

The Challenge



Sierra Army Depot, Helrong, Calif.

July 2014

Vol. 70 No. 5

Maj. Gen. Bingham takes command of TACOM

By Don Jarosz, TACOM Public Affairs

WARREN, MICH. (June 25, 2014) -- In a formal ceremony held this morning at the Detroit Arsenal, Maj. Gen. Gwen Bingham took over as the commander of the U.S. Army TACOM Life Cycle Management Command (LCMC), succeeding outgoing commander Maj. Gen. Michael J. Terry.

Officiating at the ceremony was Gen. Dennis L. Via, Commanding General, U.S. Army Materiel Command. Via told the audience that "Maj. Gen. Bingham is a trailblazer and exceptional Army leader."

Bingham received a warm welcome by the workforce and she told the crowd how excited she was to be at TACOM. "I'm humbled, I'm proud and I am very grateful all at the same time." Bingham later commenting on the importance of the Detroit region to the command said, "There is nothing that we do inside our gates without the full and outstanding support from those outside our gates."

Bingham previously served as commanding general, U.S. Army White Sands Missile Range, N.M. She has served at every level from company through theater support command, and held a wide variety of important staff positions.

Terry had served as TACOM commanding general since June 2012. He will retire after 35 years of distinguished service, during an August 15 ceremony hosted by the 13th Sustainment Command (Expeditionary) at Ft. Hood, Texas.

The TACOM LCMC integrates Army acquisition, logistics, and technology responsibilities, authorities, and processes to enable a closer relationship among all its partner organizations that develop, acquire, and sustain the capabilities provided by ground and soldier systems around the world. Their mission is to provide and sustain mobility, lethality, and survivability for soldiers, other services, and our Allies through ground combat, automotive, marine and armaments technologies. Headquartered in Warren, Mich. with a workforce of approximately 19,000 worldwide, TACOM supports over 2,000 fielded systems and over 34,000 components that make those systems work.



Above, AMC Commander Gen. Dennis L. Via hands over the TACOM colors to incoming TACOM Commander Maj. Gen. Gwen Bingham. Picture below is the official party (l-r Via, Maj. Gen. Michael Terry, outgoing commander, and Bingham).



Commander's View

Greetings Pride in Excellence Team.

We have a new Commanding General, MG Gwen Bingham. Mr. Olson and I attended the Change of Command Ceremony and had some one on one time with our new CG. She is very excited to be here and will come out to visit us at the end of July. She is a people person and expects all of us to continue to do what we are charged to do – take care of the people. We look forward to her visit.

Our previous Depot Commander, COL Chris Dexter, was promoted on June 30. Congratulations to him and his family.

Last month, the team in Non-Standard Equipment allowed me the opportunity to come work with them. I have to thank Dave Gard, Bernadette Martinez, Merafe, and Robin for the chance to work alongside them and see first-hand the volume they deal with. This is another fantastic team of individuals. The amount of supplies that go through this warehouse that require proper identification, sorting and storing is phenomenal. And this team makes it look easy. My hat is off to you all as you continue to process hundreds of items – daily. And the equipment that goes back out to support our Joint Force as well as State Agencies prevents them from wasting valuable resources in our economically constrained environment. Again, thank you for allowing me the opportunity to work alongside you and my apologies for impacting the yield for this month. Sorry but



Lt. Col. Charlie Slosson

I am a slow learner.

While you are out at your work sites, please take the time to police up the area when you're finished for the day. The areas are getting better, but please don't stop. Look at your storage areas. Reduce built up supplies and make sure they're organized so you can clearly identify what you have versus what you need. Over time, the containers will be removed from various locations around the Depot and returned to the Transportation Division as we empty them out.

We had a great turn-out for the Army's Birth-

day. Thank you to the folks in Community Support Directorate for their hard work getting the Skedaddle Inn set up and the grilling. They plan on taking the grill out to mission as an alternative for our employees. Look forward to seeing it out there.

We are still hiring people for the Depot. We have pushed information out to the Job Corps in Reno (Thank you Stanley Bailey for making the link up), the Veterans Administration, various newspapers and colleges in Washoe and Lassen County. We want to bring more people onboard, but don't have the flexibility that private companies have to do so in a rapid manner. The process is slow, but it is working – just slowly. We have hired 25 people so far and are looking for upwards of 300 more. Keep checking the USA JOBS web site as that is official location for all announcements.

Employee Appreciation Day is right around the corner – Aug. 21. I am excited about this. Last year's event was a resounding success and this year will prove to be even better. We will get out to the different Home Team, All Hands, shift change sessions, etc ... to discuss the EAD and make sure everyone knows what a great event this will be. This is for the greatest team in AMC – the employees of Sierra Army Depot. Come on out and have fun. Bring your family and enjoy the great times. I look forward to the Show and Shine as well as the Banner Contest.

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THE UNION'S POSITION- AFGGE LOCAL 1808

AFGE Applauds Bill to Provide Federal Employees with 3.3% Pay Raise in 2015

Bill by Sens. Schatz, Cardin would provide federal employees with fair increase

WASHINGTON (May 23, 2014) -- American Federation of Government Employees National President J. David Cox Sr. today applauded legislation introduced by Sens. Brian Schatz of Hawaii and Ben Cardin of Maryland to provide federal employees with a 3.3 percent pay raise in 2015.

"Federal employees have seen their standard of living deteriorate in recent years due to a three-year pay freeze, unpaid furloughs, and higher retirement contributions for newer workers," Cox said. "This legislation by Sens. Schatz and Cardin would help federal employees



recoup some of that lost income and ensure the government is able to recruit and retain the high

caliber workers that taxpayers expect."

The Senate legislation is a companion to a House bill introduced in March by Reps. Gerry Connolly and Jim Moran of Virginia.

The Obama administration has proposed a 1 percent pay raise for federal employees in 2015, a pitiful increase in light of how much federal employees have sacrificed these past few years. Federal employee wages were frozen for three straight years. New federal employees are paying between four and six times as much for their retirement without getting anything in return. Roughly 750,000 federal employees lost up to a week of pay last year due to sequestration-related furloughs, costing them \$1 billion in lost salary.

"Federal employees are on the hook for \$138

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The Challenge

Depot Commander/Publisher _____
Public Affairs Officer/Editor _____
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Lt. Col. Charlie Slosson
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MG Bingham's, TACOM LCMC Commanding General



Major General Gwen Bingham assumed command of the US Army TACOM Life Cycle Management Command on 25 June 2014.

Major General Bingham is a native of Troy, Alabama. She graduated from Army ROTC as a Distinguished Military Graduate from the University of Alabama in August 1981 with a Bachelor of Science Degree in General Business Management. She was commissioned a Second Lieutenant in the Quartermaster Corps. Major General Bingham has a Masters Degree in Administration from Central Michigan University and a Masters Degree in National Security Strategy and Resources from the National Defense University. On 19 April 2013, Major General Bingham was confirmed by the Senate for promotion to Major General.

Her military schooling includes the Quartermaster Officer Basic and Advanced Courses; the Personnel Management Course; Combined Arms and Services Staff School; Commissary Management Course; Army Command and General Staff College; the Army Inspector General Course; the Industrial College of the Armed Forces; and the CAPSTONE General and Flag Officer Course.

Major General Bingham has served in a myriad of staff and leadership positions throughout her career to include: Platoon Leader and Executive Officer, HQ&A Company, 9th Supply and Transportation Battalion, 9th DISCOM, Fort Lewis, Washington; Battalion S1, 2d Forward Support Battalion, 9th DISCOM, Fort Lewis, Washington; Field Services Officer, 1st COSCOM, Fort Bragg, North Carolina; Group S1/Adjutant, 507th Transportation Group, 1st COSCOM, Fort Bragg, North Carolina; OIC, Commissary Central Distribution Center, Defense Commissary Agency (DeCA), Manheim, Germany; Chief, Aviation Supply Branch, 4th Corps Materiel Management Center, Fort Hood, Texas; Battalion S3 and Battalion Executive Officer, 4th Corps Materiel Management Center, Fort Hood, Texas; Chief of the Plans Division, ACofS, Materiel, 13th

See BINGHAM on Page 12



Employee embarks on new journey - Retirement

Co-workers gathered together for a farewell luncheon to wish Cathy Trainer (center) the very best on her retirement. Cathy, who worked in the retired from Sierra Army Depot with 10 years of federal service. Best of luck Cathy on your new adventures.

Welcome message from TACOM LCMC Commanding General

TACOM Life Cycle Management Command Teammates,

My husband, PJ and I are profoundly humbled, grateful and proud to have the privilege to join the TACOM LCMC Team--HOOAH!!

No single organization in the Army affects more Soldiers and Soldier equipment than the TACOM LCMC. The great reputation of the TACOM LCMC team is known around the world. I am very proud of the Team's accomplishments and hear on a recurring basis how the members of the Team continue to demonstrate and live up to our organization's motto, "committed to excellence". I am looking forward to the opportunity to serve with each of you as we continue to meet the challenges together today and in to the future.

When a new Commander arrives, it's natural to wonder about that person's work style, expectations, and focus areas. Here are several key areas that are important to me.

Our highest priority - providing support to Soldiers - will not change. With our PEO, RDEC, contracting, garrison, DLA, CHRA, NEC, and other community partners, we will continue our focus on effective and efficient mission execution. We will continue to remain ready, relevant, and responsive to our Nation's needs and continue to evolve and transform to meet future changes in our force.

A close second to providing support to Soldiers is caring for our Teammates. To that end, the safety and wellbeing of each of you is paramount. Whether in the field, in the shop, in the lab, and in the office, think safety first and make it paramount in all that we do. Leader development, technical competence, adaptability, problem solving, and teamwork are especially important in your own professional development and growth as we continually provide support to Soldiers.

The work we do requires the assistance of many organizations and individuals within the Army and the TACOM LCMC. Successful mission execution depends on ongoing, candid communication, coordination, collaboration,

trust and professionalism. Internally and externally, I ask you to give our customers, business partners, and teammates the support they need. The TACOM LCMC has a wealth of acquisition, logistics, and technology experience. I will tap into your expertise and ask questions often as I learn our business well. Please tell me the way things are...not what you think I want to hear. The strength of a high performing organization is built on all of these tenets. Please let me know how I can advocate for you--I will be a strong voice!

Finally, no matter what your job is or where you work, you must do what's right - legally, morally, and ethically--always! This is non-negotiable.

Expect to see me out and about often throughout the TACOM LCMC. I plan to visit as many TACOM LCMC installations and business centers as possible. I want to understand your missions, your customers, and the challenges you face. Each one of you brings invaluable talents, skills, and abilities to our overall TEAM.

Finally, I believe with all my heart that people are the most important resource we have. Without you and your Families' support we could not do what we do. I will never lose focus of the importance each of you make in order to ensure we can succeed in all that we do. Thank you for your caring support and dedication. It is an honor to serve with such outstanding professionals.

During my first town hall meeting on 10 Jul 14, I will share more insights, expectations and my command and leadership philosophy. Commensurately, I look forward to our continued dialogue and exchange!

It's great to be part of the TACOM LCMC team! Please continue to do your best for our Soldiers, customers, and fellow Teammates.

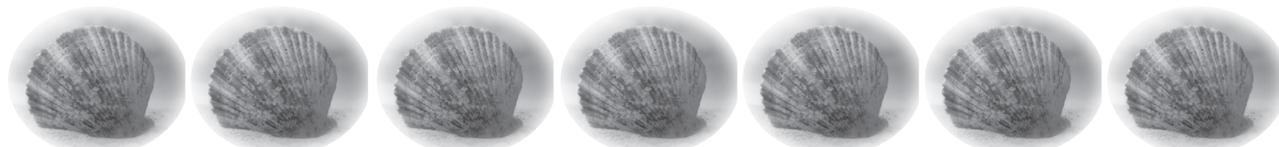
Thanks for everything you do throughout the year in support of America's Army--greatly appreciated!

Warm Regards,
Gb

Safety strong for six years



The number one focus for the Power Systems Branch is SAFETY. This organization was recently recognized for no loss time accidents since 2008. Pictured above front row (l-r), Mike Ryan, Matt Ortega, Bill Simpson, Larry McCracken, Butch Young, Matt Daugherty, Pedro Sanchez Diaz, Elinda Davis; middle row (l-r) Jon Ortega, Jim Noss, John Ballard, Terry Kennemore, Matt Woupios, April Mendoza; and back row (l-r) John Fritz, Dale Perkins, Eddie Yates, Stephen Noel, Larry Roberts, Bill Robinson, Greg Kludt, Jon Swift, and John Combs.



COMMANDER

(From Page 2)

We have increased our SHARP education and awareness. This program is not important because our bosses say it is important. It is important because we are a professional organization and, as such, we treat each other professionally. The education and awareness should enhance those values. It should not make us hyper-sensitive to every word and assume those words are automatically meant in a derogatory manner. SHARP education is supposed to enhance our current values and highlight acceptable behavior. If you have any questions regarding SHARP, please contact Shirley or Nancy, our professionally trained and highly skilled SHARP representatives.

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!

Process Documentation - How do you processes compare?

Richard A. Ward
Standardization & Analysis Division Lead

In my last article in the Depot Challenge (Feb-March 2014), I asked for you to take a moment and look around your work site and see if your processes were documented. Well it seems that one Directorate took this to heart, the Retrograde, Reutilization & Redistribution Directorate (R3). At first this all started (as it normally does) converting their processes into a flowchart. Once they saw the results, they started to ask themselves, "Is this what we do?" and "Is there a better way?"

This forced them to really look at the processes and see that revisions were needed. Working with the R3 directorate representatives (Stephanie Cox and Kristie Jones) they went into high gear working closely and tirelessly with the R3 divisional chiefs, supervisors and foremans to review and update R3 processes (34 in all); not only with a flowchart, but also a corresponding Desk Top Procedure - a grueling task that took several months. R3 now has the distinction of having the most document processes on Depot. (See photo)

As always, documenting your processes with

a flowchart and a Desk Top Procedure is just half the battle. The other half is following it. It's all for nothing if your personnel do not follow it. By following the process, you are displaying what we call in the business as: "Process Discipline" defined as "following a documented procedure a high percentage of the time (documenting deviations and maintaining this documentation in accordance with ISO requirements) and regularly applying Lean Six Sigma process improvement concepts to reduce waste and normal process variation."

By following your process, you may be able to find areas of weakness that may need to be revised. This is called: "The Voice of the Process." Seeing that your flowchart is a "Living Document" and not written in stone. Revising & updating it is called "Process Maturity." Process Maturity has been achieved when:

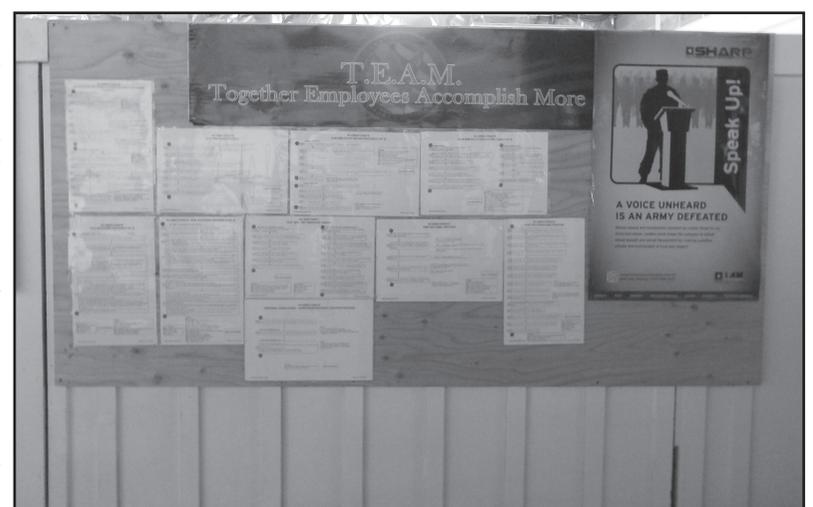
* Process stability has been reached, (e.g., special cause variation has been eliminated).

* The average output meets your promise to the customer; and

* Waste and normal variation have been reduced to an acceptable level.

What this is all driving to is a Process Centric Culture by which we collect data what we call "Key Point Indicators" (KPI's) to prove if our process is working or if it needs improvement. It can be any type of data (i.e.: time or number of items processed). The trick here is to pick a KPI, collect this data over time, and analyze it. Let the process and the data speak for themselves. Emotions and

See PROCESS on Page 11



Local schools complete D.A.R.E. Program

On May 9, 2014, a Drug Abuse Resistance Education (D.A.R.E.) graduation was held at the Janesville, Calif., school for the fifth grade class. The following week, May 16, a D.A.R.E. graduation was held at the Skedaddle Inn, for the fifth, sixth, seventh and eighth grade classes from the Long Valley Charter School, in Doyle, Calif. Both the Janesville and Long Valley classes were taught by Deputy Chief of Police, Robert Brent, from Sierra Army Depot's Law Enforcement Division.

This graduation was the culmination of 10 weeks of lessons on the importance and process of making good decisions. DARE essay winners at Janesville were: Allie and Brianna; essay winners at Long Valley Charter school were Zoe Mecredy and Colton Tognazzini. All students received a DARE t-shirt and certificates. Essay winners were presented with medals and new DARE backpacks.

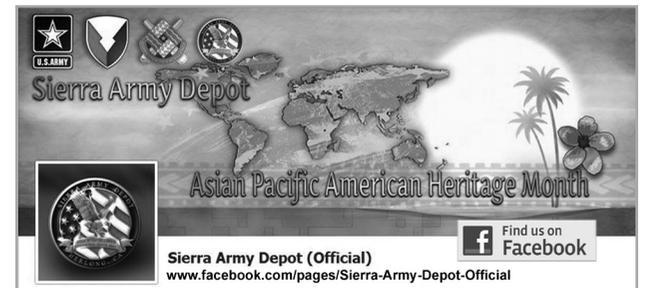
The curriculum includes lessons on drug recognition, consequences of choices, sources of pressure, dealing with peer pressure, ways to say "no", avoiding gangs and violence, solving disagreements fairly and positive activities to be involved in.

Special entertainment was provided by ventriloquist Vicki Gronseth and Otis, from Paradise,

Calif. Vicki and Otis have entertained throughout the United States and in several foreign countries. Vicki and Otis have become honorary members of our community and also entertained at previous DARE graduations.

The theme of this year's ceremony was "Being in Charge of Your Life" and was stressed with each of the guest speakers: Depot Commander LTC Charlie Slosson; Mr. Howard Ramierez, Director of Risk Management; Mr. Steve Sarian, from the Family Advocacy Program; Ms. Cindi Henry, Principal, from the Long Valley Charter School; Mr. Zach Thurman, Principal, Janesville School; and Mrs. Barbra Evans, from the CYS (Youth Services). Mr. Tom Hammond, Lassen County Board Supervisor, was among the family and visitors present. 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 with many class programs).

Ventriloquist Vicki Gronseth and Mrs. Robert Brent were recognized for their excellent support of the DARE program, by Depot Commander LTC Slosson. The DARE cake, made by Mrs. Robert Brent, was served following the ceremony.



**Not all insider threats are this obvious
- remain vigilant at all times**

Defense Security Service (DSS)
National Security is our Mission

Security Managers Forum, 2009 Poster Contest
Insider Threat, 1st Place Winner



Ventriloquist Vicki Gronseth and Otis entertained students, parents and teachers during the recent D.A.R.E. graduation ceremonies for Janesville and Long Valley Charter Schools.

Lassen County Prepares for Disaster, Are You Ready?

The Local HAM Radio Field Day was held on June 22, 2014, with participants from the Sacramento Amateur Radio Operator Organizations from Lassen, Plumas and adjacent counties in partnership with Sierra Army Depot, Lassen County Public Health and the Helping Hams group by educating about Emergency Preparedness Information to community members; **READY ARMY: get a kit, make a plan and stay informed.** Find out more at www.ready.army.mil, www.ready.gov or Lassen County Public Health Facebook Page.

Join us for National Preparedness Month in conjunction with Lassen County Public Health on Sept. 11, 2014, for Lassen County Disaster Preparedness Summit, at the Lassen County Veterans Hall on Main Street. Register for FREE: <http://www.eventbrite.com/e/lassen-disaster-preparedness-summit-tickets-12084307489>.

This exciting event will feature dynamic speakers on disaster preparedness, a tribute to 9/11, an account of the response to a real disaster and powerful information on hazards we could face in Lassen County. Keynote Presentation by San Francisco's Deputy Director of Emergency Management, Account of Response to 9/11: Critical Incident Stress Debriefing, Lassen County's Top Hazards: Experts Panel Presentation and Orland Bus Crash: Glenn County's Response.

MG Perna gets an eye-opening tour of Sierra Army Depot

By Lori K. McDonald
Public Affairs Officer

Maj. Gen. Gustavo F. Perna, Army Materiel Command Deputy Chief of Staff G3/4, visited Sierra Army Depot for the first time on June 24.

The visit began with a drive out through the End of First Life Center, where Mr. Aric Manner, SIAD Chief of Staff, described the various types of equipment that are stored waiting for disposition instructions from the Item Manager. Manner explained how the depot will receive instructions to pull certain parts from specific tanks and ship them to either Red River Army Depot or Anniston Army Depot in support of their production lines. Perna observed the numbers of tanks that were separated as part of a Foreign Military Sales Program.

The group then walked through warehouses in which operations for retrograde and redistribution were ongoing. Mr. Jason Tong, deputy director for R2, explained to Perna what happens retrograde material once it is delivered to Sierra. The material is identified and segregated into its respective ownership piles (i.e., NSE (Non Standard Equipment), OCIE (Organizational Clothing and Individual Equipment), or R2.)

As the group walked down the production lines, Tong pointed out how material comes in as dirty unsorted stock and the material is then identified, classified, and brought into an accountable record within the Standard Army Retail Supply System (SARSS) and stored within a 24-hour period in order to correctly pull, pack, and ship on demand. Tong said the Depot drops approximately 1,700 MROs daily to include DLA buyback material. Perna was very impressed that this was a daily event and the Depot able to keep up with the demand with a denial rate well under the army standard.

One area that piqued Perna's attention during his visit was the Reserve Component for OCIE. Mr. Blake Giese, CIF manager, explained that each pull sheet is specific to an individual Soldier. Perna asked if Sierra could mirror the USAR process for the active Army Soldiers, and the overall response was – YES WE CAN.

Perna asked questions related to success rate for sizing, funding, and delivery time frame. Marsters explained the orders, which include sizes, come from the Soldier or the Supply Sergeants. One concern Perna expressed was Soldiers having to wait for their gear. Marsters pointed out with the way we ship with FEDEX, USAR Soldiers receive gear in three to five days business days on the East Coast and that we can do two day air if need be. Marsters informed Perna at the beginning of the year, the Depot had over 20,000 backlog orders because the TAC CODE was shut down; however, in four months we have pushed out over 12,000 orders.

The next stop on the tour Mr. William Junk described the over arching goal of the redistribution efforts is to receive returning Non-Standard Equipment (NSE) from Theater - and manage that stock - in order to realize some positive value directly back to the Army. Junk talked about the

MENS-E database, 180-day review of assets to turn in, and the CTA equipment recently received from Joint Base Lewis-McChord.

Perna said, "I am glad you are doing this mission. It is eye-opening to see the amount of NSE equipment that is stored here." Perna mentioned to the group, that he is the one that signed Sierra up to be the recipient of assets from JBLM, and now he sees he made the right choice. He complimented the Depot by saying, "You crushed it. This is the Baseball in Bugs Bunny." He went on to say that Sierra can plan on receiving more

material of this nature in the future.

After leaving the Non Standard Equipment area, Manner took Perna through the Water and Fuel Reset operation, along with a quick walk-through of the Add on Armor mission. Perna was a little surprised when he learned Sierra performs reset operations. Manner explained that Sierra is the Center of Industrial Technical Excellence for all Army's Petroleum and Water Systems.

The visit came to a close, but prior to departing the depot, Perna thanked all the employees at SIAD for the great job they are doing.



Michael Dipenta walked MG Perna through the plate repair operation along with Aric Manner and Bruce Hamilton.



Riley Junk and MG Perna discuss the shipping of OCIE to Soldiers.



MG Perna listened as Jason Tong discusses a document receipt for the retrograde material received, while Mr. Bruce Hamilton looks on.



Blake Giese showed MG Perna a clothing/equipment list specific for an individual Soldier.



Tim Kaarbo talked to MG Perna about the reset of the water buffalo program as Mr. Bruce Hamilton and Bill Rowland look on.



Sue Getty talked to MG Perna about a CONUS retrograde mission the Depot just acquired.

Employees enjoy Right Arm Night, Army Birthday



The Depot celebrated the Army Birthday during Right Arm Night at the Skedaddle Inn on June 12. Everyone who attended enjoyed a full barbecue meal, the Army Birthday cake, raffle drawings, and lots of pool.

The Sierra Army Depot Right Arm Night is an event that provides a chance to thank your "right arm". This is not a Management only event. We all have Right Arms and this is a great time to come out and tell them thank you. We are all on the same team, why not take the time to thank your fellow teammates.

Right Arm Night is scheduled for Sept. 18. We hope to see you all there!



What's happening at CYSS?

Outreach:

Herlong High Seniors participated in Mock Interviews, as conducted by CYSS Education and Outreach Director Amanda Page-Boehme. There was a total of ten seniors, nine Depot employees, and five FCI Herlong staff from the prison who participated. Seniors spent five weeks with Mrs Boehme preparing for this event by creating a resume, filling out a generic job application and practicing interview tips and questions. In order to successfully complete this assignment, Seniors had to come dressed in business casual attire and complete three to five interviews. Individual and small panel interviews were set up in the high school gym, and students rotated through stations, answering questions as if they were at a real interview. At the end of each interview, students received positive feedback and constructive criticism to help them prepare for future interviews. Overall the event was a great success, with some Seniors getting comments of "I would hire

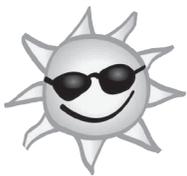
this person now!"

Youth Center:

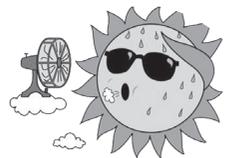
On April 25, CYSS participated in the 2014 Operation Megaphone Worldwide Lock-in in honor of Month of the Military Child. This event gives our youth the opportunities to connect with other military youth within and across all branches of services and to create, and promote local partnerships through various planned activities. During this event the middle school and teen youth participated in a Youth Service Project entitled "Aid to the Philippines."

This service project was voted upon by the Operation Megaphone Planning Committee. On Nov. 8, 2013, Super Typhoon Haiyan, one of the strongest storms recorded on the planet, brought tremendous destruction and desolation to the Philippines and surrounding areas. In the Philippines alone, over 6,200 people lost their lives, 12,000 people were injured, and tens of thousands were left homeless. For the service

See CYSS on Page 9



Summer Safety



With summer weather here it's time to pay attention to staying fit and healthy. When you're at work one of the main concerns is protecting yourself from overdoing activity in the heat. Heat injuries can range from muscle cramps to heat stroke. The good news is that there are simple things you can do and signs to watch for to avoid those conditions.

Exerting yourself in hot weather can get you into trouble when your body isn't able to cool off effectively. The cooling mechanism that your body uses is sweating, and that only works when the sweat evaporates off of your body. So keep that in mind as you monitor your performance – you can't stay cool if you can't sweat.

Steps to keeping cool:

1. Drink enough WATER (not soda or energy drinks). How do you know if you drink enough? Watch your urine color. It should be a pale yellow. Darker means less water in your body and that's bad. What can be even worse, though, is drinking too much water – if your urine is completely clear you should drink less.

2. As much as possible wear loose fitting clothes so your sweat can evaporate off of your body. Try to work around fans or in areas where the air is moving. Sweat that drips off of your body does not cool you.

3. If you have medical conditions or take medications that might impair your blood circulation or sweating ability talk to your doctor or occupational health about those issues. Even over the counter allergy medications keep your body from sweating properly and can get you into trouble.

What to watch out for:

1. If you stop sweating or feel yourself overheating – stop working and focus on cooling off (see above).

2. Muscle cramps, dizzi-

ness, headaches, and a rapid heartbeat that stays elevated when you rest (when you can't sweat) can all be signs of getting into trouble – don't ignore those signs. Let someone else know and get help.

3. If you see someone that you work with who isn't acting right – check on him to make sure he isn't being affected by heat. If early signs of heat injury are ignored mental confusion can set in and the person might not be able to care for himself. That is an emergency and needs immediate medical attention.

Our bodies are capable of functioning in extreme conditions, when we take care of them (just picture Soldiers in full battle gear working long days in blistering heat of Afghanistan). You get there by taking care of yourself with good nutrition, sleep, and hydration. The staff in the occupational health clinic are available to help. Request classes or make an appointment to come into the clinic to talk with us.

Warning Signs:

Heat Exhaustion vs. HEAT STROKE

Heat-related illness is **Preventable!**
Stay somewhere cool
Drink plenty of water
Avoid sugar, alcohol & caffeine
Wear light clothing

Paleness
Tiredness
Weakness
Dizziness
Headache
Fainting
Muscle cramps
Heavy sweating
Nausea or vomiting

Extremely high body temperature (103°F+)
Red, hot, dry skin (with no sweating)
Rapid, strong pulse
Throbbing headache
Dizziness
Nausea
Confusion
Unconsciousness

Watch out!
If left untreated, heat exhaustion can progress to

STOP

If you recognize symptoms of heat stroke, it is **LIFE THREATENING**. Get the person somewhere cool and seek medical attention **IMMEDIATELY**.



UNION (From Page 2)

billion in lost earnings thanks to years of policies that put slashing the deficit ahead of creating new jobs,” Cox said. “A 3.3 percent increase would provide employees with a fair and meaningful raise for the first time this decade.”

The bill would apply the 3.3 percent raise both to General Schedule employees and hourly workers under the prevailing wage system.

The American Federation of Government Employees (AFGE) is the largest federal employee union, representing 670,000 workers in the federal government and the government of the District of Columbia. For the latest AFGE news and information, follow us on Facebook <<http://www.facebook.com/afgeunion>> and Twitter <<http://www.twitter.com/afgenational>> .

CYSS (From Page 8)

project, we visited our local thrift store and gathered clothing to send to the people who were affected by this natural disaster. Janice Gotcher and Stacie Hewitt, volunteers at the store, graciously allowed our youth to go on a shopping spree (free of charge!), throughout the store.

The MS/T youth swarmed the store looking for outfits that they thought would work best for infants, young children, teens, or adults. At the end of the “shopping spree”, the youth had chosen 4 boxes of clothing! The clothing was then taken back to CYSS and sorted, washed, dried, folded, and packed, to be donated to families in need. The youth, as well as the adults, felt a sense of pride to be able to help others.

On behalf of CYSS, we would like to say “Thank You” to all those who helped make the youth service project, and the 2014 Operation Megaphone WorldWide Lock-In
See CYSS on Page 11

20 years continued service, still going



Mr. Larry Cardenaz, received his 20-year length of service award from Lt. Col. Charlie Slosson during a recent awards ceremony. Cardenaz served just over six months in the Navy. He began his civil service in 1985, but took a break to go work in Alaska in a salmon cannery. He came back to civil service in 2004 but it wasn't until 2009 that he became a member of Team Sierra. Congratulations Larry.

ARMY ANTITERRORISM



TIP OF THE MONTH



Understand what to do in an “active shooter” threat situation.

Safe Summer Fun

In a Manner of Speaking...

As of today, I have completed 16 of 26 hours of mandatory training that is in TEDs for me this year. Next year I am looking at over 60 hours. While I applaud the Army's intent to ensure we understand what is required, help us to be aware of what is legal and guide us to do the right thing, completing the courses are only the triggering mechanisms to get us to practice what is taught. Breezing through the course with “study guides” will get you the certificate, but a lack of follow through can have varying degrees of impact to all of us.

Deciding to download something onto a government computer from an unauthorized site could shut down our network, talking freely about our work, equipment and support that we provide to other DoD entities could invite espionage and making an off color comment can bring on an EEO complaint. We still have instances where personnel, at all levels, do not follow what is taught. This mandatory training is an Army priority we should all be more vigilant in following the guidance provided.

We are seeing an increase in property damage and injuries here on the Depot. It may be the warm weather, looking ahead for vacation or hurrying to complete a mission. We all work too hard to let a personal injury or expense of a FLIPL ruin a day and end a vacation. Please watch what you are doing, look out for one another and take the time to be safe.

Vigilant Eagle 2014, Active Shooter Exercise

By Quentin Graham, Emergency Manager
and Kenneth Holmes, Antiterrorism Officer

Recent events within the last few years have made being prepared for an “Active Shooter” event ever more paramount.

Such events as Columbine High School(1999), Capitol Hill (2006), Virginia Tech (2007), Fort Hood (2009), Tucson Supermarket (2011), Aurora CO (2012), Oak Creek (2012), Sandy Hook (2012), and Fort Hood (2014) - are all tragedies that influenced Sierra Army Depot (SIAD) to decide on preparing for their Active Shooter exercise during the last year.

The Protection Working Group (PWG) discussed many themes for 2014 and this topic was forefront in their thoughts. The group wanted to increase the preparedness by; conducting a walk-through of the facilities on post responsible for the protection of the children, providing workplace training to the base populace, providing training materials that focused on two major concepts.

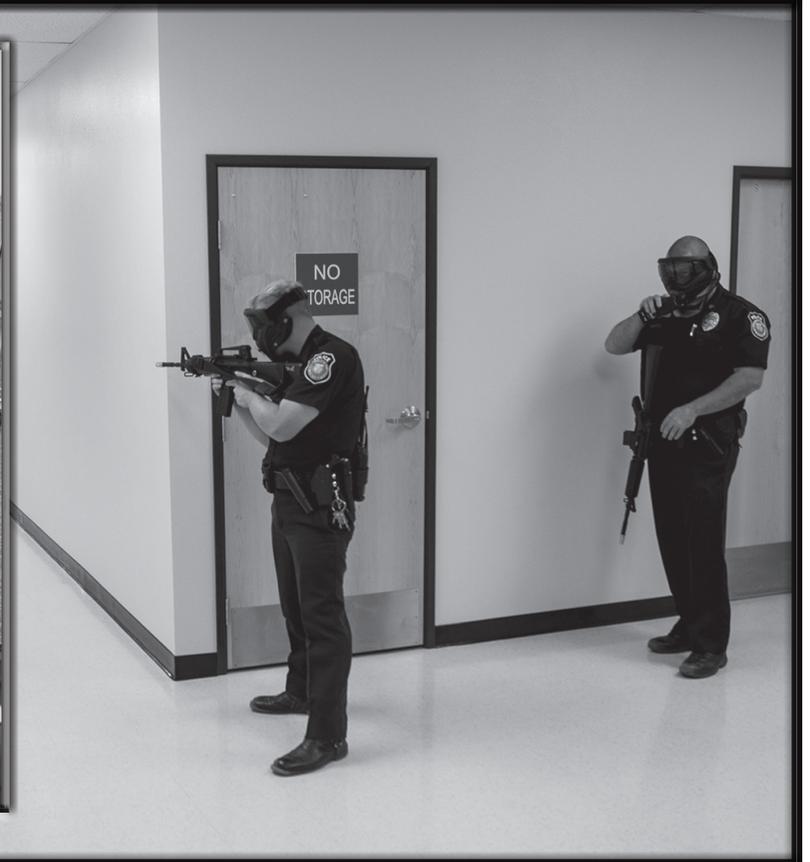
Those concepts are “HIDE” or “RUN”, and were demonstrated in this year’s exercise. An additional focus was on the Continuity Program, Emergency Action Plans (EAP) that provide a rally-point for information to be relayed to First Responders and where leaders can accomplish accountability out of harm’s way, thus increasing the ability to identify and apprehend the “Active Shooter”.

The exercise day began similar to any other day, until a disgruntled employee (a volunteer role player from Contractor, URS) decided that his application to be a Federal Employee had gone on long enough. When the event started, building occupants (CPAC and Contracting) were seen fleeing from anywhere they could, and those that couldn’t, hid in an office with the lights off and out of view. One participant was able to make a phone call to 911 Dispatch, and very quickly the Police arrived and searched the building.

A simulated chemical device was triggered outside the building. Fire personnel arrived on scene setting up the Hazardous Materials De-

contamination tent and began processing and decontaminating wounded and ensuring participants were properly taken care of with assistance from the Herlong Volunteer Fire Department and through other Mutual Aid partners. During the event the Installation Emergency Operations Center (IEOC) was activated and assigned personnel analyzed the impact of the situation and made plans to recover an evidence scene and a chemical hazard area. Since multiple buildings were involved, the IEOC activated those facilities’ “Business Continuity Plan” to ensure continued service for SIAD missions. During the time the Public Affairs Office was bombarded with over 70 inquiries from neighboring media outlets and multiple more from concerned citizens and employees.

“A situation of this magnitude would be horrific to SIAD,” said Quentin Graham, Emergency Manager. “The teamwork from the Protection Working Group and Senior Leadership to prepare the participating agencies was tremendous, true dedication to the continued efforts to make Sierra Army Depot a safe and secure place to work.”



MWR employees receive recognition



Ms. Rhonda Amos pictured above with her husband, Deron, and Mr. Philip Mattingly, below, were presented Achievement Medals for Civilian Service by Ms. Julie Mason, director for Community Services. Ms. Amos and Mr. Mattingly were instrumental in completing special projects in a very short amount of time, and at the same time not letting their day-day duties fall behind.



PROCESS (From Page 4)

“gut feelings” play no part in this. If you’re not sure what data you should (or could) be collecting, or if you need help in analyzing your data, give us a call at the Quality & Transformation Directorate.

So in closing, if you happen to be out and about, swing on in to R3 and see their wall of Flowcharts and ask yourself...

How do your processes compare?

MG Terry's Farewell Message

TACOM Life Cycle Management Command Teammates,

During the past two years, it has been mine and Cathy's honor and privilege to work with each of you in the TACOM LCMC. A very special thanks to all of you for your positive and proactive support to our Soldiers especially during these turbulent times of fiscal uncertainty.

I am especially proud of your dedication to the command's Soldier support mission. The products, services, and support you've provided helped ensure that America's military service personnel have the equipment they need to conduct their missions. You have done it with ease and with perfection. Thank you for your untiring efforts. Keep up the great work.

I am amazed every day by the tremendous talent in this organization. The TACOM LCMC is the most technically proficient organization I've been part of in my entire military career. The outstanding reputation you enjoy in the Army's acquisition, logistics, and technology communities is well deserved.

Again, I want to thank you for your service to the Army and to our nation. I wish to extend my best wishes to each one of you for success in meeting your professional and personal goals. Thank you for making this tour a rewarding and extremely pleasurable experience and a great way to end a 35 year career in support of the great men and women that serve this nation and the American people.

May God bless you, your loved ones, and our country in the years ahead. Army Strong!

MG Michael J. Terry

Employee retires after 45 years



Mr. Robert Herrick received a flag flown over the Capitol from Lt. Col. Charlie Slosson during a retirement ceremony. Mr. Herrick retired after a combined total of 45 years government service. He served 22 years active Army (retired in 1990) and then came to work at Sierra Army Depot (began in 1991) for another 23 years. Congratulations Bob on your retirement.

CYSS (From Page 9)

such a memorable, successful, and fun event!

CDC:

On Thursday, May 29, the Infant Classroom at the Child Development Center celebrated two very special first birthdays with a whipped cream party! Tyler and Rylie. The two pre-toddlers had a blast playing with, tasting, and making a mess with their whipped cream birthday treat! They giggled and laughed throughout their first birthday celebration. Happy birthday Tyler and Rylie!



BINGHAM

(From Page 3)

COSCOM, Fort Hood, Texas; Chief, G3 Plans Division, 13th COSCOM; Deputy Commander, 64th Corps Support Group, 13th COSCOM, Fort Hood, Texas; Executive Officer, ACoS J1, USFK, Yongsan, Korea; Commander, 266th Quartermaster Battalion, 23d Quartermaster Brigade, Fort Lee, Virginia; Chief, Support Services Office and Deputy Inspector General, Joint Staff, the Pentagon; Commander, United States Garrison, Fort Lee, Virginia; and Chief of Staff, United States Army Combined Arms Support Command and Sustainment Center of Excellence, Fort Lee, Virginia. Major General Bingham deployed in April 2010 in support of Operations Iraqi Freedom and Enduring Freedom while serving as Special Assistant to the Commanding General, 1st Theater Sustainment Command, Camp Arifjan, Kuwait; Kabul, Afghanistan and Kandahar, Afghanistan. Major General Bingham served as the 51st Quartermaster General of the United States Army and Commandant of the U.S. Army Quartermaster School, Fort Lee, Virginia. Prior to her current assignment, she served as Commanding General, U.S. Army White Sands Missile Range, New Mexico.

Major General Bingham is the recipient of numerous military and civic awards commensurate with her rank. These include the Distinguished Service Medal; Defense Superior Service Medal; Legion of Merit (with 2 Oak Leaf Clusters); Defense Meritorious Service Medal (with Oak Leaf Cluster); Meritorious Service Medal (with 3 Oak Leaf Clusters); Joint Service Commendation Medal; Army Commendation Medal (with Oak Leaf Cluster); Army Achievement Medal; Humanitarian Service Medal; National Defense Service Medal; Afghanistan Campaign Medal; Iraqi Campaign Medal; NATO Service Medal; Korean Defense Service Medal; Global War on Terrorism Expeditionary Medal; Global War on Terrorism Service Medal. She is authorized to wear the Joint Staff Identification Badge. Major General Bingham was presented the 2013 Strong Men and Women in Virginia History award; 2013 Wise Woman Award; named "2013 Mover and Shaker" in Las Cruces, New Mexico; presented the El Paso Chapter, Links, Incorporated "2014 Star Award"; the "Southwest Women's Law Center 2014 Celebrating Women's Stories award; and the "2014 Rock of the Year Award" for her community and civic contributions.

Major General Bingham is married to Dr. Patrick J. (PJ) Bingham. They have two adult children: Tava Michelle and Phillip Jamal.



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

To Team Sierra

What a pleasure it has been to serve as your Mission Manager these last few years. I can remember back in 2004/2005 when there was "BRAC" in the air. What was needed was to demonstrate that Sierra Army Depot was relevant and critical to the Army needs. With all the dedicated work efforts by the Sierra Team, and a strategy to develop Sierra having a mission, what you hear now is "Sierra is the place to go."

I hope through the last 10 years I have made good and sound decisions, and if those decisions proved to be incorrect, then I listened to my Teammates and made appropriate corrections.

I know through your hard work and dedicated efforts, Sierra Army Depot will continue to thrive, perform well, grow in diverse operations, and in the end - Support the Soldier and serve the United States of America for years to come.

Happy Trails, Bruce Hamilton



Lt. Col. Charlie Slosson presented a U.S. Flag to Mr. Bruce Hamilton during his retirement luncheon. Hamilton has served in numerous key leadership positions over the last 10 years on Sierra Army Depot, with the last 5 years as the senior Mission Manager for the Depot. Good luck Bruce and happy trails!