



The Challenge



Sierra Army Depot, Herlong, Calif.

February/March 2014

Vol. 70 No.2

Pride in Excellence

72 Years Strong Supporting the Warfighter

Inside Stories:

The Promise of Partnerships
Sparks Fly in the Weld Shop
OPSEC vs Geotags



Women's History Month

Celebrating Women of Character, Courage, and Commitment

Commander's View

Greetings Pride in Excellence Team. I can't tell you how proud I am of the people I have the honor of working with. You are professionals. Our reputation as a quality Team of Teams has provided us the opportunity to send forward a small team to support the Army's Brigade Combat Team Reorganization efforts of 4th Stryker Brigade Combat Team, 2d Infantry Division at Joint Base Lewis-McChord. This is just the first efforts. Future efforts may not require us to send teams to other installations, but the property will be coming to us throughout the process. In other words, we will continue to support the Army in the excess property management and re-distribution mission, but more will be coming from camps, posts and stations within the U.S.

In early February, I worked part of a night shift with some great people from R2. I would like to thank Dakota, Adrienne, Roger, Donald and Janay for helping me to understand the process and work some of the items you were receiving. This crew did a wonderful job explaining how the items worked through the process until they ended up on a shelf for potential redistribution requests. Thanks R2 Team!

Also in February, I worked in Maintenance alongside Buddy, Slim, Leon, Bill, Dave, Bill (different Bill), Glen, and Jim and received all my PPE from Kay. The ingenuity and creativity this team demonstrated was incredible. There are some great resources (toys) in that shop. The team allowed me the opportunity to try different



Lt. Col. Charlie Slosson

tools after some training and needless to say, I think my future as a Welder will be short. However, like most times across this great installation, they did invite me back but I would have to try harder. Thanks Maintenance Team!

We've started the process of hiring again. It has been a long process and I apologize for that. However, remain prepared with an updated resume, flexibility and adaptability. These jobs will be advertised through the normal process and the majority of them will be TERM appointments. Keep your ear to the ground and watch the web

sites for those announcements.

In March, we have several Soldiers joining our Team. They will be joining the Law Enforcement Directorate as well as the Directorate of Information Management. We look forward to them joining us and enhancing our Team. We will also have an increased use of our training lands in support of the Nevada National Guard. We welcome the opportunity to market our capabilities to our partners.

We have our next Right Arm Night for our Depot Team on 27 March at the Skedaddle Inn. Come join us as we thank our Right Arm. Please plan accordingly for a responsible driver if you are attending.

In February, we held the Black History month observance at the Skedaddle Inn. We had a wonderful speaker and great attendance from our Depot team and service-members from outside the Depot. Thank you to those professionals that put this event together.

On Feb. 28, we held a DARE graduation for the Herlong Elementary School. Deputy Chief Brent hosted the ceremony for the 4th and 5th graders. This is an incredible program that supports our community and our children. This program highlights the challenges our youth are faced with and reinforces their ability to say no to bad situations. Great job!

Throughout the month of March, we will hold Town Halls to discuss the surveys we have

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THE UNION'S POSITION- AFGGE LOCAL 1808

AFGE National President comments on FY15 budget

WASHINGTON – President Obama's fiscal 2015 budget puts America on the path toward sustained economic recovery by rejecting failed austerity policies of the past in favor of targeted investments in federal programs and services that will create jobs and lift millions of Americans out of poverty, American Federation of Government Employees National President J. David Cox Sr. today.

"The president's budget puts shared prosperity ahead of crippling austerity by raising the minimum wage, investing in public infrastructure projects, closing tax loopholes that benefit millionaires and billionaires, and investing in federal programs that will create jobs and expand opportunity," Cox said.

After years of mean-spirited and harmful cuts



to the federal workforce, AFGGE is pleased that this budget calls for new investments in training,

development and recruitment of the federal workforce. In particular, the fully paid for \$56 billion Opportunity, Growth and Security Initiative would help restore years of frozen and reduced budgets for discretionary programs in such critical areas as education, scientific research, public health, veterans' hospitals, job training programs and national security.

Despite these achievements, President Obama's budget still stops short of repairing all of the damage that has been done to the federal workforce under the guise of austerity, Cox said. The proposed 1 percent pay raise for 2015 is woefully inadequate after three consecutive years of frozen wages, higher retirement contributions and the loss of pay due to sequestration-related furloughs last year, Cox said.

"Federal employees are on the hook for \$138

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The Challenge

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

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

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Primary school holds D.A.R.E graduation

By Robert Brent
D.A.R.E. Instructor

On Friday, Feb. 28, 2014, a D.A.R.E. (Drug Abuse Resistance Education) graduation was held for the fifth and sixth grade classes from the Sierra Primary School. This graduation is the culmination of 10 weeks of lessons, taught by Robert Brent, Sierra Army Depot's deputy chief of police. This is the new Keeping It Real curriculum, which focuses on the importance of the decision making process and the importance of making good decisions in all aspects of life. Special entertainment was provided by Mrs. Janet Starceвич and Mrs. Robert Brent leading the "Power Team" (fourth-graders) giving support to the graduation class, by showing, "you have the power to control your life". The graduation class demonstrated how the decision making process works with skits showing the "right decision".

The theme of this year's ceremony was "Making Good Decisions" and was stressed by each of the guest speakers: Lt. Col. Charlie Slosson, Depot Commander; Howard Ramirez, director of Risk Management; Steve Sarian, Family Advocacy Program manager; Barbra Evans CYS representative; and Mrs. Janet Starceвич, fourth grade teacher. Pizza and cake were served afterwards. (Mrs. Robert Brent made the DARE cake and wrote the "DARE song", sung at the start of the ceremony in addition to assisting Mrs. Starceвич with many class programs). DARE Essay winners MyKenzie Parker and Isaiah Iniguez received new bikes

donated by the Depot's Civilian Welfare Fund.

DARE Essay by MyKenzie Parker

D.A.R.E. has taught me NOT to use drugs. I learned to not use drugs because it's wrong. It is not right to use drugs. If you see a person using drugs just ignore them. If a person offers you one, change the subject. And if they keep bugging you about it, tell an adult. If you decide not to use drugs that's a great choice! You need to make good decisions or your future won't be too good. It is not an easy choice to make a good decision. You need to think.

D.A.R.E. taught me not to do drugs. Don't do drugs because it's bad for your health. I choose not to use drugs when I grow up, so it doesn't kill me. When I grow up I want to be a D.A.R.E. officer like Officer Brent. It is easy to make a bad choice, so think before you say or do. Don't do drugs it's a bad thing to do. Be careful and be safe. I feel like D.A.R.E. has changed my life!!!! Now I know what decision to make in case I'm in a sticky situation. People think it is ok to do drugs but it's not! D.A.R.E. has taught me to not use it because it can kill your lungs. So what's your choice? Thank you D.A.R.E. Your awesome!!!

DARE Essay by Isaiah Iniguez

I make good choices because, making bad choices would just get you in trouble. Making good choices gives you a reward while making bad choices just gets you in trouble. If you ever notice people who made bad choices don't live as well as people who made good choices. Maybe

See DARE on Page 5

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.

Lisa Arney	Christopher King
Anita Bagby	Jeremy Lilly
Jessica Bancroft	James Lowers
Andrea Bania	Alexander Macleod
Ira Beerger	David McCue
Beth Bergesch	David McCulley
Rodney Blanchard	Angelic Montano
John Boitano	David Myers
Jamie Burns	Frederico Pagtalunan
Heather Carpenter	Juan Ramirez
William Davies	Bryan Reinschmidt
Fields Delbert	Danielle Samuel
Jason Emmot	Jessica Sanchez
Robert Feller	Michael Shah
Richard Fowler	Emily Simpson
Brian Gustafson	Adam Smith
Matthew Hanson	Janet Smylie
Tanner Hayes	Gaosa Tautolo, Jr.
Daniel Huff	Rhonda Tolen
Richard Hunt	Michael Turner
Robert Idzinski	Tylor Vanderville
Lavelle Johnson	Beau Vazquez
Dewey Jones	Krystal Williams
James Jones	Robert Winkler

Balmer recognized for 30-years of federal service



Mr. Steven Balmer, left, was honored when Lt. Col. Charlie Slosson presented his 30-year length of service award during a recent staff meeting. Before beginning his civilian service career in 1999 with GSA, Steve served 16 years in the military, both Navy and Army. In 2009, Steve joined Team Sierra as the director of Logistics Modernization Program (LMP). Steve has an extensive military and civilian background in logistics.

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asked you to submit. We will work through the Managers for the schedule and get out to your areas. Looking forward to the opportunity and any questions you might have for us.

Washoe County schools will begin their School Spring break at the end of the month, where schools within Lassen County will begin Spring break in April. Hope you have made some plans to spend time with the family and enjoy a break from the Depot. Have a good time relaxing and come back refreshed.

As always, thank you for everything you are doing for our Warfighters!

**Army Strong
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!

Goddard receives 25-year length of service award



In 1989, Ms. Shellee "Lynn" Goddard began her federal career working in the Information Directorate. In 2007, Lynn thought it was time for a change and went to work in the Finance Division within the Resource Management Directorate. Lynn is now back in DOIM as the budget analyst. In her personal time, she and her husband Blake, enjoy visiting National Parks where her passion for wildlife photography kicks into high gear. Above, Lt. Col. Charlie Slosson presented Lynn with her 25-year length of service award.

The Promise of Partnerships

By Mark L. Morrison
U.S. Army Materiel Command

Among the challenges faced by the Army's organic industrial base (OIB), as it transitions from combat to sustainment, is allocating diminishing workload within the depots and arsenals of the U.S. Army Materiel Command (AMC). Capitalizing on private-sector capabilities through public-private partnerships (P3), such as work share, teaming, direct sales, facility use and leasing, is one key way to preserve the OIB's unique capabilities while ensuring its viability as an enterprise in the near term and its long-term ability to meet surge requirements.

To support the warfighter during the past 12 years, AMC has invested in tooling, specialty equipment, training and the professional development of a deployable, skilled and award-winning OIB workforce. Among the honors AMC has received are 27 of 47 Shingo awards; Lean Six Sigma and value engineering awards; selection as a Reuters Top 100 Global Innovator; Secretary of Defense Environmental awards; and presidential rank and civilian service awards.

P3s enable our partners to take advantage of these investments, capabilities and workforce skills. Partnerships provide access to advanced

technology; state-of-the-art equipment; secure AMC facilities that are ISO (International Organization for Standardization)-certified and comply with Occupational Safety and Health Administration regulations; the potential use of hard-to-obtain hazardous waste permits; and Lean Six Sigma processes. Partnerships also allow industry to leverage long-term use agreements and reduce their capital investment and overhead costs.

For the Army, P3s offer the benefits of improving operational efficiencies, lowering costs of products and services, accelerating innovation, sustaining critical skills and capabilities, and ultimately reducing our expensing rates, thus making our depots and arsenals more cost-competitive. In FY13, AMC had 205 partnerships, representing total revenue of \$203 million while sustaining 1,800 jobs. (See "Conserving Capabilities," Army AL&T magazine, January-March 2013, Page 160.)

CHALLENGES

DOD has endorsed the continued use of partnerships as a critical part of President Obama's national security strategy. In a July 2012 report to the secretary of the Army, the Defense Business Board, tasked with providing recommendations on how to exploit the benefits of these partnerships more fully, noted: "Public-Private Collaborations leverage the resources of the private sector and other collaborating agencies and allies. As the department enters a decade of austerity, collabora-

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DOD Raises \$21 Million in CFC Campaign

By Terri Moon Cronk
American Forces Press Service

WASHINGTON, Jan. 30, 2014 - Despite a year of furloughs and a government shutdown, Defense Department civilians and military members raised \$21 million for 4,400 charities during the Combined Federal Campaign last year, Acting Deputy Defense Secretary Christine H. Fox said at the CFC awards ceremony at the Pentagon today.

Fox is DOD's CFC vice chair. At the ceremony, DOD and the military services celebrated their contributions to the campaign, which was conducted DOD-wide from Sept. 1, 2013 to Jan. 15, 2014. CFC is the only authorized solicitation of federal employees in their workplaces on behalf of approved charitable organizations.

"CFC is all about giving to people who need help, whether it's through research organizations to try to cure diseases or prevent them or it's giving to help individuals struggling in any number of ways," Fox told the audience.

Six people were individually awarded for their support of the campaign, in addition to 16 Defense Department organizations, including the Office of the Secretary of Defense and the Joint Chiefs of Staff. The Army, Air Force, Navy and Marines received numerous awards, and for the first time, the five overseas combatant commands were honored for raising \$11 million for the campaign.

Vince Micone, chairman of the Washington, D.C., coordinating committee for CFC in the National Capital Area, received a large, cardboard check for the \$10 million that was raised in the National Capital Region.

"When I think about the number of people who contributed to CFC in the National Capital Region and overseas, I have to reflect a minute on what your lives have been like this last year," Fox told the military members and civilians in the audience.

"Our military members ... were once again asked to do more, frankly ... than would be reasonable to expect with the sequestration last year," she continued. "It was a very difficult time and the demands on the military just never seem to go down. Once again, our military rose to the occasion admirably and performed beautifully."

Fox noted the civilian workforce had its hardships, too.

"You went three years without a raise, you were furloughed and all of you -- military and civilian - lived through a government shutdown," she said.

"It was a tough year, yet our civilian workforce performed superbly, just as our military did and always does," Fox said. "And as civilians, you always [work] with confidence, dedication and skill. Through all of that ... you found it in your hearts to give to others. And give, you did."

St. Patrick's Day

OPSEC vs Geotags and Location Based Social Networking

Geotagging photos and using location-based social networking applications is growing in popularity, but in certain situations, exposing specific geographical location can be devastating to Army operations.

Employees should not tag photos with geographical location when loading to photo sharing sites like Flickr and Picasa. This should never be done with photos taken on or of the depot.

Employees should not use location-based social networking applications when deployed, at training or while on duty at locations where presenting exact grid coordinates could damage

Army operations.

It is advised that while employees are engaged in Army operations, they should turn off the GPS function of their smart phones. Failure to do so could result in damage to the mission and even put families at risk.

Users deciding to utilize location-based social networking sites should be aware of the default settings for the services and devices they use. It is recommended that the users customize settings to be mindful of OPSEC and success of Army operations.

Social media antics can ruin career, misrepresent military services

By Amy Perry

FORT LEE, Va. (March 6, 2014) -- Social media is very pervasive these days. As a new generation of Soldiers -- all well-versed in the various aspects of Facebook, Instagram and Twitter -- join the ranks, senior leaders across the installation are taking steps to ensure these troops realize the impact of their online chatter.

Col. Mary Beth Taylor, 23rd Quartermaster Brigade commander, and Col. Thomas Rivard, 59th Ordnance Brigade commander, both oversee organizations that are responsible for training and preparing thousands of Soldiers each year to move on to their first duty stations. Teaching the new troops about using social media responsibly is among their top priorities.

During the welcome brief at the Ordnance Campus, Rivard said his command team covers top issues with about 250 new Soldiers each week.

"I routinely discuss the use of social media and how their identity translates beyond just themselves to the entire U.S. Army," said Rivard. "This includes making videos while in uniform, naming videos after Army units or installations, etc. I make the distinction that we lack total freedom of speech while we wear our uniform.

"My guidance to them is that if they are identifying themselves as a Soldier -- regardless of on/off duty -- their post must not rise to PG-13, and never can be as bad or worse than a Miley Cyrus video/posting," he continued. "They fully understand this example, and most find it funny."

During Taylor's in-brief with new quartermasters, she said her command team talks about the lifelong impacts social media can have.

"At the brigade level, we emphasize that in this profession you need to be 'all in,'" said Taylor. "This is not a part-time job, even if you're a guard or reserve component Soldier. Once you don the uniform, you represent the U.S. Army ... always.

"Anything you do to disgrace or discredit yourself has the same negative impact for the Army," she said. "We explain to our newly arrived Soldiers that they are ambassadors for the Army and our unit. Those of us in the military are bound by standards of conduct. We must maintain those standards once we raise our right hand and commit to service in support of our nation as a Soldier or member of the armed forces."

As smartphones with quick access to various social media sites become more prolific, it is much more common for new Soldiers to bring those devices with them to advanced individual training, unlike 10 years ago when flip phones were the

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Winners for this year's D.A.R.E. essay contest were MyKenzie Parker, left and Isaiah Iniguez. Mr. Robert Brent, D.A.R.E. Instructor, presented each winner with a new bike that was provided by the Sierra Army Depot Civilian Welfare Fund. Congratulations to everyone who participated.

DARE (From Page 3)

because they couldn't get good jobs and weren't let into good schools and colleges.

On the other hand people who made good choices get in to good schools, colleges and universities. They live well because their effort of making good choices gets good jobs and don't have to worry as much as others that did the wrong thing. People who did the wrong thing end up having bad jobs. In which they are paid the minimum wages. People who make the right choice live with a good conscience because they no they didn't do bad things.

I've seen the people who make bad choices and they never look too happy. Some of them have to sleep on the street. Or some people who live with hunger. Or some that only live in houses without electricity water or anything and have to make a fire to heat up food. This is why I know that I want to make good choices so I will never have

any regrets. Of what I could have done and what I should have done. I hope someday everyone will do the right thing and live happily.

You should think if you did the right thing. Evaluate your life think about the choices that you have made. Are you going on a good path or on a bad path? If you ever hurt somebody making a bad choice you should probably try to make it up to them. Even if they never forgive you at least you can say that you tried to make a difference. I think that I occasions people who make good choices should try to help people that went down the other paths.

Students who graduated from the D.A.R.E. program were Ryan Kenaga, Sea Anna Payne, MyKenzie Parker, Hailie Mitchell, Mickal Moyer, Isaiah Iniguez, Hunter Perez, Chase Troupe, Joseph Cochell, Elizabeth Spoon, Haley Catron, Hayli Pfaff, Cassandra Wright, Kyler Castodio, John Potter, and Ryan Sudduth.



Sparks fly throu



When someone walks into the Metal Fabrication Branch, the first thing that catches the eye is sparks flying. But as you walk further into the cells, you will see the number of jigs, fixtures and special equipment fabricated right there.

Now of course coming up with creative ideas is not new. The branch holds a U.S. patent for the Container Rotator (#6,077,028). They have fabricated the container rotator inside a 20-foot container. These are just some of the things the Depot and what they can do to help accomplish day-to-day tasks.

A few more examples of equipment fabricated within the branch include mobility carts, ramps, tow attachments, flat rack rotator, and work that is customer program funded which could require the use of equipment such as flat racks, M149 trailers, M1112 trailers, ISO containers, Mil Vans, SATS (Standard automotive trailers).

The Metal Fabrication Branch is staffed with welders who have almost any asset. They have welding certifications in MIG, TIG, and stick welding. The recent upgrade to shop equipment makes it easier to work instead of . The shop continually proves that any or all of these can often prototype one from special projects.

The Metal Fabrication Branch supports all Mission and provides welding repairs.



ghout weld shop

...nch, or better known as the Weld Shop, the first thing that
...er down the production line and look at each of the work
...al equipment required for Depot operations that were fab-

...ew to the Weld Shop. In 1999, Sierra applied and received
...en in 2007, the design was modified to enable shipment of
...employees are always thinking about organizations around
...to day work in a quicker but safe manner.

...n the Weld shop include extreme weight cargo container
...and cargo container loading ramps. In addition, there is
...ire anything from minor repair to major structural rebuild
...ilers, ROWPU (Reverse osmosis water purification units),
...ool set) and CH-47 Pylon.

...ers and mobile metal mechanics that can build or repair
...Mig (Metal inert gas), Tig (Tungsten inert gas) and Stick
...t possible to build most parts and pieces that are required
...types of repairs are within their capability and they will

...nd Garrison requirements for metal fabrication and weld-



Are your processes documented?

By Richard Ward
Quality and Transformation Directorate

Over the past two years many Depot processes have been documented, which has been noticed and admired during the 2013 IG audits. Not only has the IG auditors spoken favorably about the process documentation in their out briefs, but they have asked the Depot to use these documented processes as models for other sites.

No other Directorate on depot has completed more documented process flowcharts than the Asset Management Directorate (AMD). They have a wall of documented process flowcharts (over 20 in all). The flowcharts are prominently displayed in breakrooms and work areas for all personnel to see, gain insight from, and aide them in their day-to-day jobs.

So, why document your processes you say????

Many companies have been bitten time and time again by an Audit team for 'non documentation' and boy does it sting. Documenting processes can significantly reduce risk of not meeting compliance regulations, project commitments, and management goals. Some very good reasons to document processes for your business are:

1. Helps your team stay on the same page; significantly improve communication.
2. Allows you to examine and improve the process. (They are living documents subject to changes by the process owner and or regula-

tions.)

3. The better processes are documented and followed, the more efficient and effective your business is.

4. Every improvement you make to your process makes it harder for your competitors to keep up.

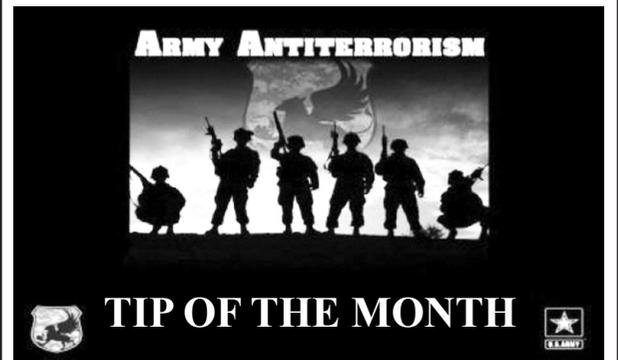
A process that happens more than once or could involve different workers over time should be documented. If it isn't documented, it's impossible to know if it needs to be fixed. A transfer of tribal knowledge is ineffective. It's impossible to improve or manage effectively because humans tend to add or subtract steps due to their own knowledge level or necessity of urgency. They forget reasons why things are done and not done. This is why process documentation was created in the first place.

Whether it's "how to prepare an item for shipment" or "how do I handle a warehouse denial pick for production", everything you need to do to run your business should be in some sort of documentation. Keep in mind, documenting your processes is just one of a three tiered process.

The second tier is Process Discipline defined as "Training to act in accordance with rules to a systematic series of actions directed to some end", in short following your documented process. How else will you know if it really works or if anything needs to be fixed?

To see how your process is doing, you need

See PROCESSES on Page 12



TIP OF THE MONTH
Basic security begins with the home. Make sure your door and window locks and exterior lighting function properly. Children should keep doors and windows locked when home alone.



SOCIAL (From Page 5)

norm. The ease of access makes it important for commanders to teach their troops how posting can have negative consequences, said Rivard.

"I tell the Soldiers that I don't look for their social media postings because all of America does this for me," he said. "If they post something offensive, someone will send it to a senior military leader, along with a description of why they are upset.

"The Wisconsin National Guard Soldiers who were recently suspended for posing with an empty casket (posted on Instagram by Spc. Terry Harrison, Instagram, 1st Battalion, 147th Aviation Regiment), and Pfc. Tariqqa Sheffey (a quartermaster Soldier at Fort Carson, Colo.) who is being investigated following her post bragging about hiding in her car rather than saluting the flag are great examples of the possible consequences for a Soldier's career if their unprofessional social media posts come to the attention of their military supervisor," said Rivard. "Once we are aware of a problem, we locate the Soldier to have them remove the posting. We've used the Criminal Investigation Division to track down Soldiers who have moved on to their next duty station. If appropriate, we will subject the Soldier to Uniform Code of Military Justice punishment and possible administrative action. Although we haven't yet eliminated a Soldier from the Army for misuse of social media, it remains an option if the situation warrants this."

Remaining professional while on and off duty -- both online and off -- are important to maintaining Army standards, Taylor said.

"Because we always represent the Army, and we want our actions to always reflect the goodness of the Army and our profession," she said. "Any breakdown in self-discipline reflects the same of our Army. Once the public sees the breakdown, they wonder how wide-spread that particular act is throughout the Army, post or unit being represented. They also wonder where else we are breaking down.

"We all make mistakes," she continued. "I think it is important for leaders to do whatever they can to prevent the mistakes from happening by educating our Soldiers on the impact and con-

See SOCIAL on Page 9



CYSS Sports and Fitness Field Trip

What is run or Dye?

Run or Dye is the world's most colorful fun run... seriously! Run or Dye takes place right in the middle of a big color festival we like to call the Dye Zone (where we blast music and have a blast while our participants DYE RUNNING or WALKING). The Dye Zone is also where each of our Color Courses start and end. A Color Course is a run that starts as you leave the Dye Zone, and loops out and back until you get doused with more color as you come back. Together the Color Courses add up to 5 Kilometers of the most colorful (and possibly chaotic party) you can imagine!

Wear light colored clothing to show your colors!

For more information:
www.RunOrDye.com

Date: April 26, 2014

Time: 6:30am-2:00pm

Location Reno, Nevada

Registration Fee: \$20.00

6 and under Free with a registered adult

Bring extra money for an after race meal

A pre and post race snack & water will be provided by CYSS

Registration Deadline is

April 4, 2014

CYSS Sports and Fitness
Billy Threatt: 530-827-4696

2014 Youth Sports & Fitness Calendar

Start Smart Teams: Children ages 3-5 \$20 per sport

Coed Teams: Children/Youth ages 6-18 \$40-45 per sport

Soccer	Registration Period February 24- March 14, 2014 Minimum 10 Participants	Practice Begins March 26, 2014
Tee Ball Coach Pitch Baseball	Registration Period April 7-May 2, 2014 Minimum 12 Participants	Practice Begins May 13, 2014
NFL Punt, Pass and Kick	Registration FREE June 2 – July 31, 2014	Date and Time to Be Announced
NFL Flag Football and Cheerleading	Registration Period July 7-August 15, 2014 Minimum 12 Participants	Practice Begins August 19, 2014
Basketball	Registration Period October 1 – November 14, 2014 Minimum 10 Participants	Practice Begins December 10, 2014

Volunteer Coaches Needed/Background Checks Provided

For More Information Please Contact the Sports & Fitness Office

Sports & Fitness Director Billy Threatt

(530) 827-4696

UNION (From Page 2)

billion thanks to years of policies that put slashing the deficit ahead of creating new jobs," Cox said. "President Obama needs to repudiate these failed policies by providing federal employees with a meaningful pay raise of 4 percent next year and working with Congress to fully repeal all of the cuts that have been made to federal retirement benefits."

AFGE also has grave concerns about the impact of the administration's reform package targeting the Federal Employees Health Benefits Program, particularly the right to discriminate among enrollees on the basis of health conditions and the proposal to replace nationwide plans with regional preferred provider organizations (PPOs).

In addition, AFGE is calling on the Obama administration to launch a government wide insourcing initiative that would replace costly and unaccountable contractors with less expensive and proven federal employees that can deliver services for taxpayers with more efficiency, effectiveness and accountability.



SOCIAL (From Page 8)

sequences of actions."

It can be hard for new Soldiers to understand why their misuse of social media interests the Army at all, said Rivard.

"The fact is that it reflects poorly on their professionalism, and erodes the public's trust in the armed forces," he said. "Nobody would expect to see their doctor, attorney, politician or a police officer acting like a clown publicly. Whether our Soldiers realize it or not, that is the high regard the public holds of our profession. It wasn't always so, and a lot of Soldiers have worked for decades to build the public trust we currently enjoy.

"Some of the things our young Soldiers do

on the Internet undermines that trust, and it's our obligation to make sure they understand that and modify their public behavior accordingly, both on social media as well as out in the community while not on duty," he continued. "Wearing the uniform is a privilege, one that was earned by millions of men and women who served over the last 238 years. None of us has the right to wear the uniform and then degrade the Armed Forces with an offensive video or statement in a public domain. I tell the Soldiers that it's OK to be young and have fun on the social media venues, but if you represent the U.S. Army, you have limits in regard to the content."



PARTNERSHIPS (From Page 4)

tions are a cost-wise process that usually results in a significant return on a relatively modest investment."

The same report also noted departmentwide challenges that can undermine partnership efforts. Top among the challenges DOD faces is that there is no overarching P3 doctrine, no standard approach for industry-DOD partnerships. Consequently the private sector does not know how to go about partnering.

AMC's experience echoes some of those themes, notably the lack of a standard approach to partnering. Currently, AMC organizations are as diverse in their P3 approaches as each installation's capabilities. As Gen. Dennis L. Via, AMC commanding general (CG), has observed, "Fostering partnerships calls for a more responsive approach on AMC's part." The private sector is a fast-moving entity that calls for a receptive and timely government response.

A STANDARD APPROACH

To address these concerns, AMC is working on a new business development strategy that will focus on the benefits and pitfalls of partnering, to establish a standard approach to attracting partnerships and reaching agreements.

The new business development plan will lay out a standard policy, metrics, tools and training

that will enable the OIB to speak with one language when it comes to attracting new business. As the plan is finalized, the focus is on standardizing efforts and applying the required levels of AMC attention and resources at all sites.

In devising this new approach, AMC examined where and how partnerships have worked especially well. The most successful arrangements have developed when the collaboration took a "triad" approach. This method includes a business development professional, legal advisor and contracting officer at the initial stages of a relationship, as follows:

- Business development, to reach out with the concept of partnering, determine scope and garner concept approval.

- Legal, to analyze the environment and bring a solid understanding of applicable law, regulation and policy, with the aim of maximizing flexibility to the business development professional and the contracting officer.

- Contracting, to determine the best interests of the government and thus ensure that the partnering effort achieves its stated goals through rock-solid agreements and supporting documents that define applicable terms and conditions such as direct labor structure and costs.

CONCLUSION

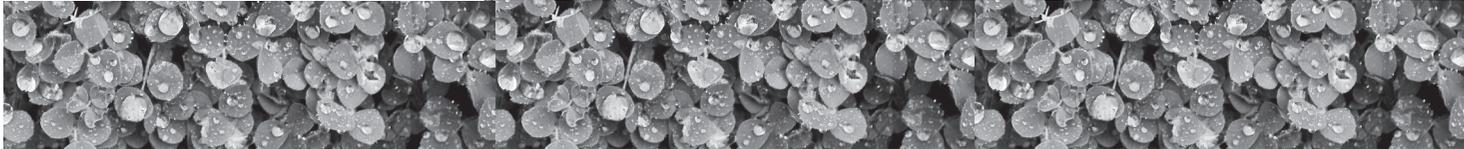
Not only is integrated coordination a must from the beginning of a partnership, but AMC needs to go even further by looking toward a larger definition of partnership. Beyond the traditional arrangements with industry and small business, partnering should involve a larger concept of "public" that includes other services, the Defense Logistics Agency and other countries as well.

In addition, the continued growth in foreign military sales (FMS) offers a promising venue for partnerships. In FY13, FMS support resulted in \$190 million in revenue for the OIB.

Our industrial capabilities and capacities should make us an attractive partner. Ultimately the best, most successful partnerships are those that add value to the OIB and bring profit to the private-sector partner. We must team with industry to create win-win opportunities.

As AMC's new business development plan advances, its rapid execution will support the preservation of unique OIB capabilities, so that the OIB can remain effective, efficient and poised to provide the timely, high-quality support that our warfighters have come to expect and demand.

For more information, contact the AMC G-3/4 Industrial Base Capabilities Division at 256-450-7087 or Ramon Campos at Ramon.Campos.civ@mail.mil.



Two employees recognized with length of service awards



In the photo above left, Ms. Babe Fain received her 25-year length of service from Lt. Col. Charlie Slosson. Babe began her federal career in February 1989 as a temporary employee. Since then she has worked in various directorates/divisions around the Depot. She has been in her current position as a Training Assistant since 2009. Her most memorable experience while working here at SIAD is sleeping in the basement at the Emergency Operations Center in the old headquarters building during Desert Storm.

In the next photo, Mr. Vicente Untalan received recognition for his 45-year length of service. Vince served 30 years in the US Air Force working within the Transportation/Traffic Management arena. After his retirement in 1991, he went to work for Federal Express and then Lockheed Martin. In 1998, he began his civil service career, but resigned shortly after 9/11 and went to work for a contractor in Bagdad. In 2004, Vince came back into federal service and accepted a position here at Sierra Army Depot where he is the Chief, Transportation Division.

Length of service awards presented



Mr. Joseph Turner received his 35-year length of service award from Lt. Col. Charlie Slosson in a recent awards presentation. In 1996, Joe began his civilian service career after he had served 22 years in the Army. In 2009, Joe came to Sierra Army Depot as the technical advisor for all accountability aspects and supply activity. Joe currently works in the Quality Transformation Directorate.



Lt. Col. Charlie Slosson proudly presented Zane McMinimy with a 20-year length of service award. Zane came to work for the federal government after serving four years in the Navy where he was a submarine welder/fire fighter. He is currently the compliance inspector with the R3 Directorate.

Moving Sierra forward with web based ATICTS

By Christine Giese
Quality Transformation Directorate

Automated Tool Inventory Control and Tracking System (ATICTS) is currently the US Government's standard system for Automated Tool Inventory Control and Tracking and the most widely used Bar Code driven tool and item tracking system in the world. It is a quick and accurate check in and checkout system for tools and other items with various options for including bar codes. It provides precise information concerning inventory and location. ATICTS is a multi-functioning tool that allows for tracking the condition of items, controls, and a significant stop loss program. The system features include calibration scheduling, kitting and reservations features, repair history and cost tracking, along with instant and exact data entry; it is Structured Query Language (SQL) compliant and contains much needed multi-level security.

The ATICTS system is constantly being updated and refined based on feedback from users. The system can be purchased as an entire package or in optional modules. Here at Sierra we have been using the standard ATICTS Windows based application for quite some time; however, we are advancing toward the implementation of the Web Enablement Module.

The web module will allow the setup of links to other web pages that are helpful in the management of tools and materials. These web pages can be internal, on the company intranet; or external, at outside web sites. These sites will typically be vendor sites and sources of information and procedures which is great news. Many times our team members will have specific requirements that need to be met when ordering parts and tools. The ability to save web pages with the specifics will cut down on research work and streamline our ordering process. This is pretty exciting for our employees who are involved in meeting production and doing so in some case with limited time. It is equally exciting for the team members who strive to get us the best part or tool for the best price.

Additionally, the web based module will allow users to run many inquiry reports from Kitting Inquires Function, which will enable users to track items within a kit individually to management inquires that display usage information. Another great feature is Reservations. This process is a means of notification that items will be needed in the near future, and that material is to be reserved. This reservation may be a regular task or a onetime request to reserve the use of an Item.

Currently the Directorate of Public Works (DPW) uses ATICTS. In the near future, users of Complex Assembly Manufacturing System (CAMS), Maintenance and Industrial Base of Operations will begin to use the program as well. Most certainly the use of the expanded ATICTS system throughout Sierra will bring positive

See ATICTS on Page 12

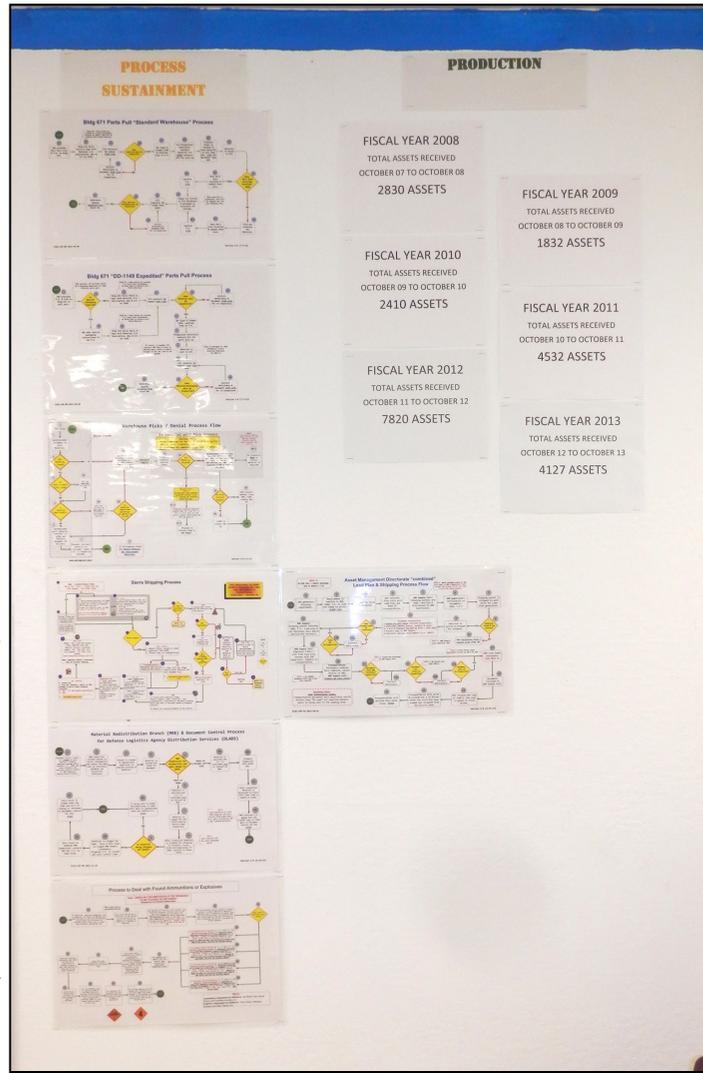
PROCESSES (From Page 8)

to capture data. This can be done with Key Performance Indicators (KPI's). For example, this data can be items completed, time frames for completion or a production goal (like 32 a day). This information can be collected and placed into a statistical program i.e., MiniTab (which we have on Depot) to produce Process Behavior Charts. This tool empowers process owners to know when their processes are stable and should not be touched or is unstable and would require a lean event. (Depending on what data & how you collect it, process behavior chart can tell you exactly what you need to fix and what you need to leave alone). This is called the voice of the process. No "Well I think I need to" or gut feelings play into this. Let the process speak for itself—use the facts rather than emotion. This leads to what is known as Process Maturity defined as: Full development; perfected condition to a systematic series of actions directed to some end, in short process stability has been achieved.

The third tier is accountability, up and down the Chain of Command for following and maintaining the documented processes.

I ask you, please take a few moments in your worksite and see if your process is documented with a flowchart. If not, work with your Lead, Supervisor or Division Chief to contact the Quality & Transformation Directorate.

If you have a moment, I recommend you stop and see just how AMD is not only leading the way of process documentation but also guiding their personnel for success every day and the Directorate for the future.



Flowcharts like the one above, can be found in offices throughout the Asset Management Directorate.

ATICTS (From Page 11)

changes.

These additions to our current ATICTS system are intended to save our employee's time and stream line the way we track the condition of items, controls, and manage inventory. Sierra Army Depot should see significant reductions in annual costs for consumable and returnable items along with reduction in lost items. More than ever the government has to compete with private industry; while meeting work demands with a smaller budget. Changes that enable us to work faster and smarter help us all to continue to make Sierra stand out within the Enterprise, to our customers, and of course the soldier.



BG Berry, guest speaker during Black History month luncheon



Brig. Gen. Ondra L Berry was the guest speaker during the Black History luncheon in February. Berry is currently assigned and works with the National Guard Bureau as a Special Advisor to General McKinley. In his current role, Berry works to set innovative and visionary leadership and diversity policies that will be of value to airmen and Soldiers in the National Guard.

Achievement Medals presented to Depot employees



Lt. Col. Charlie Slosson, far right, presented a group of employees with Department of the Army Achievement Medals for Civilian Service for their outstanding accomplishments during the 2013 Command Inspection Program. Back row (l-r) Scott Olsen, James Marcotte, Kenneth Holmes, Tracy Marino, and Slosson. Front row (l-r) Parker Heisey, Susan Flesvig, Dori Holmes and Kevin Pasley.