of the transformation is 6S. Let's take a step back and try to clarify the problem from a PDCA point of view. In other words, what is the problem you're trying to solve with 6S?

Remember that most lean tools are typical responses to typical production problems. Additionally, most lean tools are essentially methods to help people visualize production—drawing the right conclusion is up to the lean practitioner. 6S is primarily a tool for “cleaning the window”: a method that helps someone see the shop floor or the workstation by getting one's hands dirty, sorting, eliminating, ordering, cleaning, and so on. Practicing 6S is essentially a way to learn how to see. Getting someone else to do 6S defeats the purpose. The person who most needs to do the 6S is the person who will have to solve the problems.

But what is the check? What results are expected of a 6S initiative? 6S is mainly useful in two ways in the lean journey.

First it serves as a wake-up call. If the shop floor is a complete mess, there's very little chance of implementing any lean processes. So the first step is to teach supervisors to keep the workplace in good working conditions. The check here is whether individual supervisors can maintain a good enough standard of 6S in their areas, and the Act is how

Employees are instrumental in blood drives

The Depot's quarterly blood drive achieved a new record in blood donations in August. 90 units of blood were collected from depot employees and members of the local community, potentially saving up to 270 lives in Eastern California to Elko, Nevada. Many depot employees have been donating regularly for most of their lives. Sherry Padilla states that she has been donating blood for over 20 years and has potentially reached the 10 gallon milestone. Marcia Hendrix has been donating for the last 30 years and has found herself being more consistent with her donations since coming

to help them if they can't. It makes sense to launch this with a big campaign, because it forces supervisors to engage all employees and deal with resistance, especially with those who have not been exposed to this new discipline.

The second use of 6S is more involved. Lean at the workplace rests on the twin notions of standardized work and kaizen. Effectiveness comes from the ability of operators to make good parts within a tact time by following a standard sequence of actions. Whenever they can't—they stumble for whatever reason—this is an opportunity for kaizen.

As lean focuses on the workplace, it quickly becomes apparent that the mess there is a large cause of variability – as well as the lack of forethought in the ordering of placements. 6S is a key tool to, again, clean the window at workstation level and teach team leaders and operators how to organize their workstations better – and have a say of how their work environment is organized.

The check here is not an audit on 6S level, but the stability of hourly productivity in terms of parts per person per hour. This second use of 6S can no longer be done through an across the board 6S program, but by teaching each individual supervisor how to train their team leaders (and we're assuming stable teams here, by no means a given) to work with their teams at maintaining the full 6S – creating the cleaning routines and maintaining the discipline through regular checks and adjustments.

to work at Sierra. John Cullen and Cortney Carrier have been donating since her teens. All of the respondents said that they donate because they know that they are helping someone in need. Some of our donors, like Carrier and Hendrix said that they make it a point to donate regularly because they know that their blood types are in high demand.

Sierra coordinates blood drives every three months at the post fitness center, the next event is Nov. 17. All employees are encouraged to participate with their supervisor's permission.

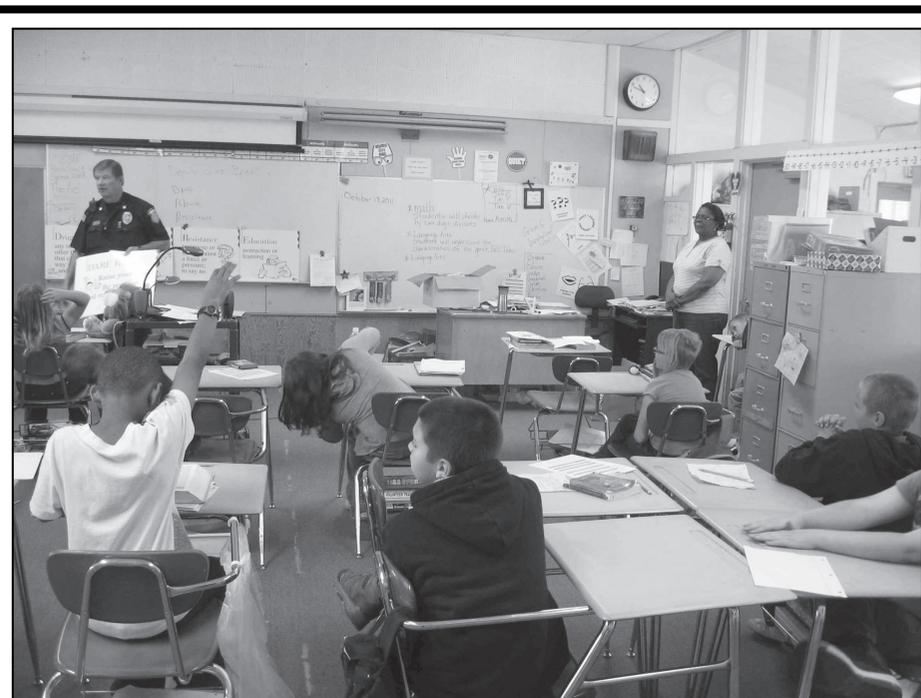
D.A.R.E. (From Page 8)

The D.A.R.E. program originated with Chief Gates, from the Los Angeles Police Department back in 1983. There were ten original L.A. PD. D.A.R.E. officers, now there are thousands of D.A.R.E. officers. Eighty percent of school districts in the United States, have D.A.R.E. officers as well as many other countries.

Brent recently attended the California Dare Officers Association

annual seminar, in Pleasanton, Calif. D.A.R.E. officers were trained on the threats of internet predators, gangs, identity theft, new drugs, the ever increasing abuse of OTC (over the counter) and prescription drugs, and new D.A.R.E. curriculum for elementary schools.

Anyone with questions may contact Deputy Chief Brent, through the Police Desk, at telephone number 827-4345.



Students at the Fort Sage Elementary School listen and ask questions to Deputy Chief Robert Brent and Celia Cox during the D.A.R.E. class taught earlier this year.

Public Works employee sets out to enjoy retirement



Lt. Col. Christopher Dexter, depot commander presents Mr. Joseph Horner a flag that was previously flown over the U.S. Capitol. Mr. Horner retired from Sierra Army Depot where he was working as a heavy equipment mobile repair mechanic in the motor pool. Before coming to SIAD, Mr. Horner worked at Tooele Army Depot in Utah for 10 years.

10th Annual Holiday Ball

December 16, 2011

5:30 pm - 11:30 pm

Atlantis Hotel & Casino

Tickets: \$47.00

Room Rates: \$59.00/\$74.00/\$119.00

POC:

Lori McDonald	4343
Carolina Dingman	4666
Dawn Huckins	4358

