

The



# Challenge

Sierra Army Depot, Herlong, Calif.

May 2012

Vol. 68 No.5

## Honoring our fallen



# Commander's View

Well, it appears that the winter weather has ended and spring is finally here. As you all know the onset of May typically means warmer weather. There are several safety concerns we need to keep in mind as the weather turns and the temperatures rise and I'd like to take a moment to discuss two: First, the warmer weather normally leads to things coming back to life after the winter season. This typically includes the increased exposure to all those critters that live on our depot. We all need to be alert for animals and insects in our facilities, storage areas and other locations across the depot. Second, with increased temperatures comes in the increased risk of hot weather injuries. We need every one of you to accomplish our mission. To avoid becoming a hot weather casualty the key is hydration, hydration, hydration. At the same time it's important to remember, even though the weather is warmer, it's still mandatory to wear the applicable Personal Protective Equipment (PPE) for your job.

As you know, we recently completed the stage one audit of our VPP journey and are moving forward to complete stages two and three and attain star status. In order to achieve this, we all need to stay focused on safety around the work area.

Below are a few safety tips we all need to keep in mind to help ensure a safe work place:

- Know the Standard Operating Procedure (SOP) and Job Hazard Analysis (JHA) for the job
- Be aware of hazards that may exist while



Lt. Col. Christopher E. Dexter

performing a task and strictly comply with established procedures.

- Know how to properly operate equipment on the job
- Make sure you have the necessary personal protective equipment (PPE) and use it
- Be trained and familiar with your job requirements and associated hazards

As mentioned in last month's column, we are slightly behind in executing our revenue plan for this Fiscal Year (FY). During the first six months we executed approximately \$15.7 million dollars in revenue per month. In order to meet our planned revenue goals for this FY we must execute

approximately \$22.6 million dollars in revenue per month for the remainder of the year. To this end, we all need to execute all work assigned on schedule, at cost and to the highest level of quality.

At the end of this month, we will all celebrate Memorial Day. Memorial day, originally called Decoration day, is a day of remembrance for those who have died in our nation's service. This day was officially proclaimed on May 5, 1868, by General John Logan to honor those Americans who died while defending our Nation. It is now celebrated on the last Monday in May, passed by Congress with the 'National Holiday Act of 1971'. In December 2000, the 'National Moment of Remembrance' resolution was passed and asks that at 3 P.M. local time, for all Americans "To voluntarily and informally observe in their own way a moment of remembrance and respect, pausing from whatever they are doing for a moment of silence or listening to taps".

The month of May has many other significant days. During May, the Department of Defense celebrates Asian-Pacific American Heritage Month – a celebration of Asian and Pacific Islanders in the United States. We also celebrate Cinco de Mayo, Victory-in-Europe (VE) Day on the 8th, Clean up your room day (office anyone?) on the 10th, Mother's day on the 13th, chocolate chip day on the 15th, Armed Forces day on the 19th, additionally, The American Red cross was established on the 21st in 1881, the first Morse

See COMMANDER on Page 3

## THE UNION'S POSITION- AFGE LOCAL 1808

*Defense doesn't need Congress' blessing to close bases*

**Another BRAC round could hurt military preparedness.**

If Congress fails to approve the President's administration's request for a second round of military base closures, then the Pentagon will close them through a process more detrimental to local communities, Defense Department officials told House lawmakers this week.

The warning came in response to widespread criticism of the administration's recent proposal for another Base Closure and Realignment Commission process. Members of the House Armed Services Readiness Subcommittee argued further base closings would do little to save money and could leave the military inadequately prepared to meet future threats.

"If the administration presumes that a reduced force structure is required to meet our future security challenges, and cites this as the principal reason for this BRAC request, I must move to vigorously oppose another round of BRAC," subcommittee chairman said during the hearing.

The last BRAC round began in 2005 and affected 800 military installations. Many of the moves, including federal offices, are ongoing. The Government Accountability Office has estimated the restructuring efforts cost

\$35 billion.

The deputy undersecretary of Defense for installations and environment, said lawmakers should not use the 2005 BRAC round as a basis for evaluating the current proposal. The 2005 closures were driven by "the urgency of war," with the transportation of installations and not cost savings as their primary purpose.

"How can we afford another BRAC round given that the 2005 round doesn't pay off until 2015?"

Base closures in the 1990s are a better comparison because they were conducted with cost savings in mind, the deputy undersecretary of defense said. The BRAC rounds in 1988 and 1991, however, were harder than

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**The Challenge**

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# Voluntary Protection Program (VPP) - Stage 1 Audit Summary

## *The path ahead*

By **Debra Frost**  
VPP Manager

SIAD's Leadership supports the VPP effort and is fully committed to workplace safety for employees. Increased employee involvement is needed for the site to progress rapidly through the Stage 2 and 3 processes. After interviewing both leadership and employees at SIAD, it appears this effort will proceed for an on time (within 24 months) completion to OSHA Star Status.

### *What do we need to do?*

1. Employees must be actively involved in making changes to the safety culture at Sierra, which affects the overall safety perception. Identify additional opportunities for employee involvement such as Collateral Duty Safety Representative (CDSR) inspection participation, safety committees, safety meetings, safety training, Job Hazard Analysis (JHA) development and review, Material Safety Data Sheet (MSDS) reviews, and supporting documentation.

2. Near-misses shall be reported for trending and analysis. The new SIAD Form 215 includes a check box for near-misses. We encourage employees to report hazards and near misses.

3. Employees are not required to become subject matter experts in the VPP program; however, they need to achieve a level of awareness so they can readily identify hazards and be able to correct those hazards in their work areas. This effort should also include contract personnel that are working at SIAD.

4. CDSR monthly inspections: Increase participation of supervisors, employees and the Union in inspections to strengthen the management commitment and employee involvement.

5. A comprehensive Baseline Safety Hazard Analysis (BSHA) for the work areas must be conducted. For those areas that have BSHAs, they must be reviewed and updated at least annually to

ensure there are no workplace or process changes. A revised BSHA form has been developed (SIAD Form 1846). BSHAs are used to determine which tasks/processes require JHAs.

6. Train employees on how to develop JHAs (revised SIAD Form 1845). JHAs have been written in most areas; however, need to be revised with employee input and development. Keep the Union in the loop during this process. VPP strengthens the voice of the employees.

7. SIAD will review all hazard control programs and verify that they are consistently implemented in all areas (Confined Space; Electrical Safety; Fall Protection; Lockout/Tagout; CDSR monthly surveys; etc.).

8. All new chemicals, hazardous materials and equipment will go through a pre-acquisition review by the Safety, Industrial Hygiene and Environmental programs to ensure compliance with regulatory requirements.

9. Supervisors will review Industrial Hygiene workplace monitoring results with employees during safety meetings to ensure employees are aware of hazards in their workplace.

10. Emergency drills and what to do in emergency situations is required to be documented. Conduct documented critiques of those drills to identify and correct shortcomings.

11. Equipment on Preventive Maintenance schedules need to be maintained within the required time frames. Equipment that has not been serviced within the required time frame must be taken out of service until maintenance is performed.

### Excellence:

\* The Industrial Hygienist has done an excellent job of sampling and monitoring hazards at the site and communicating the results.

\* The VPP team interviewed employees about known hazards and applicable hazard control programs. Six Sigma efforts have yielded excellent housekeeping in the areas that have been leaned.

## **UNION** (From Page 2)

necessary on the affected communities and their families.

The policy at the time made the process of rebuilding disposed-of property "slow, bureaucratic and penny-pinching."

The Pentagon must go back to that process if Congress does not approve a new round under the more community-friendly 2005 rules.

"One reason we want to avoid that approach is that, if [Defense] acts outside of the BRAC process, the department is severely constrained in what it can do to help local communities.

The Pentagon's top brass has said publicly that another round of BRAC is not ideal, but necessary as the department tries to slash \$487 billion from its budget over 10 years.

"While some may view our request for a round in 2013 as aggressive, the magnitude of the cuts we are making in force structure means we simply can't wait."

### **AFGE applauds House effort to lift civilian workforce cap**

The American Federation of Government Employees today applauded the 131 House members who sent a letter to Defense Secretary Mr. Panetta asking him to lift the artificial cap on the civilian workforce.

Under the Defense Department's co-called "Efficiency Initiative," the number of civilian employees has been capped at 2010 levels, yet there has been no comparable cap on the contractor workforce. This has encouraged managers to use contractors instead of civilian employees, even though privatization is more costly and also violates the law.

The letter, initiated by Mr. Hinchey of New York and endorsed by a bipartisan group of lawmakers, asks Mr. Panetta to manage each group of workers – military, civilian, and contractors – from the total force perspective, so sourcing decisions are based on the law, cost, policy and risk instead of arbitrary constraints.

"The unique constraints that DoD has placed on the civilian workforce have raised concerns that managers could be prevented from using civilian employees even when they cost less or the work is sufficiently sensitive or important that it should be performed by civilian employees," the lawmakers wrote.

Until the cap on the civilian workforce is lifted, DoD should cap spending on service contracts at fiscal 2010 levels, as mandated by the 2012 National Defense Authorization Act, the lawmakers wrote. "This ill-conceived cap has forced managers to cut tens of thousands of federal jobs, while the much larger and more expensive contractor workforce continues to grow unchecked," AFGE National President Mr. Gage said. "It's long past time that we restore some balance and fairness to how the entire workforce is managed and treated. I hope Secretary Panetta takes immediate action to comply with these recommendations."

AFGE Local 1808 monthly meetings are held the first Tuesday of each month at 5:15 p.m. All members are invited to attend and voice their concerns. Union office telephone number is (530) 827-5375.

## **COMMANDER** (From Page 2)

Code message was sent on the 24th in 1844, Jim Thorpe was born on the 29th in 1888 and President John F. Kennedy was born on the 29th in 1917.

***Pride in Excellence!***

***Army Strong!***

*LTC Christopher E. Dexter*

**#38**





## **Risk Management Safe Driver Awards**

Safe Driver Awards were presented to members of the Fire Department and Law Enforcement within the Risk Management Directorate.

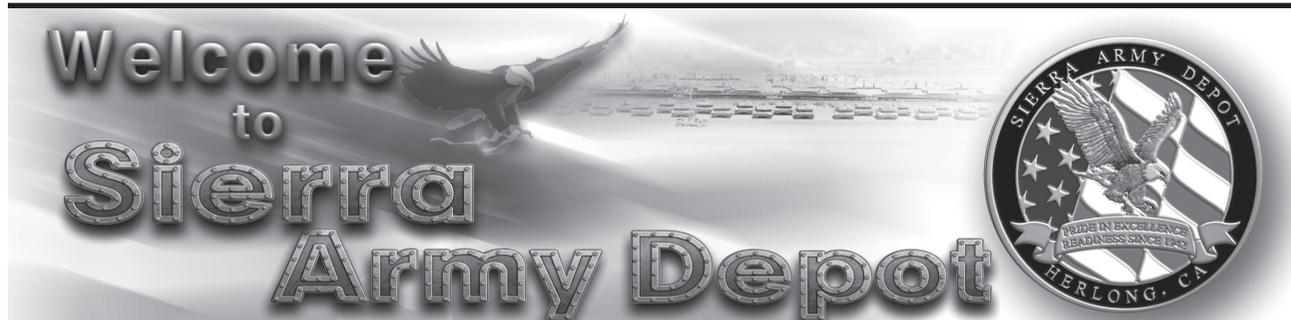


**Fire Department personnel:** Roby Dennis, Chris Zahara, James Bronneke, Greg Tavalero, Kristian Ball, Josh Hosack, Kevin Hoff, Michael Applegate, Molly Hosack, Joseph Reno, Ryan Spurlock, William Stigen, Jichul Bang, Harry Ehrman, Michael Graves, Devin Harris, Jay Hayden, Brian King, Miles King, Michael Miller, Stephen Waters, John Wooten, and Brain Waits.



**Law Enforcement personnel:** Frank Tsai, Robert Brent, Anthony Mallis, Kenneth Hamilton, Wayne Hubanks, Shawn Turner, Kevin Singletary, Parker Heisey, George Harrison, James Ducasse, Lawrence Friend, Jason Meurer, John Bower, Steffan Uzzell, Coleen Kouhail, Jared Pincus, and Robert Grant.





## Industry Day – Heading to a Depot near you!

By Mary Deming  
Business Development Specialist

Many of you have probably heard the term Industry Day being bandied about lately, and you're probably scratching your heads saying, "what the heck is an Industry Day?" Let me enlighten you, but first let me give you a little background.

Sierra's Business Development Team hits the road quite often. We represent the Depot at symposiums and set up our promotional booth at various conferences across the country. The number one question we get at our booth is, "who is Sierra Army Depot?" This is usually followed by, "where is Herlong, California?" Finally they will ask, "what exactly DO you do there?" It is our hope that Sierra Army Depot's first Industry Day will answer those questions and lots more. Not just from a two-person team on the road, but from the actual hard working folks here on the Depot.

So many vendors have been interested in seeing our organization first-hand. They hear us talk about our achievements, and our workforce focused on process improvement. From these interactions, the idea of Industry Day was born. This one-day event will run from 9:00 a.m. to 4:00 p.m. on Thursday, June 7, at the Parade Grounds. This is our chance to showcase our talents and abilities by bringing industry to us which may result in future workload to the Depot. Vendors from all over will start arriving around 6:45 a.m. to set up booths to network and promote their businesses.

In addition to industry's participation, Sierra will have multiple booths where we get a chance to toot our own horn. Areas such as Containerization & Assembly, Long-Term Storage, Asset Man-

agement, Retrograde & Redistribution, Safety, Quality Engineering Office, and more will have subject matter experts (SMEs) on hand to demonstrate some of our capabilities as well as field questions from our visitors.

The Department of Defense has mandated partnerships between industry and depots. This process is very complex and can be quite confusing. We have SMEs from Rock Island and our Headquarters at TACOM who will take center stage conducting workshops along with question and answer sessions for our visitors on how to partner with Sierra. We'll also have bus tours for those visitors that want a little look at our some of our expansive acreage.

Industry Day is quite an undertaking and we have a large group of volunteers ensuring that everything runs smoothly. You may notice some of the flurry of activity as the date nears and the parade grounds may slightly resemble a carnival atmosphere on the day of the event, but don't be fooled; serious business will be taking place.

Of course something of this magnitude doesn't happen without a great deal of preparation and participation. Nothing can be missed. Registrations, security checks, parking arrangements, contracts for tables, chairs, and even port-a-potties, everyone involved in this activity has their hands full and is doing a great job to ensure a successful event.

This is a wonderful opportunity for us to be gracious hosts and show "who we are, where we are, and what we do." We hope you will share in our excitement for Sierra Army Depot's first Industry Day.

## Children, Youth, & School Services monthly update

CYSS celebrated Easter with their annual party; complete with a 35-member dance team (Performance Dance Team of the In Motion Studio of Dance, directed by Jennifer August), an egg hunt, and pictures with the Easter Bunny. Despite the bad weather there were over 150 people in attendance for this special event, and those who did join us had a great time! The teens celebrated the night before with a flashlight egg hunt on the lawn. Special prize baskets were given out to youth who found a gold, silver, or camouflage egg – congratulations to those winners! A special thank you goes out to the Depot Fire and Police departments for their continuous support in our special events!



In other news, the CYSS Education and Outreach Services Director, Amanda Page accompanied Long Valley Charter School students to Death Valley National Park on Mar. 21-23, for an educational outdoor camping trip. A total of 15 students in the sixth and seventh grades, along with their teacher Debbie Cole and volunteers Sandy Lorton and Ron Cuevas, traveled to Death Valley to participate in the ROCKS camp (Recreational Outdoor Campaign for Kids through Study).

This three day camp focused on various "attractions" of the national park, including sand dunes, Ubehebe Crater, Badwater - the lowest point of elevation in North America, and the famous Scotty's Castle. This camp is a curriculum based program that is centered on California and Nevada state standards.

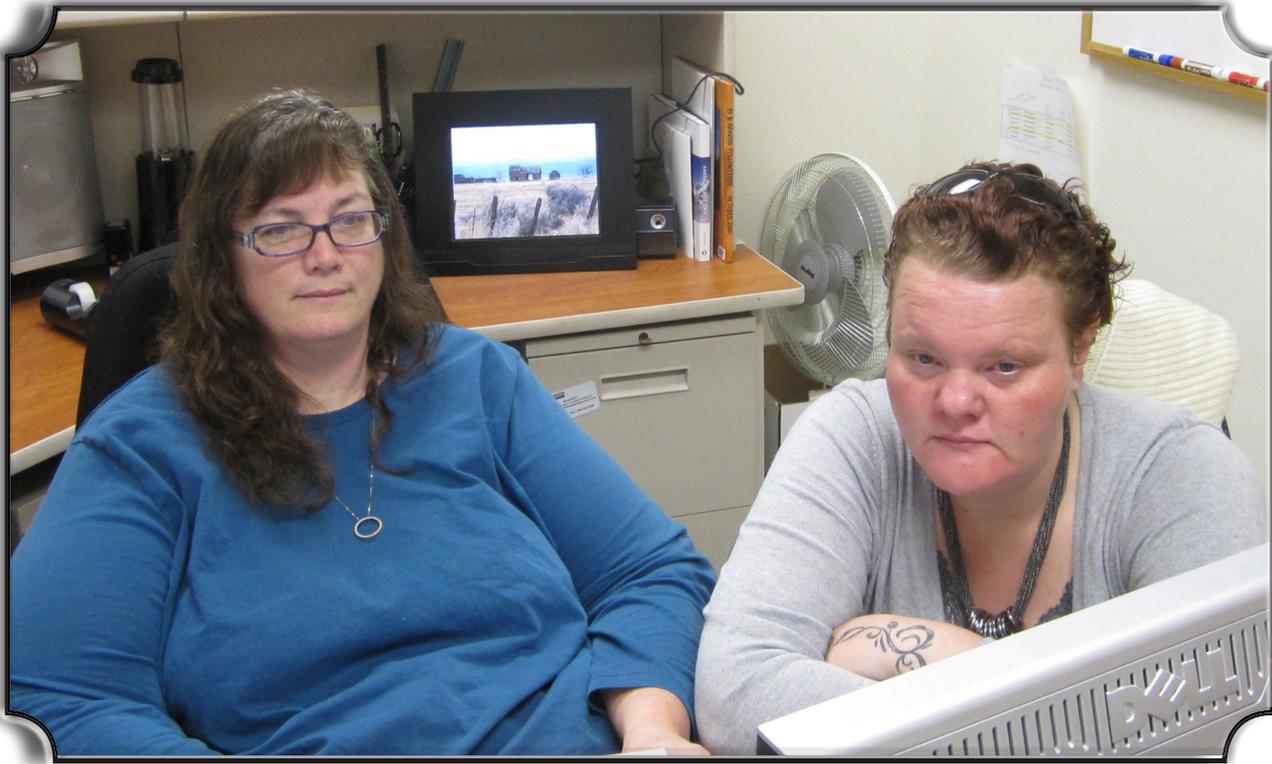
Youth learned about rock formations, solar and water power, plant and animal life cycles, and the

See CYSS on Page 12



*Let's celebrate Cinco de Mayo*

# Who's k Finance & Acc



Far left, Ms. Lynn Goddard and Ms. Heather Annerl have the responsibility for Accounts Payable.



Under the supervision of Rhonda Accounting Division is part of the Di The purpose of the Finance and Acc review and administer the depot's The Finance and Accounting funct Deployment Administration, Acco Investment Program Accounting C Management.

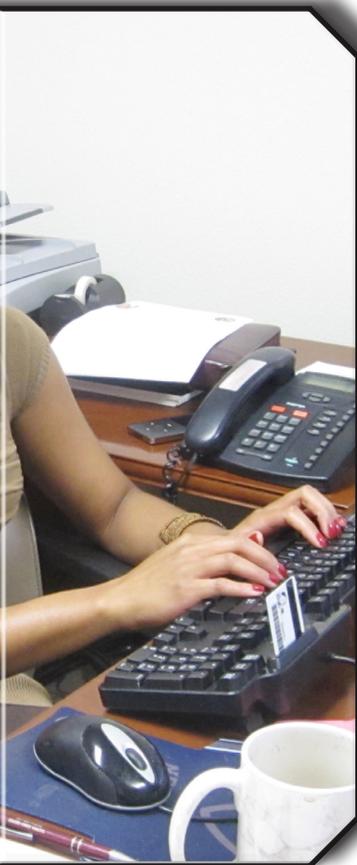


Above, Ms. Ingrid Goettl-Boswell balances the Accounts Receivables for the Depot.



Ms. Un Suk Siple (left) and Ms. Jill Crinkl accurate.

# Behind the Accounting Division

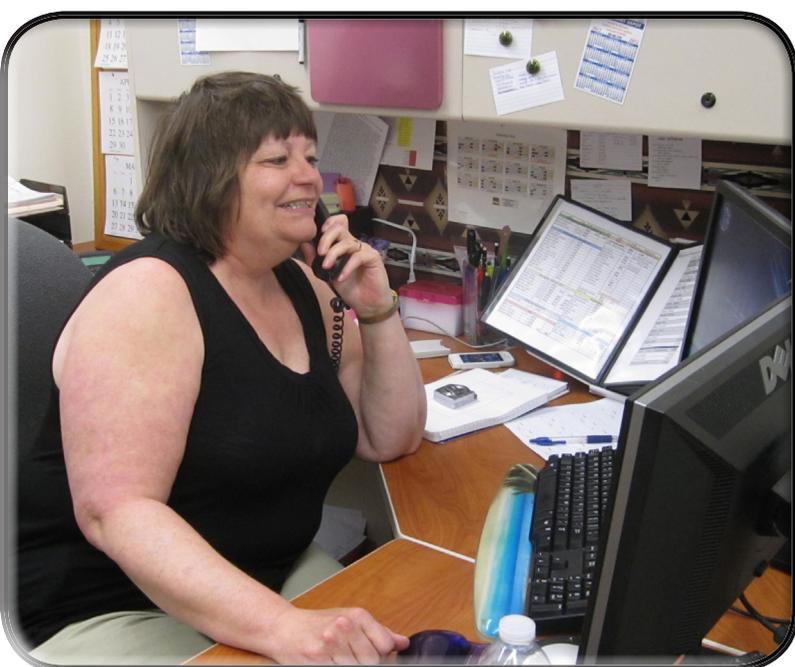


Far left, Ms. Danielle Wynn along with Ms. Allison Gunier (far right) oversee the day to day Payroll/Time and Attendance, while Ms. Jessica Kaarbo, center, ensures Travel and Deployments are accurately prepared.

Brantley (above), the Finance and  
Directorate of Resource Management.  
Accounting Division is manage, analyze,  
financial and accounting functions.  
Division consists of Payroll, Travel and  
Accounts Receivables/Payables, Capital  
Expenditure Oversight, and Inventory Financial



Mr. William Burns has the responsibility to work issues involving the depreciation and Capital Investment Program accounting.



now make sure that the Inventory Financials are

# Transformation Management - Zero Stock Check

By Richard Ward  
Transformation Management Office

From the days of End User training back in April 2010, it is amazing how far and how fast SIAD has come in their abilities to operate day-to-day within LMP. I remember statements like “I never needed this to do my job before why do we need this now” to “I’ll never get this figured out”.

Now that SIAD has been running on LMP for over a year we have seen where end users have figured it out and see just where LMP helps them to do their job. We have also witnessed the end user reaching beyond the training the LMP CADRE provided by utilizing tips and tricks within LMP to aid them in their day-to-day job.

For example: T-codes such as LT24 which allows you to look up all Transfer Orders for a specific Material I.D. but also allows you to confirm a Transfer Orders from this screen as well. Multitasking..... That’s production.

As we have gone along, we have discovered additional functionalities of LMP that help in multiple areas as well. One of these is Zero Stock Check. Allow me to explain. Currently we have the Asset Management Directorate (AMD) with Warehouse personnel issue, put-a-way and re-warehouse material and an Inventory Division to conduct Cycle counting as well as Special & Spot check inventories. What if we could somehow combine these two efforts?? We can, with Zero Stock Check.

So how does this work? With some configuration of the LMP system by Computer Science Corporation (CSC) this process can be applied to every Transfer Order either manually or automatically.

A Zero stock check is essentially the process of performing a stock check on a storage bin whenever the material is removed in order to ensure that the storage bin is empty for that batch of material.

The Zero stock check is a valuable tool to ensure that the next transfer order to use the storage bin will not fail.

We can implement the zero stock check in different ways:

1. The system automatically activates the zero stock check as soon as you create a transfer order for a storage bin that should be empty after the stock is issued.
2. You request the zero stock check manually if you realize that a storage bin is empty after stock removal, but no zero stock check has been planned for this storage bin.
3. You use the zero stock check as a procedure for continuous inventory.

The screenshot shows a SAP Transfer Order confirmation screen. At the top, there are fields for Material (T-F118), Plant/Storage Location (1000), and Stock Category. Below this is a 'Movement data' table with columns for Typ, Sec, Stor. Bin, Target quantity, and AUm. The table shows a transfer from bin TST12 to bin TST2, with a target quantity of 15 PC. A warning message at the bottom states: 'The bin will be empty (carry out a zero stock check)'. There are also fields for Goods recipient and Weight (4,200.000 KG).

Figure 1 shows that Zero Stock Check is activated for this Transfer Order.

When we create the transfer order with movement type “999” (Warehouse Supervision), the system checks whether the storage bin should be empty after the stock is issued. During your transfer order creation, you will get a warning message for zero stock check. Also the printout of the stock removal transfer order as the picking document contains a note that the zero stock check is active for this storage bin. See figure 1.

Figure 2. Shows the ‘Pop up’ question, to

This screenshot shows the same SAP Transfer Order confirmation screen as Figure 1, but with a pop-up dialog box titled 'Bin for zero stock check'. The dialog box asks the user to 'Confirm Item: Carry out Zero Stock Check' and provides two options: 'Confirm Empty Bin' and 'Confirm Rem. Quantity'. The background screen shows the same movement data and fields as in Figure 1.

confirm the bin empty or if there are remaining quantities in the bin. Above we are confirming with ‘confirm empty bin’ in this transfer order.

When you confirm the transfer order, the system will automatically trigger the zero stock check with a pop-up screen with two options ‘confirm empty bin’ or ‘confirm remaining quantity’.

During the physical removal of the stock from the storage bin, you check if you have all the quantity for that material Batch or if there is any quantity left from that particular batch. If the Picked quantity for that batch is completely removed, confirm the transfer order with ‘confirm empty bin’. If the storage bin has remaining quantity of that particular batch, enter the actual quantity of the batch material that remains in the storage bin and confirm the transfer order with ‘confirm remaining quantity’.

When you confirm the transfer order, the system automatically calculates the difference and corrects the book amount for the storage bin. Any

quantity difference will be sent to the interim storage area (999 Bin) for Cycle Count to investigate.

## Manual zero stock check

Sometimes the system may show some stock for example a quantity of 5 for the material and when you create the transfer order for stock removal for say 4, it will not trigger the zero stock check, that is you will not get the warning message during the transfer order creation or the pop-up in the transfer order confirmation screen since as per the system record the bin is not going to be empty.

But while removing the stock physically from the storage bin, you found that the actual stock on hand is 4.

In this case, we have to make the bin empty while confirming the transfer order because of the difference found, we can do this by clicking the ‘zero stock check’ button in the transfer order confirmation screen (See Figures 3 and 4 below) this method is called manual zero stock check.

This screenshot shows the 'Confirm Transfer Order: Confirm Single Item' screen. The 'Zero Stock Check' button is highlighted in the top left corner of the confirmation area. The screen displays fields for TO Number (26), Material (MOD\_Pump PRECISION 100\*HELLOHELLO-AM), and Storage Location (1000).

Figure 3. Shows “Zero Stock Check” (top left).

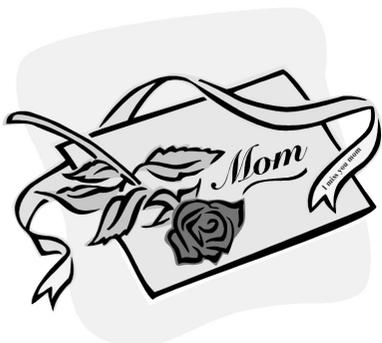
When you confirm the transfer order, the system automatically calculates the difference and corrects the book amount for the storage bin. The system also posts the difference to the 999 Bin for differences. This will trigger Inventory to perform a Cycle Count on this item.

This screenshot shows the 'Display Storage Bin' screen. It displays details for Warehouse No. (VBR), Storage Type (009), and Storage Bin (TST2). Below this, there is a 'Status' section showing 'Invent. method' as 'PN (Continuous inventory base)' and 'Last inventory' as '13.01.2011'. At the bottom, there is an 'Inventory history' table with columns for Inventory rec., Inve., Quant., Inventory statext, R, Inve., IC, B, and Material. The table shows a record for inventory record 900000003 with a quantity of 1, which is marked as 'Cleared'.

Figure 4. Shows an inventory has been recorded and cleared for that material.

After the confirmation of the transfer order, an inventory is recorded; Inventory record number, inventory method and date of the inventory are updated in the transfer order item as well as in the storage bin. See figure 4 above.

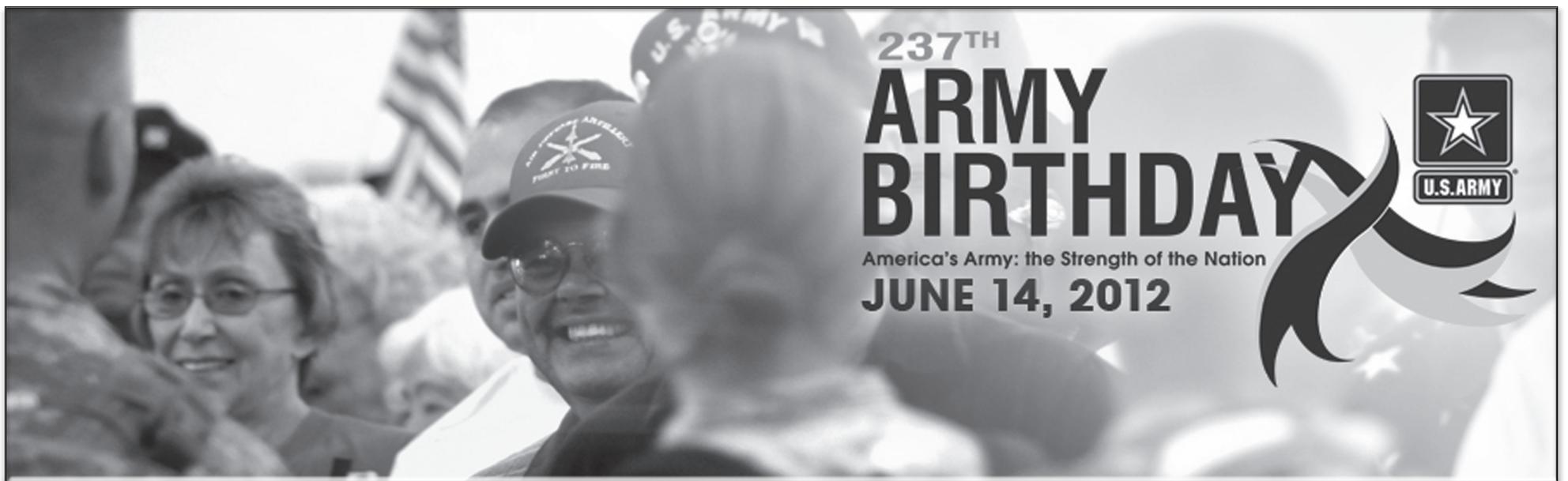
Zero Stock Check can be very useful as a warehouse and Inventory function, increasing the number of inventories on all demand material and ensuring inventory accuracy.



## Base Support Safe Driver Awards



Safe Driver Awards were presented to members of the Roads & Grounds Division within the Base Support Directorate.: John Brandon, Lawrence Brown, Matthew Bussell, Gary Davison, John Domingos, Arian Dworzecki, Lawrence H. Friend, Robert Grivel, Kenneth Hartz, Steven Hastie, Richard Hayes, Bryan Hollingsworth, Timothy Hooper, Nathan Howard, William Jackman, Paul Johnson, Larry Matlock, Keven McDoanld, Frank McGuire, Patrick Mesloh, Donald Montgomery, Steven Pearson, Thomas Pittman, Thomas Schock, Ralph Schroepfer, Chadwick Sponaugle, Richard Stone, David Suits, and Michael Welbourn.



# EEO/Diversity Update

## Cinco de Mayo

By Linda Bates  
Hispanic Program Manager



Lynette Hall  
EEO Manager

Even though Cinco de Mayo is not one of our Special Emphasis Observances, it is still celebrated all around the United States. Cinco de Mayo is probably the holiday most often celebrated that no one understands. What's it all about? How is it celebrated?

Literally "the Fifth of May," Cinco de Mayo is a Mexican Holiday celebrating the Battle of Puebla, which took place on May 5, 1862.

In 1861, France sent a massive army to invade Mexico, as they wanted to collect on some war debts. The French army was much larger, better trained and equipped than the Mexicans struggling to defend the road to Mexico City. It rolled through Mexico until it reached Puebla, where the Mexicans made a valiant stand, and, against all logic, won a huge victory.

A common misconception is that it is Mexico's Independence Day. However, Mexico celebrates its independence on the Sept. 16.

Cinco de Mayo is a big deal to many and celebrated in many areas and in many ways. It is celebrated

more so in the United States of America by Mexicans and Americans alike, than it is in Mexico. One theory for why it is more popular in the USA is that at one time, it was celebrated by Mexicans living in former Mexican territories such as Texas and California.

Celebrations usually include parades, dancing and activity filled festivals. Traditional Mexican food is often served or sold. Mariachi bands fill town squares, and a lot of Dos XX and Corona beers are served. It's a fun holiday, really more about celebrating the Mexican way of life than about remembering a battle.

There will be many Cinco de Mayo celebrations in our Reno area! Partake of them, have fun, and drink responsibly.

# STORM audit updates

## SUSTAIN TRAIN OPERATE RENEW MEASURE

By Steven Johnson  
Energy Awareness Coordinator

and took IR heat pictures of building exteriors.

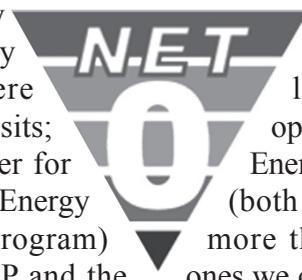
March was a busy month here at Sierra Army Depot for energy. There were three audit team visits; one for Metering, another for Lighting, and the EEAP (Energy Engineering Analysis Program) energy audit. The EEAP and the Metering audits we asked for, the Lighting audit was an Army Internal Audit (to check up on us).

The EEAP audit occurred on Mar. 12-15. The team had 8 persons on site, and they looked at many of our large facilities, so you might remember them going through yours. They split into two teams to cover a total of 1,240,568 square feet of facilities. This was the second visit for the EEAP team and they really dug in. They documented building occupancy, usage, operating hours, and how it is heated. They looked at HVAC systems, insulation, the roof type, and installed equipment like compressors. They counted the number and type of lights, the location and type of water heaters,

The final EEAP report will give us; a comprehensive assessment of the Installations energy status, an opportunity list of identified Energy Conservation Measures (both at the MILCON level of more than \$750K, and smaller ones we can implement at Garrison spending approval levels), a capital investment strategy that provides a decision-making framework based on analysis of opportunities and priorities, and several large project packages (MILCON level), ready to submit for funding under the ECIP (Energy Conservation Investment Program) program.

The Metering audit visit was on March 12 - 14. The auditor looked at 48 buildings on the metering criteria list for Sierra. Buildings are on this list because they meet certain criteria; they are greater than 29,000 square feet, have utility costs of more than \$35,000 per year, or are a Tenant occupied building.

The Metering audit will result  
**See STORM on Page 11**



### SIAD DRUG TESTING RESULTS - MARCH 10 - APRIL 10

The chart below is the monthly summary of random drug testing conducted at Sierra Army Depot. Each month this chart will be posted in The Challenge with the previous month results at the request of the Depot Commander. All Test Designated Positions (TDP) and Commercial Driver License (CDL) personnel are randomly selected by a Department of Army computerized program. For questions or comments, please contact Ms. Celia Cox, Alcohol and Drug Specialist at (530) 827-4190.

GRADE	TEST DESIGNATED POSITION	COMMERCIAL DRIVING LICENSE
GS	1	0
WG	27	15
WL	6	1
WS/YC/YN	0	1
NAF/CYPA/NSPS	0	0
<b>TOTAL</b>	<b>34</b>	<b>17</b>
<b>NEGATIVE RESULTS</b>	<b>34</b>	<b>17</b>
<b>POSITIVE RESULTS</b>	<b>0</b>	<b>0</b>
<b>SUPERVISOR/LEADER Tested from Total</b>	<b>6</b>	<b>1</b>

### Employee reaches 20-year career milestone

Mr. Edward Franklin received his 20-year length of service award from Lt. Col. Christopher Dexter during an awards ceremony that took place in front of friends and co-workers. After 12 years in the Navy, various trucking jobs, including at Oregon State Penitentiary, Franklin began his federal career at the Marine Corps Logistics Base in Barstow, Calif. where he worked for the next seven years. Looking for an area with better climate, he transferred to Sierra Army Depot. Franklin works within the Asset Management Directorate, Movement Division.

## LEAN into my CORNER

This month I'm going to go in a slightly different direction and talk about ISO. As I write this, we are preparing for an ISO 9001:2008 surveillance audit in late April. I think most people who read The Challenge have at least a general understanding of Lean principles but many have no idea about ISO and why it is important to Sierra Army Depot. They may have participated in an internal audit with the ISO staff but that's probably the extent of their knowledge.

ISO is a private organization based in Geneva, Switzerland that publishes a number of standards used in business, industry, and government. Those of you who have been through NEO training probably know that ISO is an acronym that stands for International Organization for Standardization. If you noticed that this should result in an acronym that reads IOS and you're wondering why, the answer is that the acronym is taken from the French name for the standard.

The specific standard that I'm dealing with in this article is ISO 9001:2008. The "9001" part of the title is the ISO series that addresses management practices. The "2008" part designates the year of the most recent revision of this particular standard. We are also registered under the ISO 14001:2004 standard ("14001" is the series concerned with environmental management). There are other standards that fall under the ISO banner but these are the only two that we are currently registered under.

ISO 9001:2008 is a set of standards that broadly outline what a quality management system should look like. The elements of the standard define business practices in such diverse areas as customer focus, records control, product design, purchasing, and many others. One element (8.5.1) specifically deals with continuous process improvement. This is one reason why ISO is such a good fit with our Lean program. Both programs are designed to standardize processes, although the approaches are a bit different.

There are a couple of reasons why ISO



**William Deming**  
QEO Director

9001 is important to us. One is that we are required to be ISO-compliant to be work loaded by our higher headquarters organizations. The other—and perhaps more important—is that when we operate in compliance with ISO standards our efficiency goes up, our costs go down, and we deliver a better product or service to our customer.

A convenient shorthand definition for ISO is "Say what you do and do what you say." In other words, define your processes clearly and follow them. Work areas throughout the Depot have developed desk guides and SOPs to define their processes. These documents are a key part of our Quality Management System. While you may not be directly aware of it, each desk guide or SOP supports some aspect of the ISO standard. That's one reason the ISO team conducts frequent internal audits. They are ensuring that we have processes, that we are following them, and that they support the ISO 9001 standard and our Depot Quality Management System.

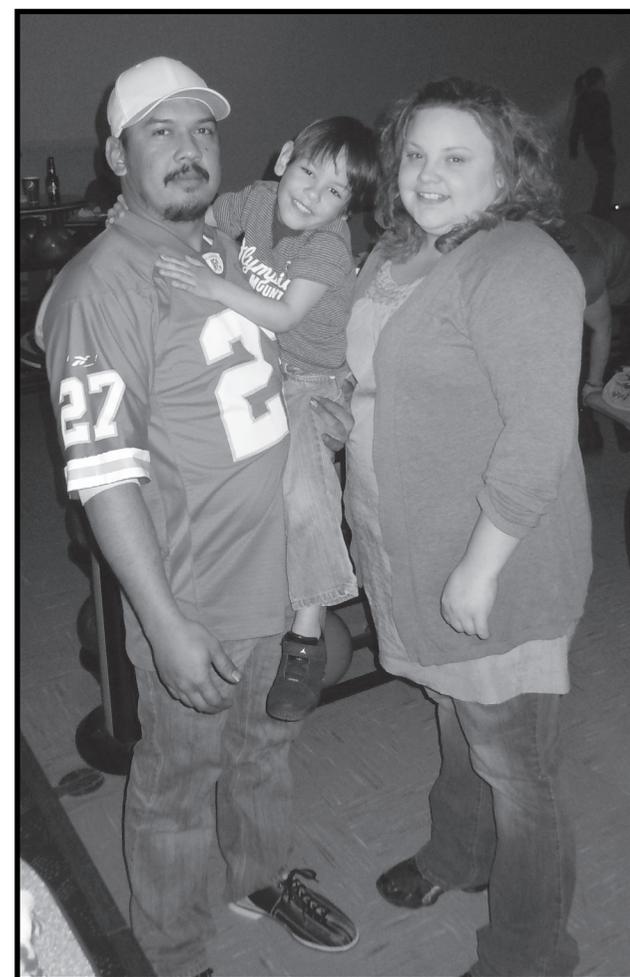
ISO and Lean are sort of like two sides of the same coin. Both are aimed at helping us to do our jobs better and to improve our competitiveness as a Depot. Both focus on process improvement. And by increasing our awareness of both, we can help to ensure that Sierra Army Depot has a bright future.

## CWF supports employees, organizations

The Civilian Welfare Fund is a non-appropriated fund activity that uses a portion of the profits from the vending machines on post to finance or subsidize sponsorships, activities and equipment requests throughout the year.

Our members consist of voting and non-voting representatives from each directorate on Depot who form a council to volunteer their time to plan and execute each activity. Organized events include Employee Appreciation Day and Blue Collar Ball only. Sponsorships for a portion of the event include Fire Prevention Open House, Organization Holiday Parties, the DARE program, Month of the Military Child, Bowling Night, and other Depot and community activities that boost morale and support the employees. CWF also purchases equipment for Depot break rooms to consist of refrigerators and microwaves only - based on the number of government employees who occupy that building.

CWF Council consists of Amber Jones (4433), Lissa Kaarbo (4776), Christina Cuevas (4232), Heather Boatright (5273), Terry White (4650), Charlene Norvell (5215), Karla Holmberg (4889), Jacquelyn Russ (4816), and David Mosher (4299). The Civilian Welfare Fund is available for all government employees so please send any inquiries to [usarmy.siad.tacom.list.civlian-welfare-fund@mail.mil](mailto:usarmy.siad.tacom.list.civlian-welfare-fund@mail.mil).



**Shannon, Chris and Gavin Taylor take time out of a busy schedule to enjoy open bowling sponsored by CWF at the Skedaddle Lanes.**



## STORM (From Page 10)

in Advanced Electric meters installed on criteria buildings by 30 September 2012. All utility service entrances (Electricity, Natural Gas, and Water for Sierra) will eventually have meters and connectivity to a Metering Data Management System. The Metering audit will also result in a scope of work covering the installation of the other meter types and the infrastructure upgrades required to achieve connectivity.

The AAA Lighting audit is an Army Internal Audit, and the Sierra site visit took place on 23 – 25 March. The audit objective was to verify that

Installations have taken sufficient actions to use energy efficient lighting to help meet energy conservation goals. The audit covered three IMCOM and one AMC Installation, with Sierra being the AMC installation.

Sierra Army Depot has been proactive in meeting Army lighting mandates, so we weren't too worried about being under the magnifying glass. Bottom Line - According to the audit exit brief, no major issues were found at SIAD, and the installation met the lighting efficiency requirements identified in the Energy Independence and Security Act of 2005.

## 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.

**James Jenkins**



## CYSS (From Page 5)

importance of water in Death Valley. Youth were able to see the pup fish, a fish that is exclusively found in Death Valley! There was a heavy focus on natural sciences in geology, ecology and even astronomy! This trip was supported primarily through grants and private donations to park partners such as the Death Valley Natural History Association and the Death Valley Conservancy.

Throughout the trip youth were expected to maintain a notebook and record data from the sites they visited. This data will be entered into national and international Citizen Science databases, which will help scientists around the world gain a better understanding of the Death Valley environment and specific components of the park - such as

plants, animals and water.

On Mar. 10, CYSS Youth Sports and Fitness took to the slopes with our annual snowboard trip. We took 21 youth to Mt. Rose for a fun filled day. Stay tuned for more exciting trips this summer brought to you by CYSS.

This past month was an eventful one for the Child Development Center (CDC), as we celebrated spring and the Month of the Military Child (MOMC). We hope that the SIAD community was supportive in joining CYSS in their annual Easter Egg Hunt! For this year's MOMC; we were able to team up with SIADs CWF for our Bubble and Kite Launch event. Thank you CWF for your support! We also put on a small Junior Sports Clinic with the help of our Sports and Fitness Director, a Parade with the School Age kids

and a special program to celebrate the military child along with an ice cream social. Thank you to all the parents who were able to come out and support the MOMC!

In June we will be celebrating the Army's Birthday with some more great events! June also brings the close to another school year as we prepare to say goodbye to our current Kindergarten age children, and prepare the upcoming Kindergartners for their new adventure!

As of April, we are still waiting for the NAEYC Accreditation visit. Everyone here at the CDC is anxiously waiting for this visit, as we have all worked so hard for this.

We currently have some space available at the CDC. If you are interested in a space or just have some questions, please feel free to contact us at 827-5313.

