

# The

# Challenge



Sierra Army Depot, Herlong, Calif.

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## Sierra called upon to support airlift mission

By Lori K. McDonald  
Public Affairs Officer

It has been more than four years since Sierra Army Depot received a call to support an airlift mission.

On Feb. 18, SIAD supported a quick-turn airlift mission to move Organizational Clothing & Individual Equipment (OCIE) material to an overseas location to support a time-critical CENT-COM Foreign Military Sales (FMS) requirement.

The C-17 landed at Sierra's organic Amedee Army Air Field on President's Day, and taxied to the loading apron. Since all the OCIE had been pulled from available stock, packed, and securely strapped to the Air Force 463L Pallets the weekend prior, employees began loading operations immediately upon aircraft shut-down. Sierra completed loading operations and sent the aircraft on its way – a day ahead of initial schedule.

The quick response to this mission continues  
**See AIRFIELD on Page 12**



# Commander's View

Let me begin this month's column by expressing my heartfelt thanks for the tremendous effort put forth in accomplishing the vitally important mission that took place on President's Day. We continue to perform quality work to get equipment and supplies prepared and shipped to our soldiers in various areas of operation.

Last month I held 12 Town Hall meetings in which I shared all the information I had at the time with each of you. I also stated that information is changing almost on a daily basis. By the time I had completed the last Town Hall, information that was told during the first 11 had already changed. It is my intention to keep you informed with the most current information as it becomes available. During each meeting, several questions and answers were captured and are printed in the middle section of this month's edition of The Challenge.

As this paper goes to print, my senior leaders and union officials are in the process of negotiating a revised work schedule to accommodate the furlough time frame.

Now on to one of my favorite topics - SAFETY! I believe safety is everyone's business. That's why every employee needs to make safety



Lt. Col. Christopher E. Dexter

awareness their number one priority. Every employee is tasked with taking personal ownership of his or her own safety and the safety of others.

Our goal is to keep our people and the environments in which they work, safe and healthy. To that end, we put policies and procedures in place

to make sure that adherence to proper safety practices is a 24/7 commitment on everyone's part. Whether it's in the office, while you're traveling, or at the work site, wherever you see something that you believe is unsafe, or could lead to an adverse incident, speak up.

The Safety Office has made available a Safety Targeting Board that depicts temporary and permanent employees in regards to injuries, equipment involved in accidents, locations where accidents occur, and a various other information that is related to accidents on Sierra Army Depot. I encourage each of you to take a look and see how the number of accidents in your area can be reduced. The document can be located on the I:Drive/Safety Training/Targeting Board.

Some of the significant events for the month of March are: Women's History Month, First meeting of Congress (1789); Boston Massacre (1770); St. Patrick's Day; Spring Begins (20th); and the Telephone Patent was granted (1876).

**Pride in Excellence!  
Army Strong!**

LTC Christopher E. Dexter

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## THE UNION'S POSITION- AFGE LOCAL 1808

### Petition to Congress

AFGE is working with Congress to educate them about the issues and concerns facing our members in the coming year. 2013 will see a number of political battles take place that will have a direct impact on our lives, our wages, and our working conditions as federal employees.

It is important that we let members of Congress know where we stand. If we do not speak up in this process our voices will not be heard. Please take the time to get your co-workers, your friends, and love ones to call or write Congress and voice their concerns about Congress taking up Sequestration, as well as short and long term budget bills, I urge you to insist on policies that create jobs; oppose benefits cuts for Social Security, Medicare, and Medicaid; protect the critical services Americans rely on every day and avoid asking government workers to sacrifice more than they already have.

Petition Congress to stop shifting all those costs on the middle-class seniors, or the working poor, or children with disabilities.

I urge you to strongly oppose the radical ap-

proach of those lawmakers who are holding our economic well-being hostage for yet another manufactured crisis.

Encourage your co-workers and colleagues to stand with you against the following principles:

- Oppose cuts to federal employee pay, health insurance, and retirement. Tell your Congressman when federal employees are constantly under attack, work morale and the government services that we take for granted suffer. The soldiers in the war zones that are defending our country suffer.
- Cancel sequestration Americans should not have to go without safe borders, clean air, drinkable water, safe food, disaster relief and other critical services to meet unnecessary spending cut demands.
- Oppose cuts to Social Security, Medicare, and Medicaid. The sick, poor, disable, and elderly did not cause this deficit, and they should not be



asked to pay for it. They are already on a fixed income and barely making ends meet from one day to the next. Social Security has not added one dime to the deficit, and Medicare and Medicaid are not the reason behind this financial crisis.

- Close loopholes that encourage job off shoring, allow corporations to pay no taxes, and enrich the already wealthy. The full \$4 trillion in deficit reductions that is the stated goal of economists and our elected leaders, these modest reforms in our social insurance programs have to work together with a process of tax reform, preventing the wealthiest individuals and corporations from taking advantage of loopholes and deductions that aren't available to most American

Tell Congress that the looming budget cuts will cost jobs and slow down our recovery. Those deep, indiscriminate cuts aren't the best way to meet the \$4 trillion in deficit reduction needed to stabilize our debt.

Election of Union Officers Are As Follows:

1. President---Garry Garrett
2. Executive Vice President---Babe Fain

See UNION on Page 3

**The Challenge**

Depot Commander/Publisher \_\_\_\_\_  
Public Affairs Officer/Editor \_\_\_\_\_  
Photographer \_\_\_\_\_

Lt. Col. Christopher E. Dexter  
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## Latest Audit Updates

### *Sustain Train Operate Renew Measure*

By **Steven Johnson**  
Energy Awareness Coordinator

Last March we had three different audit teams visiting Sierra Army Depot. One was for Metering, another for Lighting, and the third was an energy efficiency audit called the EEAP (Energy Engineering Analysis Program). We contracted the EEAP audit with in-house funds. The Metering audit is an AMC effort. The Lighting audit was an AAA Army Internal Audit.

Although these three audits came about differently, they are all driven by existing Federal Law. The AAA Lighting audit was conducted to verify that the Army has taken sufficient actions to use energy efficient lighting to help meet energy conservation goals. The auditors looked at three IMCOM and one AMC Installation. The AAA Lighting audit has been complete, but the final report has not been released yet.

The EEAP audit was designed to produce; 1) A comprehensive report of the Installations energy and water status, with conservation opportunities identified, 2) An energy assessment, with possible energy conservation measures identified, 3) A capital investment strategy that provides a decision-making framework based on analysis of opportunities and priorities, and 4) Several DD

1391s prepared for submission for ECIP (Energy Conservation Investment Program) funding. The final EEAP report is now with the US Army Corps of Engineers in Sacramento to develop the DD 1391 ECIPs.

The metering audit, which was Phase 1 of a contract to install advanced metering at Sierra Army Depot, is complete. Phase 2 of the contract covers the installation of; electric, gas, and water meters, a Utility Monitoring and Control System (UMCS), and the Data Transmission System (DTS) to support it. Federal law required advanced metering to be in place by FY12.

This date has been pushed back to Mid-October 2013 (for Installations which did not reach the original date). Cost negotiations for the installation of the advanced metering system are on-going at this time.

Current budget constraints may trim the size of the metering installation (Phase 2) scope of work. However, the framework of the advanced metering system (as envisioned by the Army) will be in place. With this framework in place, we can add more buildings to the system as budget allows.

*Ref: (Public law) Energy policy act of 2005, (Public law) Energy Independence and Security Act of 2007.*



## Sequestration and your TSP Account

If you have been furloughed as a result of sequestration, you may be wondering how to deal with the financial impact. This fact sheet addresses some of the questions you may have about your TSP contributions. It also details alternatives for accessing your TSP funds should you face financial hardship as a result of being furloughed.

### *How will a furlough affect my TSP contributions?*

As you know, your TSP employee contributions are deducted from your pay. If you are currently making contributions based on a percentage of your basic pay, here's what happens: If you earn \$1,000 of basic pay every two-week pay period and you contribute 10% of it to the TSP, you'd have a \$100 TSP contribution every pay period. If you are furloughed for 2 days per pay period, then your basic pay would decrease to \$800 and as a result, your TSP contribution would decrease by an equal percentage so that your contribution would be \$80 per pay period.

Simply stated, your TSP contribution decreases in direct proportion to the reduction in your basic pay. Therefore, you may find that lowering your contribution percentage is not necessary. But if you are currently making TSP contributions based on a dollar amount of your pay, that dollar amount will not automatically decrease with your reduction in pay. You may want to revisit whether that amount is still appropriate given the expected impact of your furlough.

If you are a FERS1 participant, also keep in mind that any reduction in your basic pay will impact your agency contributions. Whether you are contributing a percentage of your pay or a specific dollar amount, your Agency Automatic (1%) and Agency Matching Contributions will decrease proportionally. If you then choose to decrease the amount of your TSP contributions, be sure you understand how it will affect your agency contributions.

*(Editor's Note: For additional information concerning your TSP, logon on to [www.tsp.gov](http://www.tsp.gov)).*

## Union (From Page 2)

3. Vice President—Cecil Fain
4. Secretary/Treasurer—Roxane Lamb
5. Executive Board Member—Soledad McKee
6. Executive Board Member—Chris Brown
7. Sergeant of Arms—Lee Harris

All Elected Officers thanks you for your support.

AFGE Local 1808 monthly union meetings are held on the first Tuesday of each month in the Union Hall at 5:15 p.m.. However, if it is an Election Day, the meeting will then be held on the following Tuesday. All members are invited to attend and voice their concerns. Union office telephone number is (530)-827-5375.

### SKEDADDLE LANE'S SPECIAL OF THE MONTH

#### *Bleu Cheese Burger!*

All beef burger with a mixture of Bleu and Swiss cheeses topped with lettuce, tomato, onion and dill pickles.



This special is being offered for \$5.50 during the month of March!

Hours of operation are from 11:00 a.m. to 8:00 p.m.

For lunch-time delivery please call 827-4442 between 10:00 a.m. and 10:50 a.m. Deliveries can be made on and off depot.



**April 15**



# EEO/Diversity Update

## Sexual Harassment -Not just in the military

The 2013 National Women's History Month theme is "Women Inspiring Innovation through Imagination" which honors generations of women who throughout American history have used their intelligence, imagination, sense of wonder, and tenacity to make extraordinary contributions to the STEM (Science, Technology, Engineering, and Math) fields.

Take a look at some of the accomplishments of extraordinary women who contributed to the STEM:

Mary G. Ross was the first female engineer at Lockheed's Missiles Systems Division (1952) and the first known Native American woman to be an engineer. At Lockheed, Ross designed missiles and rockets, and developed systems for human space flight and interplanetary missions to Mars and Venus. After retiring, she began a second career as an advocate for women and Native Americans in engineering and mathematics.



Flossie Wong-Staal is one of the world's foremost authorities in the field of virology. She was a pioneering researcher of retroviruses and with her



team identified the HIV virus as the cause of AIDS.

She was the first to clone and complete the genetic mapping of HIV, making it possible to develop HIV tests. Wong-Staal continues her pioneering work in developing first-in-class therapeutics against the

Hepatitis C virus.

Patricia Bath's invention of the Laserphaco Probe was a milestone in laser cataract surgery. She was the first woman ophthalmologist at UCLA's Jules Stein Eye Institute and the first Black surgeon at UCLA Medical Center. Bath co-founded the



American Institute for the Prevention of Blindness to "protect, preserve, and restore the gift of sight" for all persons, regardless of race, gender, age, or income level. She broke ground for both women and African-Americans in medicine and ophthalmology, and was the first Black woman doctor to receive a patent for a medical purpose.

Grace Hopper was a pioneering computer scientist and Rear Admiral in the U.S. Navy.



**Lynette Hall**  
EEO Manager



Hopper joined the Navy Reserve during World War II and worked as one of the first programmers of the Harvard Mark 1 Computer. Later, she wrote the first computer programming compiler and conceptualized COBOL, one of the first modern programming languages. Upon her retirement, she was awarded the Defense Distinguished Service Medal, the highest non-combat award given by the Department of Defense.

A STEM workforce is crucial to America's innovative capacity and global competitiveness. Yet

See EEO on Page 8

## Another successful year for annual Christmas Stocking Stuffer

Employees at Sierra Army Depot once again stepped up to show their appreciation and bring a little holiday cheer to those less fortunate.

For the past eight years, Sierra has sponsored the Annual Christmas Stocking Stuffer for the Veterans Hospital, Veterans Guest House, and Ronald McDonald House Charities Northern Nevada (RMHC), all in Reno, Nev. Most of the individuals that take advantage of these services have little or nothing. The following organizations received a variety of items:

- \* Over 200 gift bags were donated to the Ioannis A. Lougaris Veterans Medical Center in Reno, Nevada at Christmas thanks to the support of Depot employees. (Photo below)
- \* A cash donation of \$110 in addition to toilet

paper, baby food, food items and gifts were donated to the Ronald McDonald House Charities in Reno, Nevada. (Photo at top right).

- \* Perishable food items, canned food and gifts were donated to the Veterans Guest House, Reno, Nevada. (Photo at bottom right).

The Executive Director for RMHC said, "You have helped give the gift of togetherness to families who are experiencing difficult medical situations".

Mr. John Howard, service coordinator for the Veterans Medical Center said, "The time and effort that was put into making such detailed care packages did not go unnoticed or unappreciated. Thank you again for thinking of our American Hero - The Veterans of this special holiday."



## Students complete requirements for D.A.R.E. graduation

By Robert Brent  
Deputy Chief of Police

On Friday, Mar. 1, at 10:00 a.m., the fifth and sixth grade classes from the Sierra Primary School in Herlong, Calif., participated in a Drug Abuse Resistance Education (D.A.R.E.) graduation. This graduation is the culmination of 17 weeks of lessons, taught by Deputy Chief of Police, Robert Brent, from Sierra Army Depot's Law Enforcement Division. The curriculum includes lessons on drug recognition, consequences of choices, sources of pressure, dealing with peer pressure, ways to say "no", avoiding gangs and violence, solving disagreements fairly and positive activities to be involved in. Special entertainment was provided by ventriloquist Vicki Gronseth and Otis, from Paradise, Calif. Vicki and Otis have entertained throughout the United States and in several foreign countries. They have become honorary members of our community and also entertained at last year's D.A.R.E. graduation.

The theme of this year's ceremony was "Making Right Choices" and was stressed with each of the guest speakers: Depot Commander Lt. Col. Christopher Dexter; Provost Marshal Lt. Col. Victor Jones; Community Support Director Ms. Julie Mason; Family Advocacy Program Manager Mr. Billy May; Sierra Primary School Vice Principal Mr. Nathan Walker, and Fifth grade Teacher Mrs. Janet Starcevich. Pizza and cake were served afterwards. (Mrs. Robert Brent made the D.A.R.E. cake and wrote the "D.A.R.E. song", sung at the start of the ceremony in addition to assisting Mrs. Starcevich with many class programs). This year's D.A.R.E. essay winners were Megan Barnes and Hayli Pfaff. Both received new bikes donated by the Depot's Civilian Welfare Fund.

### *Megan Barnes' Essay (right in photo)*

I promise to say no to drugs. I promise to my friends and to my family because I trust them and they trust me. I also hope my whole family stays away from drugs.

I'm going to keep my promise so that I don't get in trouble or have bad things happen to me. I will keep my promise by picking good friends and by not going to bad parties.

It is bad to use drugs because they increase your risk of getting cancer, a shorter life, being sick more often, losing interest in friends and school, heart problems, personality changes, damage to your nose, lung disease, gum disease, and mouth and tooth decay. If I do drugs I won't be able to live the life I want to have. The life I want to have is finishing high school, going to college and then to become a police officer.

This is why I will never do any kind of drugs. I will not go to any parties where kids are drinking, smoking, or doing drugs.

### *Hayli Pfaff's Essay (left in photo)*

I promise to say no to drugs. I promise to my entire family that I will keep my promise to say no to drugs. I will keep my promise to my family

because, even though my parents know what's best for me, I can teach them how harmful drugs are to do.

I am going to keep my promise to my family be staying healthy, going to college, and having a great career as I grow up. I will prove to my family that I can stay drug free by also staying in school with a great education.

Saying no to drugs is not just important for kids, but it's also important for adults too if they don't want to get sick or possibly die. Adults are old enough to do drugs, it's not the wisest decision they could make. Especially if they have kids or are pregnant because it could affect how the baby turns out if you smoke or do drugs. Most parents want what's best for their kids, but what they want most if for their children to be safe and drug free.

If you want to live an easy and healthy life, all you have to say is, "I promise to say no to drugs".



Students from the Sierra Primary fifth and sixth grades who received D.A.R.E. graduation certificates in the front row (l-r) are Barbara Damon, Carmen Burner, Megan Barnes, and Carmen Plaster. Second row beginning at the far left are Austin Spoon, Enosh Everett, Abigail Burbank, Christina Szot, Chase Troupe, John Potter, Kyler Castodio, and Mary Jane Cannon-Wilson. In the third row from the left are Jaylene Tong, Julian Montano, Cassandra Newton, Cassandra Wright, Brianna Keck, and Haley Catron. In the back row is Janet Starcevich (teacher), Malachai Whiteman, Mrs. Robert Brent, Deputy Chief Robert Brent, Lt. Col. Christopher Dexter, and Lt. Col. Victor Jones. Congratulations to all the students!

# Commander addresses employee concerns during Town Hall meetings

By Lori K. McDonald  
Public Affairs Officer

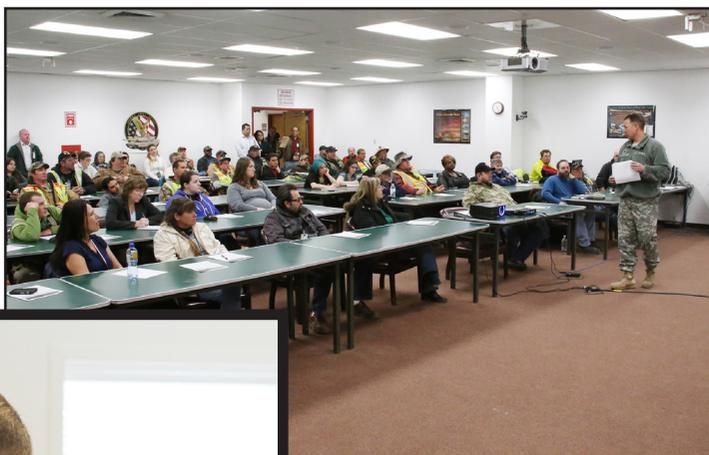
Sequestration. Furlough. Layoffs. These are just a few words that have been the number one concern among employees.

Depot commander, Lt. Col. Christopher Dexter, held 12 Town Hall meetings the week of Feb. 25, to help answer many questions employees had regarding these specific topics. Dexter began explaining what sequestration and furlough means. He also stated up front the Depot was not going to layout off employees as a result of a possible furlough because Sierra has the workload.

He went on to explain what we know now, changes the Depot has started to take during the fiscal uncertainty, and addressed some of the employees concerns. He also expressed urgency for employees to use the furlough calculator that was provided to all and see what their net pay would be if the furlough was to occur.

Dexter said, "No one knows what your financial status is but you." He proceeded to give an example what a GS-06 makes now and what they would be making after the furlough based on their specific deductions. He said by using this calculator, employees would be able to see how they need to start preparing themselves in the event the government executes the furlough.

After his presentation, Dexter opened each meeting for a question and answer. The majority of the questions were the same for each meeting. A consolidated list of the questions can be found on page 7. Employees are encouraged to go the Sierra Intranet for additional information pertaining to the fiscal uncertainty.



# Town hall questions and answers

## **1. If the furlough goes through, what is the work schedule everyone will be on and will there be any flexibility?**

- There will be some flexibility. Supervisors will need to look at each operation and then we will sit down with the Union to decide on the best schedule.

## **2. The exception that was submitted to keep positions, is there a difference between Temps and Terms?**

- No there is not. We have submitted an exception that will cover both.

## **3. The talk about hiring freeze and furlough - are they two separate issues?**

- Yes they are. The hiring freeze prevents us from growing our current people strength. The furlough would be a designated time frame that will place people in a non-pay status. The furlough could be averted, but DoD could still impose a hiring freeze.

## **4. If there is a hiring freeze, why are there still jobs being offered on USAJobs?**

- Several reasons. One, there are positions that have been deemed 'critical' and those positions we have gone forward and requested an exception to the hiring freeze. Second, there are several other government organizations that are not under a hiring freeze and can still recruit.

## **5. Will the furlough affect the vouchers for the van pools/bus - the cost is supposed to go up in May?**

- As of right now we have not heard this will be affected. However, it depends on what Congress determines - but as of right now the vouchers are still scheduled to go up on 1 May. We are working with the Lassen Rural Bus to ensure a revised schedule can be accommodated.

## **6. How does sequestration affect the funding of our customers and will it affect our workload?**

- The funding for all projects here on Depot depends on our customers. Again, this will all determine what happens after 1 March. There is going to be some impact across the entire Industrial Organic Base.

## **7. Will employee's retirement be affected?**

- No it will not.

## **8. During this time frame of a possible furlough, what happens to the GWOT employees?**

- If the end of an employee's appointment period comes up during this possible furlough, their employment will then end here at Sierra. Employees need to look at the date on their SF50 to see your not to exceed date for your appointment.

## **9. If an employee's NTE date arrives during and they are released, and if the furlough is stopped after the employee has been let go, will they be able to be called back to duty?**

- No because that hiring authority no longer is valid. Employees would need to reapply through normal channels unless we receive another special type hiring authority. It is encouraged that all Temps/Terms have their resume up-to-date and ready to submit to CPAC when needed.

## **10. Will the annual and sick leave be impacted?**

- You will continue to earn leave until you hit 80 hours of Furlough LWOP. So out of the 11 pay periods you will earn leave for 9 pay periods and for 2 pay periods you will not earn leave.

## **11. Can I reduce my premiums from a higher out-of-pocket to a less during this time frame or stop my benefits and then start them up again after the furlough?**

- No an employee cannot change or stop their FEHB - this is not a QLE (Qualifying of Life Event)(marriage, divorce, birth of child, loss of dependency etc).

## **12. Will an employee continue to be covered under the Federal Employees Health Benefits (FEHB) Program during an administrative furlough?**

- The employee's FEHB coverage will continue if the employee's salary is sufficient to pay the premiums. If the employee's salary becomes insufficient to pay FEHB premiums due to the furlough, the leave without pay/insufficient pay rules (<http://www.opm.gov/healthcare-insurance/healthcare/reference-materials/reference/leave-without-pay-status-and-insufficient-pay/>). If the employee chooses to remain covered, the enrollee share of the FEHB premium will accumulate and be withheld from pay upon the employee's pay becoming sufficient to cover the premiums.

## **13. Is there a possibility the furlough could be shorter than the proposed time frame?**

- Yes. There are three scenarios - the furlough could be eliminated completely; it could be implemented and then stopped at anytime; or it could go the entire 22 weeks.

## **14. Can a person take leave in lieu of the furlough?**

- No. Employees cannot substitute paid leave (annual or sick) for any hours designated as furlough time off.

## **15. Does the furlough affect everyone?**

- The furlough does not affect a portion of the NAF employees (fire and police are included in the furlough).

## **16. What if we reach Sept. 30 and a budget has not been passed - Do we go into a new furlough?**

- It is possible for the furlough to be renewed or a RIF(reduction in Force) to occur. It is ultimately up to the president and congress. We just have to wait and see what happens after March 1.

## **17. It's been said that there will be a 33% reduction to the workforce. Is that true?**

- We have a large number of Temp and term employees (almost 1/2) that could be let go. That is up to congress and the President. If that was to happen, you will be given a 60 day notice if you are to be terminated.

## **18. How will scheduled vacations be handled?**

- You can still use leave if a furlough was to occur. You must still go through your chain of command and request leave in the same manner that you currently do now.

## **19. Will there be merit Promotions?**

- Yes. Internal permanent employees can be promoted to backfill empty spots as long as we are

not growing the personnel strength.

## **20. Will the GAP Award be affected?**

- Management needs to sit down and discuss this; no decision has been made. However, one of the factors associated with the GAP is LWOP. This LWOP associated with a furlough would not be held against employees if the GAP Award is approved.

## **21. Will the performance awards associated with our appraisals still be available?**

- Yes. The 1% aggregate rule still stands for all performance awards.

## **22. Do you have to take eight hours of furlough each week or could the furlough days be on a compressed work schedule?**

- That will have to be discussed when we sit down with the union for negotiations.

## **23. To help save money, is one of the options to reduce the North Valley Services (janitorial) contract?**

- We have to look at the contract before that decision can be made.

## **24. If we got rid of URS, can that save government jobs?**

- We are not laying anyone off as the Depot has the workload. So eliminating the URS contract would not come into play. If we go to 32 hour weeks during a furlough, then URS will mirror our work schedule.

## **25. Can I claim unemployment?**

- The answer is no. Because you earned your money in the State of California, they do not grant unemployment during a government furlough.

## **26. Can an employee seek employment outside the government during the furlough?**

- Yes. As long as the job you take does not have a conflict with your position for the Depot. Check with the Legal Office for additional information.

## **27. Will health benefits be affected?**

- As long as you continue to pay your portion of the premiums, your health insurance will continue. Use the furlough calculator to ensure your take home pay will be sufficient to cover your premiums.

Employees are encouraged to go to the Sierra Army Depot intranet web site and print out copies of the information that is available.



Happy St. Patrick's Day

## Why is Inventory Record Accuracy so important?

By Laurence Rose,  
Management Analyst  
Transformation Management Directorate

Inventory Record Accuracy (IRA) is a measure of how closely official inventory records match the physical inventory. IRA reflects what inventory we have on hand, committed/allocated to work-in-process, and on order. A poor level in IRA results in confusion when accurate information is needed for making decisions on materials, production scheduling, and finance. There are multiple reasons for having accurate records.

1) Financial Planning. An accurate statement of inventory assets allows our Resource Management to better anticipate our budgetary needs, and enhances their ability to produce accurate and timely financial reports. Our Net Operating Result (NOR) is affected by inventory – and so is our profit-sharing. When shortages are frequent, inventory rises in an attempt to compensate. This unnecessary inventory requires space and capital. Poor accuracy begets more inventory, and increases expenses.

2) Procurement Planning. The Army uses the Material Requirements Planning (MRP) methodology to calculate the quantity and schedule of future procurements. MRP systems require very high accuracy to function well. The Depot must know what it is going to repair, when it is going to repair it, and what inventory is on hand and on order. If inventory counts and movements are

not accurately reflected in the planning engine, MRP will issue inaccurate recommendations – the procurement will occur too early, too late, or the wrong items or quantities will be ordered.

3) Production Planning. This is another MRP function. An accurate statement of on-hand inventory allows the Depot to utilize its employees and production facilities more fully. With accurate inventory, MRP can predict material shortages in advance and procure replacements in time to prevent project delays. Inventory also provides data that tells you whether you can take on customer requests or particular projects with the quantities on hand. This is critical to developing and maintaining relationships with customers.

4) Continuous Improvement/Lean. One of the main goals of the lean programs is to eliminate waste, which can take the form of excess inventory. Therefore, implementation of lean programs can lead to dramatically lower inventories. This increases the need for accuracy, because lower on-hand balances translate directly to a greater opportunity for shortages.

5) Regulatory Requirements. Army Regulation 740-26, Physical Inventory Control; AR 735-5, Policies and Procedures for Property Accountability. The requirement is a minimum of 95% accuracy. Similarly, Federal contractors and subcontractors are held up to standard #5 of the Material Management and Accounting System (MMAS). It requires them to “establish and maintain adequate levels of inventory accuracy”

and affirms that “95% inventory record accuracy is desirable”.

6) Efficiency. People waste hours looking for misplaced or missing items. Shortages sap the time and energy of everyone. Accurate inventory records help keep morale high, which often translates into better productivity and fewer conflicts.

MRP cannot achieve its potential if the inventory records are unreliable. Both timely and accurate inventory counts and movements are needed. To ensure that inventory counts are accurate, all movement transactions (location changes, issuance, receipt and transfer of goods) must be recorded accurately, completely and as soon as they happen. You need to periodically cycle count inventory to adjust for inevitable discrepancies. Also ensure that planned demand delivery dates and planned supply receipt dates are accurate.

Finally, the most well-designed inventory record system in the world will not produce 95 percent accuracy if warehouses are not secure, if employees are not trained to run a tight ship, and if no particular person has the ultimate responsibility for that accuracy. We are likely scrupulous in maintaining an accurate accounting of our personal assets. Why would we want to treat the Army inventory any differently?

### References:

- *Inventory Record Accuracy*, by Brooks and Wilson, Second Edition.
- [www.pemeco.com](http://www.pemeco.com). ERP Planning Tip #5: The Importance of Accurate Inventory Data.

## EEO (From Page 4)

women are vastly underrepresented in STEM jobs and among STEM degree holders, despite making up nearly half of the U.S. workforce and half of the college-educated workforce.

That leaves an untapped opportunity to expand STEM employment in the United States.

Studies concur that the American workforce needs to produce approximately 1 million more STEM professionals than we are set to produce at current rates.

The United States needs to tap into the brainpower and innovation of all its people. Removing barriers to women's participation and success in STEM fields will benefit the whole nation.

First Lady Michelle Obama “If we're going to out-innovate and out-educate the rest of the world, we've got to open doors for everyone. We need all hands on deck, and that means clearing hurdles for women and girls as they navigate careers in science, technology, engineering, and math.”



Recently, the Sierra Army Depot EEO Office sent nominations packages out to the workforce (via email) for the Great Minds in STEM (GMIS) Awards. The STEM Award recognizes DoD military and civilian personnel (women and men) who have distinguished themselves in the DoD mission, war on terrorism, or whose activities best symbolize the core values of their respective military service or organization.

The purpose of the GMIS Award is to recognize outstanding Hispanics in Science, Technology, Engineering, and Math serving in the Military and Department of Defense (DoD) civilian employees, men and women, who supported the DoD mission, overseas contingency operations, and demonstrated role model qualities and the core values of their respective Military Service or Agency. The period of performance for this award is from May 2012 to April 2013.

Note: You do not have to be Hispanic to be nominated for this award. For additional information please read the nomination package or contacts the EEO Office at (530) 827-4414.

Nominate your colleagues today! The deadline for submission of nominations is April 4, 2013. Good Luck!



**INFORMATION**  
Protecting It Here Makes Them Safer There

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## Correction to January edition of The Challenge

In the January edition of The Challenge, five individuals were named as providing assistance at the scene of an accident. Two other individuals not named also stopped to provide assistance and they were Michael Belli and Rhonda McBride.

## True dedication - 70 years worth



**Lt. Col. Christopher Dexter presented length of service awards to three individuals with a combined total of 70 years of loyalty and dedication. From left to right are Brett Weaver (20 years), Leroy Babb (25 years), Dexter, and Edward McKee (25 years). Congratulations to each of you for continued service.**

## Paralegal retires after 39 years

Name: Helen E. Evans

Title: Paralegal

How long have you been a federal employee? 39 Years

How would you describe yourself? I'm hard working, dedicated, a loyal friend, kind, supportive and cute as a button

What do you like to do when you are not working? Catching up on my sleep, lol... and spending quality time with my sweetie.

If a person was to ask what you do - how would you respond? I work for the government.

How do you determine or evaluate success? In my opinion, it's how you view yourself in all aspects of your life, both personally and professionally.

If you could change one thing about your career what would it be? Nothing - I like how my career has turned out. However, if I had know back in the mid 90s that I would be running the Legal Office by myself for the majority of the time --- I would have gone to law school. The pay is a little better....

What do you see as being your most significant accomplishment? Making the federal government my career - I will definitely have a very good retirement. It's also having a vehicle with over 590,000 plus miles and it still is running strong.

With retirement around the corner, what will you miss most? The routine of getting up and going to work and the challenges of my job.

What changes have seen on depot since you began working here? Not having a strong military presence at the depot any longer. They definitely made my job interesting.

We here at Sierra Army Depot wish Helen all the best on her retirement.



## Eat right, your way, every day

By Tara C. Dombeck, Health Promotion Research Assistant, U.S. Army Public Health Command

Whenever you think about eating a healthy, well-balanced diet, you may think that you have to give up foods and restaurants you enjoy and that you must eat a boring regimen of meals every day. That can be discouraging, especially if you have certain cultural, ethnic and lifestyle practices that you include in your eating habits. However, eating healthy does not mean you must give up your preferences and tastes in foods; you can make small adjustments to your diet while still enjoying the foods you love.

March is National Nutrition Month and the theme for the month is "Eat Right, Your Way, Every Day." This theme encourages everyone to continue following their food preferences, lifestyle, culture and health practices, but to make healthy food choices within those preferences and practices.

Good nutrition is also one of the Army surgeon general's top priorities for building and sustaining good Soldier and family member health through the "Performance Triad." Nutrition, along with a focus on healthy activity and sleep, is one of the three legs of the triad.

Choosing to eat a healthy diet has many benefits, including enhancing fitness and performance. As well, consuming a healthy, well-balanced diet may reduce a person's risk of developing certain chronic diseases, including high blood pressure, Type 2 diabetes, and some types of cancer, as well as obesity. Many Americans do not meet the recommended guidelines for a well-balanced diet, which includes each of the five major food groups: fruits, vegetables, grains, proteins and dairy products.

If you have decided to choose a more healthy diet, here are a few simple tips you should follow every day, no matter what your food preferences are:

- Add more fruits and vegetables to your diet each day: Place fruits and vegetables in highly visible places on your kitchen counter, pack fruits and vegetables in a cooler to take with you when you are on the go, and choose steamed vegetables as side items when eating at your favorite restaurant (rather than choosing vegetables cooked in butter and oil or covered in sauces, which add extra calories from fat).

- Eat more whole grains: Choose whole wheat breads and pastas and whole grain rice rather than white varieties of these items.

- If you enjoy meat as part of your diet, choose low-fat options, such as lean cuts of beef and chicken, and certain types of fish (such as salmon and trout). If you do not eat meat, you can get protein from beans, soy products, nuts and seeds. Eggs are a good source of protein, but you should limit the amount of egg yolks you consume to no more than one a day since they contain cholesterol and saturated fat.

- Choose low-fat and low-calorie dairy products.

**See HEALTH on Page 12**

## Child, Youth and School Services Monthly Update

Christina Phillips, the former CYSS Child Development Center Director, has left SIAD to pursue other goals and a new career path. The staff and many members of the SIAD community are saddened by this news, but we are all excited for her new adventures and we wish her all the best.

Christina grew up in the CYSS system, as she was enrolled in the School Age Program in the early nineties while her Dad was the ADCO for SIAD. Her family left SIAD in 1998, but she continued participating in CYSS while being an active member at her youth center in Daegu, South Korea. Christina attended many Teen Challenge conferences and was also an Army Teen Panel representative. Her senior year in high school she took a Cooperative Work Experience class which allowed her to spend class time at the CDC. After graduation she took some time off from schooling and officially went to work for CYSS as a Toddler Room assistant in 2004. In 2006, during her last year in Korea, Christina became the Lead caregiver in the part day preschool program.

Once back in the United States she went to work as a Preschool Teacher in Reno, but she didn't stay long. Because of the lack of structure and inconsistencies, Christina realized she needed to get back into working for CYSS. With that in mind she found employment back at SIAD as an Administrative Assistant with our CYSS. In 2008, she became Assistant Facility Director and then in 2010 became Facility Director for the CDC. Throughout her time here at SIAD, Christina has made several great achievements, including accomplishing the CDC's first accreditation, graduating from the Leadership Academy in July 2011, and receiving several coins from TACOM Generals and Sergeant Majors.

When asked about what she will miss the

most about Christina, Christine Giese said, "She is always sending me pictures of my daughter Ava. It's nice to get a random picture here and there so I know how her day is going. It makes my work day better!" Infant room parent Charlene Norvelle said, "We wish her the best but we will miss her a lot. She brought a lot to this program and leaves behind large shoes to fill."

During her time at SIAD CYSS Christina was extremely influential to the youth and families. Her dedication and commitment to CYSS and the

Army way has brought many wonderful memories to our local community through classroom experiences, special events, and positive family/patron relationships. Christina's vast knowledge of CYSS will be greatly missed by both staff and families. Christina always loved working with the kids and she will greatly miss all of them.

Christina will be going to work for the Marine Corps with the Adjutant in Bridgeport, CA. Good luck Christina... and don't forget to check back in with your SIAD family from time to time!



**Tax season is upon us.**

**Taxes are due**

**April 15**

## LEAN into my CORNER

By the time this column makes it into print, I will be on my way to a new assignment with US Army Europe. I have seen a lot of changes in my time here, both within the Quality Engineering Office and on the Depot as a whole. Every job has its ups and downs but I have to say that my eight years here have been good ones.

I started out here as the Accounting Officer, after transferring from the Navy's Center for EOD and Diving in Panama City, Florida. After about a year and a half in Resource Management, I had the opportunity to step up to the job of QEO Director, and I have never regretted taking this job. I have worked with an outstanding group of people and it's been a real privilege.

When I took this job, QEO consisted of only about a dozen people in Lean and ISO. We occupied the bottom floor of building 79 where we were—by necessity—a very friendly crew. At the time, we fell under Garrison on the org chart. Since then, we have moved to Mission and expanded to more than fifty people as QA and Inventory joined the team. So there have been a lot of changes in the directorate. However, the entire group has remained solidly oriented toward improving the operations, products, and services on this depot.

It's no secret that the entire Department of



**William Deming**  
QEO Director

Defense faces some very uncertain times over the next few years. We do not seem to be taking the hits that some of our sister installations are taking but sooner or later, we will face some of the same realities that are hitting home across the enterprise. I think the best way for us to prepare is to make ourselves as efficient as possible. We need to be the indispensable organization.

I've spent a lot of time with people here at all levels over the years. The vast majority of them are dedicated workers who want to do the best job they can. Most believe they are operating at a

pretty high level of efficiency. What many don't understand is that there is a world of difference between working hard and working efficiently. When was the last time you drove away from your house and forgot to release your parking brake? We've probably all done this at some point. Until you figured out what the problem was, you may have noticed that your car was working hard but it wasn't working very efficiently. Using a work process with a lot of waste in it is similar and sometimes the solutions are just as obvious. But managers and supervisors are often too close to the situation to see the problem until someone points it out.

Of course, you can see where this is going. (This is a Lean column, after all.) Engage the Lean team. They are experts at helping you find the waste in your processes and at developing solutions. They are really good at what they do.

Our future depends on our ability to do things better than other organizations. Use the tools that are available to you. If you become comfortable with the thought that you are already operating efficiently enough, you're going backward. I wish everyone here at Sierra the best and I would like to thank all of those who have helped me over the years.



## Celebrating Women's History Month

### *Received from Stand-To*

#### *What is it?*

March is Women's History Month; a time to celebrate the contribution and honor the sacrifices and accomplishments of women who shaped the Army's service and country as well. Across years and cultures, women have fought to be educated, empowered, and treated equal to their male counterparts. After the American Revolution, basic educational opportunities for men and women were created as a safeguard for democracy. That commitment to education laid the foundation for women to make indelible contributions in Science, Technology, Engineering, and Mathematics.

The theme for this year's observance is: "Women Inspiring Innovation through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics."

#### *What has the Army done?*

Army leadership has asked the entire Army family to honor publicly, women's contributions by encouraging all leaders from across the Army to plan and execute appropriate commemorative activities to celebrate Women's History Month. Therefore, March 1-31, the Army will highlight and honor women and their military and civil service, at all levels by telling their story in command information products at all levels. Army installations throughout the world will also honor female Soldiers and Army civilians for their accomplishments through local events during the month.

#### *What continued efforts does the Army have planned for the future?*

Today, there are countless women in uniform and as civilians serving as role models and leaders in the Army. In celebrating Women's History Month, we emphasize the value the Army places on these women and the diversity and strength they bring to our force. Throughout the year, we will celebrate and commemorate the diversity of our Army and leverage and draw strength from the diversity within our military and civilian ranks by recognizing the critical roles we all play in strengthening the nation and our Army.

#### *Why is this important to the Army?*

The Army has benefited tremendously from the distinguished service and selfless sacrifice of women at all levels of the Army and the nation. Throughout the U.S. Army's 237-year history, women have served the nation valiantly and with distinction, in times of peace and war.

The Army remains immensely proud of the accomplishments and the sacrifices of these brave women as they continue to courageously serve as Soldiers, civilians and family members. In celebrating Women's History Month, the Army emphasizes the value it places on diversity. The Army knows there is strength in diversity. The Army is "Army Strong" because it embraces the strengths of diverse people in an inclusive environment.

## March Highlights in US Women's History

The following are just a few facts surrounding Women's History month.

- March 1, 1978 – Women's History Week is first observed in Sonoma County, California
- March 1, 1987 – Congress passes a resolution designating March as Women's History Month
- March 4, 1917 – Jeannette Rankin (R-MT) took her seat as the first female member of Congress
- March 11, 1993 – Janet Reno is confirmed as the first woman U.S. Attorney General
- March 12, 1912 – Juliette Gordon Low assembled 18 girls together in Savannah, Georgia, for the first-ever Girl Scout meeting
- March 20, 1852 – Harriet Beecher Stowe's novel, "Uncle Tom's Cabin," is published and becomes the best-selling book of the 19th century
- March 21, 1986 – Debi Thomas becomes first African American woman to win the World Figure Skating Championship
- March 23, 1917 – Virginia Woolf establishes the Hogarth Press with her husband, Leonard Woolf
- March 31, 1888 – The National Council of Women of the U.S. is organized by Susan B. Anthony, Clara Barton, Julia Ward Howe, and Sojourner Truth, among others, the oldest non-sectarian women's organization in the U.S.
- March 31, 1776 – Abigail Adams writes to her husband John who is helping to frame the Declaration of Independence and cautions, "Remember the ladies..."

## HEALTH (From Page 9)

ucts, such as skim milk, rather than whole milk; limit the amount of cheese you consume.

- Decrease your intake of salt and high sodium foods. Check labels for low-sodium items.

- Make better beverage choices by drinking plenty of water every day, and choosing calorie-free beverages, 100 percent fruit juices, and fat-free milk.

- Pay attention to portion sizes. Many people eat more than the recommended serving size of foods, so choose smaller portions. Stop eating when you feel satisfied.

- Always practice food safety by washing your hands before preparing and eating food and by keeping raw meat and fish separate from fruits and vegetables when preparing meals.

Eating right does not mean that you must give up your food preferences. Eating right, your way, every day means taking small steps that will make a big impact on your health no matter what your lifestyle and cultural preferences are.



## AIRFIELD

(From Page 1)

to prove the value of Sierra Army Depot's rapid deployment capability to support missions around the world.

Sierra Army Depot provides rapid expeditionary logistics support and long-term sustainment solutions to the Army and the Joint Force. In addition, serve 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.



# Sequestration may affect reset from Afghanistan

By C. Todd Lopez

FORT LAUDERDALE, Fla (Army News Service, Feb. 22, 2013) -- The reset of equipment returning from Afghanistan may be affected by sequestration, said the commander of U.S. Army Materiel Command.

The cancellation of reset would affect post-combat repair for about 1,000 vehicles, 14,000 communications devices and 17,000 weapons, Gen. Dennis Via, commander of U.S. Army Materiel Command, or AMC, told an audience of about 500 Thursday at the Association of the United States Army Institute of Land Warfare Symposium.

Retrograde of equipment from Afghanistan is now underway, Via said. About \$22 billion worth of military hardware, weapons, vehicles and goods will move out of the country back to the United States. Some of that will be put back into the force, while some will first be reset in Army depots, made like new, before being sent back to a unit.

Army Materiel Command is largely responsible for that retrograde.

### FISCAL UNCERTAINTY AND RESET

Via said in fiscal year 2012, AMC depots reset 24 brigade combat team-equivalents worth of equipment. But sequestration will affect what AMC is able to do in the way of reset during fiscal year 2013.

Sequestration, he said, will affect every AMC command and organic industrial base facility, with the exception of those in direct support of combat operations and units that are deployed and preparing to deploy. It will also result in cancellation of depot maintenance during the 3rd and 4th quarter.

"The challenge that we have in FY 2013, with the planned cancellation of new work orders for the 3rd and 4th quarter, is that is going to impact on six Army divisions of equipment," Via explained.

Sequestration may also bring furloughs to Via's civilian workforce across the 20 depots and arsenals that make up the Army's "organic industrial base."

"The greatest risk to me, as commander, is losing this critical workforce that we have developed over the last 12 years," Via said. That

workforce includes uniquely skilled mechanics, machinists, engineers, artisans, scientists and contracting professionals.

### RETROGRADE UNDER CONTACT

Even though equipment is already returning from Afghanistan, Via said commanders there are still in "a very tough fight" as they work to transition the mission to the Afghan National Army.

"So it's retrograding while in contact, and I don't think there could be any more complex mission than what we face there in theater there today," he said.

Still, Via said commanders in Afghanistan are on board with the retrograde process, and are working with AMC to make it happen.

"They have fully embraced retrograde as an operational mission," he said. "By embracing retrograde as an operational mission they will help us as we prioritize equipment to leave the theater. They will prioritize non-mission-essential equipment that we can remove from the theater, and we've got processes in place to be able to do that."

Lessons learned from the retrograde out of Iraq, a process that is still ongoing, have helped inform the retrograde process in Afghanistan, Via said. During a trip to Afghanistan in January 2012, he learned it took about 90 days to ship a vehicle out of country after it had arrived in the Redistribution Property Assistance Team, or RPAT, yard. Now, he said, that process is down to fewer than 12 days. That, he said, is due to lessons learned from the Operation New Dawn retrograde.

But unlike the initial retrograde from Iraq, where some equipment

could be shipped to Afghanistan for use there, the retrograde out of Afghanistan, Via said, must be back to the United States.

### PAKISTAN ROUTE REOPENS

Getting that equipment out of Afghanistan has been helped by a recent "thawing" on the Pakistan Ground Lines of Communication, or PAKGLOC, the route to move supplies south out of Afghanistan through Pakistan. That route has been closed to traffic for some time.

But to date, Via said, movement on the PAKGLOC is "not to the levels we need, of course, and not to the levels we previously enjoyed over a year ago. But we began to see some movement there."

Via said there is also a northern route out of Afghanistan, through India, called the Northern Distribution Network. Moving equipment that way is more expensive than through Pakistan.

Via told an audience of about 500 that he thought retrograde from Afghanistan would be on target if adequate funding is provided to make it happen.

"We think we will be able to meet what the Secretary of the Army and the Chief of Staff of the Army have laid out, the priorities of the equipment to come out," he said, adding that there is a challenge still with sequestration and fiscal uncertainty.

The goal is to get the equipment out of country by the end of December 2014, but as equipment starts to surge out of Afghanistan, there will be a cost increase, just as there was a cost increase with the surge for that equipment going into theater.

"That's a challenge we face going forward," Via said.

