

# The Challenge



Sierra Army Depot, Herlong, Calif.

April 2014

Vol. 70 No.3

## Month of the Military Child



# Commander's View

Greetings Pride in Excellence Team.

Over the last month, we had the distinct honor to support two significant missions. The first one was at Joint Base Lewis-McChord (JBLM). We selected a small team to go to JBLM and assist them with property transfers as they were rapidly deactivating. Our team performed professionally and demonstrated the Sierra Army Depot's Pride in Excellence. The Stryker Brigade was very pleased with our team's performance and support.

The second one was to support equipment being shipped for AFRICOM. We received a short notice requirement to ship equipment via truck to Travis AFB, trans-loaded on to aircraft and shipped on to Africa ISO a Presidential Directive. Once again, our team of professionals performed outstanding. The team came together, identified the equipment sets, palletized and loaded the equipment – demonstrating the adaptability our team has to change mission focus and stay until the mission is accomplished. Thank you!

We conducted our semi-annual Town Hall sessions throughout the Depot to communicate the multiple survey results our organization has completed. Those results can be found in the center section of the newspaper. I would like to extend my appreciation to all the folks that asked questions to make it a participative event. We'll conduct the next one in September.

As we transition from Winter to Spring



Lt. Col. Charlie Slosson

(finally), we need to focus on our Spring Safety. The weather has not changed fully, so make sure you are prepared for the colder weather as well as warmer. Stay focused on the objectives – slow is ok, step by step is the right way to go, and don't do short cuts.

At the end of April, we will have MG Terry pay his final visit. He will change command in June and our new Commanding General – MG Gwen Bingham – will take the helm. MG Terry will come out to Sierra to tell us thank you for all the support our team has provided TACOM LCMC,

AMC and, most importantly, the Warfighter.

Our Leadership Development Program (LDP) incorporates the Leader Academy, monthly LDP sessions, and Developmental Assignment opportunities. Our latest round of Developmental Assignments (120-day rotation) will come to a close in a few more weeks and I look forward to the candid feedback they will provide as we enter a new round of assignments. These assignments, LDP sessions and the Academy are all tools to improve our team, which will improve our organization in the long run.

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!***

## THE UNION'S POSITION- AFGGE LOCAL 1808

*AFGE National President: To Close Gender Pay Gap, Obama Should In-source More Jobs*

***“Replacing contracted workers with government employees would help narrow gender pay gap.”***

WASHINGTON – American Federation of Government Employees National President J. David Cox Sr. today called on President Obama to close the gender pay gap by hiring more federal employees to take on work now performed by contractors.

Women in the federal government on average make 11 cents less on the dollar than their male counterparts, compared to nearly 20 cents less in the private sector.

“The federal government sets pay on the basis of the job being performed, compared with the more subjective pay systems used by non-



union, private-sector firms,” Cox said. “Simply by

bringing more work in-house, President Obama could cut the gender pay gap in half.”

The gender pay gap in the private sector also is skewed by the outrageous salaries paid to CEOs and other executives, most of whom are male. Late last year, Congress lowered the amount the government may reimburse federal contractors for an employee's annual pay from \$952,308 to \$487,000. Still, the cap is more than double the salary earned by the vice president and Cabinet secretaries.

“Federal taxpayers should not be on the hook for paying contractor CEOs double the salary earned by our government's top officials – especially when that only perpetuates the gender pay gap that exists in the private sector,” Cox said.

**See UNION on Page 3**

***The Challenge***

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

Lt. Col. Robert C. Slosson  
Lori K. McDonald  
Lloyd Gubler & Tim Streaty



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# CPAC Clarifies.....

## What does eligibility mean in federal service?

After working in the federal government over a year, an employee has an idea on how federal service works, the different acronyms the Army and DoD has, and the vast regulations that could fill the Smithsonian, just to name a few.

Last month's article talked about veteran's preference and how it applies when applying to job opportunity announcements. This month's article is going to be about eligibility; what is eligibility, and what are tenure groups.

In the past, the depot heavily recruited on the GWOT exception. The GWOT exception gave the depot the authority to hire without competition. Now that the depot has the exception to hire, applicants will compete for positions being advertised

in order to be considered.

When applying for positions that are announced to the public, any person who is a US citizen can apply; this meets the eligibility requirement for this type of an announcement. A non-veteran is able to apply for these positions and will be considered for the position depending on how many veterans have been referred and if they accepted or declined the position. Once the veterans have been worked, the CPAC can move to the non-veterans. In short, being a US citizen gives you the eligibility to apply to public announcements.

Tenure is the period of time an employee may reasonably expect to serve under his/her current appointment. It is granted and governed by the type of appointment under which an employee is currently serving, without regard to whether he/she has competitive status or whether his/her appointment is to a competitive service position or an excepted service position.

The three types of tenure are: Tenure I (Career), Tenure II (Career-Conditional), and Tenure III (Other).

### Tenure Group I (Career)

*Competitive Service* - includes employees serving under career appointments that either have

See CPAC on Page 8

## 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.

<b>Puamana Ahonima</b>	<b>Jessica Larrea</b>
<b>Levi Anderson</b>	<b>Devan Lopez</b>
<b>Christina Boon</b>	<b>Brian McCartney</b>
<b>Steven Cain</b>	<b>Michele Milazzo</b>
<b>Jonathan Callaway</b>	<b>Richard Moore</b>
<b>Jesse Cannon</b>	<b>Murl Petterson</b>
<b>Brandie Daniel</b>	<b>Jeffrey Sanders</b>
<b>Ryan Estrada</b>	<b>Jasson Tripp</b>
<b>James Fugina</b>	<b>Sean Vazquez</b>
<b>Amber Gebbeken</b>	<b>Daniel Weekly</b>
<b>Ricardo Gutierrez</b>	<b>Gerald Whitehead</b>
<b>Derek Harrell, Jr.</b>	<b>Kody Whitehead</b>
<b>Lonnie Hawley</b>	<b>Tosha Williams</b>
<b>Jason Howard</b>	<b>Megan Wilson</b>

## Brent recognized for 25-years of service



Mr. Robert Brent was presented his 25-year length of service award from Lt. Col. Charlie Slosson during a primary staff meeting.



## PAO recognized for outstanding support



Ms. Lori McDonald, public affairs officer, received the Achievement Medal for Civilian Service from Lt. Col. Charlie Slosson for her outstanding performance during the 2011 and 2013 Command Inspection Program.

## UNION (From Page 2)

“Let’s lower the executive pay cap, bring more contracted work in-house, and focus on ensuring that our hardworking federal employees earn equal pay regardless of their gender.”

# Commander clarifies nepotism, discipline, hiring p

During the month of March, Lt. Col. Charlie Slosson, depot commander, held several town hall sessions to talk about various topics that had been brought to his attention through four surveys conducted last year. Topics discussed included nepotism, professionalism/inappropriate comments, discipline, IDP, Hiring procedures, temporary promotions, end of the day exit procedures, Soldiers, Employee Assistance Center, and MSPB case on furloughs. After clarifying some misunderstandings or just not sure how processes work, Lt. Col. Slosson opened up each town hall with a questions and answer session.

The following questions were asked during the town halls.

## **PERSONNEL**

1. When vets go to submit their DD214 or SF50, they are being told to re-send them with all the PII blacked out. Why?

↳ CPAC has not heard anything about this change. They went back and looked into it and there is no new guidance related to this question. Employees are instructed to follow the guidelines on USAJobs when submitting supporting documentation.

2. When jobs are opened and a list is generated with 1-10 people, the perception is the selecting official already knows who is going to get the job. Are interviews still being done for all jobs?

↳ Yes, interviews are being conducted.

3. Why can't Terms apply for the Competitive Temporary promotion positions?

↳ The temporary promotion positions that are currently opened are only for permanent employees. They are for one year and can be extended up to five years without further competition.

4. Why are Terms not allowed to be considered for the Leadership Academy?

↳ Due to the time and cost of the commitment of this program, command has opened it up at this time to only permanent employees. The Leadership Academy is a six-month commitment.

5. With Terms, how do you go about hiring people with specific skill sets?

↳ That is our biggest challenge. Unfortunately, we have to work with what we have and hopefully we will get lucky and someone will have some knowledge or a little bit of that special skill.

6. What is the policy on Last Chance Agreements?

↳ Each agreement is looked at on a case by case basis. However, there is no Last Chance Agreement if an individual test positive for drugs.

7. There doesn't seem to be any room for growth for the Term employees. Is there a possibility more Term positions might become

Permanent positions in the future?

↳ We hire Term employees based on the workload we have or projected workload. If we hired all permanents, and the workload decreased, then we would have to do a reduction in force. A Term workforce, along with contractors, allows us the increase and decrease our strength as needed by the work. The depot does not exist to provide you a job, the depot exists to support the Warfighter.

8. Will employees be given extra time to work

go ask the person who is currently doing that job now to see what all it entails. You can ask CPAC, but they are not going to print you the job description

12. Why is it when a Vet submits their DD214, they do not qualify for permanent positions.

↳ Employees need to look at the job description to see who can apply. For additional clarification, contact the CPAC office.

13. When a position is open, why is the announcement and KSAs different?

↳ The announcement tells about the job, the KSAs are based on the requirements submitted from the supervisor. The KSAs are normally kept to a generic level and not to get into the specifics. Just because you may not have don't that specific job that is announced, you may obtain the type of KSAs required in another job you held in the past, whether it is within the federal government or in the private sector.

14. When is the Most Efficient Organization (MEO) contract going away? If it does go away, will employees be able to get their grades back?

↳ There are two MEOs. The one for DOIM goes away in April, but the DPW one is being looked at right now. Believe it

is a 10-year contract. As for getting the grades back, don't know the answer. It depends on the contract.

## **OVERTIME**

1. Why can't employees receive comp time in lieu of overtime? Employees are being told that if they have no leave balance, then comp time cannot be accrued.

↳ Directors make recommendations on the type (comp/OT) to be accrued. Comp time is



on their resume?

↳ Resumes are completed on your own time. You have 30 minutes at lunch, break times, or at home. Last year the Depot offered resume classes during normal work hours and after hours. Participation in this training was very minimal. If there is a job you are interested in, it is your responsibility to take the time to complete your resume and submit it within the allotted timeframe.

9. What is the difference of a of the type of civilian status positions?

↳ See article on "What does eligibility mean in federal service" on page 2 in this edition of The Challenge.

10. If we have questions about any of the positions being advertised, who can we call?

↳ Call the CPAC office.

11. Can the announcements that are being advertised be more in depth as to what the job is all about?

↳ CPAC is not going to put the complete job description in an announcement. If you want to know more about a specific position that is open,



# Procedures and other topics during Town Halls

considered on a case by case basis; however, the Managers are the approving authority for overtime and/or comp. There must be a compelling reason for approving comp time.

2. On Overtime, it used to be anyone could sign up and be able to work. Now when you sign up for overtime it is more specific based on skillset and grade. Why is that being so restrictive?

⌵ Overtime is geared toward the depot accomplishing the mission while at the same time meeting the direct labor hours we projected. Not every position is coded as direct labor. The supervisors make the determination what and who is needed to accomplish the overtime.

3. Why is overtime authorized in some areas and not others, i.e., Mission and Garrison?

⌵ Overtime is based on mission requirements and our support to the Warfighter. It is not authorized to provide additional funds to employees.

4. As we look around the depot, we see many picnic tables and break tables being built and is that charged against the customer using direct labor?

⌵ We definitely are always looking at the buildings. Unfortunately to building new buildings that is a completely separate avenue for approval. Congressional approval is needed for new Military Construction and our requirements do not reach that high on the list. What Sierra can do is get better on space utilization in both the igloos and warehouses. Things that are currently stored inside, more than likely, can be stored outside if not in a igloo. We are also doing some CIP projects to better enhance the covered storage areas we have.

3. Do you see the depot growing in relations to mission and people?

⌵ Don't know. We market the depot to bring workload here. That workload drives the population of the workforce. We are trying.

4. More equipment is needed to support the equipment that is arriving on Depot. How do we go about getting more?

⌵ Acquiring new equipment is a tedious process. We still down with all the appropriate people each month and discuss equipment needs throughout the depot.

5. Is there a possibility that employees working with the machinery/equipment can have some input to the requirements?

⌵ Employees can take their suggestions/input to their supervisor for consideration. Again, acquiring new equipment/machinery takes time and is a slow process.

## MISCELLANEOUS

1. Recently there have been some near misses regarding the van pools. Is there a possibility for designated areas for passengers to be dropped off and picked up?

⌵ We can have safety look into the areas of concern.

to cover everyone who has passengers.

2. Now that we will have some Soldiers on depot, will there be a post exchange or commissary?

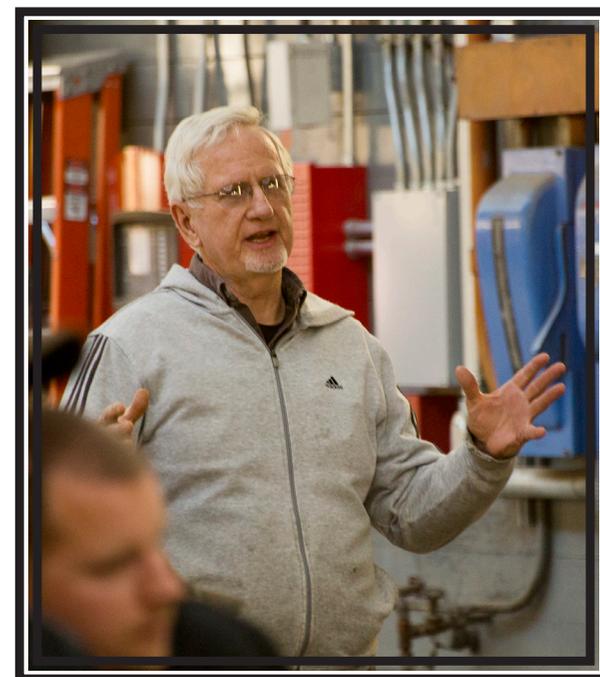
⌵ MWR is currently looking into the procedures and regulations on getting a field-type exchange here to support the Soldiers and military retirees.

3. With the back gate closed at quitting time will employees working in LTS be allowed to leave a few minutes early so we are not getting off depot so late?

⌵ Employees will not be authorized early release in order to get through the traffic lines at quitting time. If employees want to take leave, that will need to be discussed with your supervisors.

4. Since we are getting MPs, will the back gate be opened at quitting time?

⌵ The answer is no. When employees enter a military installation they are subject to any and all security measures, whether that be vehicle searches, routes changes, gate closures, etc. Those measures can change on a daily basis and are not put in effect just to cause discomfort to employees. Force Protection is on-going and that is not going to change.



⌵ Don't know, but will need to look into that.

## AWARDS

1. What is the status of awards and the GAP award?

⌵ Awards are being given, but there are restrictions we must abide by. As for the GAP award, we are currently working on a policy.

## WORKLOAD/EQUIPMENT

1. The Secretary of Defense mentioned a 75% decrease in the military. How will that affect us here at Sierra?

⌵ Sierra made a conscientious decision how to manage our workforce. We hire Term employees based on the workload we have or projected workload. As of right now we are looking at potential more workload. As the SecDef is shrinking the Brigade Combat Teams from 47 to 33, all their equipment needs to go somewhere. We are hoping to get some of that here.

2. When we talk about strategic planning, is the Depot looking at the buildings? Is there a way to look at having less buildings and replace them with newer larger buildings?

This cannot just be about van pools, it would need



# What's happening at CYSS?

Spring has sprung and CYSS is busy planning events for our up-coming months, but would like to take a minute and go back in time to an event we hosted in February.

February was Parent Leadership Month, and in recognition of this, CYSS hosted our 1st annual "Hoops for Leadership" basketball challenge. On February 21st, CYSS staff and parents challenged CYSS youth to a game of basketball to help promote leadership, cooperation, team building, social skills, and to engage in competitive fun.

Youth and parents arrived early, both focused on winning this challenge, hyped up, ready for victory. The "Vikings", (youth team), met eye to eye on the court with "Past Our Prime", (parent/staff team), and when the referees blew the whistle, the challenge began! Past Our Prime and the Vikings played fiercely but displayed true teamwork and super sportsmanship throughout the

game. The game was very competitive, fun, yet valuable. Youth, as well as parents and staff, saw first-hand what positive leadership can do. Strong teams reflect strong leadership, and both teams displayed this leadership throughout the grueling 2 hour game. But, in the end, the Vikings proved their supremacy through teamwork, cooperation, sportsmanship, good leadership, and left the court victorious!

The love of the game, and the skills utilized, brought a night of challenging and inspirational fun, as well as memories that will last a life time. Final score - Vikings: 83- Past Our Prime: 77.

We look forward to next year and encourage parents to mark their calendars in February, when CYSS staff and parents will challenge the CYSS youth once again, in hope of winning the game and taking back the trophy!



Parents and youth of the Sierra CYSS participated in the first annual "Hoops for Leadership" basketball challenge.

## Active Shooter - What do I do?

By Quentin Graham  
Emergency Manager



Recently there have been a lot of discussion about "Active Shooters" on Military Installations, at schools and at places of work. But what is an Active Shooter and what can I do as an employee to protect myself and my coworkers?

Recognize the signs of High Risk Behavior, if someone has increased their alcohol content, increased in absenteeism, seems depressed or withdrawn, having mood swings that seem violent, talks about increasing problems at home or has increased their comments about violence or doing harm to others.

Talk with your supervisor about referring them to the Employee Assistance Center (EAC).

When these risk behaviors become apparent or someone has all of a sudden seems better is an indicator that something may happen; because they have made a decision to act.

An Active Shooter incident is when one or more individuals participate in a shooting spree, either random or systematic intent to harm others. An Active Shooter can be anyone, an employee, a former employee, a civilian who gains access, family or a contractor.

When the shooting begins remember three things:

1. Evacuate: GET OUT of the building and get to a safe point out of the shooters range, leave your belongings and keep your hands visible.
2. Hide: If you can't GET OUT, then find somewhere out of view, lock doors and block entry to your hiding place.
3. Take Action: LAST RESORT when your life is in imminent danger attempt to incapacitate the shooter, long enough to get away.

Remember that if there is an Active Shooter Incident, Law Enforcement will be on HIGH alert; so keep your hands visible, obey police instructions, don't have anything in your hands, don't ask them questions, answer questions as quick as possible and avoid any sudden movements.

Law Enforcement is focused on identifying the Active Shooter, an officer may ask if you know the location of the shooter, number of shooters, any distinguishable physical features, number of victims or if you can identify the weapon; pistol or rifle.

Remember to be aware of your surroundings and possible dangers, take note of the nearest exits and only as a last resort should you attempt to take action against the shooter.

## Recognition for 25-years of continued federal service



Ms. Sherei' Williams began her federal career at Sierra Army Depot in 1989 where she worked in the Morale, Welfare and Recreation area. She quickly learned the mission of "Support our

Troops." From there she moved to various positions from the Provost Marshal up to secretary for the Commander and eventually becoming the Protocol Officer.

In 2009, she was selected to her current position where she became part of the team to implement the Logistics Modernization Increment 1 within the Transformation Quality Management Directorate,

When Sherei' is not at work, she is an avid outdoor enthusiast. Her ultimate goal is to one day be able to give back to the Soldier. She would train a dog(s) specifically for Soldier(s) who could use assistance from a furry pal.

Lt. Col. Charlie Slosson presented Sherei' with her 25-year length of service award during a command staff meeting. Congratulations Sherei' on reaching this milestone of your career.



# A new direction for Sierra

By Christine Giese  
Quality Transformation Directorate

*If you do not change direction, you may end up where you are heading -Lao Tzu*

That quote immediately makes the reader stop and ask themselves, "Where is it that I am heading?" It's not a bad idea to assess where you're heading and if you're prepared for the future from time to time. It seems that our management is doing just that. Within the last year we have all seen several surveys centered on our culture circulate within the organization. Management has begun taking note of the call employees have made for a shift in the long standing culture of Sierra; the need to keep up with the pace of business and technology in the world is also being supported. We are all aware of the bleak job market our nation is experiencing; and thus we are all very lucky to work for an organization that listens to its people and strives to maintain a competitive edge with our customers.

While it's no secret that Sierra employees have been longing for change; it's also human nature to resist change. Common reasons employees tend to resist change are:

- Lack of Communication
- Not being Consulted
- Misunderstanding about the need for change
- Temporary fad
- Changes to routines
- Exhaustion/Saturation

If management is making changes that we all want, and we know that Sierra is implementing programs to help our organization grow, it would seem that there wouldn't be any resistance to change. Unfortunately, it's never that easy. The road to change can be a long one. It requires effort along with buy in throughout the Depot.

New programs cause frustration and can make us feel inefficient during the learning process. How many times have all of us run into something we didn't quite understand, but avoided asking for help or explanation out of worry we would look incompetent. Fortunately, Sierra has several help desks and a training team in addition to the training department. Not a lot of people are aware of the training team which is separate from the training department. This team is the same department that implemented LMP. This team will also be supporting all of the new programs coming into the base; they will be available to come out to your area and help guide you through the learning curve. They can even assist in building a desk guide to refer back to, and/or serve as a training reference for future employees. There is currently a help desk in place to assist users with old and new programs alike; the LMP Help Desk can be reached by dialing 4567.

What about the changes to culture? The topic of changing culture seems to always produce comments centered on a lack of faith in the possibility of change. How do you bolster that confidence in the workforce? That's a tough task. To put all of that responsibility on management isn't fair.

Cultural change is a two way street. We have been asking for change and management is showing signs that they are listening. It's our responsibility to give it a chance, look at things from all perspectives and offer positivity to the situation.

Change Management starts with setting expectations, which our management team here at Sierra has done as a first step. Leaders are taking Leadership Development Courses and the Commander has stated employees will not be offered a Last Chance Agreement concerning drugs and alcohol use. Developmental actions have been taken with the implementation of professional development rotations within the Directorates. All of that sounds great, but none of these actions can be implemented without some bumps and hesitation.

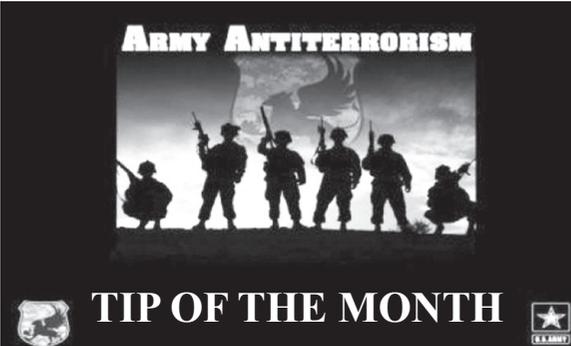
People are naturally adverse to change even when they have been asking for it. The second step in Change Management is inviting commitment and the third is measuring progress. Over the coming months we will all see surveys coming out at the request of the commander. These surveys will come out again and again as a means to track and measure the culture that the employees of Sierra are experiencing down to the directorate level. This is great news! That is a huge commitment from management. These changes are not merely more new rules that can be ignored. This is data, straight from the employees that paints a clear picture of what a day in the life of Sierra employees is like.

Each Directorate is now getting looked at in detail, which is great for everybody. Supervisors can use the feedback to develop their department in ways that best support employees; happy employees are productive employees. Directors get a clear picture of how their departments are doing and upper management gets a wide view of how Sierra is doing and progressing as a whole. We as employees get to have our voices heard. Providing feedback is the fourth step in Change Management which is then followed by a link to consequences and lastly to evaluate effectiveness. The direction that our leadership is taking covers all the bases of Change Management. It's up to us employees to work together as a team with management to adopt a sense of ownership and do our part in making Sierra an organization that no longer has employees that feel the need to ask for change.

Just as our management has embraced change, we employees also need to take note of our need to change. Historically Sierra is no stranger to change. Sierra has been adapting to support the National Mission since 1942. We've survived and thrived through several BRAC's. Our organization is continuing to grow at a time when the Government is cutting back and the job market is in a bleak state. As an organization we already know how to adapt, we just need to learn how to do it with positivity.

During a sit down with our Lt. Col. Charlie Slosson, depot commander, he communicated that Sierra will be expanding its mission set to grow beyond just being Sierra Army Depot. Joint Services will be joining our organization as we

**See Direction on Page 8**



**ARMY ANTITERRORISM**

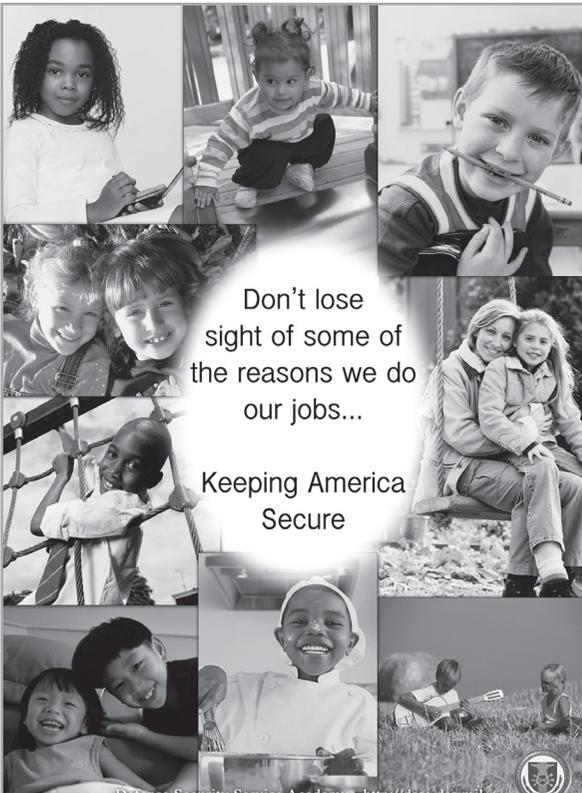
**TIP OF THE MONTH**

**Be prepared for an emergency that may require your family to "shelter-in-place" or relocate on short notice. Make a family emergency plan and ensure all family members understand what to do in each of these scenarios.**



## Correction to Balmer length of service

An error in Mr. Steve Balmer's time in service was reported in last month's edition of The Challenge when he was recognized for his length of service. Mr. Balmer served 22 years of full-time military (both Navy and Army) along with eight years as a civilian with GSA and Sierra Army Depot to culminate his 30-years of combined federal service.



Don't lose sight of some of the reasons we do our jobs...

Keeping America Secure

Defense Security Service Academy - <http://dssa.dss.mil>

## DIRECTION (From Page 7)

utilize cross service efficiency. This is great news. Expansion equals opportunity and stability for the employees of Sierra. During our sit down with the Commander it was also communicated that those who adapt to change well are the best fit for Sierra and its mission to support the Warfighter.

The era of permanent government employees is over. The government is adopting the civilian work model and is acting as a business more than ever. Employees who are innovative and roll with change are the employees that are going to excel and climb the career ladder. The barriers that stood between those of us trying to advance in our careers and the higher positions that we covet are crumbling. The change we see and even resist as we still desire those permanent positions is creating opportunity and the chance to control our careers. The new Enterprise Resource Programs (ERP) that is being implemented will provide "more deep dive at various levels", giving Wage Grade employees the chance to be involved in the business portion of the Enterprise.

Big things are happening at Sierra with our culture that is in the midst of transformation and our push to modernize how we do business here at Sierra. Acting with yesterday's logic and pessimism hampers that progress. We all have the choice to be an active part in the drive to continuously build Sierra into a great place to work and a first choice for our current and future customers.

*Change is the law of life and those who look only to the past or present are certain to miss the future -John F. Kennedy*



A poster for Sexual Assault Awareness Month (SHARP) for April 2014. The top left features the SHARP logo: "SHARP SEXUAL HARASSMENT/ASSAULT RESPONSE &amp; PREVENTION". Below the logo is the text: "A voice unheard is an Army defeated SEXUAL ASSAULT AWARENESS MONTH April 2014". On the right side, there is a vertical banner that says "Speak Up!". The bottom half of the poster shows silhouettes of four men in military uniforms. At the bottom left is a teal awareness ribbon with the text: "Stand up and join the call to destroy this insider threat. Together, we can be the force behind the fight." At the bottom right is a QR code and the website "PreventSexualAssault.Army.Mil".

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## Base Support personnel excel during Command Inspection



Mr. David Barnes, second from left, was recently recognized by Lt. Col. Charlie Slosson with the Achievement Medal for Civilian Service for outstanding achievement during the 2011 and 2013 Command Inspection Program. Barnes stated he was not alone in achieving this success and without the dedication and cooperation of his employees, this would not have been possible. He attributed the success to (left to right) John Dwyer, Barnes, Colleen Mode, Denise Cardona, Charlene Norvell, and Bill Rivera.



## CPAC (From page 3)

completed initial appointment probation or are not required to serve initial appointment probation.

*Excepted Service* - includes permanent employees whose appointments carry no restriction or condition such as conditional, definite, specific time limitation, or trial period.

### Tenure Group II (Career-Conditional)

*Competitive Service* - includes employees serving under career-conditional appointments and career employees serving initial appointment probation.

*Excepted Service* - includes employees who are serving trial periods or whose tenure is equivalent to career-conditional tenure in the competitive service in agencies that use that type of appointment system.

### Tenure Group III (Other)

*Competitive Service* - includes indefinite employees, employees under term appointments,

employees in status quo, employees under any other non-status, non-temporary appointments, and employees serving on provisional appointments.

*Excepted Service* - includes employees whose appointment is indefinite; those whose appointments have specific time limitations of more than one year; employees who, though currently under appointments limited to one year or less, complete one year of current continuous employment; and employees serving on provisional appointments.

Applying for Merit Promotional job opportunity announcements (current federal employees) is different compared to public announcements. When applying to Merit Promotional announcements, tenure groups are important to determine if an applicant is within the area of consideration. Career or Career-Conditional employees, along with certain veteran statuses are eligible to apply for these types of positions.

If you have any questions, contact Steve Brittain at extension 5178.