

The

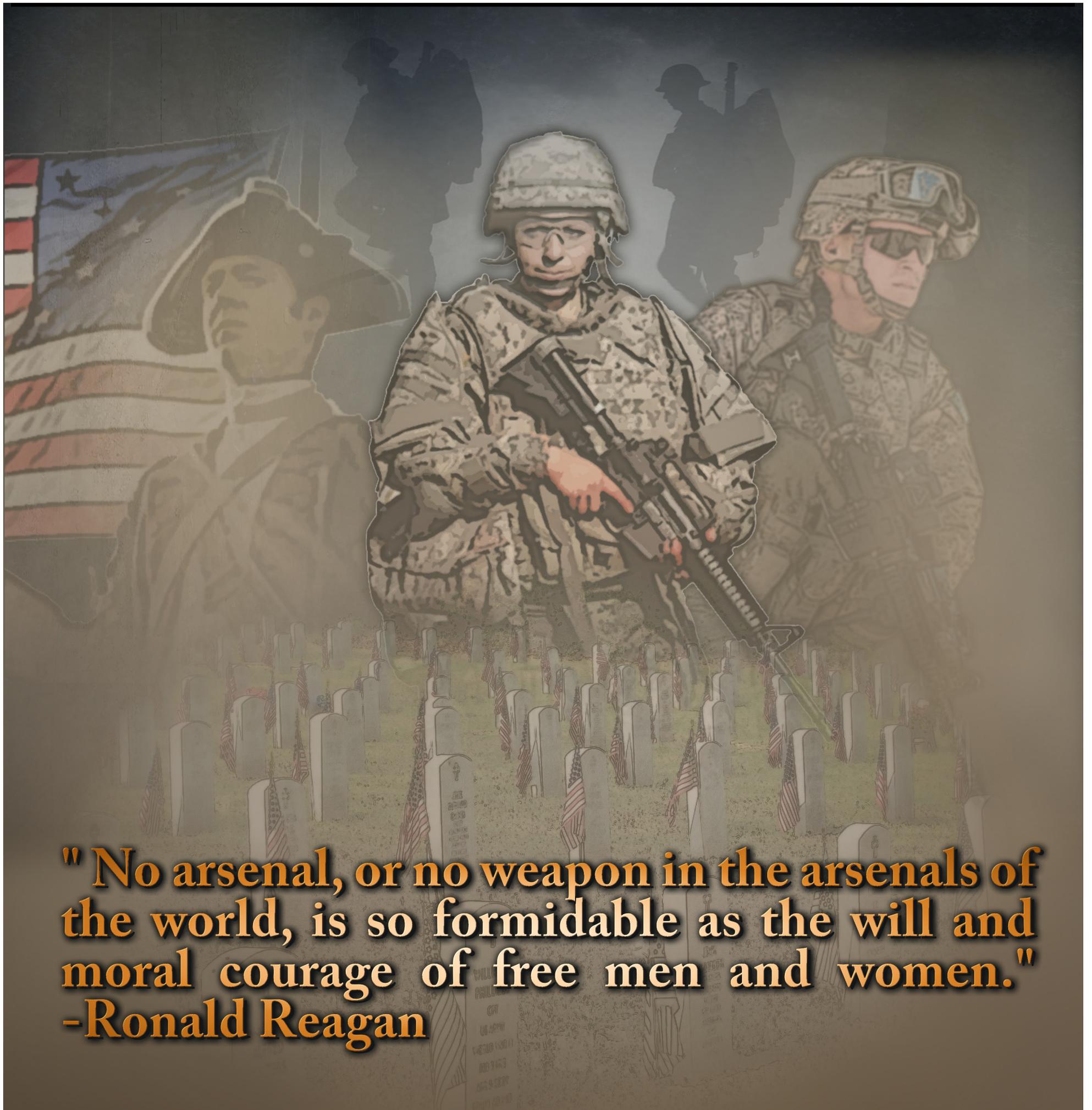
Challenge



Sierra Army Depot, Herlong, Calif.

May 2014

Vol. 70 No.4



**"No arsenal, or no weapon in the arsenals of the world, is so formidable as the will and moral courage of free men and women."
-Ronald Reagan**

Commander's View

Greetings Pride in Excellence Team.

This month, the TACOM Commanding General visited us specifically to say thank you. Thank you to all of the hard working men and women of the Sierra Army Depot. He stated that any mission that needed to be done and had little time, could be done by the hard working Department of the Army Civilians of our Depot. He never had to follow up or think twice when he assigned us a mission. He knew he could count on us to get the mission accomplished, professionally and on time. He will change command in June and begin the retirement process. As a leader on the Depot, his guidance and mentorship will be missed. He is changing command with MG Gwen Bingham. We will discuss his replacement next month.

Our Depot continues to improve in the Mission and Garrison areas. It is a slow process, but it is happening. Your suggestions are making a difference, it just takes time. We installed a new coffee machine in the AMD area that serves STARBUCKS coffee. If you are out at AMD, stop by and give it a try. It is pretty good. And any revenue above expenses is returned to the Depot through the Morale, Welfare and Recreation Program. We are looking at other alternatives for vending machines to get warm soup to different areas or replacing some of the items with healthier products. Again, your suggestions are welcome.

In the coming months, we will be replacing



Lt. Col. Charlie Slosson

the infamous containerized outdoor break shacks with constructed break areas. I look forward to getting the containerized versions turned back to the Container Management Team and seeing them replaced with the break areas. As we improve our mission sets, we need to continue improving the quality of life we have on the Depot and our physical image.

On the note of our physical image, I'd like to take a minute and ask each and every one to watch their areas for trash. We have a wind problem on the Depot, but that doesn't mean we should ignore

the trash blowing against the fences or around the warehouses or near the igloos. While you are out at your work sites, please take the time to police up the area when you're finished for the day. If we all do our part to pick up as we go along, throw the cigarette butts in the designated trash cans, and take the plastic wrap off the fence, our Depot will look much better. It may be a small thing, but our customers see how we manage our own real estate and the more professional we present, the better for all of us – as a Team.

On June 12, we will hold our Right Arm Night at the Skedaddle Inn. The theme will be The Army's Birthday (14 June 1775) and I'd like to invite everyone to come celebrate our birthday. The MWR Directorate is putting together a great event and we should come out and support it. Love to see you there as we mark another year of success for The Army.

Our Fire Department and Police Department will be conducting training throughout the summer months. They are continuously honing their skills so they can respond better to events on and off the Depot. We look forward to their training events and use them to improve how we, as a Depot, can better plan for contingencies.

Our Hiring initiatives are moving, maybe slow, but they are moving. We are trying to advertise in other communities to help get the word out. We have posted information on our Facebook site, sent information to UNR and

See COMMANDER on Page 4

THE UNION'S POSITION- AFGE LOCAL 1808

Attacks on Federal Workers Hamper Government Effectiveness, AFGE President Says

Cuts to federal budgets, employee compensation eroding morale and harming mission, union leader tells Senate panel

WASHINGTON – Federal employees remain committed to their jobs despite years of cuts to their pay and retirement, but agency budget cuts threaten their ability to do their jobs effectively, American Federation of Government Employees National President J. David Cox Sr. said today.

"The American people are lucky to have such devotion on the part of the federal workforce after four and a half years of relentless attacks," Cox said in testimony delivered today to the Senate Homeland Security and Governmental Affairs Subcommittee on the Efficiency



and Effectiveness of Federal Programs and the Federal Workforce.

"But as devoted as federal employees are, the budget policies of this era are making it all but impossible for this workforce to keep up productivity and efficiency."

At the Border Patrol, managers are being rewarded with performance bonuses for cutting costs, instead of increasing the number of arrests or amount of illegal drugs confiscated.

The Department of Agriculture wants to increase line speeds at poultry processing plants to 175 birds per minute and replace government inspectors with company employees to save money, despite concerns from lawmakers, watchdog groups and consumers about the impact on food safety.

Caseloads for psychiatrists and other pri-
See UNION on Page 5

The Challenge

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

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



This is an authorized publication for members of the Department of Defense. Contents of *The Challenge* are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army. 1,000 copies are printed by Folger Graphics, a private firm in no way connected with the U.S. Government, under exclusive written contract with Sierra Army Depot. The editorial content of this publication is the responsibility of the Sierra Army Depot Public Affairs Officer. It is published monthly by the Public Affairs Office, Sierra Army Depot, Herlong, CA., 96113. Telephone (530) 827-4343, Email: lori.k.mcdonald.civ@mail.mil. Unless otherwise noted, all articles and photographs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.

Employees recognized for their continuous service



For the past 35 years, Mr. Donald Olson, deputy to the commander, has served this country on active duty and as federal civilian employee. Retired as an Army Colonel after more than 27 years of service to our nation, Mr. Olson relocated to Sierra in 2006, to continue his service to Soldiers. During a recent primary staff meeting, Lt. Col. Charlie Slosson presented Mr. Olson with his 35-year length of service award and lapel pin.



In 1979, Ms. Jayne Lawrence began her career as a government employee. After moving around and working for various federal government agencies, Jayne found her way back to Sierra Army Depot where it all began. Lt. Col. Charlie Slosson had the honor of presenting Jayne with her 35-year length of service award and lapel pin during a primary staff meeting.



Arlington National Cemetery

From "STAND-TO"

What is it?

For 150 years, Arlington National Cemetery has been the nation's most hallowed ground. It is the final resting place for more than 400,000 active duty service members, veterans and their families. The cemetery bears witness to the American heritage and the service and sacrifice of men and women in uniform throughout the nation's history. On May 13, 1864, Army Pvt. William Christman was laid to rest on what is now called Arlington National Cemetery.

What has the Army done?

To accommodate the increasing casualties from the Civil War, which were outpacing other Washington-D.C.-based cemeteries, the Army recognized the need for an additional burial space. Army Quartermaster General Montgomery Meigs selected a portion of land from the Arlington Plantation, which was vacated by the family of Robert E. Lee, for burial grounds. Arlington was established as a national cemetery on June 15, 1864. At the end of the Civil War, 15,500 Union Civil War troops were buried at Arlington National Cemetery.

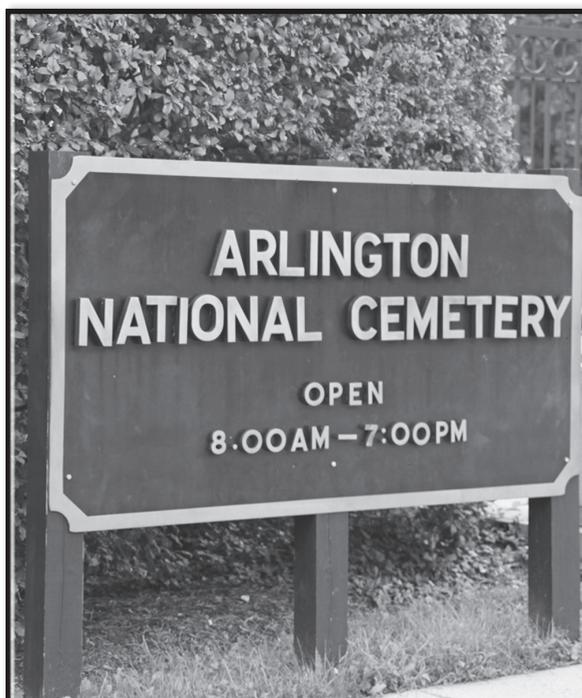
What continued efforts does the Army have planned for the future?

Arlington National Cemetery will host a series of special events from May through June 2014 designed to honor the traditions, remember the sacrifice and explore the rich history of the cemetery as it commemorates its 150th anniversary.

Events include wreath laying ceremonies, informative lectures and tours, and an evening program on Friday, June 13, that is a musical and historic tribute to Arlington's past, present and future.

Why is this important to the Army?

The history of the nation can be seen every day at the cemetery -- America's heroes are buried here from every American conflict, from the Revolutionary War to the conflicts of the 21st century. The Army is privileged to serve the nation as caretakers of the nation's most sacred shrine at Arlington.



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.

Kelly Moore

Renee Smith

Upgrading SIAD's Wireless Network - Part I

Karla Holmberg
Management Analyst, QTD

Plans are underway to upgrade SIAD's wireless network in preparation for the launch of LMP Increment 2, which is slated for May 2016. Increment 2 features enhancements that will complement Increment 1 with increased functionality, and the wireless upgrade is a necessary step towards utilizing those enhancements to their fullest potential.

During the week of April 7, an IT team conducted a site survey to assess the state of the existing network. The team visited many places on the depot, ranging from the guard shack near Amedee Airfield, headquarters, igloos, LTS, to just about everywhere in between. At most locations, the team traversed the area on foot while carrying a laptop to take the readings, working to validate existing coverage areas as well as mapping the new locations to which the network capabilities will be expanded. At one point, the team even trudged through the sagebrush near the railroad tracks to get to the right spot. Technicians are scheduled to return later this year to perform any necessary upgrades to existing equipment or installation of new equipment.

The wireless upgrade will capture increased functionality by enabling SIAD end users to execute transactions in real time. Real-time reporting will be possible because the wireless network will allow the integration of equipment end users can operate anywhere as long as they are connected to the network. Many transactions that currently require the user to record the event in one location and travel to a secondary location to enter the data into LMP will be conducted instantly once the upgrade is complete and Increment 2 has been fully implemented.

Examples of transactions that might be conducted wirelessly include (but are not limited to):

- QA has been called to conduct an inspection, and a defect is discovered. It can be recorded immediately along with a tracking action
- A cycle count is being conducted, and a condition code needs to be changed
- Movement needs to record a CA02 confirmation

See WIRELESS on Page 9

Equal Employment Opportunity Office of Diversity and Inclusion

Mission Statement

Sierra Army Depot's mission for EEO is to provide a comprehensive and results-oriented Equal Opportunity Program for internal/external customers that is in full compliance with Federal laws, Executive Orders and agency directives, and is integrated into the everyday business of the United States Army.

Vision

The vision for the EEO Program is an agency that reflects the rich diversity of the Nation and provides a full and fair opportunity for all employees, applicants and customers regardless of race, color, religion, national origin, gender, age, disability, sexual orientation, parental status, or genetic information.

"Your Rights"

As an employee, you have the right to:

Work Free of Discrimination and Harassment because of your race, skin color, religion, sex, pregnancy, national origin, age (40 or older), disability, family medical history or genetic information and reprisal.

Complain About Job Discrimination without being punished, or treated differently, by your employer.

Request Workplace Changes if needed because of your religious beliefs or because of a disability.

Keep Your Medical Information Private. Your employer should not share or discuss your medical information with others, unless they have a need to know the information.

"Your Responsibilities"

As an employee, you have the responsibility to:

Report any harassment or other discriminatory treatment you experience at work to your employer, if possible.

Respect others and act professionally at work. Treat your co-workers the way you want to be treated.

If you manage employees, you have an even greater responsibility to act professionally since your employer could be legally responsible for things you say and do.

Request workplace changes you need because of your religious beliefs or because of a disability and explain what changes you need and why.

Resolve complaints at the lowest possible level, which is at your level. First tell the harasser to stop. If it persists, allow your chain of command to resolve, prior to filing an EEO complaint.

What is Reasonable Accommodation

The Rehabilitation Act of 1973, as amended, section 501, requires a Federal Government Agency to provide reasonable accommodation for individuals with disabilities, unless it would cause undue hardship. A reasonable accommodation is any change in the work environment or in the way a job is performed that enables a person with a disability to enjoy equal employment opportunities.

Although many individuals with disabilities can apply for and perform jobs without any rea-



Lynette Hall
EEO Manager

sonable accommodations, workplace barriers may keep others from performing jobs which they could do with some form of accommodation. These barriers may be physical obstacles (such as inaccessible facilities or equipment), or they may be procedures or rules (such as rules concerning when work is performed, when breaks are taken, or how job tasks are performed). Reasonable accommodation removes workplace barriers for individuals with disabilities.

What does the EEO counseling process involve?

Equal Employment Opportunity counseling is conducted pursuant to 29 C.F.R. section 1614.105, which provides that aggrieved persons who believe they have been discriminated against on the bases of race, color, national origin, sex, age, religion, disability, or in retaliation for having participated in activity protected under various civil rights statutes, must consult an EEO Counselor prior to filing a complaint, in order to try to informally resolve the matter.

EEO counseling is an essential part of the federal system for processing and resolving employee and applicant EEO concerns. The opportunity for informal resolution at an early stage is an important feature of the counseling stage. If resolution is not achieved, the counselor plays a vital role in ensuring prompt and efficient processing of the discrimination complaint. Remember to resolve

The EEO Counselor serves as a neutral party whose primary function is to mediate and conciliate the issues presented in an informal manner, as quickly as possible and with the minimum possible interference with the operations of the workplace. The Counselor's role does not include a determination of either the existence or non-existence of illegal discrimination nor the making of value judgments.

Steps in the Counseling Process

The aggrieved individual must contact the EEO counselor with 45 days of the alleged discriminatory event, or effective date of the alleged discriminatory personnel action.

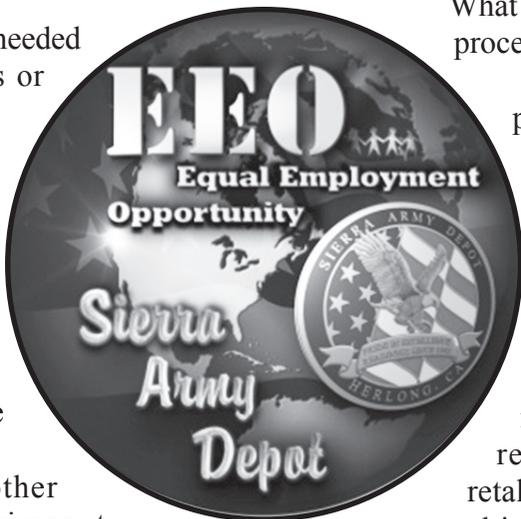
The EEO Counselor must advise individuals in

writing of their rights and responsibilities during the initial counseling session;

Counseling normally should be completed within 30 days. At the end of the 30 days, the counselor must advise the employee of their right to file a discrimination complaint. This time period for counseling may be extended for an additional 60 days upon the written request of the employee and the agreement of the agency. When the agency has an operative Alternative Dispute Resolution Procedure in which the employee agrees to participate, a 90 day counseling process may be used;

If attempts to informally resolve the allegation have been unsuccessful, the aggrieved individual will be provided, in writing, a notice that counseling has been completed. The aggrieved individual has 15 days from the date of receipt of the notice to submit the discrimination complaint in writing, by mail or in person, to the Office of Equal Employment Opportunity.

Once a discrimination complaint has been filed, the EEO Counselor must prepare a report on the counseling activities. The report will be included in the EEO Office discrimination complaint file.



COMMANDER (From Page 2)

Lassen Community College, the community paper in Susanville and different job boards throughout the region. Check out the site at FACEBOOK (/www.facebook.com/pages/Sierra-Army-Depot-Official) . . . And tell a friend, we're hiring.

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!

UNION (From Page 2)

many care physicians at veterans' hospitals now routinely exceed 2,000 patients, even though the Veterans Affairs Department's own handbook says no physician should have more than 1,200 patients at a time.

"Like Border Patrol and the USDA, the Veterans Health Administration has increasingly placed efficiency over the health and welfare of veterans," Cox said. "Higher caseloads for primary care providers may be efficient, but the sacred mission of the VA is being sacrificed in the process."

In addition to the drastic budget cuts required under sequestration, federal employees have been targeted like no other group of Americans for cuts to their pay and benefits. An unprecedented three-year pay freeze cut the purchasing power of a federal paycheck by 7 percent, while increases in mandatory retirement contributions for new employees has cut their purchasing power by an additional 2.3 to 3.6 percent.

About 750,000 federal employees were laid off without pay for as many as six days in the summer of 2013 due to mandatory budget cuts required under sequestration. Then in October, employees were locked out of their jobs for 16 days during a government shutdown that had lasting consequences on employees' finances and their morale.

"They are still paying off debts incurred from sequestration and the delayed paychecks of the shutdown. They are furious that their employer holds them in such low regard," Cox said. "They

are sick and tired of simultaneously being Congress' and the Administration's punching bag and ATM. But they love their country, they love their jobs and they are devoted to the missions of their agencies."

Cox also spoke out against any reforms to the federal pay system that would undermine the current system's inherent protections against favoritism and discrimination.

A recent report by the Partnership for Public Service, funded by Booz Allen Hamilton, recommended replacing the General Schedule with a pay system identical to the Department of Defense's failed National Security Personnel System, which was repealed in 2009 on the grounds that it discriminated against employees.

The Booz Allen plan would introduce subjectivity and politicization into the federal pay system and undermine veterans' preference and merit system principles, Cox said. In addition, it would undo one of the greatest virtues of the current pay system, which is that employees are paid virtually the same at each grade level regardless of gender, as highlighted in a recent report <http://www.chcoc.gov/files/Governmentwide_Strategy_on_Advancing_Pay_Equality_in_the_Federal_Government.pdf> by the Office of Personnel Management.

"In the jargon of pay-setting, the General Schedule is oriented more toward a 'rank-in-position' rather than a 'rank-in-person'. And that orientation is the secret to having a pay system that avoids discrimination," Cox said.

Stronger passwords

The TSP now requires that all Web passwords be at least 10 characters in length. The next time that you log into the My Account section of our website, you will be prompted to change your password to one of your choice using our new requirements. Be aware that the TSP does not email you to change your password.

Please remember that TSP.GOV is the only legitimate web address for reaching the TSP online. Email links indicating that you need to reset your password may send you to fraudulent websites, and these websites may steal your login credentials when you enter them. Visit the TSP Security Center for more information. If you ever suspect your account credentials have been compromised, please call the ThriftLine at 877-968-3778 immediately so that we may take immediate actions to protect your account.



To the enemy your trash is a Virtual Treasure Chest!

Only **UNCLASSIFIED/NONSENSITIVE INFORMATION** should be placed in **RECYCLE BINS**. Do not place **Personally Identifiable Information (PII)** in recycle bins.



Documents marked **FOUO** or containing **PII** must be **Shredded**.

Remember, more information, useful to enemies, can be found out about you and others, based upon what you throw away....





Right Arm Night

June 12 at 5:00 p.m.

Skedaddle Inn

Commander believes employees are dedicated to Depot mission

A message from the Depot Commander:

I would like to update you on a news story that KXTV/News 10 out of Sacramento ran earlier this month. They interviewed an ex-depot employee who generally described the rest of us as thieves who are smuggling millions of dollars of high tech equipment over the depot fence line - or right out the front gate. Unfortunately, this ex-depot employee never brought any of these allegations to light to anybody in leadership during his short tenure here. I know his characterizations about us are not true.

I have spent a lot of time out on the floor with you and your leadership this past year. I have watched you unload the material that is being returned to us from SWA, and the care you take to clearly identify, classify, and process the material to accountable record. Your close attention to detail, and willingness to go the extra mile when filling a soldier's request for material continues

to impress not only me, but all the Army leadership who tours through your areas. I am always amazed at the unique value that this reclamation and redistribution effort brings to our Army - and the dramatic readiness and cost value we provide. As I have told you and Army Leadership on several occasions - nobody in the Army does this better than you do. I applaud your continued dedication to the mission, and direct support for each and every Soldier that this material is destined to go to.

The News station cites the arrest last year of Mr. Devon Biggs as "proof" of the alleged wholesale theft of material across all areas of the depot (and seems to portray all of you as thieves). As we told you last year, one of your fellow employees noticed Biggs "acting strange" around some of the more sensitive items. That employee told another - who then jointly took their concerns to their chain of command. The depot senior leadership then authorized an investigation (we called in the FBI and CID for support) - which led directly to Biggs being caught red handed - apprehended

- arrested- and subsequently terminated. He is now facing multiple Federal charges for his illegal actions. Sometimes people do bad things. If they do it here - they will be caught - and we will take appropriate action. I rely on each of you to stay involved with what is going on in each of your areas. Like I have stated during my town halls with you - Please - if you see something - say something.

You may be contacted by this (or another) news agency to provide comments about the story. It is your Constitutional right to express yourself and your opinions. However, please don't get caught up in these baseless allegations - and express what you believe is the "official depot position" - I will do that (lucky me).

If you are contacted during work hours - please refer all questions to contact Lori McDonald, Public Affairs Officer, at 530-827-4343 or lori.k.mcdonald.civ@mail.mil.

r/Charlie

Soldiers on active duty at Sierra Army Depot

The number of military at Sierra Army Depot is slowly increasing thanks to the Personnel Force Innovation Program.

At one point there was only one military on depot, the commander. Now as you drive through the gate or need some IT support, you just might have the opportunity to come in contact with one of them. The Soldiers are helping to fill positions where recruiting has been difficult. At the same time, the Depot is still able to go out and recruit for those vacancies.

The Personnel Force Innovation (PFI) Program

is an Under Secretary of Defense (Comptroller) initiative to obtain and place National Guard and Reserve Service Members on active duty tours with Department of Defense (DoD) agencies for one to three years.

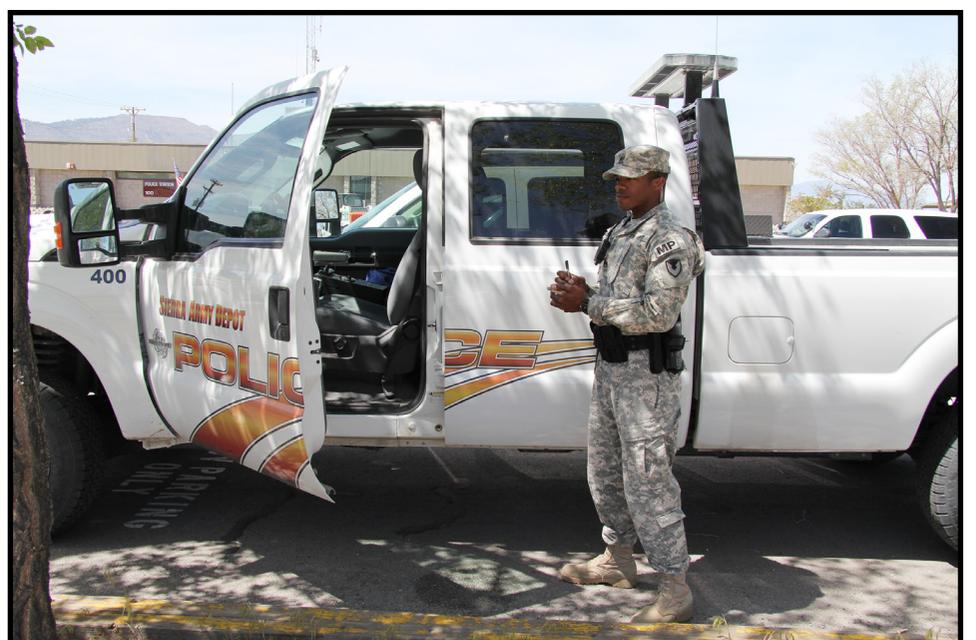
PFI fills critical manpower needs in DoD working capital fund (WCF) activities by providing highly-skilled National Guard or Reserve Service Members on a reimbursable and fee-for-service basis. When active duty personnel are not available to perform Department of Defense (DoD) agency duties, National Guard or Reserve

Service Members are more cost-effective than civilian employees or contractor support personnel.

All Service Members on PFI active duty tours are volunteers who may use either civilian or military skills (or both) in their active duty tour assignments. PFI recruits the service members from a pool of almost 1.5 million volunteers from all service components. Participating National Guard or Reserve Service Members voluntarily apply for positions to serve on fee-for-service tours.



Soldiers who are part of the PFI Program stationed here at Sierra Army Depot are (pictured clockwise above right): CW2 Shelley Hargraves, IT Specialist; SSG Darnell Hooker; SGT Jackie Holland; CW2 Joseph Goudeau, IT Specialist; and SGT Oscar Acevedo.



MG Terry says good-bye to Depot employees

Maj. Gen. Michael Terry, TACOM LCMC Commanding General, visited Sierra for the last time on April 29, before he changes command later this year.

During the visit, Terry had the opportunity to talk with several groups of individuals. At each place he visited, Terry presented commander's coins to recognized employees for their dedication and outstanding support they provide not just to the Depot, but the Soldier as well.

Before Terry departed, he said, "I really like Sierra. You are the bright star. You all get it. When something pops up and it is time sensitive, you are on it."

Upon completion of his assignment as the commanding general at TACOM Life Cycle Management Command, Terry will be preparing for his retirement from the Army which he has proudly served for more than 35 years.

We at Sierra would like to thank Maj. Gen. Terry for everything he has done for the Depot during his tenure, and to wish him much happiness in his retirement.



What's happening at CYSS?

Audit Readiness

By Jean Draper
Management Analyst

The Army must achieve audit readiness by 2017 as mandated by the National Defense Authorization Act of 2010. Yet, you might not have ever heard of audit readiness. You might be saying "Yes I have, it is International Organization for Standardization (ISO)." While audit readiness and ISO are similar in nature, they are also very different.

So what is audit readiness? In a general sense, it means we are all responsible for managing the Army's money and resources. This doesn't mean that if your job responsibilities at Sierra Army Depot (SIAD) don't include the financial aspects of SIAD's daily business, you don't need to be concerned with audit readiness. Indeed, it is quite the opposite. Do you work with storing or moving materials around at SIAD? Are you a timekeeper? Do you order supplies? Do you ship materials to other areas? This is just a short list, but every one of these questions involves being good stewards of the Army's money.

A necessary step of audit readiness involves implementing internal controls which ensure we perform our daily jobs in such a way that we're not wasting the Army's money. The easiest way to develop effective internal controls is to take a systematic approach.

Let's consider the process of storing tanks.

Define and document the process.

Assess the risk factors. Ask questions such as "Is it possible a customer could receive the wrong tank?" If the answer is yes, it means the internal controls in place to properly store, identify, and locate a requested asset are inadequate and must be revised. The revisions may be something as simple as clearly marking and labeling tank storage areas.

Once the known risk factors have been assessed and internal controls have been developed, test them. Can a randomly selected tank be located with the control? Were there issues locating the tank with the control? If the tests can be completed successfully, implement the internal control. If the tests failed, the internal control requires revision. Remember, internal controls can always change to improve the process or make it more efficient. If internal controls are changed, the documented process must be revised to include the changes.

A complete approach for achieving audit readiness is critical to ensuring that our limited resources are effectively assigned to ensure proper management/control of resources and to facilitate sustainable and measurable progress in achieving that goal.



CDC Report

The Army and Child, Youth, and School Services around the world recognized April as the Month of the Military Child. This year, Sierra Army Depot hosted various events to celebrate this special month. The CDC hosted special dress up days at the beginning of the month to kick off the celebration. On April 1, they had a pajama day! All the children and staff loved coming in and showing off all their different pajamas, which ranged from animal print, princess, superhero, sports teams and everything in between! That same week the CDC encouraged parents to have their children wear their favorite hats and have some outdoor fun with a bubble launch! Children, staff, and parents spent the morning blowing bubbles and playing with bubble machines. April 9, marked the day of a special parade with all CDC and Youth Center children, staff, and parents wearing red, white, and blue. They marched from the Child Development Center to headquarters showing their support for the Month of the Military Child. The children played instruments, blew bubbles, and sang while they made their way to headquarters and back. Other Month of the Military Child events included: an ice cream social, and Easter Egg Hunt, and a Sports Clinic.

Youth Center Report

The Youth Center hosted an overnight lock-in party entitled Operation Megaphone for Month of the Military Child on April 25-26, where 35 youth participated in a variety of activities during the hours that most sane people are sleeping! Youth Centers across all branches of services hosted lock-ins on the same night, where youth competed in friendly competitions and were able to connect with each other using social media. SIAD youth participated in a Service Learning project (an activity that relates to community service and is educational), and partnered with the local thrift store. Youth gathered clothing from the thrift store and hosted a food drive to aid those in need after destruction of typhoon Haiyan in the Philippines. CYSS also partnered with the gym, bowling alley and the Skedaddle Inn to provide physical activities, a bowling party and a bon fire with smores! Throughout the night other activities at the Youth

Center were offered, such as a 2:00 a.m. game of Hide and Seek and hula hoop dodge ball! A final word of thanks to our brave volunteer chaperones who made this event possible, as we could not have done this without your help! Also a shout out to the Gym, Bowling Alley and Inn for supporting us in this endeavor...hopefully your facilities and staff only suffered minor damage from our rambunctious crowd!

Sports Report

This past April SIAD youth were introduced to a new activity: Small Sided Soccer. Small Sided Soccer is a scaled down version of the adult game. It features a smaller field and a reduced number of players and rules, making the game easier and more fun for young children. There are approximately 35 children from ages 3 to 12 participating in the program this season. Child, Youth and School Services would like to thank all of the coaches, volunteers and parents for giving the youth of SIAD the opportunity to play soccer and have fun. For Month of the Military Child, CYSS Sports and Fitness sponsored a family trip to Reno to participate in the Run or Dye 5k! Thirty participants signed up for Team SIAD CYSS and had a great time running, walking and enjoying the festivities on the campus of the University of Nevada at Reno. CYSS is currently taking registrations for (Coed) Tee Ball ages 3-5 for \$20.00 and (Coed) Coach Pitch Baseball/Tee Ball ages 8 and under for \$40.00 until May 20, 2014 at the Youth Center. For more information contact Billy Threath at extension 4696.

Outreach Report – Easter Celebration

CYSS hosted the annual Easter Celebration on Saturday, April 12. This year's entertainment was a live animal show provided by Wild Things Inc. out of Wiemer, California. Gabe and his assistant taught us about various animals that they have rescued from homes in Northern California, and why these animals should remain in the wild...not as household pets. These animals included a great horned owl, a kangaroo, a monkey and a giant snake! After the show kids enjoyed an egg hunt, pictures with the Easter Bunny, and cookies and punch. Thank you to all of the volunteers and the SIAD Fire Department for supporting this event!



WIRELESS (From Page 3)

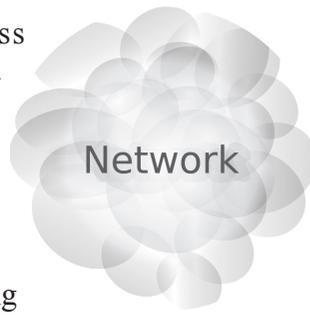
- An inventory adjustment needs to be completed
- A goods receipt can be recorded by scanning the barcode

Mobile transactions will require portable equipment. One piece of equipment currently being considered is an ergonomic handheld tablet. The tablet contains a multitude of features that make it ideal for field use. The 10.1 inch LED screen is intuitive-designed to be viewable not only in bright, direct sunlight, but dimly lit areas, it is also equipped with an ambient light sensor designed to detect bright lighting conditions and automatically disable the LED backlight to conserve power and extend battery life. It has a sealed, rugged, all-weather design. Each tablet comes with two hot-swappable batteries that can be switched without shutting down, allowing maximum uptime. Even with both batteries, the tablet weighs in at a relatively light 3.5 pounds. Along with Wi-Fi, Bluetooth and 4G LTE broadband card functions are supported. Embedded printers and tethered scanners are also possible options.



End users will be able to perform the same transactions they currently can, but much more quickly and efficiently. Accuracy will increase because common data entry errors such as “fat-fingering” and transposing of numbers will be reduced when data entry is automated with tools such as scanners.

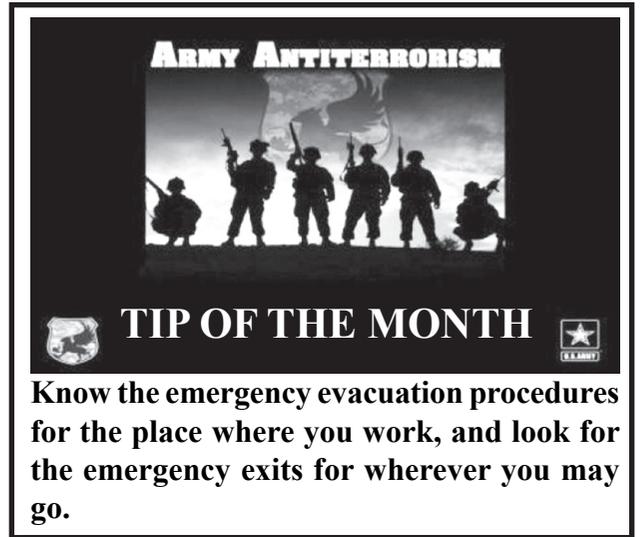
While the wireless network upgrade is a positive step because it will allow for the integration of tools that will benefit the end user, it’s also a necessary step towards meeting regulatory requirements.



One of those is Department of Defense (DoD) Directive Number 8320.03, which defines the requirements of Unique Identification (UID). UID is a system of establishing globally unique and unambiguous identifiers within the DoD, which serve to distinguish a discrete entity or relationship from other like and unlike entities or relationships (MIL-STD-130N Change 1). 8320.03 requires the use of item unique identification (IUID), which will establish a system of unique item identifiers (UII) by assigning a machine-readable character string or number to a discrete item, which serves to distinguish it from other like and unlike items (MIL-STD-130N Change 1). Scanners will be used to read the character string, and the information will be uploaded wirelessly into LMP.

As we move forward in uncertain and changing financial times, SIAD must work to remain a viable and relevant entity. To do that, we must focus on improving the efficiency and effectiveness of our business operations. Taking advantage of technology and using it is a great mechanism to achieve that goal.

Part two of this article will provide an update to installation plans. Look for it in a coming issue of the Challenge.



Why a chain of command is so important

When employees hear, “Follow your chain of command”, there is some skepticism to it.

The chain of command is a basic principle around every organization that gives clear definition of the hierarchical structure to ensure discipline and the smooth running of operations. It is the route of communication that has the organization working as a team.

So what are the advantages and disadvantages of having a chain of command?

The major advantage of a long chain of command is that it allows higher management to keep control over a large organization. The chain of command allows problems to be handled at the lowest level of supervision. If you have a problem you start with your work leader, then move up to the branch or division leader, then go up one more level to the director and so forth.

There are simply too many things going on for the senior leader to exercise personal control over everything that happens within his or her area of responsibility and cannot be everywhere at once. Therefore, a chain of command is necessary. The chain of command allows orders that the leader issues to be heard by everyone in the organization. It also makes sure that there is someone who is responsible for carrying out those orders at each level of the hierarchy.

The major disadvantage without a good working chain of command, is an organization will have its employees going in all directions, doing all kinds of things and getting nowhere, and would more than likely end up with chaos.

So the next time someone says follow your chain of command, you now have a better understanding why it is in place for everyone to follow.

Back in time - Mount St. Helens erupted



On May 18, 1980, a major volcanic eruption occurred at Mount St. Helens, a volcano located in state of Washington. An eruption column rose 80,000 feet into the atmosphere and deposited ash in 11 U.S. states. Fifty-seven people were killed and hundreds of square miles were reduced to wasteland causing over a billion U.S. dollars in damage



AMC Commander holds Global Town Hall

By Kelly Dewitt, AMC

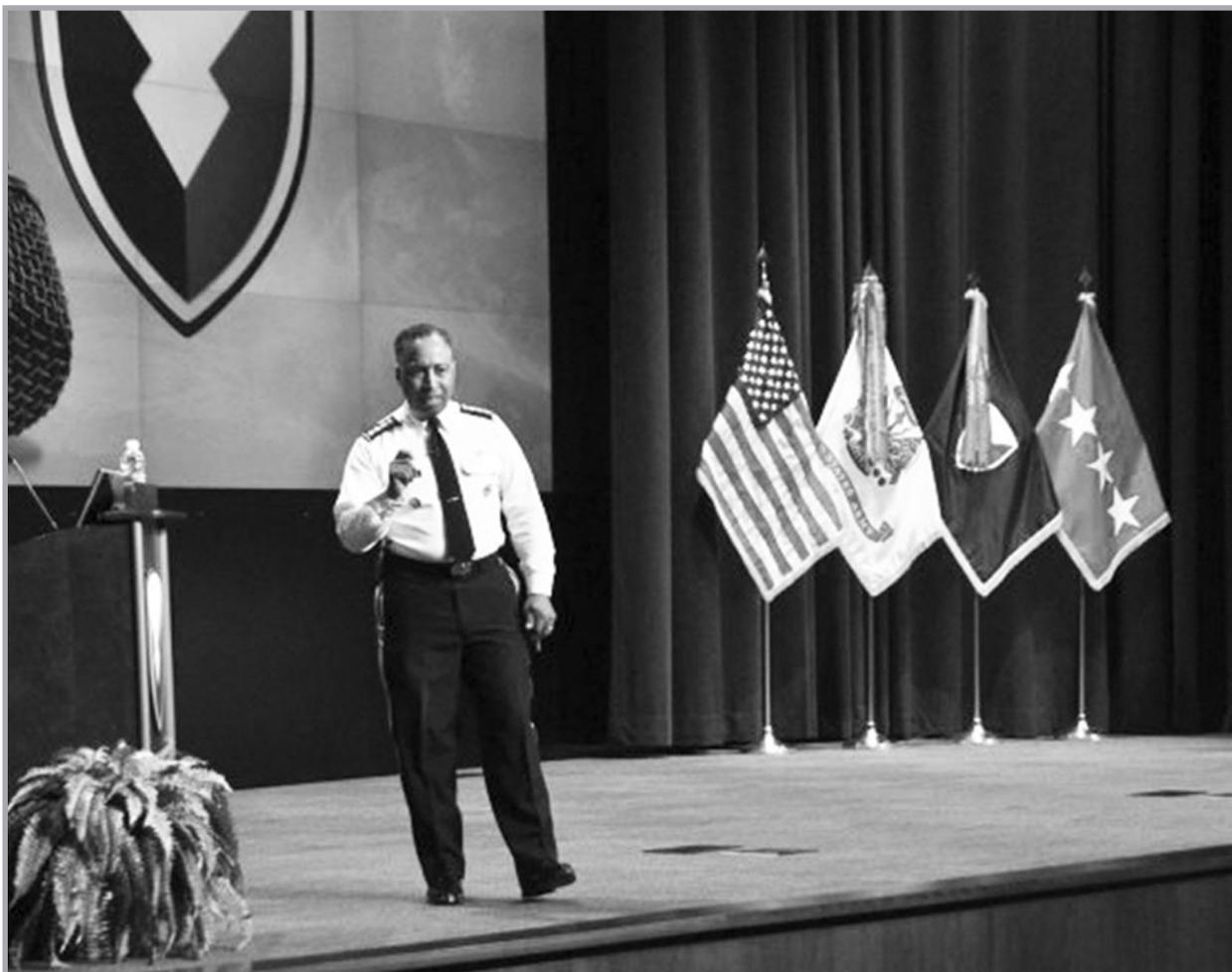
The Army Materiel Command's diverse and global workforce came together May 13 for an "azimuth check" from Gen. Dennis L. Via, AMC commander.

During an hour-long Global Town Hall, Via thanked the gathered workforce for their continued support to the warfighter, and their significant

contributions and sacrifices.

"The nation has been at war for more than 13 years. It's been a heavy burden, but everyone continues to deliver support to the Warfighter," Via said.

The town hall allowed the commander to highlight key AMC activities and events, discuss new initiatives, recognize some outstanding performers, and talk about the way ahead for AMC.



The Army Materiel Command's diverse and global workforce came together May 13 for an "azimuth check" from Gen. Dennis L. Via, AMC commander. *Photo Credit: Ms. Cherish Washington*

To ensure maximum participation, the event was broadcast by the video teleconferencing system to more than 300 AMC entities around the world, reaching every corner of AMC's global materiel enterprise.

One key area of emphasis was the continued era of fiscal uncertainty.

"Fiscal uncertainty is going to be with us for a period of time," said Via, calling 2013 a "challenging" year, particularly for AMC's predominately civilian workforce. Despite sequestration, furloughs, hiring freezes and other challenges, Via said he was proud that the civilian workforce "contended with all of that, and performed the mission in a huge way."

Via reminded the workforce that sequestration is planned to be a 10-year process, and that we are currently only into the second year. "We will posture the command to leverage any additional funding. We plan to manage to fiscal reality, rather than react to it," he said.

Part of dealing with the new fiscal reality, Via said, is looking in-depth at missions AMC and its subordinate commands picked up during the years of heavy conflict. "We assumed many missions. Not all those are enduring. We've had missions increase and expand to support the war. We know as we decrease in size, we have to look at what needs to end, and what we need to continue," he said, adding that he is very confident in AMC's ability to move forward.

One thing is certain, Via said. "We must continue to reshape the command to always be prepared for the next contingency. No matter where that contingency is, it's going to require someone from AMC to do something. I can assure you AMC will be involved in some way."

The true meaning of coins left on headstones

While visiting some cemeteries you may notice that headstones marking certain graves have coins on them, left by previous visitors to the grave.

These coins have distinct meanings when left on the headstones of those who gave their life while serving in America's military, and these meanings vary depending on the denomination of coin.

A coin left on a headstone or at the grave site is meant as a message to the deceased soldier's family that someone else has visited the grave to pay respect. Leaving a penny at the grave means simply that you visited.

A nickel indicates that you and the deceased trained at boot camp together, while a dime means you served with him in some capacity. By leaving a quarter at the grave, you are telling the family that you were with the soldier when he was killed.

According to tradition, the money left at graves in national cemeteries and state veterans cemeter-



ies is eventually collected, and the funds are put toward maintaining the cemetery or paying burial costs for indigent veterans.

In the US, this practice became common during the Vietnam war, due to the political divide in the country over the war; leaving a coin was seen as a more practical way to communicate that you

had visited the grave than contacting the soldier's family, which could devolve into an uncomfortable argument over politics relating to the war.

Some Vietnam veterans would leave coins as a "down payment" to buy their fallen comrades a beer or play a hand of cards when they would finally be reunited.

The tradition of leaving coins on the headstones of military men and women can be traced to as far back as the Roman Empire.

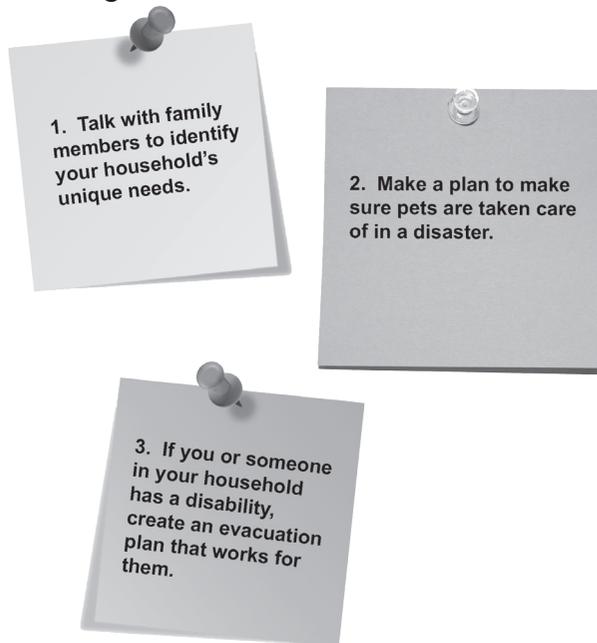


Emergency Planning, Unique Needs

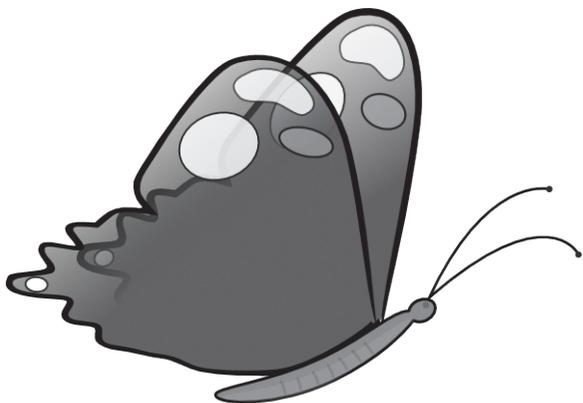
Every household is different. Is there an infant or young child in your home? Does someone in your family have a medical condition that requires medication? Do you have a pet?

Before disaster strikes, talk to you family about your household unique needs. Make a list of special items you may need in a disaster.

Things to do:



For more information goto www.ready.army.mil or www.do1thing.com



Fire department promotes excellence within ranks

Three firefighters take on supervisory responsibility

By KARI HAWKINS
Assistant editor
kari.j.hawkins2.civ@mail.mil

Redstone Arsenal, Ala. (April 9, 2014) With new service pins on their uniforms and handshakes of congratulations, three Redstone firefighters began a new chapter in their careers as they take on the responsibilities of being supervisors.

Newly-promoted assistant chief for operations Sam Ivy, Capt. Joshua Hosack and Capt. Patrick Wilcox are now responsible for specific tasks and personnel as part of promotions that represent the depth of experience, knowledge and leadership that defines the Fire Protection Division of the Garrison's Directorate of Emergency Services, said fire chief Ragnar Opiniano.

"One of the pleasures of this job is when you are promoting from within," Opiniano said during the promotion ceremony March 31 at the Fire Prevention and Training Complex.

Moving from service as a firefighter to supervising firefighters is a major career move, and reflects the capabilities of those who are promoted, DES director Mike Sheehy said.

"You can serve an entire career being a technical officer and doing your best to serve this community," Sheehy said.

"But becoming a supervisor, moving into that role, is a whole different game. You make an investment in caring for people. You are taking care of the people who take care of the mission."

Sheehy said the directorate's goal is to mentor and guide its firefighters on progressive career paths.

"You always build people up and hope they are ready when promotions come. This was the

right time for them to take on new mantles of responsibility," he said.

Ivy has worked as a Redstone firefighter for close to nine years, and has been a firefighter for 26 years. He transferred to Redstone in 2005 for the Naval Air Station in Meridian, Miss.

"I moved here for the opportunity and Redstone has allowed me that opportunity," he said. "I have advanced in my career here from inspector to overall responsibility for crews at five stations."

The Fire Protection Division has four assistant fire chiefs – two in operations, one in fire prevention and one in training. As an operations assistant chief, Ivy will work closely with assistant chief Terry Davis to ensure that the five stations have the manpower and resources to complete the daily mission, and to ensure the well-being and professional performance of the division's 50 firefighters.

Ivy has also served 26 years in the military, with seven years in the Navy and 19 in the Air National Guard in Meridian.

Ivy was accompanied to the ceremony by his daughter, Sharkita Thompson, who works in Garrison Security at the One Stop, and her husband, Fabian Thompson, who is a summer hire at the Aviation and Missile Research Development and Engineering Center as he completes his engineering degree at Alabama A&M University.

Ivy thanked Sheehy, Opiniano and the entire firefighter workforce for the opportunity to serve as an assistant chief.

"Thank you for trusting me with this post. I am only as good as the guys who work with me," he said. "Thank you for working with me along the way."

Wilcox, who came to Redstone about a year

See RANKS on Page 12



Joshua Hosack stands at attention as Fire Chief Ragnar Opiniano pins on his new service rank insignia while DES Director Mike Sheehy looks on.

RANKS (From Page 11)

ago from the Defense Threat Reduction Agency at Kirtland Air Force Base, N.M., said he has loved working at Redstone.

“You have embraced me as family,” he said.

He also thanked his mother, who attended the ceremony, for her support over the years.

“She’s always been there for me, standing behind me and having my back through everything I’ve been through. I love you very much, mom,” Wilcox said.

Wilcox serves as a senior master sergeant Air Force reservist. He has served as a firefighter for 18 years. He came to Redstone from Kirtland AFB, where he was responsible for first responder activities associated with nuclear emergencies. He brought that expertise with him to Redstone.

“I came here because I really like this area. It’s so beautiful. And I like dealing with the mission here,” he said.

Wilcox will oversee a crew of four at Fire Station 3 on Patton Road. He will be responsible for management issues related to the crew, will direct the crew during emergencies and will serve as an incident commander as required.

Hosack, who will take on similar responsibilities at Fire Station 2 on Vincent Road, has been with the division for about 1 1/2 years. He came to Redstone from Reno, Nev. He also served as an Air Force firefighter for six years, with his last assignment at the Sierra Army Depot, Calif.

“I will be running our medical program, increasing our line of service in the area of advanced life support. There are a number of policies that need to be developed to build on ALS,” he said.

Hosack, who was named the firefighter of the year earlier in 2014 for his work on the division’s incident response and data management program, was accompanied at the ceremony by his son, Gabriel, who will be 2 in May. His wife, Molly, is a paramedic for HEMSI.

“We have opposite off days so we can both take care of Gabriel. This is my off day, so he’s with me today,” Hosack said.

The new captain hopes to make a difference in building on the Fire Protection Division’s reputation for excellent fire protection at Redstone.

“I will continue to work with the same work ethic and motivation to try to continue to improve and build this department into an even better department,” he said.

(Editor’s Note: Three fire personnel mentioned in the above article, Ragnar Opiniano, Joshua Hosack, and Molly Hosack, were members of the Fire Department here at Sierra Army Depot prior to transferring to Redstone).



Sierra Army Depot
Public Affairs Office
74 C Street
Herlong, CA 96113

County Supervisor, CAO met with Depot leaders



Newly elected Lassen County Supervisor Tom Hammond, second from right, and Mr. Richard Egan, Lassen County Administrative Officer, met with Lt. Col. Charlie Slosson, Mr. Donald Olson, and Mr. Aric Manner to discuss the relationship between the Depot and County.

Honoring Month of the Military Child



Staff members and children from the Child Development Center dressed up in their favorite pajamas in honor of Month of the Military Child.