



The Challenge



Sierra Army Depot, Herlong, Calif.

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Depot employees contribute to annual Combined Federal Campaign

By Lori K. McDonald
Public Affairs Officer

Individuals make contributions to organizations throughout the year that are in need of help or in the event of a natural disaster.

Sierra Army Depot held their annual Combined Federal Campaign from November through December 2012. The projected goal was set at \$65,000 which was slightly higher than the previous year. Did you know that six years ago Sierra had a projected goal of \$15,000? So, did employees reach deep into their pockets, step up to the plate, and deliver a home run in contributions?

The program started off slow, but with Lt. Col. Christopher Dexter, depot commander, advocating all the good this program stands for, employees stepped up to the plate to play the game. The contributions made by the depot employees fell short of the expected goal; however, a total of \$62,429 in contributions will go toward many charitable organizations.

Fundraising for charitable organizations in the Federal workplace can be traced to the late-1940's. However, formal authority to permit fundraising in the Federal workplace was not established until 1961.

In the early years there were only six charitable organizations: The American Red Cross; Local Community Chests, United Funds, or Federated Groups; The National Health Agencies (an ad hoc group of nine health-related voluntary organizations, now known as Community Health Charities); and International Voluntary Agencies (a federation of two charities, now named Global Impact representing more than 60 charities, primarily focused on funding international relief and development).

Today, there are 209 campaign regions in the United States and overseas with more than 25,000 CFC participating charities.

The CFC is a one-gift one-campaign concept which allows federal employees a chance to contribute to private voluntary human health and welfare agencies. Employees also had the opportunity to direct their money to local, national and/or international organizations.

Depot employees should be very proud of the difference they are about to make through their contributions to organizations that provide assistance to those in need.

Congratulations folks for your generosity in supporting the 2012 CFC program.

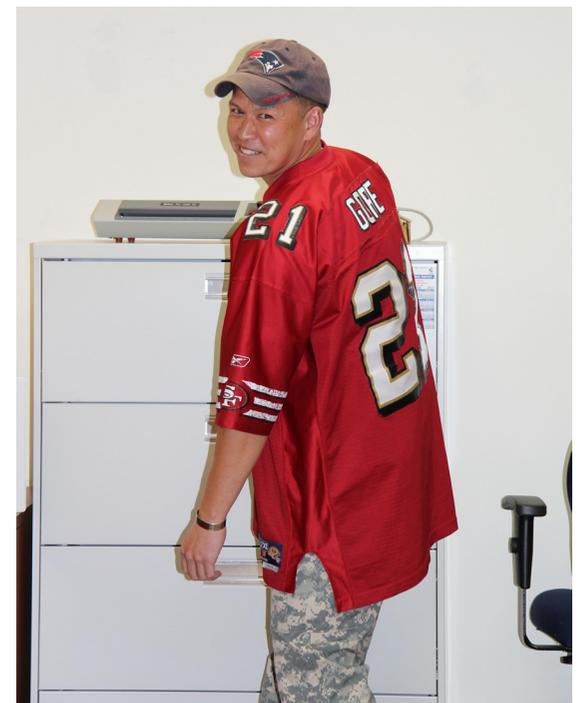


Foggy conditions



As evident in the photo above, winter is definitely in the air as employees not only endure the freezing cold temperatures, but on Jan. 9, they had to travel through fog. The freezing fog, referred to as pogonip, formed fine ice crystals floating in the air and on trees and shrubs.

New 49ers Fan?



Lt. Col. Christopher Dexter promised an employee if the 49ers got into the playoffs, he would wear a red jersey. Dexter lost and was caught sporting a 49ers jersey!

Commander's View

Happy New Year! I hope everyone got a chance to spend some quality time with your loved ones and friends. My family and I a great holiday and now I am refreshed and ready to tackle the opportunities the new year offers. I hope that you, too, are refreshed and ready for our new year at Sierra.

It is hard to believe that I am beginning the last six months of my assignment. In some respects it passed all too quickly while in other it seemed it could not go fast enough. The past 18 months have been busy and fulfilling, but there is still so much more to do and to accomplish before I change command.

I would like to take this opportunity to thank everyone for their generous contributions during the 2012 Combined Federal Campaign. With your efforts and generosity, Sierra raised over \$62,429 for various organizations. Your contributions will help benefit folks that require aid from the organizations that you directly contributed to.

While we avoided the fiscal cliff on Jan 2, efforts to reach a comprehensive budget agreement are still in progress. The full impacts to Army operations over the next several months are still not known. We have not received any specific indications of impending budget cuts to programs we are currently working at Sierra - but all that is subject to change. We do not currently



Lt. Col. Christopher E. Dexter

envision any substantial impacts to our day-to-day operations, and we will not be executing any immediate civilian personnel actions, such as furloughs. The Union leadership has been notified, and we are committed to keeping everyone informed as we gain clarity of the situation. We will immediately provide additional information as it becomes available.

Working conditions in the bitter cold, along with snow and ice, tend to bring about more slips,

trips and falls, and possibly hypothermia. Take a few minutes to ensure your walk ways are clear of snow and ice, and wear the appropriately layered clothing for your designated work area.

Finally, for all you sports enthusiast. The Super Bowl is just around the corner, and by now most of you know who I am counting on winning. So if you are not a Patriots fan, wait til next year.

Significant events for the month of January - First U.S. Presidential Elections were held on Jan. 7, 1789; First Super Bowl was played on Jan. 15, 1967 (Green Bay defeated Kansas City); Martin Luther King Day (third Monday in January); Gold discovered in California in 1848; First Winter Olympics held in 1924; the great Jackie Robinson was born in 1919; and Prohibition began in 1920.

Stay safe and keep up the great work!

Pride in Excellence!

Army Strong!

LTC Christopher E. Dexter

#38



THE UNION'S POSITION- AFGE LOCAL 1808

AFGE Leads Coalition Effort to Avoid Further Cuts to Federal Wages

Brothers and Sisters federal employees have already taken \$103 billion hit, new ad reminds Congress

The American Federation of Government Employees is leading a coalition of more than two dozen groups, representing nearly 5 million active and retired federal and postal workers, that are calling on Congress to keep employee wages and benefits off the table during the fiscal cliff negotiations.

The organizations, all members of the Federal-Postal Coalition, signed an open letter to Congress initiated by AFGE that will be published in Politico newspaper, which is distributed to every lawmaker on Capitol Hill.

The advertisement seeks to remind lawmakers that federal and postal employees are the only group of Americans who have personally sacrificed to help reduce the nation's deficit. Federal employees have not received a pay raise since

January 2010, while federal and postal employees hired after the end of this year will pay four times more for their pensions than current workers.

"To date, middle-class federal and postal workers together have endured \$103 billion in cuts to their wages and pensions over 10 years. That amounts to a \$50,000 pay cut to every employee," the ad states.

"These dedicated and hardworking civil servants simply can't afford another round of cuts to their pay or benefits," the ad continues. "It's time for others to contribute."

The ad is the latest in a series of efforts by AFGE and other federal employee organizations



to protect federal employee wages and benefits from further cuts. The Federal-Postal Coalition sent a letter to each member of Congress, detailing the substantial sacrifices made by federal workers thus far.

Lawmakers plan to take away middle-class tax breaks-your tax breaks-such as the mortgage interest deduction, state and local tax deductibility and pension and health tax benefits on top of cutting your pay and benefits. It's robbing the poor to feed the rich.

AFGE also has set up telephone hotlines so federal employees can call their representatives and senators directly and urge them to oppose any cuts to pay and benefits for working class Americans. The House hotline number is 1-888-907-5171. The Senate number is 1-888-907-8362.

If Congress passes the GOP's budget plan
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



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Exterior lighting technologies policy

Sustain Train Operate Renew Measure

By **Steven Johnson**
Energy Awareness Coordinator

The Energy Independence and Security Act of 2007 (EISA) set minimum standards for light bulbs that manufacturers had to meet. Standard such as maximum watts per Lumen, minimum life-time hours, and the efficiency had to be improved by at least 30 percent. The standards are being phased in between 2012 and 2014.

Since the Army applies stricter standards to itself, a Memorandum signed by the Assistant Secretary of the Army on Oct. 27, 2010, states, "Effective immediately, all light bulbs acquired for use in facilities and structures owned, leased or controlled by the Army will meet the energy efficiency standards set forth in EISA 2007 to the maximum extent feasible with the goal of complete replacement of inefficient lighting within 5 years of the effective date of this memorandum". This Memo addressed curtailing the purchase of incandescent bulbs where more efficient bulbs were available and cost effective.

A more recent Assistant Secretary of the Army Memorandum was signed on Nov. 13, 2012. It also references EISA 2007, is effective immediately, and addresses exterior lighting. This memo sets policy for the use of highly-efficient lighting technologies, such as solid-state lighting (SSL), induction, or plasma in exterior applications at permanent military installations. The policy applies to all permanent Active Army installations, Army National Guard and Army Reserve installations, sites, and facilities operated and/or maintained by federal funds in CONUS and OCONUS.



Land Holding Commands will develop and execute plans for their installations to use highly-efficient lighting technologies in all exterior lighting applications where it is life-cycle cost effective. Installations must analyze whether or not highly-efficient lighting technologies and controls are cost effective for their specific application. Savings from operations and maintenance activities shall be included when calculating life-cycle costs to ensure savings are captured from technologies with lower maintenance costs.

Department of Energy case studies have shown that highly-efficient lighting technologies can deliver significant energy

savings; 50 percent or more, and up to 75 percent when paired with lighting controls. Exterior light applications include illumination of buildings, sites, property, structures, gates, signs, roadways, parking lots, pathways, sidewalks, landscapes, etc.

All project designs for exterior lighting must consider use of highly-efficient lighting technologies and their associated control systems, (motion sensors, timer, photoelectric sensors, etc) regardless of the design agency, such as U.S. Army Corps of Engineers, in-house, design-build contractors, energy savings performance contracts, utility energy service contracts.

What this means is that Sierra Army Depot must examine all exterior lighting systems (existing and planned). If a life-cycle cost analysis shows it is cost effective (meaning it will pay for itself over its lifetime), then we install or retrofit to the more efficient lighting technology.

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.

Donald Child
Jeffery Hinton
Jared Lawson

A HAPPY
NEW YEAR

A Message from the TSP's Executive Director

Dear Participants:

As we await legislation on raising the Federal debt limit, I would like to address your concerns about the possible suspension of issued securities to the Government Securities Investment (G) Fund. In the event that the U.S. Government reaches the statutory Federal debt limit, the Federal Government may temporarily be unable to issue new securities to the G Fund because to do so would exceed the present debt limit. However, G Fund investors are always fully protected and G Fund earnings are fully guaranteed by the Federal Government due to statutory protections in the Thrift Savings Plan Investment Act of 1987. This protection, known as the "make-whole" provision, will work to ensure that G Fund investors are completely unaffected by the limitation on securities issued by the U.S. Treasury. G Fund account balances will continue to accrue earnings and be updated each business day, and loans and withdrawals will be unaffected.

The Government Accountability Office has published a report which explains the full protection provided to G Fund investors when the U.S. Government reaches the statutory Federal debt limit. The report can be found here: <http://www.gao.gov/products/GAO-12-701>

If you have any additional questions, please call the toll-free ThriftLine at 1-877-968-3778 and speak to a Participant Service Representative.

Greg T. Long
Executive Director

REMEMBER!
CELEBRATE!
ACT!

Martin Luther King Holiday
January 21

Union (From Page 2)

to cut Social Security, Medicare and Medicaid in order to pay for tax cuts for the rich, millions would be left out in the cold. Millions could be negatively impacted if Congress attempts cuts to Social Security, including seniors, people with disabilities and children.

"Every day federal employees provide essential services to the American people, including ensuring the safety of air travel and our food, curing diseases, caring for our soldiers and veterans, protecting our borders, and bringing criminals to justice. The ability to recruit and retain the talented employees necessary to fulfill these critical missions will be further threatened by more reductions in federal employee pay and pension compensation."

Together we can protect Medicare, Medicaid and Social Security benefits for those among us

who need it the most. Retirees, people with disabilities and children shouldn't have to suffer because some in Congress want to give more tax breaks to the richest 2%."

We all have to do our part in the fight against Congress cutting Social Safety Net to Pay for Tax Cuts for the Rich. Call your member of congress and other lawmakers today and urge them to reject the GOP's proposal.

Elections will be held at the AFGE Local Building, on January 17, 2013. Election polls will be open at 6:00 A.M. and close at 6:00 P.M.

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

11TH ANNUAL HOLIDAY



EEO/Diversity Update

Sexual Harassment - It's that serious

By Sherie' L. Trone
EEO Specialist

Following is a recent sexual harassment lawsuit that has been filed on an company. Sexual harassment is a serious offense and companies/agencies can and are being sued for this misconduct. Please read the following press release from the US Equal Employment Opportunity Commission on the lawsuit and practice anti-harassment at your work site.

Jack in the Box franchisee Kobra Associates, Inc., which operates about 70 restaurants in Northern and Eastern California, violated federal law by allowing a manager at its Paradise, Calif., store to sexually harass female employees under his supervision, according to a federal lawsuit filed yesterday by the U.S. Equal Employment Opportunity Commission (EEOC).

According to the EEOC's lawsuit, the harassment by the Jack in the Box restaurant manager included frequent remarks about female employees' anatomy and unwelcome sexual advances and innuendos. The agency's investigation found that he would refer to in many derogatory terms as well as ogle and touch them inappropriately.

Despite complaints, including messages left with Jack in the Box's ethics hotline, the EEOC says, the company failed to take corrective action. Faced with ongoing harassment after a year of raising the issue to the company through multiple avenues, one woman was forced to resign in order to escape the targeted attention of the restaurant manager, the EEOC said.

Sexual harassment violates Title VII of the Civil Rights Act of 1964. The EEOC filed suit (EEOC v. Kobra Associates, Inc. d/b/a Jack in the Box) in U.S. District Court for the Eastern District of California only after first attempting to reach a voluntary pre-litigation settlement. The EEOC is seeking monetary relief, including emotional distress and punitive damages, on behalf of the women affected by the harassment, in addition to injunctive relief to prevent a recurrence of this type of discrimination.

EEOC Regional Attorney William R. Tamayo noted, "With a tight job market, it is especially vital that the EEOC protect the rights of all employees to work in an environment free from sexual harassment or other illegal forms of harassment. The pressure on workers to keep whatever job they have does not ease the responsibility of



Lynette Hall
EEO Manager

employers to take every complaint of harassment seriously."

EEOC San Francisco District Director Michael Baldonado said, "As they say, 'Don't put a fox in to guard a henhouse.' Employers, make sure you can trust your supervisors to enforce your anti-harassment stance, and check that the channels for employees to report harassment problems don't short-circuit just because a harasser has influence in the chain of command."

The EEOC enforces federal laws prohibiting employment discrimination. Further information about the EEOC is available on its web site at www.eeoc.gov.

Child, Youth and School Services Monthly Update

The annual CYSS Tree Lighting ceremony was held on Dec. 6. This highly anticipated event was a huge success as over 300 people were in attendance! Parents, kids, SAID employees and surrounding community members all came bundled up and prepared for this year's magical event. The opening speech of the ceremony was graciously provided by SIAD's Provost Marshall LTC Jones, followed by a short invocation for our troops and community by Martha Olsen. The large crowd gathered around the tree as we counted down for the lighting of the nearly 4000 bulbs! Once the tree was lit, the crowd broke out in song, singing various Christmas carols to welcome the holiday season. SIAD's Fire Department escorted our special visitor from the North Pole, as we sang "Here Comes Santa Claus." With the grand entrance of Santa, guests filtered into the building for a chance to sit on his lap and ask for their heart's desire for Christmas. As pictures with Santa were taken, candy canes, hot chocolate and cookies were served! All youth received a special present from Santa and his hard working elves! CYSS would like to thank everyone who made this event possible; especially considering this was one of the largest crowds we have drawn! Thank you to: Tim Micone and his crew who strung the lights, Lloyd Gubler of DOIM, the SIAD Fire and Police Departments, parent volunteers, our guest speakers and all who helped behind the scenes! Your support is much appreciated!

Also in December the CDC's toddlers and preschoolers came together for a Hot Chocolate

Party. The older children helped the toddlers measure, count out marshmallows and stir their hot chocolate. In doing this, the children learn to develop a sense of family, cooperation and caring with their classmates. The older children had the opportunity to be mentors and take on leadership roles while they supported the younger children.

When asked about the special event, Julianna Scharf, age 4, stated, "I like the hot chocolate with marshmallows" and Maliya Mecready, age 34 months, said "My chocolate is all gone." Later in the month the preschool room also hosted a Christmas luncheon complete with the making

See CYSS on Page 7



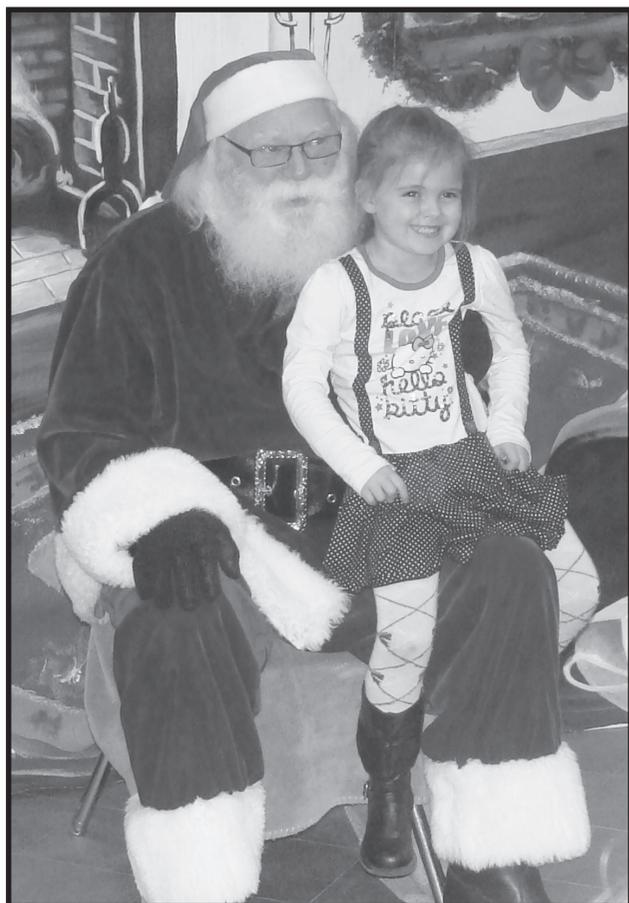
The Danner family are all smiles after the tree lighting and the arrival of Santa.

CYSS (From Page 6)

of keep-sake handprints for their parents. It was definitely a season of giving and learning this year at the CDC!

We say good-bye to our Training and Curriculum Specialist Cheryl Smith, as she is going into temporary retirement to spend more time with her family and grandkids. She is also looking forward to the arrival of a new granddaughter in February. Thank you Cheryl for your hard work and dedication to enriching the lives of our children and youth!

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. Reminder to parents on wait list: Please be sure to follow up on your childcare spot on a monthly basis. Your position on the wait list will be lost if we do not hear from you. If you should have any questions on your spot, would like to be added to the wait list, or have general enrollment questions, please contact us at x 5313.



Little Jenna Jones sits on Santa's lap posing for a photo. Santa told Jenna she was on the "Nice" list and then asked her what would she like for Christmas.

WINTER

Employees are encouraged to call the Depot Information number during times of inclement weather. Employees will hear a recording on the status of the depot in regards to the impact of inclement weather. This number will be updated when needed, no earlier than 0415.

Call 827-4998

LEAN into my CORNER

Since I began writing this column several years ago, I have discussed the issue of sustainment several times. I continue to broach this topic because it's one of the most fundamental issues of process improvement. In the, we conducted a lot of events and projects only to see the work area revert to the old process in the weeks that followed. In some areas, we are doing better but in others, this continues to be a problem.

Currently, we do a number of things to ensure our process improvement efforts are sustained, including ISO follow-up inspections, PIT board documentation, reports to the command group, and general communication between the QEO and the various work areas that conduct events. These are all important but the crucial component of any sustainment program is the supervisor who actually manages the day-to-day implementation of the process.

While a lot of the push for process improvement has come from higher levels, such as AMC, DA, and DoD, the real reasons for doing it are purely local. We need to be able to do whatever we do as efficiently as possible if we are going to attract and retain the workload necessary to keep the Depot healthy over the long term. We work in a very competitive environment and other installations would be very happy to pick up the workload currently being done by Sierra Army Depot. We have to be able to show that we can do our jobs faster and more cheaply than the next Depot, while maintaining high standards of quality. To do this, we have to sustain our process improvements effectively.

This leads to another point. A crucial part of sustaining our process improvement gains is measuring them. If we are unable to express our improvements in numerical terms, then we are reduced to guesswork. We have to do better. This means we have to establish baselines for our processes so that we can have an objective measure of improvement.

In nearly all cases, the most fundamental



William Deming
QEO Director

measure of a process is cycle time. In a mechanical repair shop, this could be expressed as the time it takes to complete work on a single asset (or component) from induction to completion. In a shipping warehouse, it could be the time elapsed between the receipt of an order document (such as an MRO) and the time the order is shipped.

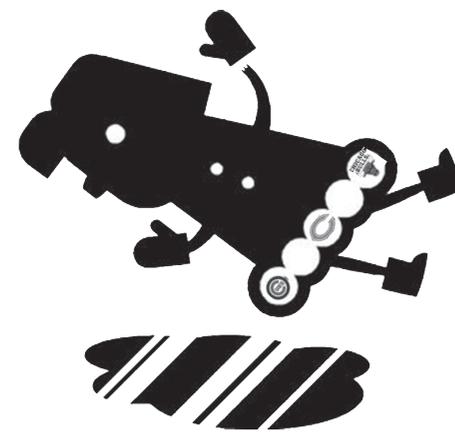
The reason cycle time is so important is that it allows us to directly express the amount of time required to produce one unit of work. If an Item Manager is trying to decide whether to send work to Sierra, we are much more likely to get that work if we can tell them exactly how much time it will take and how much the project will cost. If we have accurately determined the cycle time for that process, it's fairly easy to provide an accurate cost estimate and to avoid cost overruns that tend to undermine the confidence of the people that assign our workload.

Give the Lean team a call. They will be happy to come to your area and help establish baseline data for your process. By establishing clear process performance measures, we will be much better able to improve what we do and compete in our ever more competitive environment.

Dr. Martin Luther King Jr.
HOLIDAY

EVERYBODY
can be
great.
Because
ANYBODY
can
SERVE.
You only
need a
HEART
full of
A grace.
SOUL
generated
by LOVE.

REMEMBER! CELEBRATE! ACT!



When walkways freeze
- walk safely please!

Employees provide assistance at highway accident



Lt. Col. Christopher Dexter recognized five employees with a commander's coin for the assistance they provided at the scene of a vehicle accident during the early morning commute on Dec. 19. The driver of the commuter van spotted a disabled vehicle on the Northbound lane facing the hillside with a man laying on the ground. The van carrying SIAD employees did not hesitate to quickly stop the van and see what assistance can be provided. Depot employees stayed with the injured individual until emergency personnel arrived. Recognized employees pictured above are (l-r) Lloyd Gubler, John Trigero, Fred Arzillo, Amanda Sou, and Jim Leveille.



The rivalry continues



The rivalry at Sierra Army Depot when it comes to the Army-Navy football game held every December is about as serious as it is between the two academies. Both fans take this game very seriously and when the game is over, the consequences are sometimes bittersweet to take. For Lt. Col. Christopher Dexter, depot commander, once again he had to endure being photographed with the Navy flag - as the Midshipmen defeated the Cadets with a 17-13 victory.

A New Career - Retirement



Mr. Edward Hopkins was all smiles as he received his retirement flag from Mr. Donald Olson, deputy to the commander, during his retirement ceremony last month. Ed retired with a total of 47 years of federal service, both military (21) and civilian (26). Ed came to Sierra Army Depot in 1986, as a special weapons technician for seven years. In 1993, he began working various positions throughout Mission Operations, and finally ending his career as a Quality Assurance Specialist. A few of his retirement plans include spending time with his wife, traveling in the US and visiting their granddaughter in Japan.



After 38 years of federal service, Ms. Johanna Pitt said good-bye to friends and coworkers during a retirement luncheon. Along with her retirement flag and certificate, Lt. Col. Christopher Dexter presented Joni with an Achievement Medal for Civilian Service. Congratulations on your retirement!