

The Challenge



Sierra Army Depot, Herlong, Calif.

October 2013

Vol. 69 No.10

Empower Employees through awareness!



This Month's Issue:

Qualified Recycling Program

CYSS/CDC Fee Changes

Property Accountability, Part II

Recognize signs of suicide to save a life



Commander's View

Greetings. As we begin our new fiscal year, keep in mind those that were initially furloughed and now back to work. Know that we are extremely fortunate to be a working capital fund operation and will continue to work for the foreseeable future. The Command Group will continue to remain transparent, sharing information regarding the Depot as we receive it.

I have had the pleasure to work briefly in the Asset Management Division with Mr. Michael Frohrib and his team. What a great experience. I have a great appreciation for their job working alongside them outside at 6:30 am. I was also able to work with the Retrograde, Reutilization & Redistribution under the tutelage of Mr. Mike Dipenta. What a great team. When I came on board in July, I shared my philosophy and one of the items – Build the team, be on the Team. Both of these organizations have demonstrated this.

We closed out the fiscal year with a bang. I'd like to share some of that with you (RM actually provided the information):

- Revenue: \$224,671,849.05
- Expenses: \$221,034,630.31
- UFOB: \$113,432,872.42 (Unfilled order Balance - i.e. Carryover)
- NOR: \$3,637,218.74 (Net Operating Result)
- ROR: \$4,927,430.21 (Recoverable OR - includes positive Non-AWCF PP&E De-



Lt. Col. Charlie Slosson

- preciation value)
- DLH Total: 1,464,034 (72K greater than FY11)
- Productive Yield: 1,567

What an amazing year we've had. Thank you. The reward for hard work is more work. That's right. We are headed into the new fiscal year with some challenges and tons of opportunities. Some opportunities we don't even know yet, but we will meet them head on and tackle them in the profes-

sional manner we are trained for.

The weather is beginning to turn a little colder and the light is beginning to take longer to brighten our mornings. Let's make sure we are taking a few extra minutes to conduct our pre-work checks before going out to the storage sites. Make sure we have gloves, jackets and caps to protect our workforce from the elements. Let's move a little more disciplined as the mornings remain darker longer. This is just a signal for the change in the season. And even during these times, please hydrate. May not want to, but you can get dehydrated during the cold weather.

On Oct. 13, 1775, the United States Navy was born. Happy 238th Birthday!

I look forward to the challenges and opportunities ahead of us as an organization. I also look forward to working alongside our Team of Teams – maybe pass my tape dispenser test in R3; get my banding license in AMD and potentially, getting trained on the Super Stacker. Watch out.

Thank you for everything you are doing for our Warfighters!

Pride in Excellence!

LTC Charlie Slosson - #39

**The strength of our Nation is our Army
The strength of our Army is our Soldiers
The strength of our Soldiers is our Families**

*This is what makes us
Army Strong!*

THE UNION'S POSITION- AFGGE LOCAL 1808

A message of the AFGGE National President

American Federation of Government Employees National President J. David Cox Sr. issued the following statement:

"The moment we have been dreading has arrived. The House of Representatives has shut down the federal government, locking out 800,000 federal employees who want to go to work to support the American people.

"The seriousness of refusing to fund the government seems to elude the members of the House who maneuvered us into this lockout. It's anybody's guess what their real goals may be: Do they enjoy creating chaos? Do they enjoy inflicting additional hardship on the working- and middle-class employees who provide services to the American public? Do they hate the notion of letting the uninsured buy affordable insurance, or just hate the idea that the government is helping them do so?

"Or is this just an elaborate way to destroy the most popular and successful government programs, Social Security and Medicare?"

"President Obama has promised that he will not negotiate to end this crisis, and we strongly support that position. Recent similar standoffs have been resolved largely on the backs of federal employees, taking away our pay, retirement, and jobs. This time, we expect the administration to hold firm, and resist the temptation to give in by cutting federal retirement or Social Security. There is no justification for using federal employees to pay ransom.



Come one and come all! It is time again for the Local AFGGE 1808 dinner and dance.

The event will be held on Nov. 16 at the Peppermill Casino and Hotel. Dinner will be a buffet and the first Adult Beverage is on the house!

Cost: \$40 per member payable in advance, refunded at the event. Cost for non-members is \$40 per person, non-refundable.

There will be raffles for many door prizes!

For members who stay at the hotel the night of the event, the Peppermill has offered rooms in the Peppermill Tower for \$49 per person and Tuscan Tower rooms are \$79 per person (20 rooms available total). Friday night

rooms are also available (5 rooms available). For more information please call Phil (5375), Babe (4800), Matt (4834), or Debbie (4787).

The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____
Photographer _____

Lt. Col. Robert C. Slosson
Lori K. McDonald
Lloyd Gubler



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New Qualified Recycling Program (QRP)

By John Garland
QRP Manager

A ribbon cutting ceremony was held Monday, Sept. 20, to officially re-open the Depot's Qualified Recycling Program, (QRP). LTC Slosson, presided over the ceremonial ribbon cutting at the front entrance to the Recycle Facility. The re-opening of the QRP program is the result of more than a year of hard work with many contributors.

The QRP continues to process increasing amounts of recycle material in support of SIAD's mission. The Depot continues to produce large quantities of recycle material such as cardboard, paper, recycle-wood, plastics and scrap-metal. These materials are identified and removed from the points of generation to maintain a clear operation footprint. All recycle material is transported to the Recycle Facility processed and configured for market sale. This effort reduces solid-waste material disposed in the Depot landfill thus prolongs landfill lifespan and positively impacting the environment. An additional benefit, the program is designed

See QRP on Page 12



To signify the doors are officially open to the new Qualified Recycling Program, a ceremony was held with Lt. Col. Charlie Slosson doing the honors of cutting the ribbon (center) along with (l-r) Scott Olsen, Howard Ramirez-Cano, John Garland, Casey Humphrey, and Donald Olson.

Pentagon Comptroller Details Recalls, 'Painful' Decision to Exclude Some Workers

By Army Sgt. 1st Class Tyrone C. Marshall Jr.
American Forces Press Service

WASHINGTON, Oct. 6, 2013 – The Defense Department's top financial official provided details on which DOD civilians would and wouldn't be able to return from furlough following Defense Secretary Chuck Hagel's determination some could return under the Pay Our Military Act.

Robert F. Hale, DOD comptroller and chief financial officer, first and foremost, emphasized that the defense secretary values all DOD employees and views their jobs as critical, even though some will be unable to return immediately, and described it as a "painful" decision.

"They do essential and important work, and I want to underscore that, but it is less directly related to military [support]," Hale said.

In a couple of cases, he noted, certain areas simply were not covered by POMA, which was signed into law on Sept. 30.

Hale said areas here included chief information officer functions, but not Internet protocol and cyber functions; legislative and public affairs functions, but not internal public affairs communications; deputy chief management office functions at the Office of the Secretary of Defense and component levels, and auditors and related functions.

This list also included, according to a Defense Department new release, work done in support of non-DOD activities and agencies except the Coast Guard, and civil works functions of the Department of the Army.

"Let me say again that those on this list that we're not going to recall from furlough do critical functions," Hale said. "What they do is important, but because of the letter of the law, and the advice from the Department of Justice, we had to identify those with less direct impact on military members."

Hale explained how the Defense Department came to the determination they could bring some DOD civilians back.

"When we got POMA ... we immediately began working with the Department of Justice on how to implement it," he said. "The [Department of Justice] expressed the opinion that the law does not permit a blanket recall of all DOD civilians."

The Department of Justice did say that we can undertake a careful review of civilians who support members of the armed forces and determine who to recall," Hale added. "Needless to say, it has been a difficult process and time consuming one, but we now have ... guidance, which the secretary issued in his determination today."

Hale said under DOD's current reading of the law, the standard for civilians who provide support to members of the armed forces requires that qualifying civilians focus on the morale, well-being, capabilities and readiness of military members that occurs during a lapse of appropriations.

With this in mind, he said, DOD established categories of civilians beginning with some exempted civilians who already are working to ensure military operations of safety, lives and property."

"They'll be working now, and under POMA,

we can pay them in a timely manner – their Oct. 11 pay will be on time and in full," Hale stated.

The Pentagon comptroller highlighted two categories of DOD civilians that, under POMA, the Defense Department will recall, and he noted the act ensures the military will be paid on a timely basis "next payday, Oct. 15, and future ones."

"We'll recall a category of civilians who provide ongoing support to military members," he said, such as health care activities and providers, sexual assault prevention and response providers, behavior health and suicide prevention, transition assistance programs for military members in active service, commissary and payroll operations and family support programs and activities, among others.

"We'll also recall a second category of civilians whose work, if interrupted by the lapse for a substantial period, would cause future problems for military members," Hale said.

Falling into this category, he said, are acquisition program oversight, contract logistics, financial management, intelligence functions and supply chain management.

Hale said it also appears an act approving retroactive pay will be approved soon, because while Senate approval is pending, "the House passed it 407-0 and the president has said he would sign it."

"If this act is passed, everyone, even if they remain on furlough, will eventually be paid," he said. "Those who remain on furlough will not be paid until we have an appropriation."

See PENTAGON on Page 5

Child, Youth and School Services Monthly Update

On Thursday, Sept. 19, CYSS hosted the annual Day for Kids celebration. This event is held nation-wide at various Boys and Girls Clubs of America centers. It is a day to celebrate all youth, despite age, race or gender! This year's carnival was complete with a petting zoo, face painting, hot dogs and ice cream sundaes, game booths and a 40 foot bounce house! Informational booths were hosted by ADCO and the DARE program. Over 300 people were in attendance for the festivities, and the side lawn of the youth center was quite noticeable with bright orange Day for Kids t-shirts! Thank you to all of the volunteers and SIAD agencies that made this event possible! We appreciate your support for our local youth and CYSS programming.

At the CDC, we are currently installing an interactive whiteboard, known as a Smart Board, in our Preschool classroom. We are very excited to have this new technology in our classroom and the teachers will be able to do interactive activities with the children. The teachers will be using a Smart Notebook that interacts with the Smart Board. The Smart Notebook has various programs installed on it for the teachers to use and they can develop a lesson plan according to what the program offers. The teachers will be able to implement their lesson plans and use the Smart Board

as a tool to support the children's developmental milestones. The children will be able to participate in the lesson that the teacher is teaching. The children can engage with the Smart Board, by being able to touch the whiteboard with their finger or with a smart pen. The children can write, draw, or drag and move objects on the screen with the activity that they are doing. The children will enjoy this new technology as they will be able to interact with the teacher and their classmates as they do various activities through the program. We are thrilled to have this new technology in our center.

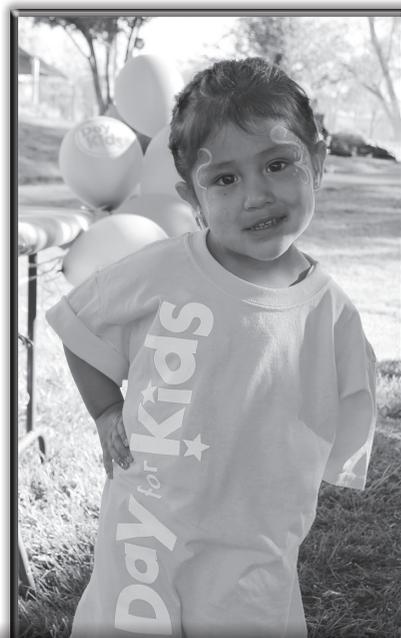
Volunteers and Coaches Needed

Sierra Army Depot CYSS Sports and Fitness Office is looking for volunteer coaches and chaperones for upcoming youth sports seasons and future field trips. If you want to share your talent, knowledge and passion for sports or just want to assist and help out, sign up today. All volunteer coaches must complete the NYSCA coach's certification training before they will be issued a team. A background check will be conducted on each volunteer to ensure the safety of all our young athletes. To volunteer, stop by the Youth Center and pick up an application. For more information contact Youth Sports and Fitness Director Billy Threatt at (530) 827-4696

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.

Jay Badeker	David Johnson
Bryan Blashaw	Ryan Kellner
Danielle Brickner	Terrence Moland
Timothy Burnett	Angel Rubio
Kristin Cole	Robert Tibbetts
John Combs	Ramona Spearing
Danny Downs	Timothy Spearing
Brian Duke	Scott Webe
Michael Hranac, Sr.	Lech Wisniewski



Above, Sports Director Billy Threatt with MST youth Haley Andrews and Jessica Idzinski demonstrated the correct way to sink a basket. Top right photo, little Isabella Sierra was very proud with the paint artwork that was created. In the photo to the right, Magdalena Clark gently feed some potato chips to a young pig.

Skedaddle Lane's October Special

Chicken Parmesan

This scrumptious sandwich is made of breaded chicken covered in marinara sauce with melted mozzarella cheese served on a French roll.

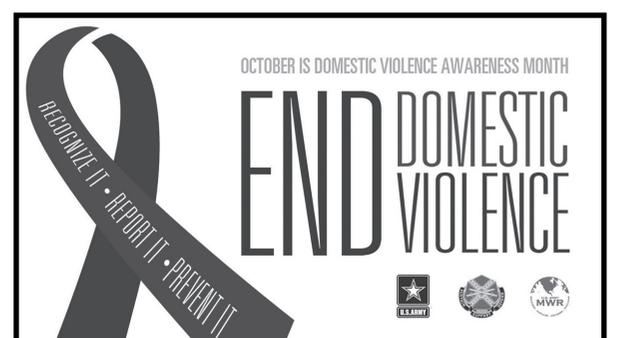
\$5



\$5

French fries and drinks are available at our regular price if you would like to make it a meal!

French fries	S(4 oz) \$1.00	M(6 oz) \$1.50	L(8 oz) \$2.00
Fountain soda	S(16oz) \$1.25	M(22 oz) \$1.75	L(32 oz) \$2.25



Property Accountability and Responsibility - Part II PENTAGON (From Page 3)

By John B. Dwyer
Installation Property Book Officer

Last month we talked about accountability and responsibility and their definitions, and types of responsibility, Direct and Personal responsibility. This month we will talk about Command, Supervisory, and Custodial responsibility.

Command Responsibility: Commander's obligation is to ensure all Government Property within the command is properly used and cared for. Command responsibility is inherent in command and cannot be delegated. They will take administrative and disciplinary action when necessary.

Supervisor's responsibility obligation is to en-

sure all property issued to, or used by subordinates is properly used and cared for. It is inherent in all supervisory positions, in not contingent upon signed receipts or responsibility statements and cannot be delegated. Enforce security, safety and accounting requirements.

Custodial Responsibility is the obligation of an individual for property in storage to ensure that proper custody and safekeeping is provided. Applies to Supply sergeants, Supply custodians, Supply clerks, or Warehouse personnel. They are to ensure the security of all property stored in supply rooms or warehouses.

This completes accountability and responsibilities, all of this can be found in AR 735-5.

Hale also offered a "final note of caution" stating DOD can recall "most of our civilians and provide pay and allowances," but doesn't have the authorities to enter into obligations for supplies, parts, fuels, and such unless they are for excepted activities tied to "safety to a military operation or safety of life and property."

"So as our people come back to work, they'll need to be careful that they do not order supplies [or] material for non-excepted activities," he said.

Hale said the military services will be responsible for identifying those they will recall, and believes it will leave no more than "a few tens of thousands who will remain on furlough," if not less than that.

"I hope we can get a substantial number back by Monday, we've got to give the services time enough to identify and notify those that will come back," he said.

Unfortunately, Hale said, the law doesn't cover other departments of government, only "DOD employees and those employees of the Department of Homeland Security that support the Coast Guard."

"I think this underscores the point that although this is very important and we're glad we're getting most of our employees back, we haven't solved all the problems associated with the lapse of appropriations by any means," he said.

"And we still very much hope that Congress will act quickly to end this government shutdown and this lapse of appropriations," Hale said.

AFGE 1808 Union Ball

November 16, 2013

Come one and come all!
It is time again for the Local AFGE 1808 dinner and dance.

Dinner will be a Buffet and the first Adult Beverage is on the house!
Cost: \$40 per member payable in advance, refunded at the event. Cost for non-members is \$40 per person, non-refundable.

There will be raffles for many door prizes!

For members who stay at the hotel the night of the event, the Peppermill has offered rooms in the Peppermill Tower for \$49 per person and Tuscany Tower rooms are \$79 per person (20 rooms available total). Friday night rooms are also available (5 rooms available). For more information please call Phil x5375, Babe x4800, Matt x4834, or Debbie x 4787

CYSS Fee Policy Changes

As you may know, each year our fee policy is reviewed. Customers may see an increase in their individual categories in Child Development Centers (CDCs), School Age Care (SAC), Family Child Care (FCC), Middle School & Teen Programs (MST), SKIES Unlimited Instructional Programs (SKIES), Youth Sports & Fitness, and Community Based Programs. The intent is to create consistency and predictability in child care fees across the Army.

Changes in the School Year 2013-14 Army Child and Youth Fee Policy include:

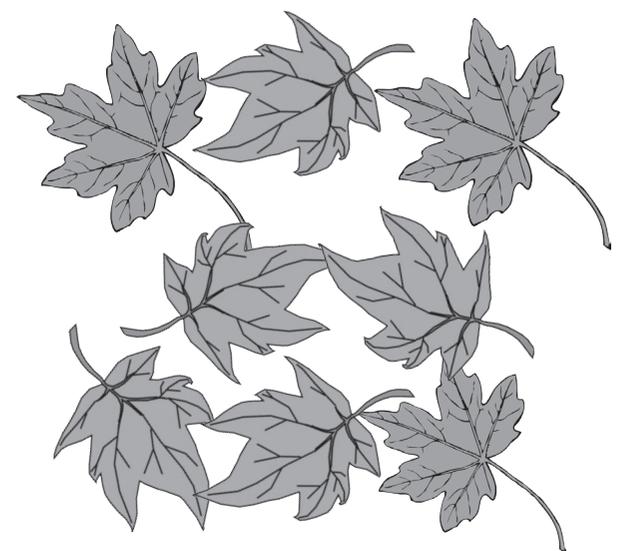
- Slight increase or decrease in nine Total Family Income or TFI categories
- Revised payment procedures
- Increase in late monthly payment fees
- Revised parent participation procedures
- Revised termination of services procedures
- Installation procedures for Army Child Care in Your Neighborhood (ACCYN), Army School Age Programs in Your Neighborhood (ASPYN), Operation Military Child Care (OMCC) and Military Child Care in Your Neighborhood (MCCYN)

Compared to last year, some Families may see a slight increase in fees and others will see a slight decrease, overall the increase may be \$1-\$18 per month. The current nine TFI categories have been adjusted from last year to reflect a weighted average of the proposed military and civilian pay increases. It is all about paying your fair share of child care expenses and how the family income fits within the nine specified categories.

We are moving forward to a future where all child care fees are the same, whether it is at an Army, Navy, Air Force or Marine installation. The single fee structure across DoD minimizes the financial impact on Families while ensuring Families pay a share of their work-related child care expenses.

By law, child care fees paid by parents are based on TFI, not military rank or civilian grade. Families will be provided complete information about their fee changes through their local Child, Youth and School Services program.

SY 2013-2014 fees will be implemented, effective on 1 November.



Snapshots around



Former Fire Chief Michael Diehl received the Achievement Medal for Civilian Service from Lt. Col. Charlie Slosson prior to departing Sierra and start his new position as the Fire Chief at Ft. Riley/



John Skutt is presented his 40-year length of service award by Lt. Col. Charlie Slosson.



Students for the local primary school standing in front of the Fire House during fire prevention activities.



There are new beginnings in the office with Jones, Regi Cuevas (co-coordinator) and Wolfe-Reid (coordinator) moving forward to a new workforce.

12th Annual Holiday Ball
 December 13th, 2013
 5:30pm - 11:30pm
 Grand Sierra Resort & Casino
 Tickets: \$45.00
 Room Rates: \$49 Standard / \$71 Summit
 POC:
 Lori McDonald 4343
 Carolina Dingman 4666



Mr. Billy May proudly accepts the US Flag from Lt. Col. Charlie Slosson in recognition on the day of his retirement.

around the depot



Sierra Army Depot school came to the Fire Department to participate in the Open House week.



Lt. Col. Charlie Slosson talks to students in Mrs. Janet Starcevich's 4th grade class about the importance of the D.A.R.E. program they are about to begin as Sierra's deputy chief of police Robert Brent looks on.



New faces among the Civilian Welfare Fund committee for FY14. Picture above are Melissa Kaarbo, Amber Rapacon, Melody Poland, Lula Lewis, Christina (chair), Terry White, Cherilyn Tinston-Gore, Shandemar (co-chair), and Jacqueline Russ. This group is looking for ways to generate new ideas to better support the civilian



Training in Afghanistan? No. Soldiers, Sailors, Airmen, and Marines often travel to Sierra Army Depot to conduct training in areas and conditions similar to OCONUS destinations. Members from the 570th Global Mobility Squadron conducted training at Amedee Army Airfield.



Recent training activity at Amedee Army Airfield was the site for pilot certification for a F-5 aircraft.

Happy
Halloween

High Mast Lighting Controls

By Steven Johnson
Energy Awareness Coordinator

The High Mast Lighting Systems at Sierra Army Depot are strategically placed to allow mission critical operations to continue at night. Each system has between 3 and 6 masts that are 100 feet tall. Each mast has 12 each, 1,000 Watt fixtures. With these systems SIAD can maintain 24 hour operations of heavy equipment to off-load, move, and store huge amounts of material. The high mast lights do use a lot of power though.

The high mast lighting systems have electric meters, so we know how much power they use. In (Fiscal Year) FY 12, the High Mast Lights accounted for 6% of Sierra Army Depots total electrical consumption. That translates to a fair amount of money. By the end of FY13 Sierra Army Depot will spend \$175,000 for the power to operate the High Mast Lights.

The Department of the Army's latest policy* for exterior lights is to examine every exterior lighting system and analyze whether or not highly-efficient lighting technologies and controls are cost effective for their specific application. After examination, retro-fitting the high mast lighting (at 12 fixtures per mast) to a highly-efficient technology type of fixture is not financially feasible at this time. However, a lot of savings can be still gained by installing better lighting controls.

Since the High Mast Lighting Systems weren't needed every night (like street lights), they weren't designed to come "on" automatically every night. Until recently, the high mast lighting systems used circuit breakers to turn each mast "on" and "off". This means that someone would turn them "on" during day shift (or second shift, depending on the season), and then someone would have to go back and turn them "off" the next day (hopefully). The problem is that the turning "off" didn't always happen and the lights would stay on all day, and even for whole week-ends.

We now have lighting controls installed on the High Mast Lighting Systems. When operated in the "auto" setting, the lights will only be turned "on" after dark, and will go off automatically at dawn. Since the high mast lights will only be turned "on" when needed we will save energy and since no one has to run around turning them "off" the next day we will save time too.

*Assistant Secretary of the Army (IE&E) memorandum, signed 13 November 2012. Subject: Exterior Lighting Technologies Policy.



Myths and truths about Veterans' Preference

By Steven Brittain
Human Resource Specialist

The Civilian Personnel Advisory Center (CPAC) receives questions regarding veterans' preference at least once a week. The one question we receive on a constant basis is; I am a vet, why wasn't I referred for the job I applied for? The answer to this question is convoluted and other variables factor into this question.

This article should help you understand how and when veterans' preference is given and used when applying for federal employment.

1. Myth - I served in the military and I should have veterans' preference.

Truth – Veterans' preference is given when certain criteria has been met. There are different types of veterans' preference a veteran may have.

- 5-Point Preference (TP) – 5 Point Preference is awarded when a veteran served:

- o During a war; or
- o During the period of April 28, 1952 through July 1, 1955; or
- o For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or

- o During the Gulf War from August 2, 1990, through January 2, 1992: or

- o For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or

- o In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

- 10-Point Compensable Disability Preference (CP) – A veteran who served at any time and

who has compensable service-connected disability rating of at least 10 percent but less than 30 percent.

- 10-Point 30 Percent Compensable Disability Preference (CPS) – A veteran who served at any time and who has a compensable service-connected disability rating of 30 percent or more.

- 10-Point Disability Preference (XP) – 10 Point Disability Preference is awarded when;

- o A veteran who served at any time and has a present service-connected disability or is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs but does not qualify as a CP or CPS; or

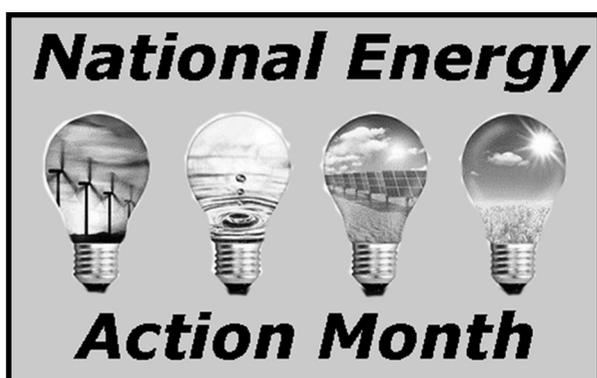
- o A veteran who received a Purple Heart.

- 10-Point Derived Preference (XP) – This type of preference is usually referred to as "derived preference" because it is based on service of a veteran who is not able to use the preference. Both a mother and a spouse (including widow or widower) may be entitled to preference on the basis of the same veteran's service if they both meet the requirements. However, neither may receive preference if the veteran is living and is qualified for Federal employment.

2. Myth - I'm receiving disability pay from the VA. Don't I automatically have veterans' preference?

Truth – Veterans' preference is not granted automatically unless supporting documentation was submitted by you when you applied for your position. If supporting documentation was not submitted and/or you received a new rating from the VA, a VA letter (with just the rating; no medical or payment information) and SF 15, Application for 10-Point Veteran Preference, must be submitted to the CPAC. Once these two forms have been submitted to the CPAC, an SF 50, Notification of Personnel Action, will be generated with your veterans' preference noted.

When applying for federal positions, please
See MYTHS on Page 12



Recognize signs of suicide to save a life

By Kelly L. Forys-Donahue, Ph.D., Psychologist, U.S. Army Public Health Command

ABERDEEN PROVING GROUND, Md. (Sept. 3, 2013) -- "What? Are you serious? So-and-so tried to kill himself?"

Unfortunately, at some time in your life, you may have heard these questions spoken in your circle of friends. Suicide is real. Most of us know someone whose life has been affected by suicidal behavior (a completed suicide or a suicide attempt), and the pain and stress of the suicidal behavior spreads like a ripple to family, battle buddies, friends and co-workers. All of those individuals--including you--who could be impacted by suicidal behavior can help to recognize risk factors and stressors and act to increase the chances of saving a life.

There is not one single factor or set of factors that indicate a person is thinking about suicide. Sometimes, we can look back at an incident of suicidal behavior and say, "Wow, we should've seen that coming," but other times, the behavior seems to happen out-of-the-blue. Noticing the signs and risk factors of suicidal behavior is not always easy. Risk factors for suicide vary from person to person and change over time in the same person. An individual can have one or multiple risk factors contributing to a suicidal behavior. Some of these risk factors include:

1. Relationship Problems

If someone has an argument with his significant other, it does not necessarily mean that he is going to hurt himself. However, relationship problems such as the death of a loved one or friend,

break-ups and divorces are very stressful and can be associated with suicidal behavior.

2. Substance Use and Abuse

Alcohol and drugs are often abused in a misguided attempt to help cope with life stress. A sudden increase in substance use can signal a problem. Drug and alcohol use can increase the likelihood of risky behaviors, such as being careless or impulsive with weapons, which are associated with completed suicides.

3. Life Stressors

Getting in trouble on the job, having civilian or military legal problems, and dealing with money issues or health problems are both mentally and physically exhausting. Difficulty sleeping can add to the stress. Life stressors alone or coupled with other risk factors can lead to suicidal behaviors.

4. Behavioral Health Issues

Stress can lead to behavioral health problems such as depression, anxiety and adjustment issues. For some individuals, a terrifying event may lead to post-traumatic stress disorder, known as PTSD. Individuals who are feeling depressed or anxious might withdraw from social support, making it more difficult for them to deal with everyday stress. When a person is alone, he may begin to isolate from people making it more difficult for family, battle buddies, friends and coworkers to see that he or she is struggling. Without support from people who care, individuals can feel hopeless about the future and may not ask for help.

Having one or more risk factors does not necessarily mean that a person is going to hurt himself. However, the risk factors described above have been shown to be associated with suicidal behavior. If we can all look for those factors and talk to the individual experiencing those stressors about how he is doing, together we can make a difference and improve the health and well-being of our family members, battle buddies, friends and co-workers.

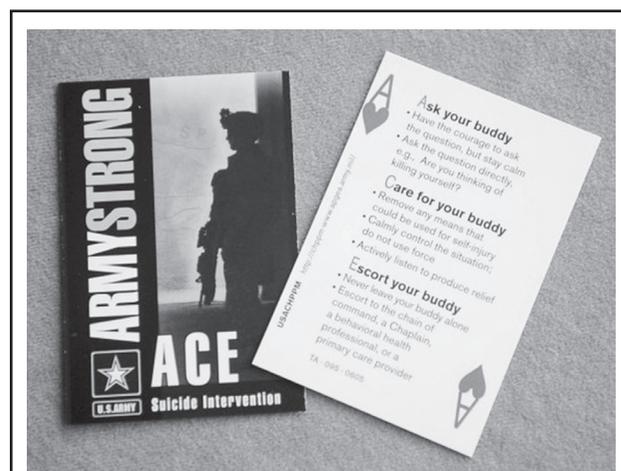
Counselors treat thousands of people for relationship problems, substance abuse, depression, PTSD and stress each year. Trained therapists are available at behavioral health clinics on post, in the civilian community and in Veterans Administration clinics.

The best way to help prevent suicidal behavior is to pay attention to your loved ones, battle buddies, friends and coworkers and watch for changes in their behavior. Reach out to someone you trust in your organization or in your personal life. Remember ACE: Ask, Care, Escort. If you see changes, or if something just seems "off," say something, ask him or her if he or she is thinking about hurting himself. Show him or her that you care. Take him or her to get help.

Newsham retires after 23-years



Ending a 23-year career combination of Military and Civilian service, Mr. George Newsham started enjoying the retirement life. When he joined the Marines in March 1964 and throughout his military career until December 1975, George was working in Aviation Fire Control (Avionics). Then in 1986, not wanting to stay away from the aviation field, he entered Civil Service in 186 as a Flight Simulator Tech . However in 1988, he took a break to work as Contractor for the next 19 years as a Flight Simulation Technician on Navy, Marine, Air Force, and Army equipment. In 2004, he rejoined the Civil Service where he remained until his retirement in September 2013. Between military, civil service and contractor, George ended a career with more than 40 years in aviation experience.



The best way to help prevent suicidal behavior is to pay attention to your loved ones, battle buddies, friends and coworkers and watch for changes in their behavior. If you suspect someone you care for, or who you are responsible for, is at risk for suicide, call 1-800-273-TALK (8255) for the National Suicide Prevention Lifeline. Your actions could save a life.

Child and Adult Care Food Program (CACFP)

The Sierra Army Depot Child, Youth and School Services (CYSS) is announcing participation in the Child and Adult Care Food Program (CACFP). The CACFP is available without charge to all enrolled children at the CYSS and the Child Development Center (CDC).

In accordance with federal law and U.S. Department of Agriculture policy, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, or disability.

To file a complaint of discrimination, write USDA, Director, Office of Adjudication, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410 or call (866)632-9992 (Voice). Individuals who are hearing impaired or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339, or (800) 845-6136 (Spanish). The USDA is an equal opportunity provider and employer.

For more information, contact Parent Central at 530-827-4696

National Substance Abuse



Prevention Month



EEO/Diversity Update

National Disability Employment Awareness Month

SIAD is proud to support National Disability Employment Awareness Month (NDEAM), which is held each year in October. Congress originated a week to "Nationally Employ the Physically Handicapped" in 1945 to encourage support for those with a physical handicap. In 1962, the word "physically" was removed to acknowledge the employment needs and contributions of individuals with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to "National Disability Employment Awareness Month." Upon its establishment in 2001, The Office of Disability Employment Policy (ODEP) assumed responsibility for NDEAM and has worked to expand its reach and scope ever since. Since then, the United States has recognized awareness in some form for those with a disability. National Disability Employment Awareness Month is to recognize the accomplishments within the workforce of those with disabilities. The Department of the Army and EEO is committed to ensuring equal opportunity for those with disabilities and strongly encourages you to do the same. Throughout the month, we'll be engaging in a variety of activities to educate SIAD on disability employment issues and the role they play in fostering a disability-friendly work culture.



Lynette Hall
EEO Manager

Our theme for this month is "We Are Equal to the Task". This theme was chosen by the U.S. Department of Labor's Office of Disability Employment Policy. On season 3 of Master Chef in 2012, Christine Ha had shown America that she was Equal to the Task just like anyone else. What makes Ha remarkable you may ask? Ha is a blind chef that stops at nothing when in pursuit of her career. She took the national stage on Master Chef and won the grand prize of \$250,000 and her own cookbook deal. She applied herself as a chef believing that she was just as good or better than the other chefs were in her competition. She proved that she was Equal to the Task because she competed and won. Ha stated, "I couldn't see what anyone else was doing, I was solely focused on myself, and I think that helped me. It gave me an advantage," she said. "When I came out of it, it

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Financial preparedness, you earn it, don't lose it

Financial Preparedness, we all need to be prepared. You work hard for your income, don't lose it to cyber espionage. In 2012, on average individuals lost \$6.2 million through cyber rip-offs and scams. The average loss was more than \$1700 per victim. Despite the warnings, thousands of people each year fall victim to cyber scams. Here are the top five reported cyber scams of 2012 in the nation.

*** Auto Sales Fraud:** Last year, more than 17,000 people were scammed more than \$64 million when they tried to buy automobiles online. The scammers attract potential buyers by offering vehicles at below market prices. The scam is there is no vehicle. They refuse to meet in person or allow an inspection of the auto prior to sale. To make the deal appear legitimate, the criminal instructs the buyer to wire full or partial payment to a third-party agent via a wire transfer service and to fax the payment receipt to the seller as proof of payment. The criminal pockets the money but does not deliver a vehicle.

*** Romance Scams:** Sometimes finding love can not only break your heart but also your bank account. Perpetrators scout the Internet for victims often through chat rooms, online dating sites and

social media networks. These individuals seduce victims with small gifts, poetry, claims of common interest or the promise of constant companionship. Once the scammers gain the trust of their victims, they start asking for money.

*** Real Estate Fraud:** These include rental scams where criminals take information from legitimate homes for sale ads and post it with their own e-mail addresses on housing rental lists. Potential renters are then instructed to send money via a wire transfer service and in some cases fill out credit applications asking for personal information and social security numbers.

*** Intimidation/Extortion Scams:** There are many of these types of scams including one where victims receive phone calls allegedly claiming to be legitimate software companies. The victims are told that malicious software (malware) has been detected on their computer. The criminal urges the victim to log on to their computer where they appear to demonstrate how the computer is infected. They then offer to rid the computer of malware for fees ranging from \$49 to \$450.

*** Phishing and Spoofing:** Phishing and Spoofing are somewhat synonymous in that they

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Army Energy Awareness Equals Action Month

From STAND-TO!

What is it?

October has been designated by the President as "Energy Action Month." Throughout the month, the Army will focus on Energy Awareness equals Action, as a means to educate and inform Soldiers, civilians and family members on taking action by becoming more aware of the impact energy security has on the Army's mission and readiness, the value of private and public collaboration in improving energy performance to achieve security in times of constrained resources, and the Army's vision of Power and Energy advancements through collaborating and partnering.

What has the Army done

The Army is partnering with Soldiers, civilians and their family members in changing energy behavior. The Army is collaborating across installations, implementing Net Zero initiatives and large scale renewable energy projects through the Energy Initiatives Task Force, and increasing efficiencies across the enterprise, to include Operational Energy initiatives at Forward Operating Bases, while sharing lessons learned. The Army is leveraging corporate, industrial, private and public core competencies in developing renewable energy sources, creating new energy efficiencies, and securing third-party funding to drive efficiencies.

What efforts does the Army have planned for the future?

Through partnering efforts, the Army will continue to reduce energy demands and improve operational capabilities to enhance mission effectiveness. It will continue to reduce its dependence on traditional energy sources. The Army will continue to expand the use of renewable energy sources on its installations and increase efficiency and reduce costs.

Why is this important to the Army?

The Army must leverage its culture of discipline to change the energy usage to make energy informed operations a consideration in all that is done. The amount of energy needed to power a Soldier's equipment in the field impacts reach, mobility, agility, interoperability and sustainability. The sheer volume of fossil fuels needed to maintain contingency operations constitutes the majority of the logistical tail. The installations on which Soldiers and their families live and train are almost completely dependent on commercial power grids that can be disrupted by weather, nature and acts of terrorism.

During the month of October, it is the Army's responsibility to become energy informed and aware so that this knowledge can be carried through the rest of the year. By taking action, becoming champions of change, promoting energy awareness and taking action to make energy informed operations a key consideration, the Army will continue to possess the power to succeed.

EEO (From Page 10)

was most stressful intense experience of her life, it was amazing."

What is most amazing about her story is how everyone around her helped her in being Equal to the Task. Chef Gordon Ramsey did not discriminate when he chose her to compete, her competition viewed her as a culinary threat, and she was allowed to use an eye guide to help her navigate the kitchen. All of the people in the competition gave her the equal opportunity to rise to the task. What will you do to help those with a disability to ensure they have an equal rise to the task?

The Disability Employment Initiative (DEI) is ensuring opportunity for those with a disability to rise to the task by striving to increase employment of those with disabilities. The U.S. Department of Labor (DOL) has awarded over \$43 million under the DEI to improve education, training, and employment opportunities and outcomes of youth and adults who are unemployed, underemployed, and/or receiving Social Security disability benefits. The DEI is jointly funded and administered by the DOL's Employment and Training Administration and ODEP. DOL has entered into three-year cooperative agreements with sixteen states' WIA (Workforce Investment Act)-administering entities to implement strategic approaches for exemplary employment services to individuals with disabilities in the public workforce investment system: Round 1 Projects funded in Program Year 2010 -- Alaska, Arkansas, Delaware, Illinois, Kansas, Maine, New Jersey, New York and Virginia and

Round 2 Projects funded in Program Year 2011 -- California, Hawaii, Ohio, South Dakota, Tennessee, Washington and Wisconsin.

DEI Projects build upon the Disability Program Navigator initiative by hiring staff with expertise in disability and workforce development to serve as Disability Resource Coordinators (DRCs). DEI Projects will also support extensive partnerships, collaboration and service coordination across multiple workforce, generic, and disability systems in each state. DEI Projects focus on either adults or youth in order to develop and refine replicable models. DRCs are hired at the local workforce investment area level to implement the DEI strategic approaches. A key element of the DEI is expanding the workforce investment system's capacity to serve as Employment Networks for beneficiaries under the Social Security Administration's Ticket to Work program. An independent evaluation will be conducted using quantitative and qualitative data from grantees. NDI Consulting, Inc. is the Technical Assistance Center for the DEI.

Disability is not just a physical handicap, but also mental. A recent study called Mental Illness Stigma and the Fundamental Components of Supported Employment revealed that because there is a negative social stigma against those who suffer from a mental disorder, the mental disorder individuals were. The cultural stigma against them is that they are unable to control their behavior merely because they have a mental disorder. According to the study, public stigma influences the attitudes towards people with mental disorders and their opportunity for a career. The study revealed

that if the stigma about those with a mental disorder changed into something positive, it would change the behavior of the mentally disabled. The mentally disabled employee would be able to keep a job and maintain their employment. Will you ensure to maintain a positive and supporting stigma towards those with a mental disorder?

The Americans with Disabilities Act (ADA) is determined to increase a positive stigma in many ways. The ADA has created laws in conjunction with the efforts of many disability organizations in making strides in improving accessibility in buildings, increasing access to education, opening employment opportunities and developing realistic portrayals of persons with disabilities in television programming and motion pictures. Where progress is still needed is in communication and interaction with people with disabilities. Individuals are sometimes concerned that they will say the wrong thing, so they say nothing at all—thus further segregating people with disabilities. Listed here are some suggestions on how to relate to and communicate with and about people with disabilities. Positive language empowers (See chart below)

Employers and employees in all industries can learn more about how to participate in National Disability Employment Awareness Month and ways they can promote its messages — during October and throughout the year — by visiting the ODEP website at www.dol.gov/odep/. For more information on the Disability Employment Program please contact the EEO Office at (530) 827-4554.

Affirmative Phrases

person with an intellectual, cognitive, developmental disability

person who is blind, person who is visually impaired

person with a disability

person who is deaf

person who is hard of hearing

person who has multiple sclerosis

person with cerebral palsy

person with epilepsy, person with seizure disorder

person who uses a wheelchair

person who has muscular dystrophy

person with a physical disability, physically disabled

unable to speak, uses synthetic speech

person with psychiatric disability

person who is successful, productive

Negative Phrases

retarded; mentally defective

the blind

the disabled; handicapped

the deaf; deaf and dumb

suffers a hearing loss

afflicted by MS

CP victim

epileptic

confined or restricted to a wheelchair

stricken by MD

crippled; lame; deformed

dumb; mute

crazy; nuts

has overcome his/her disability; is courageous (when it implies the person has courage because of having a disability)

QRP (From Page 3)

to be self sustaining returning revenue from the sale of recycle material back to the Depot for authorized uses.

Qualified Recycling Program staff, continues to work with Mission Operations personnel to identify excess material authorized for recycle through the QRP. SIAD's QRP will continue to remove and process recyclable material from the mission footprint and to accomplish this effort as quickly and efficiently as possible.

If you would like to know more information about the program, contact the Environmental QRP Manager at (530) 827-4564.



MYTHS (From Page 8)

ensure you submit all your military documentation; DD214 member 4 copy, VA letter with rating only, and SF 15. This will ensure that you will be credited your military time correctly and that the correct veterans' preference is granted.

As you can see, veterans' preference is not an easy task to define and grant. Not all periods of military service will qualify an applicant for veterans' preference, regardless of awards received.

More myths and truths about veterans' preference to come, in the meantime, you can research veterans' preference at <http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/>.

If you have questions about your veterans' preference, call Steve at extension 5178.

FINANCIAL (From Page 10)

refer to forged or faked electronic documents. Spoofing generally refers to e-mail which is forged to appear as though it was sent by someone other than the actual source. Phishing, often utilized in conjunction with a spoofed e-mail, is the act of sending an e-mail falsely claiming to be an established legitimate business in an attempt to dupe the unsuspecting recipient into divulging personal,

Are these the mascots of Sierra



No, they are not Sierra's mascots. The owl to the left and momma bobcat and two of her four cubs below were recently seen at the headquarters building. This is not the only place wildlife has been seen around depot. Employees need to be cautious as the cold weather is bringing them closer to inhabited buildings as they are looking for water and food. Please do not leave food out for any wildlife, regardless how cute they are.

If the animals become accustomed to food being left in the open, there is the potential at anytime, the animal could turn on an employee or they could migrate towards an area where small children are playing.



sensitive information such as passwords, credit card numbers, and bank account information after directing the user to visit a specified website. The website, however, is not genuine and was setup only as an attempt to steal the user's information.

READY ARMY wants to help you protect your digital life. Here are the top five tips from cyber security experts to help protect your computer and your bank account:

* Keep a Clean Machine: Keep security software current.

* Protect Your Personal Information: Don't

use the same password for everything.

* When in Doubt, Throw it Out: If links look suspicious, it's best to delete or if appropriate, mark as junk e-mail.

* Think Before You Act: Be wary of communications that implore you to act immediately.

* Get Savvy about Wi-Fi Hotspots

Be Ready, become informed, so you're not a target.

Ready Army: Get a Kit, Make a Plan and Be informed. www.ready.army.mil