

The Challenge

Sierra Army Depot, Herlong, Calif.

October 2010

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Depot closes doors on ammunition mission

By **Lori McDonald**
Public Affairs Officer

It has been more than 67 years since the first 250 pound bomb was transported and stored here at Sierra Army Depot, thus beginning the main mission for storing all classes of ammunition and explosives, except chemical ammunition.

On Sept. 18, SIAD employees loaded the last of the conventional ammunition onto a truck destined for storage at another military facility ending an era that represented what Sierra was all about.

In fact from 1959 through 2001, SIAD was the world's largest site for open burn/open detonation of ammunition. However, in 2001, after a lawsuit was filed by surrounding residents, the Army made the decision to cease these types of operations and for the Depot to store only the small amount of ammunition as directed

by the 1995 Base Realignment and Closure Commission.

The Depot's ammunition mission has undergone many transformations due to recommendations from the 1995 and 2005 BRAC Commissions. The 2005 BRAC decision ultimately removed SIAD from the ammunition business; hence, requiring the Depot to transfer all ammunition items by September 2011. With the dedication of civilians and using Soldiers through Golden Cargo exercises, this task was accomplished one year earlier than directed.

Since 1991, SIAD has hosted a number of Golden Cargo exercises as a means to move ammunition from one military installation to another. Golden Cargo is a national military exercise which trains Army Reserve, Army National Guard and active component Army Combat Service Support (CSS) personnel in multifunctional logistics. Golden

Cargo, an exercise that aids in training soldiers to handle and transport ammunition, was brought to life in 1991. Since then, Golden Cargo participants have safely trucked over 54,000 tons of ammunition and general cargo over 7.5 million miles.

With the ammunition completely gone from SIAD, the storage igloos have allowed more usable space to accommodate the Depot's current mission workload.

Sierra Army Depot serves as an Expeditionary Logistics Center that provides the full range of logistics support for the defenders of our Nation through: Long-term sustainment storage; Maintenance; Care of Supplies in Storage; Equipment Reset; and Container Management while embracing the Army values. It serves as a Strategic Power Projection Platform providing logistics support for asset receipt, classification, management, storage,

distribution, maintenance, assembly & containerization, and the rapid worldwide shipment of material in support of the war fighter.

Missions include Equipment Reset, new assembly & kitting operations, training support, maintaining of Medical readiness stock and other Operational Project stocks, a redistribution mission for Class II and IX items and the Depot has established an End-of-First Life Cycle Center for excess combat vehicles. Sierra has been designated as the Army's consolidated and distribution center for the Clothing Management Office (CMO), supporting Brigade-level Organizational Clothing & Individual Equipment (OCIE) RESET Operations.

SIAD also performs similar-type functions on clothing to receive, identify, classify and bring to record new OCIE directly from Defense

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After six decades, SIAD ends ammunition mission



Scenes like this that were a daily occurrence at Sierra Army Depot, are now a thing of the past. The Depot closed out their mission for the storage of conventional ammunition after 67 years.

Commander's View

I would like to thank everyone for their attendance and participation at the 30 September 2010 Town Hall. I hope we successfully answered each and everyone one of your questions/concerns. If you weren't satisfied with a response/explanation that was given to you, please reengage your supervisor/directorate and we'll get you a detailed answer soonest. As I mentioned in each of the three sessions, due to your untiring efforts and "can-do" attitude, Fiscal Year 2010 (FY10) was truly a banner year for the depot.



Lt. Col. Joseph G. Dalessio

SIAD ended FY10 ahead of our initial year end projections for Revenue (Planned: \$205.3M, Actual: \$225M); NOR (Planned: \$11.8, Actual: \$44.8M); and Direct Labor Hours (Planned: 1.214M, Actual: 1.389M). Year-end totals for both Revenue and Direct Labor Hours were depot all-time highs! For FY11 planned execution, all indicators lead us to believe that FY11 will materialize as planned. Our

Revenue plan for FY11 is \$216M; Expenses \$224M; NOR <\$8M>; and DLHs 1.414M. The aforementioned successes are directly attributed to SIAD's commitment to continually improve/perfect, through LEAN initiatives, our logistical processes and procedures.

For FY10, SIAD surpassed its

Lean Six Sigma goal of \$2.85M by 144%, ending FY10 with \$4.1M in cost savings/avoidance (an increase of 20% from FY09). For Value Engineering, we exceeded our goal of \$709K by 956%, ending FY10 with \$6.78M in recognized savings (an increase of 569% from FY09). Without question, our greatest accomplishment (year-to-date) is the safe manner in which we have carried out each and every task.

Compared against FY09 figures, SIAD reduced Recordable cases by 28% in FY10 and Lost Time cases by 35% in FY10. As a result, For FY10, SIAD achieved a "Gold" rating for both Recordables and Lost Time (when evaluated against AMC's established safety goals/metrics). Another success story in the safety arena is the depot's Voluntary Protection Program (VPP) journey. Due to the ongoing coordination and collaboration efforts between our Director Safety Councils (12ea) and our Steering Committee, all 243 actions (as noted in our Phase I writ-

ten plan) are now in progress (as of Oct. 8 2010, 41 actions have been completed). Collectively, SIAD is aiming to complete all Phase I requirements by March 2011; all Phase II requirements (Train the workforce) by October 2011; and all Phase III requirements (Sustainment) by March 2012. We will then apply for VPP Star Certification.

To the SIAD workforce, as usual, WELL DONE--I salute you. The depot outlook for FY11 looks even more promising! Stay safe and let's take care of one another. Happy Halloween everyone.



PRIDE IN EXCELLENCE!

THE UNION'S POSITION- AFGE LOCAL 1808

Deep Budget Cuts, Furloughs & Government Shutdowns

Anti-government, anti-federal employee lawmakers have renewed their push to pass severe cuts in funding for discretionary programs at most agencies-threatening government shutdowns if they fail. And, one of them introduced legislation requiring two weeks of mandatory unpaid leave for federal civilian employees.

Dave Camp (R-M), Jerry Lewis (R-CA), and Paul Ryan (R-WI)-ranking minority leaders respectively of the House Ways and Means, Appropriations and Budget Committees—sent a letter to other lawmakers asking them to pass legislation that would roll back federal spending to 2008 levels. If enacted, the cuts would be the deepest in recent history. A study by the Center on Budget and Policy Priorities said

the plan would require "immediate cuts of \$102 billion- or 22 percent- in funding for discretionary programs. "At the Bureau of Prisons alone, that could mean the loss of as many as 6,700 jobs. Plus it would paralyze the delivery of services from Social Security and food inspection to environmental protection and enforcement of workplace rights.

The two weeks, unpaid furlough bill (H.R 6134) was introduced on September 1, 2010, by Representative Mike Coffman (R-CO). It would apply to all civilian federal employees although exceptions "may" be granted for reasons of national security or public health/safety. No specifics are provided in the bill for the exemptions and they are optional. In ad-

dition to cutting pay, the bill has the effect of also reducing accumulated sick and annual leave as well as pension contributions. It's a painful staff cut which will lead to outright program cuts.

Meanwhile, Rep. Lynn Westmoreland (R-GA), told hundreds of activists who attended the Faith and

Freedom Conference in Washington, D.C. on September 10, 2010, that if his party takes control of the House in November, they plan to pass spending bills that President Barack Obama is likely to veto, and the new standoff that could shut down most federal agencies if a budget is not passed. "If the government shuts down, we want you with us, "he told the crowd, recalling a similar shutdown in 1995.

New Health Care Reform Provisions Go Into Effect:

Several important components of President Obama's historic health care reform law went into effect. An estimated 1.3 million young adults in California will now be able to stay on their parents' health plans. Insurers are now prohibited from dropping coverage when someone gets sick, and they can no longer deny cover-

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The Challenge

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Welcome to Sierra Army Depot's Logistics Modernization Program Site Command Center

By Kathleen Imberi
LMP Site Command Center

As I was greeted with the first words of wisdom at New Employee Orientation, I was challenged with a number of acronyms (to know and learn) and wondered if I would ever be proficient with this new foreign vocabulary.

Next up was the dreaded first week where I feared I would feel or be awkward in my new position. I wondered, "Will I fit in and be accepted as part of the team", or "Will my boss think I am a twit?" It was such a new and different environment, I really did not know what to expect.

However, from the very first day at the LMP Site Command Center

(SCC), my fears were set aside and I knew this was not going to be 'just another job.' There was no first day awkwardness, and SCC personnel not only made me feel valued and welcomed, but helped me navigate through the necessary first week processes – i.e. Information Awareness (IA) training, Common Access Card (CAC), government drivers license, computer set-up, new phone procedures and stocking my office supplies.

As a newbie at SIAD in the SCC, I look forward to meeting many new people as I venture into the depot's community. Thus far, I have been delighted with everyone's warm welcome, and be assured I will go above and beyond my customers' expectations.



SIAD's SCC is a team that works together and is dedicated to giving 100 percent superb customer service, and we have been gearing up for 'Go Live' by taking many hours of top-notch Cadre training. In addition, we have been practicing the LMP business processes with the Rehearsal of Concepts (ROC) Drills which are preparing us to handle problems and questions with confidence when the 'Go Live' clock clicks down to zero hours. We have been working hard to be the best possible SCC — WE

PLAN TO OVERCOME all post 'Go-live' problems.

We want you to know that the entire LMP team will be there for you -- our internal customers -- to help with post 'Go Live' problems and want to thank the Commander and Mission leaders for their unending support, time and dedication they have put forth to ensure the success our LMP Site Command Center team.



AMMO (From Page 1)

Logistics Agency (DLA), "excess" OCIE from Clothing and Issue Facility (CIF's) as well as returned items from SWA (e.g., posts/camps/stations). SIAD embraces continuous improvement, has Private-Public Partners and provides critical life cycle management support for equip-

ment and supplies.

So after 67 years, the shakes, rattles and large booms associated with Sierra Army Depot, are finally all quiet. For all those employees that spent time working within the ammunition mission or providing support, we thank you!

Newest members of the AJ1 Team



The old saying, "We recruit them young" really looks like it applies within the AJ1 Directorate as two precious little girls were born just weeks apart.. Pictured above left to right, Ashlynn Lea Zapanta was born on Aug. 22 at 8:35 p.m. to Carleta Bunheirao and Archie Zapanta. Ashlynn weighed 5 pounds 12 ounces and 18 1/2" long. Next is Isabele Velia Sierra and she was born on Sept. 4, at 3:25 p.m. to Norma Flores and Joe Sierra. Isabele weighed 7 1/2 pounds and was 21 inches long. All four proud parents work within the AJ1 Directorate. Congratulations to both families.

Vending Program Improvements

By Vending RIE Team

As part of an effort to determine the Depot's need for new and additional change machines and vending machines, Civilian Welfare Fund (CWF) released a survey workforce-wide to determine your needs. More than half of the Depot (638) responded. Three major areas were identified as needing improvement: Frequency of machine stocking, timeliness of responses to service requests, and product selection.

As the optimal goal of the PRF is to provide the best customer service possible to the Depot, the vending program went through a Rapid Improvement Event (RIE) with LEAN. The team determined that with adjustments to the route,

machines can now be scheduled to be restocked twice per week. The new route is being posted on every machine on Depot. In order to track customer's concerns, no/low product in machines, refunds, and other matters, an email address has been established for submitting service requests: siervendingprogram@conus.army.mil.

During the RIE, various products and pricing lists were reviewed and compared to obtain the lowest price, while still being in compliance with regulations. The team will continue to explore options that will ensure that the PRF is providing the best product and value mix possible.

With your active support, we can and will improve the quality of products and services.

CYS Monthly Update

On September 23, 2010 CYSS celebrated Day for Kids. This event was celebrated all over the world by Boys and Girls Clubs of America as well as at most Army bases. Sierra Army Depot's Day for Kids event had over 140 youth, parents, staff, and school officials participate in the festivities.

Our event included activities for all ages, including booths for Bingo, a bean bag toss, arts and crafts, temporary tattoos, and 2 bounce houses. The CYSS provided all youth in attendance with a Child ID Kit, a kit that provides parents with a readily available picture, fingerprints, DNA sample, and dental record in case of an emergency or abduction of their child.

Day for Kids had support from various community entities, as both the base fire and police departments were in attendance with goodies to hand out to the youth. Although the Safety office could not attend, they graciously donated lots of items to giveaway also. A hot dog and cookie booth filled the tummies of our visitors upon arrival. The day ended with great success and we plan to continue this event in the future. A big thanks goes out to everyone that made this day possible, we couldn't have done it without you!

The month of September was

an exciting month for Youth Sports and Fitness. We had a couple of big events with a large attendance. First we had the NFL Punt, Pass, and Kick Competition on Friday September 17th. There were 17 children that participated with 7 winners that will be moving on to the sectional competition in Carson City, NV. The winners are as follows: Boys: Logan Anderson, Waylon Anderson, Gunnar Troit, Albert Phoenix, and Cody Dearman; Girls: Brianna Potts and Danielle Harris. Youth Sports and Fitness would like to thank all the participants and congratulate all the winners.

Also on September 24th we had Day of Play, a nationally celebrated event that promotes healthy choices and activities by keeping youth physically active. Our event included sports such as volleyball, basketball, and later in the evening a bowling and dance party. There were 63 middle school and teen participants at the Day of Play events. It was a fun time and we look forward to many more to come.

The month's of October and November will be packed full of exciting events for CYSS members and the youth in our surrounding communities. October 21st marks the day of our Lights on After School event. This program is celebrating

its 12th year advocating for enriching after school programs and activities. To honor this event the youth at the CYS have been planning a talent show. Please join us in an evening of entertainment, as there will be a variety of acts that our youth are excited to share! Lights On starts at 5:30 and there will be light refreshments.

As Halloween quickly approaches, plans are being made for several events to celebrate this highly anticipated holiday. On the afternoon of Thursday, October 28 a kids Halloween carnival will take place in the gym of the CYS building. This carnival will have lots of fun events for all ages, including a cake walk, a rubber ducky prize pool, and various other games. The following night will be a costume party for grades 1-5 from 5-7 PM, and a Monster Mash dance for 6-12th grades will follow from 8-10:30 PM. We are in need of volunteers for both events on Friday night, so if there are parents or adults who wish to participate, please let us know!

As for November, the School-Aged program is planning their annual Thanksgiving feast, where they will learn to cook their own Thanksgiving meal. Everything from a ham to a green bean casserole

will be prepared for their celebration. Not only does this event teach our youth about our extensive history, but it also provides them with an opportunity to learn to cook, a crucial life skill that will help them in the future. When asked about the event, one youth said, "I can't wait to cook the ham. It will be so juicy."

The Boys and Girls Club of America's art contest is under way, and we have lots of excitement from the youth as well as the schools. Herlong High's art teacher Pam Dusenberry is already gearing up for this annual event and we hope to have her participant's art work displayed in the coming weeks. Artists are asked to provide work in various areas, including drawing, watercolors, collage, sculpture, and various others. The artwork will be judged by a panel, and those that win will go on to the regional competition and then possibly to the national level. If you know of a talented youth in the fine arts, please send them our way as we would love to have them participate in this nationally anticipated event.

If you have any questions about any of these events, please feel free to contact the CYS at extension 4696.





Protecting Your Own

A soldier in harm's way has no greater ally than other soldiers watching his or her back. That trust is the key component of a good unit. Usually, the bond of trust that only military members share is built during training and missions. That trust is priceless in theater, but what about other environments? Dark alleys, sketchy neighborhoods, the bleachers of an away game – soldiers have that covered. But, who has your back in cyber space?

Because of the interactivity and connectivity of the web and military networks, a moment of inattention or negligence can put lives and missions at risk half way around the world. Cyber criminals and foreign agents are always looking for weak spots and open doors in our secure networks. Even when all security protocols are in place our military networks are under constant attack. That's no secret. Yet, it is not always obvious to military personnel stateside or down range, that a single unauthorized download or a network access point left unsecured can endanger fellow soldiers. Once a bad guy is inside the cyber wire it might take months to fully realize the damage done and the missions and lives compromised. That means a person who just has to bend or break IA policies and procedures "just this once," may never fully understand the harm that once instant could cause.

The news is full of stories of leaked information from within our own ranks. If one of our own can do it, what about those with whom we are at war or those who do not have our national interests at heart? Is there a degree of blame for the loss

of secure data whether someone who purposely leaks data or someone who lets a bad guy in because of negligence? The stakes are too high when it comes to the loss of military data or personally identifying information. Blame becomes secondary when the real problem is that it happened in the first place. We may not always be able to prevent data loss caused by someone who we thought we could trust. However, every soldier, civilian worker and government contractor can remember that there are soldiers in harm's way who are trusting us to protect the data and communications that could put them at risk

I'm sure the information assurance message must be getting old to people who cannot fully understand the potential risks of allowing even one network breach. For those who understand the consequences, no amount of training and reminding will be enough. Our cyber security technology is constantly improving and evolving to meet increased and often very sophisticated threats. Yet, technological safeguards can still be compromised by a determined and knowledgeable person. It doesn't even take someone who is trying to cause harm. It just takes someone that has to have that new online game or has to take advantage of the free music, or has to tell everyone in a social networking group about the "really interesting" stuff going on at work. Whether it's in Kansas, Korea or Kandahar, anyone with access to military data and military networks has the responsibility to keep the bad guys out. We all need to have each other's cyber back.

Production Dedication

The Depot's production for October is dedicated to U.S. Navy Petty Officer 1st Class Kallahan Michael Kaarbo, 26, of Herlong, Calif.

Kaarbo is a 2002 graduate of Herlong High School, Calif., where he excelled as a member of the varsity football and basketball teams.

In November 2002, Kaarbo left for Navy boot camp in Illinois. After completing his required schooling, he was assigned to his first duty station as a Navy Seabee (Steel Worker) in San Diego. While he was there, he had the opportunity to see duty time in Guatemala and Japan.

After five years Kaarbo left the Navy and moved back to his home in northern California Kaarbo where he enrolled in the community college to continue his education and obtain his welding license. During this same time frame, he began work at Sierra Army Depot, first as a contractor (Weld Shop), then as a government employee (Production Support).

It did not take Kaarbo long to realize the military was truly where he belonged, so he re-enlisted in the Navy to continue his career objectives. In March 2010, Kaarbo said good-bye to government work and family as he reported to Gulf Port, Miss., where he went through a short Navy refresher course.

Kaarbo is currently deployed in Afghanistan with the Naval Mobile Construction Battalion (NMCB) 18 out of Reno, Nev.

He is the second son of Tim and Randi Kaarbo of Herlong. Kaarbo has two brothers Branigan (Sister-in-law Jessica) and Clinton. He is also engaged to Melissa Baptista. Three members of his family are employees here at SIAD - Tim, Jessica and Melissa. His mom works for the Postal Service in Susanville and is a member of the Blue Star Moms.

When he has some free time, Kaarbo likes to ride his dirt bike, work around his house and work on his 1970 Chevy Nova.

Kaarbo decided to join the Navy during high school for a better opportunity to further his education and serve his country.

Sierra Army Depot continues to acknowledge local servicemembers each month who are in a deployed status by dedicating the monthly Depot production to them. This is just one way team Sierra can show their appreciation and express their gratitude to the men and women who generously have volunteered to step forward to defend our country.

We thank you for your selfless service to our country.

If you have a loved one or know of someone that is currently deployed or soon to be deployed, and would like to have him or her recognized, contact the Public Affairs Office at (530)827-4343.



UNION (From Page 2)

age to children with pre-existing conditions.

The abusive practice of placing a lifetime limit on insurance coverage ends in September as well, thanks to the federal reform. And that's in addition to other components of the law that have already gone into effect, the most notable

of which is closing the loophole in Medicare Part D so seniors can afford their prescription drugs.

Union meetings are held the first Tuesday of the month at 5:00 p.m., unless it is an Election Day. Meetings will then be held on the following Tuesday. If you have any questions, contact the Union Office at 827-5375.





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An Enhanced Use Lease at Sierra Army Depot - Part III

Possible uses

By Steven Johnson
Energy Awareness Coordinator

In past months we have talked about Enhanced Use Leases and how a EUL, when certain criteria are met, can benefit both the government and the private sector. Next we looked at the location and infrastructure of the Depot and the local area, and some of the market forces in play. This month we will discuss possible uses that could be viable options under EUL criteria.

Most of the economic activity in Herlong takes place on federal land, and there is little local market for real estate development. The lack of local population - both to patronize businesses and provide employees for industrial/commercial operations - is a hurdle that any EUL development must overcome. For this reason, Retail, Residential, and Office Space are not viable EUL

projects. There is little demand for retail, as a local population base is required to support it, and retail is not considered compatible with the mission of the depot. Residential housing is also not compatible with the mission of the depot. There is no market for Office Space in Herlong, because the SIAD has adequate office space and there is no other demand.

There is no industrial/warehouse market in Herlong, and little in Lassen County. But based on data from the Reno metro area, there exists the "potential" demand because there is demand in the region, and there are specialized users that have trouble finding a desirable location in the Reno metro area. One of the major concerns for some specialized users is water (expensive in NV), which may give SIAD an advantage

The data center/data storage industry depends on security, a constant and uninterrupted power supply, and a location that is well-

connected yet offers protection, so it this industry gains benefit from the security and anonymity possible on a federal installation. With its security, remote location, and nearly 800 former ammunition storage igloos, SIAD could provide an excellent location for a data center. Since the data center/data storage industry is also a major power user the best synergy possible would be between a data center and a power producer.

A renewable energy project, such as biomass, wind, geothermal, or solar might be an excellent fit for SIAD. Since there is an active biomass plant within five miles of the depot another plant would probably not be successful in this area due to limited fuel. Wind energy is a growing industry in Lassen County, and there has been interest in a wind project on the depot. However, most wind projects are ridgeline projects and the only depot ridgeline is on the former ammunition demolition area which is considered environmentally

unfit for a EUL, so wind energy may not be the best fit. Geothermal power is considered speculative until the resource is proven, usually by drilling which is expensive. So although there are known hot springs near SIAD and at least two small-scale geothermal power plants operating in the region, the quality of geothermal resources that can be tapped on SIAD remains unproven. This keeps a geothermal EUL from being a good fit for SIAD at this time. Solar power potential can be calculated with existing data (latitude, days-of-sunshine, etc.) to determine possible power production, and with more than 300 days of sunshine each year the Depot seems a good fit for a solar energy project.

As you can see, there are some interesting "possible use" scenarios at SIAD when it comes to a EUL project. Next month we will examine these possible uses to see which would bring the highest and best value to SIAD.

Employees achieve milestone in safety!

*1,001 days
without a Lost-
Time Accident*

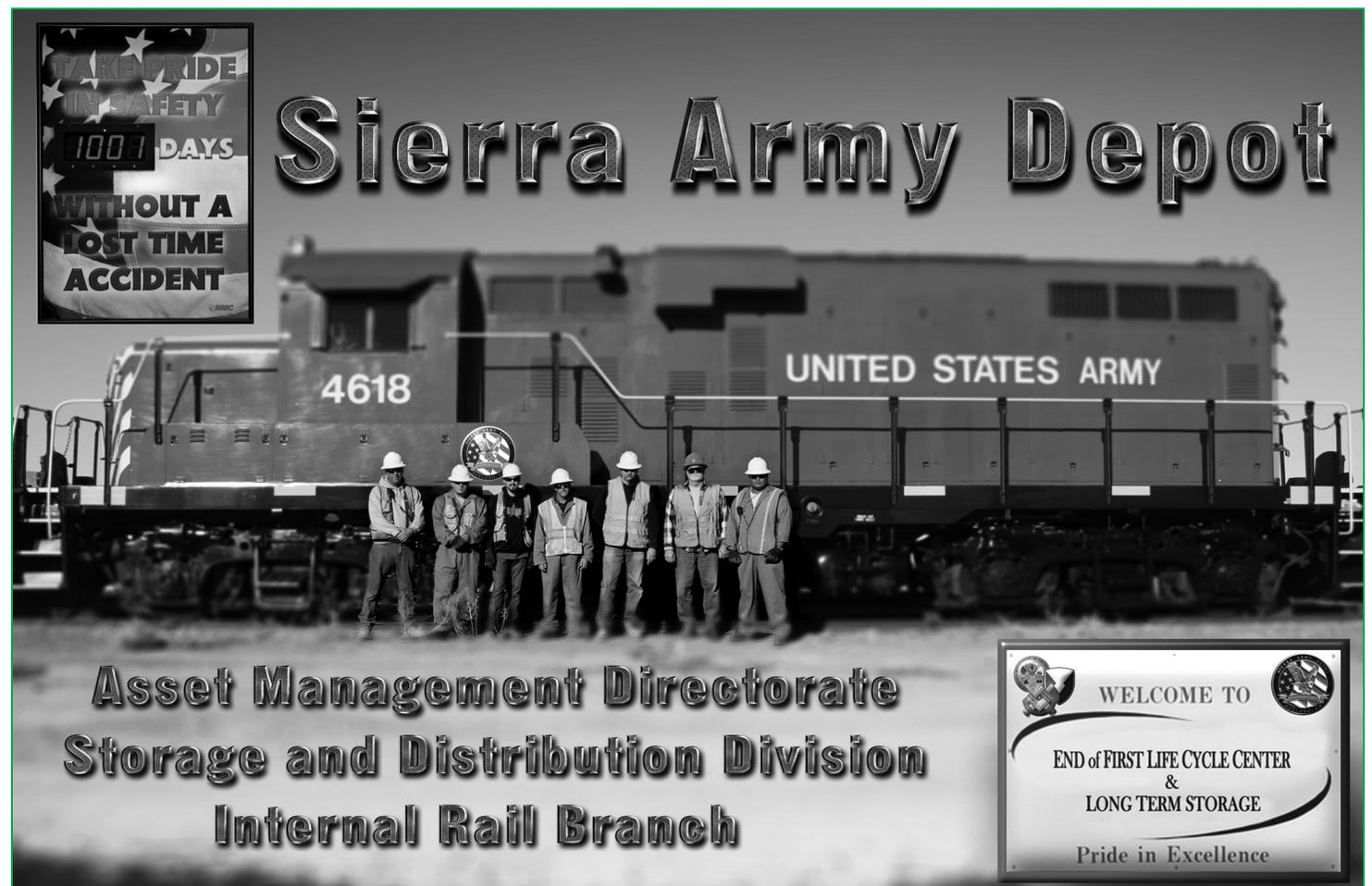
By Michael Winters
Storage & Distribution Division

Asset Management's Storage and Distribution Division proudly announces the celebration of 1001 days without a lost-time accident at Sierra Army Depot.

A "lost-time accident" refers to a non-fatal injury that results in any loss of time from work beyond the day, or shift, in which it occurred.

The employees of this organization exemplify their commitment to excellence and safety in AMD's Storage and Distribution Division here at Sierra Army Depot! This means the employees have carefully avoided work-related injuries, wherein time was lost during recuperation from on-the-job injuries, for almost three full years.

"The safety of our personnel will always be of paramount importance in our operational considerations," says Mr. Joe Henderson, Director of AMD. He adds, "The importance



of this goal, as a depot, is our perpetual effort to eliminate workplace accidents, while instituting culture change through 'Best Practices' procedures to ensure safety throughout the workforce. This point can not be overemphasized. This is a true credit to the leadership and employees who

have embraced the Voluntary Protection Program (VPP) and are creating a culture of safety and awareness."

Henderson adds, "Asset Management's, Shipping, Receiving, and Storage Branch personnel hail from diverse backgrounds, but they all possess and demonstrate a deep

dedication to workplace safety. They continue to serve as an invaluable resource for Sierra Army Depot, especially as we all enter a time of profound challenge and opportunity. We will continue to strive for Pride in Excellence."

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Postal Service sets holiday mail deadline

By Cheryl Pellerin
American Forces Press Service

WASHINGTON, Oct. 8, 2010 -- The recommended mailing deadline for sending economy-priced holiday packages to servicemembers in Afghanistan, Iraq and other places around the world is Nov. 12, officials at the U.S. Postal Service say.

"Shipping holiday packages early helps ensure that they arrive in time for the holidays," Pranab Shah, vice president and managing director of global business at the Postal Service, said in a press release this week. "They are a great morale boost for those men and women serving their country in places far from home."

Other deadlines for arrival by Dec. 25 are Nov. 26 for space-available mail; Dec. 3 for parcel airlift mail; Dec. 10 for priority mail and first-class mail, letters and cards; and Dec. 18 for express mail military service.

Holiday packages and mail headed for Iraq and Afghanistan

must be sent a week earlier than the deadlines above, Postal officials say. Express mail military service is not available to those destinations.

The Postal Service offers a discount on its largest priority-mail flat-rate box -- a 12-inch by 12-inch by 5.5-inch carton that can accommodate laptop computers, small conventional ovens, and military care packages.

Mail sent to overseas military addresses costs the same as domestic mail and the usual price for the large flat-rate box is \$14.50. But for packages heading to APO/FPO addresses, the Postal Service charges \$12.50 or \$11.95 for those who print the priority-mail postage label online.

Priority-mail flat-rate boxes are free at any Post Office and can be ordered online at shop.usps.com. Postage, labels and customs forms can be printed online at the Postal Service website.

APO/FPO addresses usually require customs forms, Postal officials say, and each country has customs regulations that apply to all mail, including U.S. military mail, coming

into the country.

Mail addressed to military and diplomatic post offices overseas is subject to restrictions in content, preparation and handling.

Each five-digit military and post office ZIP code [APO/FPO] has specific restrictions but the following are prohibited in the regions of Operation New Dawn in Iraq and Operation Enduring Freedom in Afghanistan:

-- Horror comics and obscene articles like prints, paintings, cards, films and videotapes;

-- Anything depicting nude or seminude persons, pornographic or sexual items, or unauthorized political materials;

-- Bulk quantities of religious materials contrary to the Islamic faith, though items for personal use are permitted, and,

-- Pork or pork by-products.

For specific restrictions and mailing prices to an APO/FPO address, visit the Postal Service's online price calculator or a local post office or call 1-800-ASK-USPS.

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.

Jill Crinklaw
Jose Rios-Ornelas



New website for Thrift Savings Plan



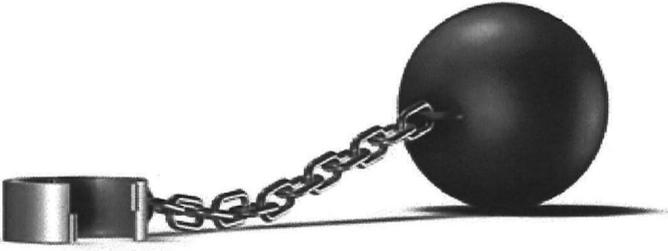
[Home](#) | [Site Help](#) | [What's New](#) | [Forms](#) | [Contact TSP](#)
 You are not logged in: [Log In](#)

OR

User ID

[Forgot your account number or user ID?](#)

[Log In](#)

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[Plan Participation](#)

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[Life Events](#)

[Participant Support](#)

Plan Participation

How to set up and manage your TSP account

TSP and Your Retirement

Enrolling in the TSP

Investing Contributions

[Learn more](#)

Investment Funds

Information on TSP fund options and performance

Fund Comparison

Lifecycle Funds

Share Prices

Monthly Returns

[Learn more](#)

Planning & Tools

Retirement planning and tools for all career stages

Before You Invest

Maximize Your TSP Savings

Calculators

[Learn more](#)

Life Events

Help with life events affecting your TSP account

Entering Gov't Service

Called to Active Duty

Family Changes

[Learn more](#)

Enter search term(s)

Text size: [+](#) [-](#)

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EEO Focus

Communicating Through Conflicts

As we learned in our Suicide Prevention Training Phase III, Mr. Jay Harris pointed out that the vital information that we receive on suicide prevention here at work is also vital information that can be used in our personal lives and at home. With that being said, as a continuation of last month's article, I would like to give you some ideas of how you may possibly communicate through conflicts here at work as well as in your personal lives and at home.

The following insert was written by author Ronnie Moore.

"Where there are people, there is conflict. It affects us all. The failure to communicate effectively, or to communicate at all, is a leading cause of conflict's existence and escalation. If not confronted early and well, conflicts will escalate, negatively affecting entire families, neighborhoods, and organizations.

We can't banish conflict from our lives, but we can communicate more effectively through it. It's a topic that can fill volumes, but you can get a handle on it by using these five tips:

1. Distinguish between true conflicts and false conflicts: Before you can think about how to communicate through a conflict, decide whether you need to communicate at all. Not all conflicts need to be resolved. Before you do or say anything, ask yourself, "Is this a true conflict or a false conflict?"

A true conflict has to be resolved. If not resolved, it will get bigger and result in a negative consequence. Your child has a drug problem. You and the child's other parent have a conflict about how to intervene. No intervention happens, and the child is not being helped. This is a true conflict.



Lynette Hall
EEO Manager

You and your colleague must write a grant proposal. There is conflict about how to write the proposal and how to allocate your time to it. As a result, there is a risk that the proposal will not be the best it can be and might not be completed on time. There is risk, therefore, that your organization will not receive this much-needed grant. This is a true conflict.

False conflicts are differences that don't have to be resolved. You and your colleague disagree about how smart your boss is. That does not have to be resolved for the two of you to be able to work, share a break, or attend meetings together.

You and your spouse disagree about a movie. You don't have to convince your spouse that it was a great (or horrible) movie. You don't have to agree on the movie's merits to be happy together.

Be careful. Choose your battles. Let the false conflicts go. Refuse to engage in unnecessary arguments and debates. There's nothing wrong with a rousing political debate or a lively discussion containing different opinions. If you get known, however, as someone who always argues everything, you will lose your credibility with the people around you, and they will no longer want to listen to anything you say, even when what you have to say is important.

2. Remember that confrontation is not a dirty word: Once you determine that you are dealing with a true conflict, you need to communicate. Often, we don't want to confront;

we want to avoid, and true conflict cannot be avoided. We struggle with confrontation primarily because we confuse it with fighting, anger, and unpleasantness.

Confrontation is not a dirty word. It comes from Latin, meaning, "to face." Properly defined, to "confront" means to face an issue instead of avoiding it. Yet, we often use the word "confrontational" in a negative way. "She's so confrontational," we say, as if that's a bad thing. We often avoid conflicts that should be confronted, and the longer we wait, the harder it is to resolve them.

3. Get objectivity: If you've lost your objectivity about someone, try to get it back before you communicate. There are two parts of any conflict: the issue and the persons attached to the issue. Sometimes, when conflict has gone on for a while without being confronted, we start liking the other person less and less, losing our objectivity. Once we can no longer be objective about the person attached to the issue, it is difficult to effectively communicate through that issue.

How do you regain objectivity about the person attached to your conflict? Observe him or her. Note competences and positive attributes. Is he a good father? Does she donate time to charity? Try to get a more balanced view. If you can only think negative thoughts about the other person, those thoughts will guide your communication. Even if you choose the right words, the communication will fail, if your face says, "You make me sick."

4. Start on a foundation of sameness: Instead of starting the communication with the conflict and why you're angry, start with something about which you do agree. Start with something you share. "We both have worked here a long time." "We both love our child." "Our friendship has helped us both through some difficult times." Then

move to the issue causing the conflict. This is also helpful when you're trying to communicate with someone you don't like but who works with you or is a member of your family or neighborhood.

By talking about common interests and goals (such as wanting to resolve this conflict), you can stay away from how you feel about the other person. When you start communicating with a negative, you may ignite immediate defensiveness and leave no positive or productive place for the communication to go. Start on a foundation of sameness, collaboration, and sincere desire to resolve the issue. You can do this with integrity, no matter how you feel about the person attached to the issue.

5. "Beat up" issues, not the people attached to the issues: If your goal is to resolve a conflict and change another's behavior (what a person does or doesn't do) for the better, your communication has to address the behaviors. When we attack others, they are generally going to either attack back or retreat out of a real or perceived lack of power. Either way, the real issue will not be resolved because when we are attacked we cannot hear, nor do we focus on how we can change our behavior.

Calling someone lazy or a jerk or saying that he or she has a bad attitude will get you nowhere. Telling that person what he or she said or did that needs changing is the only chance you have to change that behavior. If your goal is to change behavior, communicate in behaviors.

Increasing the odds of resolving conflict requires good thinking and good communication. Think, confront true conflicts only, choose your battles, and focus on the behaviors that need changing, not on the people attached to those behaviors." <http://www.myarticlearchive.com/author/moore.htm>



SAFETY (From Page 8)

Dennis Buchanan, AMD's Deputy Director, augments Henderson by adding, "Continually improving work safety is the topic, and ultimate goal, that should be first and foremost on everyone's minds."

According to the US Department of Labor, almost 6,000 people are fatally injured at work every year. More than four-million more people suffer non-fatal injuries, including over a million whose injuries result in missing one or more days of work.

The Asset Management Directorate has, and is, dedicated to providing a safe workplace, but, ultimately, your safety at work is everyone's responsibility. Our jobs are inherently more hazardous than others, which is why we are extra vigilant. Eliminating work hazards is of the utmost importance, and we shall do everything we can to reduce, if not entirely eliminate, the number of injuries at work.

Consequently, this also reduces lead-time and eliminates added, and unnecessary, costs for our customers. The employees' continuous-improvement philosophy, along with his or her manufacturing of processes, assures the customer of continual improvement in the areas of productivity, product performance, customer satisfaction, and cost.

Some of the critical components of our safety program include the involvement of all depot employees in the awareness and correction of any issues and/or problems that may arise during daily operations, and it includes rewarding employees for success. For example, we conduct our quarterly 'Forklift Rodeos' to increase awareness and serve as a training refresher. This has greatly contributed to our ability to meet this milestone on a daily basis. Moreover, we also provide a forum for safety topics. This empowers our personnel by enabling them to address concerns and proactively voice and promote safety changes. Therefore, employees are encouraged to take ownership of his or her work while institutionalizing a seismic culture change within our directorate and ourselves. For instance, when employees in any division observe something amiss, whether it's a loose

screw or an employee not utilizing his or her reflective jackets, they report it to the senior officer. Asset Management's Storage and Distribution Division has contributed a major role in achieving a higher standard of excellence for Sierra Army Depot.

Trains are to America what safety is to Sierra Army Depot. What do they share in common? Train and railroad safety are of paramount importance to Sierra Army Depot's Asset Management Directorate's Internal Rail Branch. This is perfectly exemplified by the fact that AMD's Internal Rail Branch recently surpassed 1001 days without a lost-time accident. The Asset Management Directorate continues to serve as the benchmark for Sierra Army Depot's commitment to safety.

For nearly three years, AMD's Internal Rail Branch has worked without a lost-time accident. Some might wonder how this is even possible, given that this Branch handles some of the most dangerous equipment found at Sierra. The answer is remarkably simple. This outstanding crew is comprised of Lee Danner, Rhandal Freeman, Frank Hernandez, Jaron Kirkpatrick, Robert Wood, and, David Russell Supervisor, care tremendously about safety. Russell with his profound understanding of the VPP requirements has established the guidelines, pace, and overall working environment standards, which are second-to-none. During the last 1,001 days, the Internal Rail Branch, within the Storage and Distribution Division, has offloaded over 70 percent of the 10,000 assets stored in the End of First Life Cycle Center (EoFLCC). The crew works daily with the most hazardous equipment on the installation, to include train, crane, and M1A1's tanks that weighs over 70 tons and they do so willingly with smiles on their faces. Shipping out M1A1's on a vigorous timeline to meet or exceed all types of schedules. Russell is responsible to ensure the rail cars meet requirements for shipping containers, vehicles, and other material as required throughout the rest of the installation as well.

The impact of achieving 'Pride in Excellence' is tremendous, morale-
See SAFETY on Page 12

LEAN into my CORNER

By now, it should be obvious to everyone that process improvement is here to stay. Our Lean program—though not perfect—is mature and we are making a lot of progress. In the fiscal year just ended, we posted savings and cost avoidance in excess of \$4 million. While this is better than we've ever done before, it's just a start. There are a lot of opportunities out there if we are willing to tackle them.

The point of Lean (and all approaches to process improvement, for that matter) is to either allow us to do our jobs more efficiently or to enable us to do more with the same resources. The often-voiced complaint that "I just don't have the time or the personnel to make an event work" misses the issue. If a manager really puts Lean tools to work properly, a relatively small investment of time and people up front in many cases may lead to savings that are many times greater than the initial cost. I use the word "may" for a reason. As I have noted many times before, we sometimes fail to sustain our improvements, so we end up with a net loss rather than a gain.

Very often, we find ourselves trying to come up with ideas for good Lean events. This really is not the best approach. Instead, we should be looking for problems that are affecting our processes. It helps if we can step back and try to view all our processes from the point of view of our customers. This is not always easy to do but it can really pay off. It helps us to identify what's really important in the process. Customers almost always want just three things: They want the product or service they ordered with no defects; they want it at the price they agreed to; they want it delivered on time. Nearly everything else is meaningless



William Deming
QEO Chief

from the customer's perspective. So look at the steps in your process in terms of how they affect these three factors.

Once you have identified that a problem exists, document it. Dig up as much historical information as you can find. It is amazing how much the numbers can tell you. If you don't have any history, now is a good time to start collecting it. Use the numbers to establish a baseline. Pull a team together. Use subject matter experts as well as people from outside the process. Perhaps most importantly, get personally involved in the improvement process. Work with your employees to come up with a solution. Call on the Lean Core Team. You know your processes better than anyone else but the Lean folks know a lot of tools for pulling the waste out of those processes. Finally, be willing to make changes. Even when they agree that changes are needed, many people hesitate to stray from what they know. Give it a chance.

There are lots of tools available to us for improving our processes. Lean is the primary toolset we use here at Sierra and it works, if we use the tools properly. As many of the installations in the industrial base are downsizing, we need to make ourselves stand out by doing everything we do better and more efficiently. We simply can't afford not to improve.



HAPPY HALLOWEEN

SAFETY (From Page 11)

enhancing, and extremely vital to accomplishing the depot's mission. Motor vehicle operators, material handlers, and general support workers who operate in and around some of the most dangerous equipment and assets on a daily basis, have exceeded almost three years of NO LOST TIME! The entire AMD want to recognize and congratulate the employees responsible for setting yet another standard for excellence and demonstrating a proven ability to operate safely throughout their daily tasks for an amazing amount of time. So, when you see the trains roll by,

wave and thank them for keeping themselves and everyone else safe here at Sierra Army Depot.

Thank You to our employees. You have achieved a seemingly insurmountable task. You continue to set the standards, and you are a credit to yourselves, Asset Management, Sierra Army Depot, and the Department of the Army. Again, you have proven that you can complete the mission on time and safely.

Thank you for your dedicated, selfless service that makes Sierra great, for you, the employee, are our most valued, and valuable, asset.

*9th Annual
Holiday Ball*
December 10
5:30 pm - 11:30 pm
Atlantis Hotel & Casino
Tickets: \$40.00
Room Rates: 59.00/\$79.00

ROB:

| | |
|-------------------------|-------------|
| <i>Lori McDonald</i> | <i>4343</i> |
| <i>Carolina Dingman</i> | <i>4666</i> |
| <i>Tamra Rickard</i> | <i>4358</i> |

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