

The Challenge

Sierra Army Depot, Herlong, Calif.

August 2008

Vol. 64 No. 08

Brief Notes

Relay for Life

ARMY STRONG AGAINST CANCER - Come and join Team Sierra on Aug. 2 - 3, 2008, for the American Cancer Relay for Life event. The event will take place on the football field at Lassen High School in Susanville, Calif., beginning at 10 a.m. If you have any questions contact Lori McDonald at 827-4343.

Leader's Board

Supervisors need to mark their calendar for the third Thursday of each month for Leaders' Board beginning at 2:00 p.m. in the Skeddadle Inn.

Women's National Equality Day

The 19th Amendment granting women the right to vote was certified as part of the U.S. Constitution on Aug. 26, 1920. Congress designated this date in 1971 to honor women's continuing efforts toward full equality.

Commander's Luncheon

The next commander's luncheon is scheduled for Aug. 28. Non-supervisory employees are randomly selected on a monthly basis to have lunch with Lt. Col. Schiller beginning at 11:30 a.m., in the headquarters conference room. Employees are given the opportunity to discuss topics they might have concerns with or to just enjoy time with the Boss!

Employee Appreciation Day

The annual Employee Appreciation Day will be held on Aug. 14, combined with safety / mandatory training stand-down in the morning. Training will be tailored to each organization required for specific facility/operation. Families and friends are also invited to join the afternoon festivities. Watch for more information and posters within the next couple of weeks.

Lean Events in August

The following Lean events are scheduled for this month:

Aug. 4 - RIE on A35 Project

Aug. 18 - RIE for OCIE (Clothing)

Aug. 25 - 6S on IPDS in 353N

For further information on Lean events, contact the Lean Office at 827-4423.

Golf Tournaments

If you have missed the last couple of golf tournaments, don't worry. You still have a chance to have fun during August, September, and October. Dates still to be determined.

Dunwoody confirmed as first female four-star

By Army News

WASHINGTON (Army News Service, July 24, 2008) -- The U.S. Senate confirmed Wednesday the appointment of Lt. Gen. Ann E. Dunwoody to the grade of four-star general.

Dunwoody, who will be the first woman to serve as a four-star general in the U.S. military, was also confirmed for assignment as commanding general, U.S. Army Materiel Command, headquartered at Fort Belvoir, Va.

"I am truly humbled to be able to continue to serve my country in uniform," Dunwoody said. "I am extremely honored to be selected to lead the men and women of Army Materiel Command - the military, civilian personnel and contractors of AMC - who are among the nation's finest, men and women who continue to serve with dedication during these difficult and uncertain times."

Lt. Gen. Dunwoody's confirmation as a four-star general is the latest achievement for women in the military, dating back to Mary Marshall and Mary Allen, who served as ship nurses during the War of 1812, to Brig. Gen. Anna Mae Hays, the first female general officer in the U.S. Armed Forces. About 5 percent of general officers in the U.S. Army are women, officials said, adding that this includes mobilized Army Reserve and Army National Guard general officers.

"I have never considered myself anything but a Soldier," Dunwoody said. "I recognize that



The Senate, July 23, confirmed the promotion of Lt. Gen. Ann E. Dunwoody to four-star general. She will be the first female to serve as a four-star general in the United States military. She has also been confirmed for assignment as commanding general, U.S. Army Materiel Command, Fort Belvoir, Va

with this selection, some will view me as a trailblazer, but it's important that we remember the generations of women, whose dedication, commitment and quality of service helped open the doors of opportunity for us today. There are so many talented women in our Army today ... you

See DUNWOODY Page 8

New Depot mission grows by leaps and bounds

By Kathy Ayers
Supervisory Program Manager

Sierra has recently acquired the Organizational Clothing & Individual Equipment (OCIE) mission in support of the War Fighter.

This mission came to Sierra based upon the good work we have been doing in the AJ1 SWA Retrograde mission. Sierra was first approached about this mission by the Army Materiel Command (AMC) and the Central Management Office (CMO) in July 2007.

They asked Sierra to receive, classify and store clothing and associated equipment from Southwest Asia. This mission would also encompass transferring several pieces of clothing items from our

existing AJ1 mission into the OCIE mission.

In August 2007, the CMO visited the depot to see the capability and capacity for storage of Sierra. This visit also produced a draft Scope of Work which was finalized in early November. The CMO, along with the Program Executive Office (PEO) Soldier, came back to Sierra to train approximately 20 personnel on the identification and classification of the Soldiers personal protective gear.

They went through the Outer Tactical Vests (OTV), plates, helmets, DAPS and other various types of equipment. They left us with a wealth of information and proper guidelines to perform jobs with efficiency and quality.

See OCIE Page 4

Commander's View

As you travel around the depot there are many construction projects taking place and a few that will occur soon. The majority of these Capital Improvement Projects taking place are within the warehouse and maintenance areas. They consist of: construction of 100 feet tall high mast lights, installation of modular offices, construction of a truck inspection facility, and the construction of a new paint and blast booth.

Many of you may not be aware of a new and very significant program, Organization Clothing & Individual Equipment (OCIE) Program located within the AJ1 Directorate. This program spans over 40,000 square feet of warehouse area, with the possibility of future growth. This new program is a direct result of the continued good within the AJ1 SWA Retrograde mission. See Page 1 for more information on this new program.

In the past if you tried to use a cell phone or blackberry on depot, you probably had a message show up - NO SERVICE. Well, those



Lt. Col. Lee H. Schiller, Jr.

days are over. A couple months ago cell phones began receiving a stronger signal reception around the depot and while traveling on Highway 395 in this area. Thanks to the diligent work from employees within the Directorate of Base Support, a new cell relay tower exists on depot. Employees that were instrumental in helping accomplish the installation were Carol Gordon, Jeff Camba, Bernie Asuelo, Murray Schultz, Larry Micone, and Jim Lightbody.

Great job.

Last but not least, SAFETY. One safety issue that seems to be more visible during the past months is speeding. Take the extra few minutes to ensure you reach your destination safely. Speed limits are posted throughout the depot, so heed them for everyone's continued safety.

While the beginning of safety awareness is to take personal responsibility for your own safety, the next step is just as important. You can raise your own personal awareness to that level of excellence by taking responsibility for the safety of those around you. When you do this, you automatically or unconsciously become more aware of potential hazards to you because your focus is sharpened. SAFETY FOR LIFE!

*Pride
In
Excellence!*



Employee recognized for outstanding support



Prior to departing the depot for his new assignment overseas in Germany, John Skutt received a certificate of appreciation from Lt. Col. Lee Schiller, depot commander, on behalf of the Program Manager, Inland Petroleum Distribution Systems, for the outstanding support he provided to program during his tenure here. Skutt was very honored by the recognition and stated that he would miss working at Sierra.



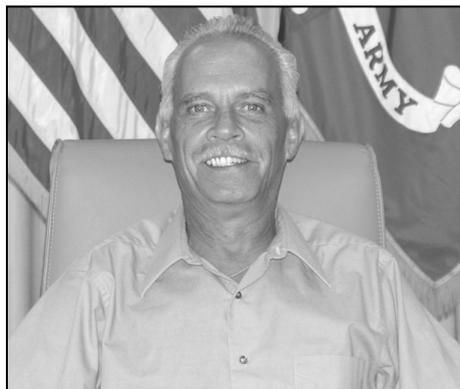
The Union's Position - AFGE Local 1808

The below article is a press release issued by AFGE National President John Gage on the 2009 Appropriations bill which includes a 3.9% pay raise for all federal employees.

AFGE APPLAUDS CONGRESSIONAL ACTION ON BEHALF OF FEDERAL WORKERS

2009 Appropriations Includes 3.9 percent Pay Raise and Suspension of New A-76 Privatization Studies

(WASHINGTON) – The nation's largest union of federal employees, the American Federation of Government Employees (AFGE), today praised Congress for the FY09 Financial Services Appropriations Bill which includes a well deserved pay raise for federal workers and a one year suspension of the new A-76 privatization studies in all federal



Mr. James Swistowicz

agencies. AFGE National President John Gage commended the Committee for giving federal workers "the help they need in times with skyrocketing gas prices and an unwieldy cost of living. This pay raise will help workers stay afloat in a sinking economy."

"AFGE is also profoundly grateful to Chairman Serrano for including

a provision in the FY09 Financial Services Appropriations Bill that would suspend all new OMB Circular A-76 privatization studies in all federal agencies, including the Department of Defense (DoD), through FY09," declared National President John Gage. "This suspension follows the three-year suspension of all new A-76 studies in DoD that was included in the House's version of the FY09 Defense Authorization Bill.

"There are a multitude of rationales for suspending new studies conducted pursuant to the costly and controversial A-76 process," continued Gage. "But, first and foremost, there is the prohibition included in last year's bill [Section 739(d)] that prevented the Office of Management and Budget (OMB) from directing or requiring any agency to begin,

continue, or finish an A-76 study, and that prevented any agency from following OMB's A-76-related requirement and direction. Not even contractors would dispute the point that OMB political appointees have imposed numerical privatization quotas on all agencies—large numbers of federal employees who must be reviewed for privatization within certain periods of time—and that all agencies are graded for compliance with the quotas (and, if necessary, punished) by OMB in the budget process. In fact, OMB political appointees have established numerical privatization quotas for some agencies as far out as 2015.

"OMB never bothered to issue guidance to implement Section 739(d). Indeed, OMB never encour-

See UNION Page 3

The Challenge

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graphs 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.



Chat Topic. . . we want to know your thoughts

What are you doing to conserve energy in a time of high gas prices?



Larry Friend
Risk Management

“Limiting the number of trips we make to Reno and Susanville. I walk to work. When the weather is extremely hot, we use the air conditioner only when we are home. We keep all windows closed during the hot part of the day.”



Marci Cobb
AJ1 Directorate

“I have a fuel efficient car and use less electricity. We are not doing as many trips and plan more activities that are closer to home.”



Taylor Hanson
C&A Directorate

“I use natural light (sun) throughout the house. I consolidate as many trips to town as possible. I walk to places that are close instead of driving. Unfortunately, you can;t get completely away from it.”



Kimberly Greenwood
C&A Directorate

“By ensuring all lights are shut off when I leave the room. Conserve water by using water efficient tools. I do not use the air or swamp cooler when not at home. Not making as many trips. Try to do all my shopping at once. I ride with others going to the same place I am. Easiest way to conserve is to switch to solar and wind generator power.”

The Sierra Transition to Logistics Modernization Program-LMP



By Bruce Hamilton
LMP Program Manager

Sierra Army Depot is now in the midst of setting up the LMP transition office in Bldg. 79. A small handful of employees have been asked to begin transition of Sierra from SDS to LMP. In an effort to keep the workforce informed, a monthly article in the newspaper will be maintained. Expect to see in future articles of where we are, where we are going and how will it affect me.

So, why LMP? The LMP is fundamental to the U.S. Army's transformation efforts of becoming leaner and more agile. In other words, how we will gain and sustain the competitive advantage in the business world, but more importantly on the battlefield. To achieve or sustain competitive advantage, one can use a low-cost approach, a differentiation approach, or speed approach; the tenets of LMP address



each of these approaches.

Currently, our business practices require our workforce to utilize too many sources to access needed information to research, acquire, distribute, and maintain parts and equipment the Army needs. This is expensive because each of those sources requires updates and sometimes overhauls to make them communicate with one another, not to mention these ties up valuable human resource activities to navigate through multiple information sources to accomplish their tasks. LMP enables our workforce to use a single information source to navigate through to accomplish these many

varied tasks.

Secondly, LMP is different from other management tools in that our logicians will now have software to accompany the LMP management technique. The SAP R/3 software is near all-in-one software, capable of communicating with over 70 DoD systems crucial to delivering decisive combat power throughout the globe.

Finally, LMP helps to eliminate seams that exist between the legacy systems and their replacement systems it replaced and the DoD systems used to fuel the fight. Requisitions and research that once took days can now take hours; this time saved can and may mean lives saved.

LMP is paramount to the Army's continued success as a supply chain partner. As our journey towards transformation with LMP progresses we will continue to inform and educate you on LMP; but the most important element for the LMP's success will be the workforce of Sierra Army Depot.

UNION (From Page 2)
aged agencies to solicit or revisit internal requests for relief from the onerous A-76 quotas. Instead, it was business as usual, despite a clear warning from Chairman Serrano earlier in the year,” said Gage. “The failure to follow a comparable provision in last year’s Defense Authorization Bill was a significant factor in the inclusion of a three-year A-76 suspension in this year’s Defense Authorization Bill.”



OCIE (From Page 1)



Shortly after this visit, Sierra and CMO began segregating materiel from the AJ1 program and allocating it for the OCIE program. During this effort, CMO identified several thousand pieces of body armor that needed to be distributed to Soldiers at various sites. At this point, CMO requested Sierra prepare and ship several pieces of body armor (OTVs, body armor inserts, and outer body armor) to seven different sites. These shipments equated to 40,539 pieces valued at \$7.2M. This turned out to be just the beginning of the work Sierra would become engaged in for OCIE.

Sierra began segregating and preparing materiel for shipments back to Defense Logistics Agency as part of the DLA Buyback program. Sierra issued 85,249 pieces valued at \$391K back to DLA for credit.

While all this was going on, Sierra and CMO began a timeline for implementation and training of the Central Issue Facility-Installation Support Module (CIF-ISM) which is the accountable record for all personal clothing and protective gear for Soldiers. Once implemented, Sierra would be one of many CIF sites around the world working to ensure that all Soldiers are 100 percent equipped with their personal clothing and protective gear. Training was conducted by a group of three instructors at Sierra on Feb. 24 to 28, and we had our CIF-ISM operational by April 1, 2008. At this point, we also received our DODAAC (W62R19) for the OCIE program so that Sierra could receive and ship materiel from the CIF-ISM system and it would be designated as OCIE.

At the beginning of April, Si-

erra started populating our CIF-ISM property book. We started with 107 lines of materiel that was uploaded to the property book and it has been a continuous flow of materiel since we opened for business. Sierra has continued to receive materiel and make shipments to other CIF locations as they need materiel. At the end of June, Sierra had 413 lines with 171,831 pieces valued at \$11.6M of Inventory on our property book. Sierra has issued 36 lines (85,582 pieces) of OCIE materiel to DLA valued at \$391K and 33 lines (16,867 pieces) of OCIE materiel to other CIF sites valued at \$8.5M. We are still in the process of transferring materiel from the AJ1 inventory to the OCIE inventory. Sierra and CMO has identified 696 lines valued at \$16.6M to be transferred from the AJ1 program to the OCIE program. Out of 100 percent, we have approximately 35 percent completed with another 30% that is partially completed.

Due to the good work that Sierra has done for the OCIE, they began shipping materiel in for their reset program. All materiel being received will be either condition code A or B stock. The CMO is purchasing materiel from DLA and the other lines will be transferred to Sierra from other CIF sites. Sierra will receive enough materiel to reset 118,000 Soldiers which is made of 83,000 Active/Reserve and 5,000 National Guard Soldiers. The reset of 83,000 Active/Reserve Soldiers requires 1.1M pieces valued at \$70.1M and reset of the 35,000 National Guard Soldiers requires 449,400 pieces valued at \$29.6M. Sierra started receiving this reset materiel on 13 June and we have currently received

60 truckloads of materiel. Sierra has currently received 168,795 pieces valued at \$8M from DLA and 89,966 pieces valued at \$15.4M for the reset program. We continue to receive materiel from DLA and the other CIF sites as the CMO continues to push materiel to Sierra. We anticipate moving materiel out soon to start resetting the Soldiers involved in this particular program.

Sierra anticipates receiving a few new programs associated with OCIE. These programs are still in works:

Gray Shirt Program - Soon the new Dress Blue Uniforms will be issued to Soldiers but in the meantime the Army authorized AAFES sites to purchase over 20,000 gray shirts to go with the Dress Blues. The Army has now changed their minds and they are going to require White shirts instead. The gray shirts are no longer required so the CMO will be buying the gray shirts plus the bulk excess materiel and all the trim (buttons, thread etc) and put it in stock in the OCIE. The CMO is asking that Sierra receive the materiel, do a complete inventory on items received and report back to the CMO of any discrepancies.

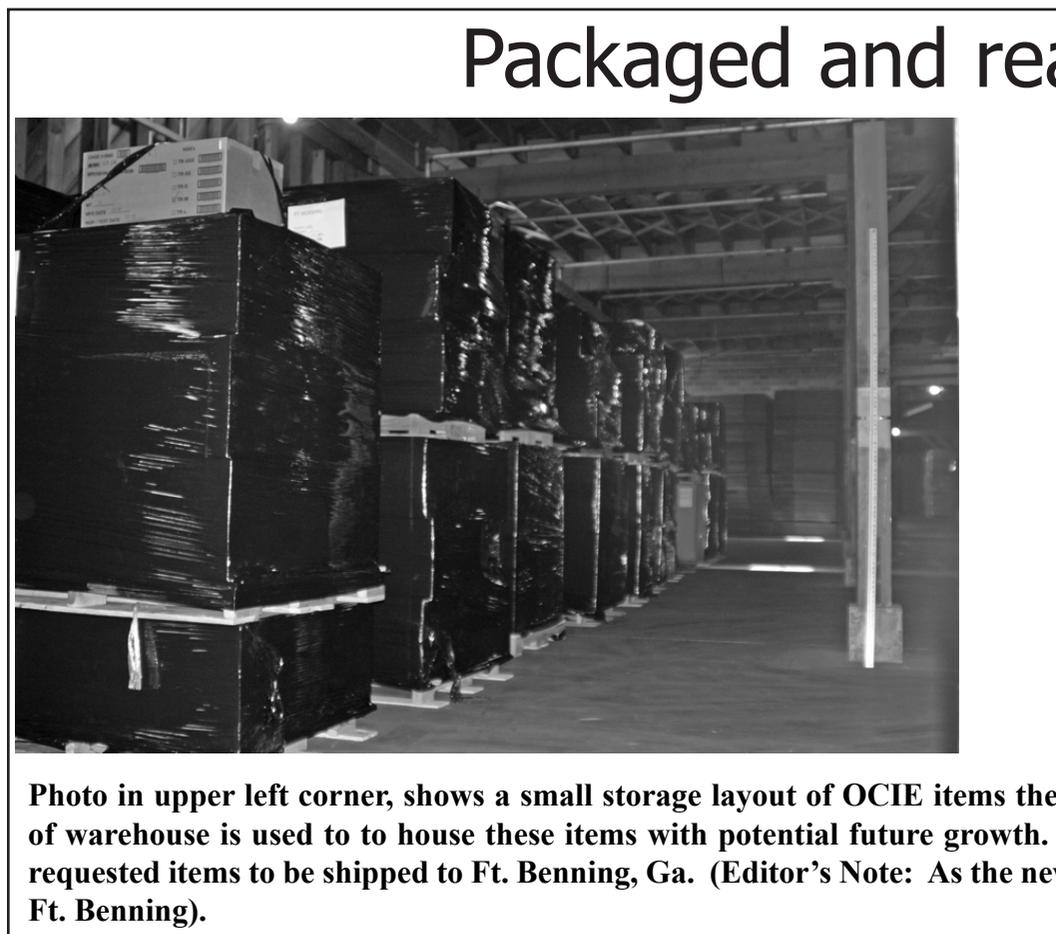
Ft. Benning Desert items - The CIF site at Benning is at its storage capacity. The CMO is asking that the materiel be shipped to Sierra and be stored as Ft. Benning stock. Sierra will then issue stock to Ft. Benning

(CRC) as they receive more Soldiers, contractors, Civilians that are deploying overseas. This will be a replenishment program to Ft. Benning for deployment.

PEO Solider - ESAPI / ESIPI Plates - Sierra would be receiving approximately 15 truckloads of these two types of plates to store and reissue as needed. These items are the Enhanced Small Arms Protective Inserts for the front, back and sides of the Soldier.

Ft. Benning / Ft. Dix Replenishment - These items would consist of Hot Weather Boots, Socks, and T-Shirts, etc. Sierra would be receiving Condition Code A stock to store in our normal OCIE Inventory and as Ft. Benning and Ft. Dix has a need for materiel they would requisition it from Sierra. This would be a replenishment program as well.

The current OCIE retrograde and reset programs, as well as the future programs for OCIE, is a great opportunity for Sierra to show how we can support the WarFighter. These types of programs fit into our core competencies and it will help CMO, PEO Soldier and the Army to reset their Soldiers with the most up to date and improved clothing and protective gear in an efficient and timely manner. This is a win - win situation for the Army, Sierra Army Depot and most importantly, the WarFighter.



Packaged and ready

Photo in upper left corner, shows a small storage layout of OCIE items the of warehouse is used to to house these items with potential future growth. requested items to be shipped to Ft. Benning, Ga. (Editor's Note: As the new Ft. Benning).

EMPLOYEE PROFILE

Matthew Woupios

Place of Birth: Chico, Calif.

Time working at Sierra Army Depot: I have been a depot employee for three years; prior to that I worked for LSI for three years.



What made you decide you wanted to work at the depot? The depot is a great place to work and I feel as if I am contributing to the big picture.

What is the most fulfilling part of your job? Knowing that we are putting out a quality product to help the Soldier in the field.

What is the best advice you would give to depot employees? To look at the big picture and not let politics cloud your judgment. Keep doing what you are doing because someone needs the product you are working on.

If I could change one thing about myself: To quit worrying about little stuff.

Who has had the greatest impact on your life? My family. They always help me keep my eye on the bigger picture. No matter how bad I screw up, they still love me. They are always there for me.

Ready for shipment



depot is receiving on a daily basis. Currently, about 40,000 square feet In the photos above, crews have prepped, picked, and packaged items vspaper went to print, the shipment was scheduled to depart the depot to

Understanding and providing reasonable accommodations

Title I of the Americans with Disabilities Act of 1990 (the "ADA") requires an employer to provide reasonable accommodation to qualified individuals with disabilities who are employees or applicants for employment, unless to do so would cause undue hardship. "In general, an accommodation is any change in the work environment or in the way things are customarily done that enables an individual with a disability to enjoy equal employment opportunities."

The duty to provide reasonable accommodation is a fundamental statutory requirement. Although many individuals with disabilities can apply for and perform jobs without any reasonable accommodations, there may be workplace barriers that keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how essential or marginal functions are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities.

There are three categories of "reasonable accommodations":

(i) modifications or adjustments to a job application process that enable a qualified applicant with a disability to be considered for the position such qualified applicant desires; or

(ii) modifications or adjustments to the work environment, or to the manner or circumstances under which the position held or desired is customarily performed, that enable a qualified individual with a disability to perform the essential functions of that position; or

(iii) modifications or adjustments that enable a covered entity's employee with a disability to enjoy equal benefits and privileges of employment as are enjoyed by its other

similarly situated employees without disabilities."

A modification or adjustment satisfies the reasonable accommodation obligation if it is effective. That means the modification enables the person to perform the essential elements of the given position, or enables an applicant with a disability to have equal opportunity to participate in the application process.

There are several modifications or adjustments that are NOT considered reasonable accommodations. An employer does not have to eliminate an essential function of a job. If an employee is not able to perform an essential function of a position, with or without a reasonable accommodation, that person is no longer considered a "qualified" individual with a disability. Nor is an employer required to lower the standard of quality expected in performing a job. An employer is also not expected to furnish a personal item for an employee's use both on and off the job. For example, an employer is not required to provide an employee with a prosthetic limb or hearing aid, if a similar item is needed off the job.

Furthermore, an employer may require that the documentation about the disability and the functional limitations come from an appropriate health care or rehabilitation professional. The appropriate professional in any particular situation will depend on the disability and the type of functional limitation it imposes. Appropriate professionals include, but are not limited to, doctors (including psychiatrists), psychologists, nurses, physical therapists, occupational therapists, speech therapists, vocational rehabilitation specialists, and licensed mental health professionals.

For more information on reasonable accommodations please contact the EEO office at 827-4414 or you may visit the EEOC website @ <http://www.eeoc.gov/policy/docs/accommodation.html>



CYS Monthly Update

Child and Youth Services, Middle School, and Teen Camp is in full swing! Youth have been enjoying a variety of tailored programs geared towards all aspects of their well-being. Specialized sport programs are conducted daily, challenging team-related science projects are done weekly, and CYS's own twist on the "Amazing Race" is done bi-monthly. Our Middle School and Teen Program has already enjoyed a few field trips to include: Boating, Wake and Knee Boarding at Eagle Lake; Fun Quest Trip; Eagle Lake Camping, and a Reno Artown Event. For the month of August, we still have a Six Flags trip and our annual family trip on Aug. 13, to Wild Island. This will be a great opportunity for the parents to spend one last fun-filled day with their children before school begins. Lunch will be served at the park. The family trip is open to all CYS members and their parents. The facility will be closed that day. The entire CYS staff is working very hard on making this year's "Family Trip" as successful as previous ones. Check for flyers or contact CYS at 827-4696 to receive more details. We will also hold a back to school dance for students within the community. A fifth through sixth grade dance will be held from 5:00 p.m. to 7:30

pm, followed by a seventh through 12th grade dance from 8:00-10:30 pm on Friday, August 15th, \$2.00 for members/\$3.00 for non-members.

For further information or if you have any questions please contact us at 827-4696!

With the beginning of the new school year Prop 49 will again be offered directly after school. Teachers and Aids will be available to provide home work and academic support to any student eligible. Registration packets have to be completed with all necessary information including emergency contacts. Contact our office at 827-4696 for more information.

Coming Soon!

Sign-ups are currently being taken for Flag Football League for ages 8-11. Participants must have a current membership, physical, and fees paid before participating in practice. The league will start in August and run through September into the first weekend of October. The first cutoff date for sign-ups will be Aug. 11, there after an additional fee will be applied. Coach's children's fees will be waived and we are still in need of more coach volunteers.

Sign-ups for Dance Classes are
See CYS Page 7

MWR Services

Skedaddle Inn Meeting Center

The Skedaddle Inn Meeting Center/Lounge is now open Monday through Thursday, 6:30 a.m. to 5:00 p.m., Thursdays until the last customer leaves. It is also equipped to cater large or small events.

Call the manager at 827-4360 or email: skedaddle.inn@sierra.army.mil. Business hours are Monday through Friday, 6:30 a.m. to 5:00 p.m.

Sierra Lodge/Guest House

Call the depot lodging manager, 827-4544, or email: skedaddle.inn@sierra.army.mil for information. Room rates are \$50.00 - \$60.00 per person.

Sierra Bowling Center and Snack Bar

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m.; Friday and Saturday, 11:00 a.m. to 5:30 p.m.; closed on Sunday. Call 827-4442 for information. Check out the Lunch Specials that are advertised Monday through Thursday. Delivery available on all orders received before 10:30 a.m.

Physical Fitness Center

Open Monday through Thursday, 11:00 a.m. to 8:00 p.m. Open Friday, 11:00 a.m. to 5:00 p.m., Saturday, Sunday from 11:00 a.m. to 2:00 p.m. There is no charge for general use for military and depot personnel;

however, all patrons must fill out a SIAD Form 1180 that is available at the Fitness Center. Use of the Racquetball Courts is only \$3.00 per hour.

Information, Travel and Reservation (ITR) is available at the Physical Fitness Center. For more information call 827-4655 or email raul.granados@us.army.mil.

Outdoor and Equipment Rental

A safety class is no longer required to rent ATVs. For information call the fitness center during regular gym hours for fall and winter equipment availability at 827-4655.

Laundromat

Open daily, 6:00 a.m. to 10:00 p.m. in building 142. Cost for wash, \$1.25 and \$.50 cents with a longer drying cycle. Please call 827-4655 for additional information.

Recycling Center

Open Monday through Thursday, 6:30 a.m. to 5:00 p.m. Call 827-4504 or email christopher.long@us.army.mil to schedule a pick up or service.

MWR Office

The Administrative Assistant can be reached at (530) 827-4497 or kathleen.ohern@us.army.mil, Monday through Thursday, 6:30 a.m. until 5:00 p.m. Business Office is (530) 827-4178 or (530) 827-4609.

COMMUNITY BULLETIN

Editor's Note: The Community Bulletin provides an avenue for depot employees to advertise van pools or items for sale. Money making items such as rental and personal business will not be accepted.

Information must be submitted to The Public Affairs office for review and approval prior to being published.

Submissions must include name and telephone number. Only home phone numbers will be published for items that are for sale.



RIDERS WANTED: I have room for three, possibly, four riders. My Travel route begins in Standish, travelling along A-3 into Janesville and then onto my ultimate destination – Sierra Army Depot. If you are interested, call Steve Hastie at 4406.



FOR SALE: Several bags of shavings. They are 3.21 compressed and fluffs to 9 cubic feet. Asking \$6.50 per bag. This is great for gardens, stalls, and anything else you want to use them for. For more information or if you are interested in acquiring the bags of shavings, call (530)251-2980 and leave a message – I will return

your call.

Crime Stopper

Are you aware there is a base Crime Stoppers Hotline to report Fraud, Waste & Abuse? The US Government, that means us, loses millions of dollars a year to theft, fraud, waste, and abuse. Please be part of the solution, not the problem. If you see something suspicious, tell us. All calls are kept strictly confidential.



If you call the Hotline, only one person, a sworn law enforcement officer, will be able to access the information you provide. Your information will not be revealed to anyone. The information you pro-

vide will be reviewed, and a discreet inquiry will be made by the Investigator to see if there is anything going on that is legally suspicious. If there is, a formal investigation will be initiated, but if there is no factual evidence to support an investigation, the matter is closed.

Your active participation in stopping criminal activities directly impacts Sierra Army Depot's bottom line, which is good for all of us.

The number is (530) 827-4211 (extension 4211 on post). We do not use Caller ID on this telephone line.

New SIAD employees

The following individuals are new to the depot. Take a few minutes to welcome these individuals as part of "Team Sierra".

| | |
|--------------------------|--------------------------------------|
| William Chaffee | Mechanical Equipment Repairer |
| David Choi | General Supply Specialist |
| Rodney Cortez | Supply Technician |
| Jonathan Estrella | Emergency Services Dispatcher |
| George Harrison | Security Assistant |
| Ruth Summers | Contract Specialist |

**HERLONG POST OFFICE
COME SEE US AT THE DEPOT'S
EMPLOYEE APPRECIATION DAY,
WHERE WE WILL CELEBRATE THE**

"TAKE ME OUT TO THE BALL GAME" CENTENNIAL

It has been 100 years since Jack Norworth first wrote "Take Me Out to the Ball Game," and it's still growing in popularity. Sung by fans in homes and stadiums across the country, it has become an iconic song, synonymous with America's pastime.

The United States Postal Service has teamed up with Little League to celebrate the 100th anniversary and the "Take Me Out to the Ball Game" commemorative stamp. The stamp is available now at your local post office. We will have these old fashioned looking stamps at our booth on August 14 at the Employee Appreciation Day.

Another thing the U.S. Postal Service is doing is partnering with Pitch In For Baseball, a 501 charity organization that distributes used baseball equipment to kids all over the world so that they too can play the great game of baseball. The equipment is donated by U.S. citizens who send the gently used baseball



gloves, balls, and bats to the charity. We will have flat rate Priority boxes available at the booth if you would like to participate in this endeavor. Several gloves and balls would fit inside each

box. Combine your donations with someone else so you could share postage cost. (Bats won't fit inside these boxes, but you can bring them to the post office and we'll find something that would work). Check in your closets and garages for equipment that you haven't used in years and think of the enjoyment it could bring a child in another part of the world who could use your old but not destroyed equipment. All contributions would be tax deductible. To learn more, go to pitchinforbaseball.org for details.

We look forward to seeing many of you at our booth at Employee Appreciation Day. We will have some guessing games with some really neat "Take Me Out to the Ball Game" prizes. SEE YOU THERE!!

LEAN into my CORNER

By William Deming
QEO Chief

A few months ago, I wrote a column on sustainment. I'm going to touch on this topic again because it's a crucial component in Sierra's process improvement strategy. We have improved in this area over the past couple of years, but we still have some ways to go. The Commander's program of Sustainment Walks has become a useful tool in this regard, not just for sustainment, but also as a "teaching and training" tool for senior management and employees.

While we depend heavily on the process owners and Directors to ensure that process improvement gains are sustained, there are some things that QEO can do. As most of you know, QEO is home to the ISO team as well as the Lean core team. Since ISO and Lean both drive and are driven by process improvement efforts, it makes a lot of sense to integrate the functions of the two areas more closely. There are different ways we can do this, but I am going to address one in particular.

As a result of some in-depth discussions with the Perry Johnson auditors during our recent ISO 9001:2004 re-certification audit, the ISO audit team has shifted their focus somewhat, from auditing for compliance with ISO standards to auditing actual processes. This makes a lot of sense purely from an ISO perspective, but it also presents us with a golden opportunity. Our whole Lean approach is focused on improving processes. We are still working on the details, but the basic plan is this: In all future Rapid Improvement and 3P Lean events, one of the "due-outs" will be a docu-



mented process with times for each process step. At a pre-determined time following the completion of the event—probably about ninety days—the ISO team will audit the area in which the event took place. Along with the regular audit items, the team will audit for conformance to the improved process, including the documented process times. This does not mean that we can't make further improvements after an event is complete. We just have to ensure those improvements are documented and auditable.

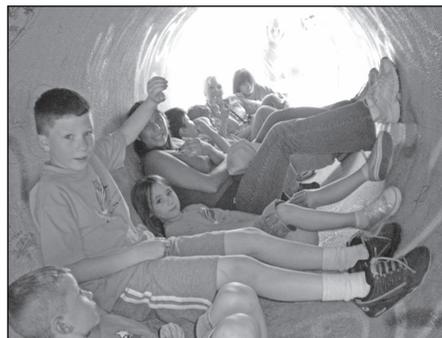
As with the Commander's Sustainment Walk program, the point of this is not to play "gotcha" with the managers or workers in the work areas. Rather, it is to give us a tool to help us realize our goal to operate more efficiently and competitively. It does not help us to take the time and trouble to conduct a Lean event and design an improved process if we just slide back into the old way of doing things. The environment we work in is becoming increasingly competitive. It is not enough for Sierra to maintain our current position. We must constantly look for ways to eliminate wasted effort and operate more efficiently. Lean (and ISO) offer us an array of tools that will help us to achieve these goals, but we have to use them.

CYS (From Page 6)

currently being taken for ages 3 and up. Type of dance includes Ballet to Modern dance. Classes will be held twice a week depending on the age group. Classes will begin after September 1. The class will work on a major production performed in the spring.

For more information on Flag Football and Dance Classes please contact Marsha Olsen at 827-

Youth enjoy fun in the sun



Pictured above, are just a few of the activities that are enjoyed by all ages currently enrolled in the CYS program at Sierra during the summer months.

DUNWOODY (FROM PAGE 1)

would be impressed. So what's even more exciting for me is knowing that while I may be the first, I know I won't be the last. I'm thrilled with this selection and proud to continue to serve!"

Prior to her recent appointment as deputy commanding general and chief of staff of AMC, Dunwoody served as deputy chief of staff, G-4, United States Army, Washington, D.C.

Dunwoody entered the Army in 1975, and served first as a platoon leader with the 226th Maintenance Company, 100th Supply and Services Battalion, Fort Sill, Okla.

During her 33-year Army career, Dunwoody has served as the commander for the 5th Quartermaster Detachment, 66th Maintenance

Battalion, 29th Area Support Group, Germany; commander of the Division Support Command, 10th Mountain Division, Fort Drum, N.Y.; and commanding general, United States Army Combined Arms Support Command and Fort Lee, Fort Lee, Va.

She is the recipient of the Distinguished Service Medal, with oak leaf cluster; the Defense Superior Service Medal; the Legion of Merit, with two oak leaf clusters; the Defense Meritorious Service Medal; the Meritorious Service Medal, with five oak leaf clusters; and the Army Commendation Medal. The general has also earned the master parachutist badge and the parachutist rigger badge.

Developing the Safety Attitude

By Jason Haggerty
Trailer Reset Supervisor

Since Sierra Army Depot's Ground Tactical Vehicles Branch started in April 2006 with the TA-COM LCMC Trailer Reset Program, there have been a number of lessons learned by developing processes through "trial and error". When it comes to safety though, no one can afford to develop through trial and error...it takes an attitude...a SAFETY ATTITUDE!

Upon entering Building 354, where the reset program is on-going, it is easy to spot all the potential risks. The one thing that sticks out the most as being unsafe is the brake lathe area. This area is houses two machines that function to cut a smooth edge on old, worn brake drums. The mere thought of someone

walking into or getting something caught in this fast-paced unforgiving machine is unbearable. Just when it seemed excessive safety training and watching out for one another was not enough, someone thought of caging the hazard.

Matthew Woupios, a power systems mechanic, known throughout the shop for enforcing safety as well as his welding abilities, came up with the concept of using an old, unserviceable tire cage and modifying it to become a lathe cage for both brake lathes. These cages eliminate the possibility of someone walking into or getting too close to the machine while in operation.

This is just one small example of how a difference can be made and a life can be saved! Preventing an accident before it occurs takes a safety attitude.



Stars & Stripes
Employee Appreciation Day
August 14, 2008
11:30 a.m. until 5 p.m.

Festivities to be held at
Sierra Park (Next to Pool)

One FREE Ticket per Employee

ACTIVITIES

| | |
|------------------|---------------|
| 3 Legged Race | Football Toss |
| Balloon Toss | Softball Toss |
| Hula Hoops | Wall Fishing |
| Basketball Hoops | Show & Shine |
| Tricycle Race | Spoon Race |
| Dunk Tank | Horseshoes |
| | Volleyball |

Additional Ticket Prices

| | |
|------------------------------|---------------|
| ADULTS 13 & ABOVE | \$7.50 |
| AGES 6 - 12 | \$3.00 |
| AGES 5 & UNDER | FREE |

New Brake Safety Lathe Cage



Matthew Woupios, powered systems mechanic, stands in front of the new brake lathe safety cage that is used within the Trailer Reset mission.

Sierra Army Depot

Employee Appreciation Day

Banner Contest

No computer or picture generated material

CWF members not eligible to participate

Prizes awarded based on:

Creativity
Ingenuity
Keeping with theme

Watch for more information to be sent out in the coming weeks!

Summer!