

# The



# Challenge



Sierra Army Depot, Herlong, Calif.

August 2014

Vol. 70 No. 6

## First visit to SIAD for new TACOM commanding general

By Lori K. McDonald  
Public Affairs Officer

Maj. Gen. Gwen Bingham, commanding general for the TACOM Life Cycle Management Command, arrived in style for her first visit to Sierra Army Depot on July 28-29 since assuming command in style – on a Black Hawk.

For the next day and a half, SIAD senior leaders, Lt. Col. Charlie Slosson, depot commander, and Mr. Donald Olson, deputy to the commander, took Bingham on a fast pace tour of depot operations.

Upon her initial arrival, Bingham recognized several employees for their outstanding support and initiative they have taken within their respective jobs by presenting them with a commanders coin. She also recognized four employees with two-star notes and coins for their service and dedication to the mission upon their retirement.

After that, Slosson and Olson took her out to the End of First Life Center where Mr. Jeremy Utter gave a description of the Asset Pulse program that provides on-line asset visibility to Army leadership, enabling them to make informed management decisions for the excess items at Sierra. A demonstration was given to showcase all the special features that can be captured within this program.

The next stop along the tour Bingham was able to take time and talk to employees and ask them about the job they were doing. She noted that the employees at Sierra Army Depot took great pride in the work they do every day, and the one great common factor that caught her attention is the ownership everyone grasps in their jobs.

Bingham was in awe on the number of programs/capabilities that are at Sierra: Rekitting Add-on-Armor, Water/Fuel Reset programs, various Maintenance type Operations, Retrograde and Redistribution, Clothing, and Non Standard Equipment. As she walked through each of these areas, Bingham commented about all the cost avoidance for each of these programs that should be captured.

Before Bingham departed the Depot, she did say that it is her intention to be back at least one

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Pictured above, Lt. Col. Slosson talks with Maj. Gen. Bingham about the reset operation being completed on the M149A2 Water Buffalo as Mr. Tim Kaarbo (far left) and Mr. Bruce Hamilton listen on. Below, Mr. Christopher Sabatino explains a small part of the IED Defeat system to MG Bingham. Other individuals on the tour included Mr. George Ray, far left, Mr. Hamilton, LTC Slosson, Mr. Aric Manner, and Mr. Blake Marsters.



# Commander's View

Greetings Pride in Excellence Team.

What a great visit with our Commanding General, MG Bingham. I have never felt more pride in our team then I did when we were escorting her around. She was very impressed with all aspects of her visit and the information you provided her throughout the visit. As you found out, she is a very engaging person and is 100% genuinely interested in how the team is doing and what you are doing. MG Bingham is very much a people person who intends on returning to the Depot soon. Her goal is to get to each Depot and Arsenal twice a year. She has asked for each of us to take on one additional task – tell our story. Tell the Army story. Let people know where you work. Let people know how proud you are about where you work and who you support – the Warfighter. Every one of us does something to support the Warfighter – let your friends know how proud you are about that.

Our visibility across the spectrum of leadership – both civilian and uniform is improving. The reputation of Sierra Army Depot's work and dedicated workforce is getting out there. We need to help it every chance we get. In the coming months, we are visiting both California and Nevada civilian leadership as well as the Nevada National Guard. We are exploring other opportunities to get our name out there.

August is going to be another great month. We have our Team Sierra for the Win - Employee Appreciation Day on the Aug. 21. I am excited. We have some great vendors coming in; some opportunities for competition – Wiffle Ball, as well as the Show and Shine, and of course the annual Banner Contest. The CWF, as always, is getting great prizes for the different events.



Lt. Col. Charlie Slosson

Come on out. This is a wonderful time to relax and have some healthy competition. Every Directorate should be submitting a Banner and having their Team vote on them. It's the number of votes that count.

In July, our Mission Manager, Bruce Hamilton, retired. Bruce, you will be missed. Thank you for the wise counsel. As we say goodbye to Bruce, we welcome Deb Browy as our new Mission Manager. We look forward to getting her on the ground and welcoming her to the Team.

In June, we hosted the Boy Scouts – Troop 512 – from Reno. They had a great time. So much so, that Troop 7322 will be on the Depot in August. This relationship with the Scouts is a great community relations builder. We can do more and will continue to foster the relationship we have

with the Scouts. Thanks go out to the different Teammates that supported these endeavors – Chief of Police Robert Brent, Paramedic Mike Applegate, and Joe Henderson – for all the support they provided to the Scouts. The Scouts had a great time and learned a ton. A trip they will never forget.

I look forward to getting back out to your areas and working alongside you. Not sure where I will end up, but I am looking forward to getting back out there. I have been practicing with my tape dispenser skills and banding machine – so I think I am ready.

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

**Army Strong  
Pride in Excellence!**

*LTC Charlie Slosson - #39*



**The strength of our Nation is our Army  
The strength of our Army is our Soldiers  
The strength of our Soldiers is our Families  
This is what makes us  
Army Strong!**

## THE UNION'S POSITION- AFGE LOCAL 1808

AFGE and our fellow union activists have defeated an effort to ban the use of official time at the Department of Transportation, the Department of Housing and Urban Development and related agencies.

Rep. Phil Gingrey of Georgia proposed the official time amendment the afternoon of June 10 during floor debate over the fiscal 2015 Transportation-HUD Appropriations Bill. Reps. Rosa DeLauro of Connecticut and Ed Pastor of Arizona both delivered eloquent remarks against the amendment, but House members agreed to the amendment by a voice vote.

In the hours before the bill came to the House



floor, AFGE worked behind the scenes with our

brothers and sisters at the National Association of Air Traffic Controllers (NATCA) and other unions to ensure there would be a roll call vote on the Gingery amendment. Without a recorded vote, the amendment would have been automatically included in the House version of the appropriations bill, making it much harder to remove later.

At 7 p.m., the House voted on the Gingrey amendment. The amendment was soundly defeated by a vote of 254 to 167. Sixty Republicans joined with every Democrat in opposing the amendment.

AFGE Legislative and Political Director Beth  
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**The Challenge**

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

Lt. Col. Charlie Slosson  
Lori K. McDonald  
Tim Streaty



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On Aug. 21, Sierra Army Depot will hold their annual Safety Standown Day in conjunction with Employee Appreciation Day. Supervisors have been given portfolios from the Safety Office with information on subjects that have been determined to be critical key points for Sierra Army Depot employees. This training is intended to promote education and encourage participation by employee involvement.

The following are the topics all employees will receive training on:

1. *VPP Overview*
2. *OSHA Fact Sheet – Protecting Workers from the Effects of Heat*
3. *National Safety Council - Slips, Trips, and Falls*
4. *National Safety Council - Overexertion*
5. *Injury/Property Damage Flow Chart*
6. *Clinic First Procedures*
7. *Evacuation Drill*
8. *Housekeeping*
9. *Seatbelts*
10. *Forklift Operator Safety (only where applicable)*

All training will be held at your designated place of work beginning at 6:30 a.m. until 11:30 a.m. Employees will need to check with their supervisor to confirm the location of their training.

## 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.

**Albrechtsen, Eric**  
**Ball, James**  
**Besancon, David**  
**Masnick, Gregory**  
**Sayles, Curtis**  
**Wing, Richard**



## UNION (From Page 2)

Moten credits AFGE's members for helping to secure the victory. "Fortunately, we had a few hours heads up, and thanks to our excellent grassroots program, we were able to push back quickly," Moten said.

With the defeat of the official time amendment, employees at Transportation, HUD and related agencies can rest assured that their union representatives will remain on the job, helping ensure fair and safe working conditions and protecting members from discrimination and unfair treatment.

## Moving your career forward no matter where you work

By Christine Giese  
Management Analyst, QTD

No matter where we may have worked before coming to the depot we've all seen the employee who shoots to the top and wondered how they did it. Climbing the career ladder feels a lot like being stuck in a maze at times. We all want to excel, be effective in our positions, and of course obtain a salary we can live comfortably on. How do you go forward when we can't make sense of it all?

Staying motivated can be a challenge. Common complaints are:

How do I get ahead when my supervisor won't let me get training?

I'm a term so certain classes and opportunities aren't open to me.

My ideas aren't heard.

My boss has me working way above or below my pay grade and I don't get recognition for my contributions.

You have to know someone to get ahead.

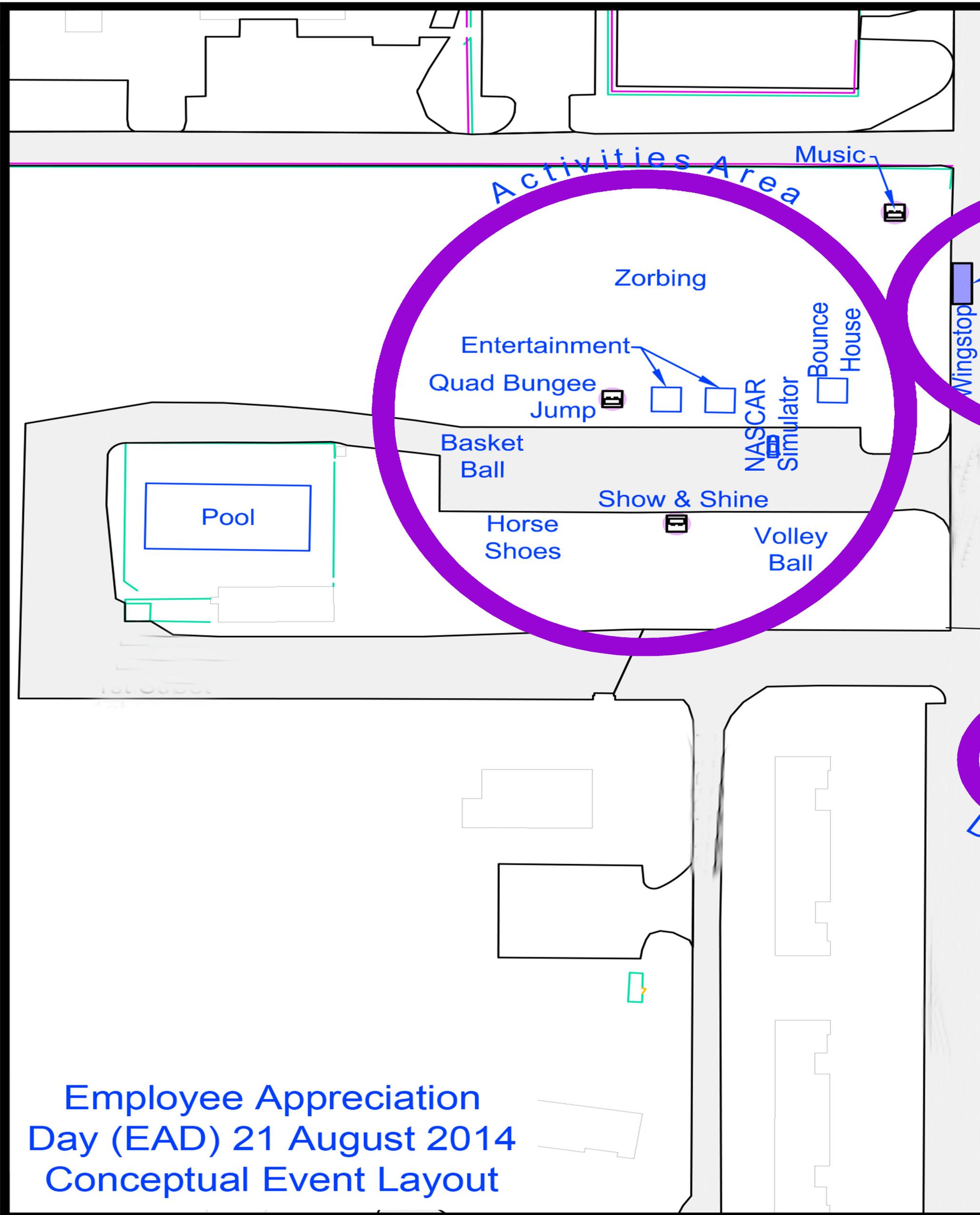
People who do well in their careers tend to be individuals who make their own path. Waiting for someone else to recognize your potential or accomplishments is no different than throwing coins in a wishing well. If your career is at a standstill, ask yourself what you can do to make it better. Listing all the barriers that stand between you and that coveted promotion takes a lot of energy and does nothing to move your career forward.

The good news is there are several things we can all do to advance our careers regardless of the opportunities afforded to us in our current work situation. All Depot employees have access to training through AKO, Skillport, and DAU; these

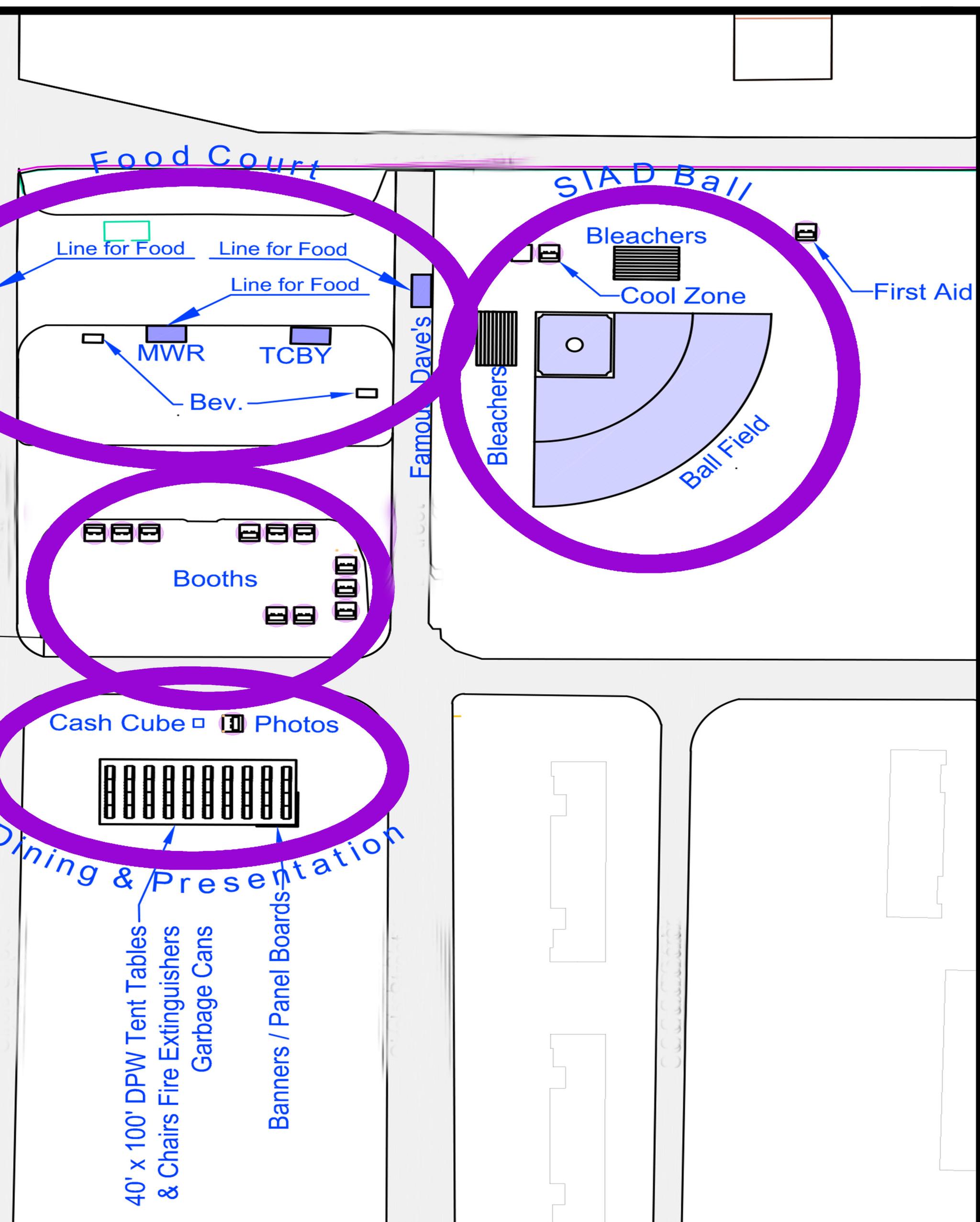
sites can be accessed from home. I know you're thinking you don't want to train from home; Individuals in the private sector pay significant amounts, out of pocket, to obtain the same training that is available to government employees at no cost. As employees in the federal government we have privileged access to gain free training in highly sought after certifications such as LEAN Six Sigma, Program Management Professional (PMP), and Enterprise Resource Planning (ERP). The average salary of an ERP specialist is 63,385 while a PMP specialist earns an average of \$78,000. Free training for a position that pays \$70,000+ a year is a great perk!

Another great thing about working at Sierra is that we all have access to programs that are huge in the private sector. For instance LMP (Logistics'

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Employee Appreciation  
Day (EAD) 21 August 2014  
Conceptual Event Layout



# CYSS Monthly Update

Child, Youth and School Services celebrated the nationally recognized day for a Teddy Bear Picnic on 10 July. Children from both the Child Development Center and the School-Age Program joined their families on the lawn for an afternoon picnic, complete with sandwiches, potato salad and watermelon. Children enjoyed the company of their beloved teddy bears, while basking in the afternoon sun! When asked about the picnic, School-Age youth Alexa Winje said, “my favorite part was bringing my teddy bear, Jewel, to lunch!” Of the 17 parents who



joined us, many of them appreciated the opportunity to share the special day with their child. Heidi Young, SIAD Purchasing Agent, and mother of School Ager James Young, stated that the event “was cute and a lot of fun. I think the kids enjoyed it. It was great to have lunch with James, and watch him feed his Kirby!” 13-month old Riley Estrella, was accompanied by several family members who came out to participate in the festivities. Her father SIAD Emergency Services Dispatcher Jonathan Estrella said, “It was a lot of fun and I’m glad I got to have lunch with my daughter.” This was the second time CYSS has celebrated the Teddy Bear Picnic, and we hope to plan one again next year!

With the recent conclusion of Tee Ball and a six-week long Coach’s Pitch Baseball Clinic, the SIAD

CYSS Sports and Fitness Office has had a busy summer! Sports and Fitness Director Billy Threatt would like to thank all the participants, volunteers and CYS staff for making the program a success. Through Aug. 15, individuals had the opportunity to register for flag football or cheerleading for ages 4 to 14. The fee of \$40.00 includes a jersey and flags for football, and a t shirt and shorts for cheerleading. Kids ages 6 -15 can sign up to participate in the free NFL Punt, Pass and Kick competition on Aug. 21, 2014, at 5:00pm at the Youth Center. There is no fee for the event and winners advance to state district and state competitions.

### Family Trip

On Aug. 7, CYSS hosted patrons and families at the Aces ballpark in Reno, Nev., for the Annual Family Trip. A total of 70 participants enjoyed dinner and an exciting game against the Sacramento Rivercats. The Family Trip is put on by CYSS at the end of each summer, to thank our families for their patronage. A poll for this year’s trip was conducted in the spring, and an Aces game was at the top of the list. CYSS Education and Outreach Director Amanda Page, who planned the event, said, “This was an exciting trip for a lot of our guests, as there were quite a few that have never been to a ballgame! I’m glad we had such a great turnout!” When asked about his thoughts on this year’s trip, School Age parent Gunnar Clark exclaimed, “When do we get to go again?” Well Gunnar, maybe next year!



Lee Danner and his son spend the day watching a Reno Aces baseball game.



# Report

## Suspicious Activity



<p><b>Indicators:</b></p> <ul style="list-style-type: none"> <li>• People drawing or measuring important buildings.</li> <li>• Strangers asking questions about security or building security procedures.</li> <li>• Briefcase, suitcase, backpack, or package left behind.</li> <li>• Cars or trucks left in No Parking zones in front of important buildings.</li> <li>• Intruders in secure areas where they are not supposed to be.</li> <li>• A person wearing clothes that are too big and too hot for the weather.</li> <li>• Chemical smells or fumes that worry you.</li> <li>• People asking questions about sensitive information such as building blueprints, security plans, or VIP travel schedules without a right or need to know.</li> <li>• Purchasing supplies or equipment that can be used to make bombs or weapons or purchasing uniforms without having the proper credentials</li> </ul>	<p><b>Also Report Situations Where:</b></p> <ul style="list-style-type: none"> <li>• Individuals have isolated themselves or are emotionally withdrawn from friends/community</li> <li>• Individuals are absent from the workplace for seemingly no reason</li> <li>• Individuals with apparent grievances</li> </ul> <p><b>Primary Reporting Methods</b></p> <ul style="list-style-type: none"> <li>• Law enforcement official or agency</li> <li>• Security force or guard members</li> </ul> <p><b>Alternative Reporting Methods</b></p> <ul style="list-style-type: none"> <li>• DA Civilians/Soldiers: your chain of command</li> <li>• Spouses: your military member/FRG Leader</li> <li>• Children: your parents or teachers</li> <li>• Contractors: contract agency or COTR</li> </ul> <p><b>What to Report</b></p> <table style="width: 100%;"> <tr> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li>• When did suspicious activity occur</li> <li>• Where did activity occur</li> <li>• How many people involved</li> <li>• How many vehicles involved</li> </ul> </td> <td style="vertical-align: top;"> <ul style="list-style-type: none"> <li>• What type of activity</li> <li>• Describe what you saw</li> <li>• Provide pictures if you took any</li> </ul> </td> </tr> </table>	<ul style="list-style-type: none"> <li>• When did suspicious activity occur</li> <li>• Where did activity occur</li> <li>• How many people involved</li> <li>• How many vehicles involved</li> </ul>	<ul style="list-style-type: none"> <li>• What type of activity</li> <li>• Describe what you saw</li> <li>• Provide pictures if you took any</li> </ul>
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Report to: **SIAD Emergency Services Dispatch**  
 Phone No.: **530-827-4345** or **911** (for emergencies)  
 Website: <https://sierc2falcon.sierra.army.mil/iWatch.htm>

**Organized team or lone wolf, foreign or home-grown, targeting many places or just one, using available technology or weapons made with their own hands—the fluid, obscure nature of the terrorist threat demands that we know what to look for and where to look. Familiarize yourself with indicators of suspicious activity and be ready to report such activity to proper authorities.**

**Always Ready, Always Alert**  
*Because someone is depending on you*



## CAREER (From Page 2)

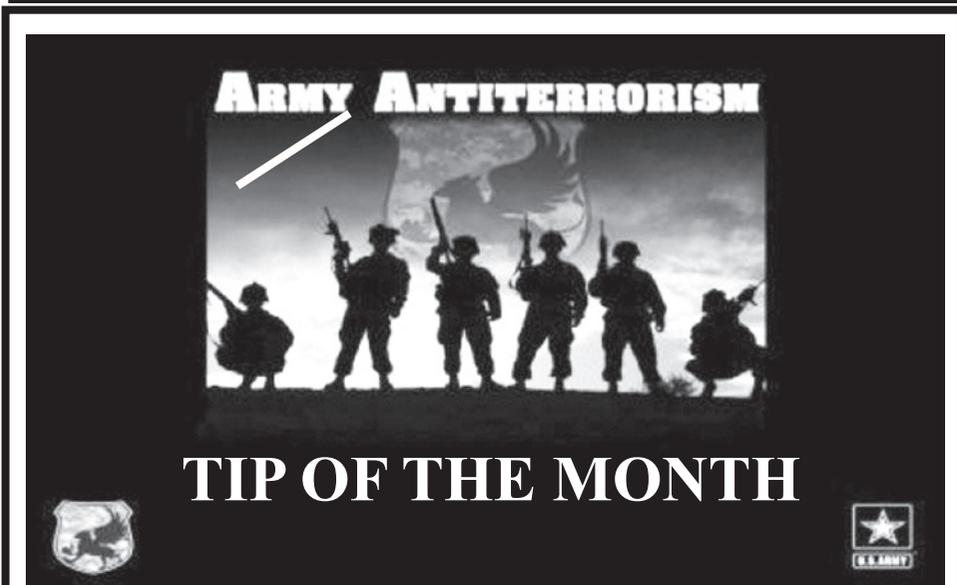
Modernization Program) is a SAP based program. In the private sector individuals with experience in SAP systems are able to obtain very well paying jobs. Sierra uses quite a few programs and systems that the private sector uses. Working in these programs daily has developed many of the personnel here at Sierra into highly knowledgeable subject matter experts in their respective areas.

Several Depot employees have taken their career into their own hands, saving the depot hundreds of thousands of dollars; enabling our organization to gain a reputation of one that serves the Soldier well and keeps repeat customers choosing Sierra as a business partner. Two employees who took it upon themselves to stream line a process in the Organizational Clothing Individual Equipment (OCIE Reserves) Branch had an impact that completely restructured the way the Branch completes their missions, saving roughly half the shipping and labor

cost for one package and up to hundreds of dollars for larger shipments. Steve Perry and Sunne Winnege’s insights not only streamlined the process here at Sierra, but produced savings and increased productivity for the Army units the OCIE serves. Most recently the branch introduced taping machines that reduced man hours devoted to sealing shipments by 18%, while also saving significant amounts on the cost of supplies. The old process, which was costing an average of \$2250 a week, has been reduced to around \$185 a week. The savings become even more significant when we multiply them over the span of a year, 5 years, etc.

In the Asset Management Directorate’s Outside Storage Branch, Mike Frohrib and his team actively engage in a Cheaper, Better, Faster motto which has become the culture within the Outside Storage Branch. Numerous Actions, which have greatly reduced shipping costs to

**See CAREER on Page 8**

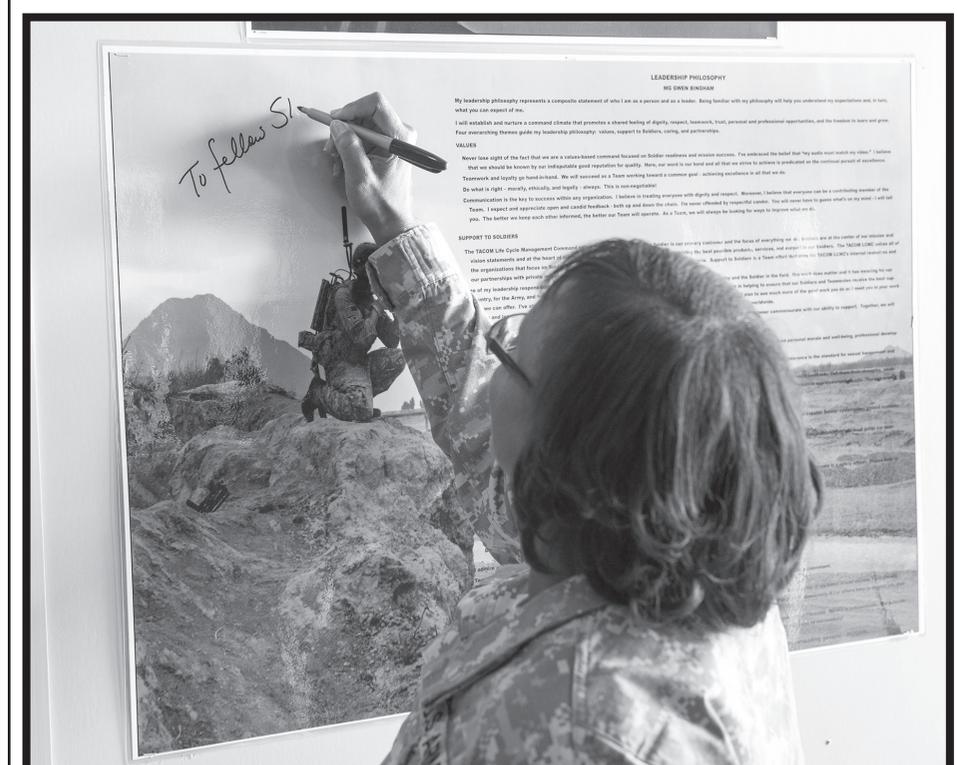


While traveling, maintain a “low profile.” Try to blend in with the local populace through how you dress and your appearance -- especially when traveling abroad. Know the locations of safe havens and carry with you the emergency telephone numbers.

**Right arm Night**

Relax with your Right Arm and have some fun!  
Sept. 18  
5:15 p.m.

**CG's Philosophy proudly displayed**



Maj. Gen. Gwen Bingham takes time during her recent visit to sign her philosophy statement employees from the Mechanical Systems Branch had printed and laminated to be displayed in their work area.

Sierra Army Depot  
Special Emphasis Program Presents:  
**Federal Women's Program  
Tea Gathering**  
26 August 2014, Skedaddle Inn, 1130-1300

KEYNOTE SPEAKER  
DR. ANGELA TAYLOR  
GUARDIAN QUEST, RENO, NV

Finger Sandwiches and Salad  
Fruit, Cookies and Cheesecake  
Variety of Beverages  
Cost \$10.00

Join us in celebrating 90 years of Women's Right to Vote!

TICKET POCs:  
Angela Cross 4455 Donna Vandor 5146  
Barbara Caria 4428 Lula Lewis 5230  
Donna Vandor 5146 Amber Wood 5253  
Heidi Young 4565

**Employee Fitness Program Kick-off**

Read the news, look around you – staying healthy is a challenge. More and more people are having chronic medical problems. A third of the population is obese. Ten percent are diabetic. Almost half of the adults in our country require prescription medications. Heart disease and cancer kill over 1 million Americans per year. The good news is that you don't have to be a part of those groups.



1200 – 1300, once a month for three months. Individual sessions with the clinic may be applicable.

After you finish learning about nutrition you may want to take it to the next step. You can apply to participate in the fitness training that will be individualized to your interests and abilities. The Fitness Program will run from January until March and can accommodate up to 30 employees.

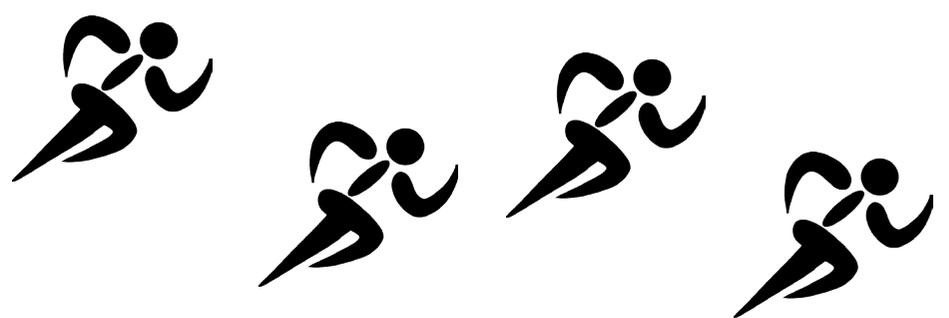
The Employee Fitness Program must be approved by your Supervisor and routed through the Training Department.

In order to participate in the Fitness portion, you must successfully



If you request through your supervisor to sign up and participate you will learn about how to eat well, to stay healthy and to reverse health problems you may have. These classes will posture you for success in getting through the holiday seasons. We can accommodate up to 30 employees for the Nutrition Program which will run either 1030 – 1130 or

complete the Nutrition Program. Drop by Occupational Health for more information and remember to look for the Health booth at the Employee Appreciation Day.



## BINGHAM (From Page 1)

more time this year. She thanked Slosson and his team for the great job they are doing to support the Soldier. Bingham then departed the Depot in the same fashion in which she arrived, on a Black Hawk.

A big thank you to the Nevada Army National Guard who had the opportunity to use the flight with Bingham as part of training operations they conduct at Sierra Army Depot.

Sierra Army Depot's mission is to provide rapid expeditionary logistics support and long-term sustainment solutions to the Army and the Joint Force. The Depot has been designated as the Center for Industrial Technical Excellence for all Petroleum and Water Distribution Systems. In addition, Sierra offers a unique capability to receive, identify, classify, bring to an accountable record, store, manage, and rapidly ship assets world-wide. These reclamation activities clearly provide a readiness and operational value to the Army and the nation through management and controlled redistribution to meet urgent demands.



## Career milestone



**Mr. Gaosa Tautolo, Jr., was presented his 35-year length of service award from Lt. Col. Charlie Slosson during an all hands meeting in the R2 Directorate. Tautolo spent eight years serving his county in the US Army. Upon leaving the Army, he began his civil service career working for the Navy. In 1996, he came here to Sierra Army depot where he is currently a warehouse leader. Congratulations on your career milestone.**

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



**Mr. Don Olson, right, describes the concept of the Asset Pulse program to MG Gwen Bingham during her visit to Sierra Army Depot as Lt. Col. Slosson looks on. Jeremy Utter, sitting, was able to show Maj. Gen. Bingham how the software program would be able to allow Item Managers the opportunity to see all parts associated with each tactical wheeled vehicle stored on Depot.**



## CAREER (From Page 2)

customers, have been put into effect. The team goes above and beyond to reconfigure packaging of massive shipments prior to the start of the packaging process. The team's reconfigurations saved one particular customer \$37,848 in shipping cost. The retention of customers due to the Outside Storage Branch's effort is something that benefits us all. When potential employers see a candidate's ability to decrease costs and retain customers, they see an employee with value.

These are a few examples of SIAD employees who take their day to day jobs and use them to create an impressive list of accomplishments. Each and every one of us has the ability to do the same

no matter where we work. Here at Sierra we are privileged to work impressive programs that are of high importance worldwide.

If we are hired with the intent to entrust lives and support the country as a whole, then we certainly are employees that have the capability to bring value to any project. Whether we stay here at Sierra or take our career to another level at an outside organization, we have the ability to flourish and go as far as we want. In the meantime, while building up your accomplishments here at Sierra, take pride in knowing that we are serving the Soldier and taking part in programs that support our country, while building a reputation for Sierra that we can all be proud of.