



The

Challenge



Sierra Army Depot, Herlong, Calif.

September/October 2014

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Hammack tours SIAD operations

By **Lori K. McDonald**
Public Affairs Officer

The Hon. Katherine Hammack, Assistant Secretary of the Army for Installations, Energy and

Environment visited Sierra Army Depot for the first time on Sept. 4, 2014, to acquire knowledge of the day to day operations.

Hammack, who was accompanied by Sierra Army Depot commander, Lt. Col. Charlie Slosson,

Mr. Donald Olson, deputy to the commander, and Mr. Brian Butler, TACOM ILSC director were able to get a birds eye view of the installation when they flew in a UH-60 for an aerial tour of the Depot.

Upon landing, the group met with other depot senior leaders to continue with a walk through of the depot operations such as Add-on-Armor, Water Reset, Retrograde and Redistribution, and Non Standard Equipment.

Slosson talked to Hammack about the concept of the End of First Life Center, where SIAD provides for centralized management of the Army's excess major end items – after their first life – before final disposition. Olson went on to say Sierra has the space and the transportation capability to support the receipt and distribution of equipment awaiting induction into future reset/repair programs at other Organic Industrial Base activities, allowing the Army the time for planning in exchange for storage fees associated with other organizations.

Another area of interest for Hammack was Organizational Clothing & Individual Equipment (OCIE) as it relates to the multiple CIFs in the US and Germany. Because the Army doesn't pay storage fees for equipment at Sierra Army Depot, there is no cost for warehousing the over \$1 billion in OCIE assets.

During lunch with senior leaders, Slosson discussed various energy saving projects as well as the renewable project for a 2.5 megawatt solar photo-voltaic field to be placed on Depot property.

Upon her departure, Hammack praised Slosson and his team for all the great work being conducted at Sierra Army Depot and the dedication she witnessed from all the employees during the tour.

Sierra provides rapid expeditionary logistics support and long-term sustainment solutions to the Army and the Joint Force. Sierra has an ideal high desert climate, an on site airfield, and extensive rail and transportation network, and is a recognized multi-functional installation. The Depot serves as a Strategic Power Projection Platform providing logistics support for asset receipt, classification, management, storage, distribution, maintenance, assembly & containerization, and the rapid world-wide shipment of material in support of the war fighter.



Above Mr. Donald Olson talks about the M149A2 Water Buffalo trailer with Hon. Katherine Hammack as Mr. Aric Manner, Lt. Col Charlie Slosson, and Mr. Brian Butler look on. Below, Mr. Michael Dipenta explains to Hon Hammack how SIAD receives, identifies, classifies and brings to record "excess" OCIE from Clothing and Issue Facilities (CIF's); items returned from SWA; and new OCIE directly from DLA.



Commander's View

Greetings Pride in Excellence!

What a great summer. We began the summer with the Army Birthday and finished it off with the Employee Appreciation Day. And what a wonderful event that was. My hat is off to the Civilian Welfare Fund (CWF) Team for coordinating the event, the multiple volunteers during the event and the Public Works folks for the field preparation and clean-up. Truly a team sport. This was a professional event that we in the Command Group believe our employees earned and enjoyed. Again, CWF and PW – thank you.

I had the fortune to work in the R3 – OCIE division during this last month. Thank you to Steve Parry for allowing me the opportunity to work alongside you. Even though it was inventory validation time and had to pull my boots off when we exceeded 9, I think I was a contributing member of the team. The OCIE support we provide is unparalleled. In the Reserve Support Mission, we provide OCIE for over 208,000 Reservist worldwide. That is incredible. And these professionals execute this type of support everyday – with quality and dedication. I also would like to recognize Blake Marsters, Chris Jones, and Denise Giese for allowing me the chance to work in your division. Thank you.

This summer, we have brought on board our new Mission Manager – Ms. Deb Browy. You might have met her during the Town Halls in September, but if you haven't, take the opportunity to meet her. Deb has some tremendous talents and will help round out our team. She is a very organized leader and is quickly grasping the Army Working Capital Fund uniqueness. We've also gained a new Chief of Police – Tom Venable. Another great addition to our Team. Chief



Lt. Col. Charlie Slosson

Venable has been in Law Enforcement for quite some time and brings some unique perspectives to our Department. And, we finally have our Family Advocacy Program Manager – Mr. Mark Bradley. I met Mark in our NEO and immediately put him on notice that he would be very busy. I expect him to be mobile and get out to the workforce as often as possible.

We are losing another critical member to our Team – Mr. Lain Ayers. Mr. Ayers is retiring soon and will spend some significant time working off his honey-do's in his full time capacity. Mr. Ayers has been an integral member of our team for the last 40+ years, working in almost every position imaginable on this Depot. He will be sorely missed and hard to replace. We will endeavor to find someone that can fill the gap, but not sure we

will find someone to replace the friendship he has provided. Enjoy your quiet time.

This past month, we conducted our semi-annual Town Hall sessions. Some great feedback from the workforce about how we are communicating. I think it has improved, but can continue to improve – both vertically and laterally. We discussed our Hiring Review Board, our upcoming changes to the Mass Transit Benefit Program and how well we finished this year off – 1.5 Million Direct Labor Hours. And yes, you did it. We also discussed the future workload and workforce. For specifics, refer to page 11.

In October, the Depot is conducting another off-site Property Recoupment Campaign at Fort Drum. We completed the mission at Fort Stewart with commendable results and have been asked to do it again – at Fort Drum. We'll support the Joint Force there, as always, professionally and efficiently. Not sure where else we will be asked to go, but we will.

We will have more visitors in the coming months. Our vision for Sierra Army Depot is to become well known for the value we provide to the Department of Defense – in either dollars or readiness – and to do that, we have to get more people informed about our Depot. More to come.

Our weather has made the turn for fall/winter, so let's make sure we are taking our time to prepare. Make sure your team has the right cold weather Personal Protective Equipment (PPE). We don't need injuries because we didn't plan properly. Plan ahead. Take a minute to do your Pre-Combat Inspections on your folks for their PPE. If you don't have them in stock, come up

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THE UNION'S POSITION- AFGE LOCAL 1808

As the nation marks another Labor Day, there is little to celebrate for many workers in this country. Millions of Americans work two or more jobs yet remain in poverty, thanks to substandard wages and benefits.

Most federal employees enjoy the benefits of belonging to a union, but most American workers have faced overwhelming employer opposition to exercising those same rights. Corporations have used their financial might and undue influence in Congress to weaken laws that are supposed to protect workers and to wage expensive battles aimed at defeating every attempt by employees to form unions.



As the old saying goes, those who forget the past are doomed to repeat it.

In the late 1800s, workers who toiled for the Pullman Company outside Chicago suffered countless abuses at the hands of robber baron turned company owner George Pullman. Pullman literally owned the town where his employees lived, and he kept them under his thumb by keeping wages low and rents high. Employees worked 16-hour days yet couldn't make ends meet. Sound familiar?

Workers banded together in the American Railway Union and shut down the company. Nearly every other railway worker in America refused to handle Pullman cars in solidarity with their strik-

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The Challenge

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

Lt. Col. Charlie Slosson
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Meet the new Mission Manager



Ms. Debora Browy was selected as Mission Manager in August 2014. In her role as Mission Manager, she is responsible to plan, program, manage, and accomplish efficient and effective receipt, renovation, storage, inventory, preservation/packaging, packing, assembly/disassembly, modification, repair, reconfiguration, issuing, and shipping of depot mission (wholesale) supplies, to include operational project stocks.

Ms. Browy, U.S. Army - Vietnam-era Veteran, joined as a WAC and transitioned to Enlisted Woman (EW) in 1974. She served her enlistment in Karlsruhe, Germany, 249th U.S. Army Corp of Engineers, Combat Heavy.

In 1990-2002, Ms. Browy provided Soldier training, maintenance, and Quality Assurance support at Ft. Irwin, California on the M1-A1 Abrams Tank and all tracked vehicles.

Ms. Browy's education includes a Bachelor of Science in Public Administration from Northern Arizona University; Army Lean Six Sigma Black Belt certification 2010; Defense Acquisition Level II certification 2012; and Army Management Staff College Advanced Course certification, 2013.

From 2005-2008, Ms. Browy deployed numerous times to Iraq and Afghanistan with General Dynamics Land Systems as a Field Service Representative for STRYKER and Mine Resistant Armor Protective (MRAP) vehicles. She stood up STRYKER brigades in Ft Lewis, Washington, Schofield Barracks, Hawaii, and Vielsek, Germany. She supported the MRAP development, test/competition and fielding program from conception in 2005 to deployment in 2008 of RG31 variant as well as Cougar variant of vehicles.

She transferred to Sagami DEPOT, Japan operations in 2009-2012 as the Equipment and Facilities Manager and then transitioned to Yuma Proving Ground, Yuma AZ in 2012 as Weapons Systems Test Branch Supervisor. She was involved in supporting the JLTV program at Yuma Proving Ground, Arizona.

She has two sons and two grandchildren.

As you go about your daily activities, you will probably have the opportunity to see Ms. Browy. Take a few minutes and welcome her to Team Sierra!

COMMANDER (From Page 2)

on the net, soon.

US Treasury Department established (2 Sep 1789), Google First Incorporated (4 Sep 1998), First Continental Congress Convened (5 Sep 1774), National Grandparents Day (7 Sep), California became the 31st state (9 Sep 1850), Positive Think Day (13 Sep), Francis Scott Key wrote the "Star Spangled Banner" (14 Sep 1814), Constitution Day - US Constitution was signed (17 Sep 1787).

National Hispanic Heritage Month observance is 15 September - 15 October 2014.

As always, thank you for everything you do, every day to support the Warfighter.

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!



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.

Betti, Leo

Bradley, Mark

Brown, Mirjam

Breyton, Andrea

Cady, Medford

Comenzind, Carl

Deuel, Carolyn

Doody, David

Douglas, David

Dunkly, Paul

Durocher, Rebecca

Freeman, Brandon

Giovanetti, Gary Jr.

Graves, Scott

Haworth, Amy

Janak, Dennis

Kraft, Justin

Lovell, Raymond

McDonald, Darren

Medina Raymond

Miller, Robert, Jr.

Porter, Suzy

Reno, Peter

Rude, Lawrence

Depot decals no longer required

Per the Depot Commander, LTC Slosson, effective immediately, decals and depot vehicle registration are no longer required for entry to Sierra Army Depot.

Depot employees will remove their decals and turn them in to Pass & ID as they are still controlled items. The recommended process for removal is as follows: Cover the decal with clear packing tape leaving a tab of extra tape on one side to be used to pull the tape off as you scrape the decal.

This will keep the decal fragments together. Turn in the decal, tape and all, to Pass & ID. Starting at 0600 hours, Oct. 23, 2014, Pass & ID personnel will be available to provide tools and instruction, if required, to assist with the decal removal.

Retired Military members that wish to retain their decals may do so. Call or email Pass & ID to notify them of your desire.

If you have any questions or require assistance please contact Pass & ID at 4108 or 4266.

Term Appointments

Purpose and length of Term appointments

Term appointments are appointments made for more than one year but not more than four years to positions where the need for an employee's services is not permanent. The circumstances under which these nonpermanent appointments are appropriate include (but are not limited to) project work, extraordinary workload, uncertainty of future funding, scheduled contracting out or abolishment of a function, or the need to maintain permanent positions for placement of potential surplus employees.

Term appointments may be made in any increments as long as the appointment is for more than one year and no more than four years. If, for example, the initial term appointment is made for 13 months, the appointment may be extended up to the 4-year limit in as many increments as the agency chooses. The vacancy announcement for a term appointment for less than 4 years should state that the activity has the option of extending the appointment up to the 4-year limit.

The Office of Personnel Management (OPM) may authorize extending an employee in a term appointment beyond 4 years when the extension is clearly justified. Requests for such extensions must be initiated by the employing office and sent through MACOM channels to Headquarters Army, through DoD and final approving authority will be with OPM. When seeking OPM approval, the activity must document the reasons for the continued need of the employee, keeping in mind that if there is a need to continue the term appointment for an extended period of time, a permanent appointment may be more appropriate.

HIRING TERM EMPLOYEES

Agencies may make term appointments from competitive registers through delegated examining, as provided in 5 CFR part 332.

Noncompetitive term appointments may be made to individuals who meet the eligibility criteria under specific appointment authorities listed in Title 5 of the Code of Federal Regulations (CFR). Among these authorities are:

(1) Reinstatement (5 CFR Section 315.401)

(2) Veterans Recruitment Ap-

pointment (VRA) (5 CFR Section 307.103)

Note that such appointments are competitive service appointments -- not excepted VRA appointments -- and do not lead to conversion to career-conditional appointment.

(3) Appointments of veterans with compensable service-connected disability of 30% or more.

(4) Reappointment on the basis of having left a term appointment prior to serving the 4-year maximum time allowed. Reappointment must be to a position in the same agency and for which the individual qualifies. Combined service under the original term appointment and the reappointment cannot exceed the 4-year limit.

(5) Conversion in the same agency from a current temporary appointment when the employee is or was within reach on a certificate of eligibles for term appointment at any time during service in the temporary position. "Within reach" means that the person could have been selected for the position under competitive hiring procedures and that the certificate was actually used for term appointment. The person must have been continuously employed in the position from the date found within reach to the date converted to a term appointment.

Although term employees often are hired following the same competitive procedures that are used for hiring permanent employees, term employees do not have status in the competitive service. Consequently, unless they attained status through an earlier appointment, they cannot be selected from their term appointment for permanent career or career conditional appointments through internal merit promotion procedures. Such conversions cannot occur without special legal authority. The authority for personnel demonstration projects (Title 5, United States Code (USC), Part 4703) is the only provision that currently allows the possibility of term conversions.

TRIAL PERIOD

Term employees must serve a one year trial period. Prior Federal civilian service is credited toward completion of the trial period in the same manner that prior service is credited toward a probationary period. The service must have been in the same agency ("agency" in this context means Army); in the same

See **TERM** on Page 10

Four simple ways to move your career ahead

By Christine Giese
Management Analyst

We all want to be successful and get fulfillment from our jobs. Most importantly we want our jobs to compensate us well. Sometimes as life goes on and responsibilities mount, that once well paying job suddenly doesn't seem to be covering basic living expenses, or perhaps no longer challenges you personally. Getting ahead becomes something we need to do, but isn't something we always know how to do. There are 5 simple things that anyone can do to revive their career growth.

1. Network, Network, Network. Try to make a connection with 1-5 people a day. Grow your network. 80% of jobs are filled through networking. Not because someone merely knows someone but, because networking gets you in touch with people who have a job they know you would be perfect for. If you do nothing else, make sure you network.

2. Take on a big project that you can use to show just how much you are capable of accomplishing. If projects aren't something you can volunteer for, come up with an idea that will help your company to save money, improve a process, or increase productivity. The more often

you can do this, the more of an asset you're going to be to your current employer and you will look very attractive to perspective employers.

3. Learn communication skills. There are several wonderful business books that you can read in your spare time. If you don't like reading find a good video blogger on YouTube and watch some short clips that cover business communications. Skillport offers classes on communication skills that are short, to the point, and helpful.

4. One of the number one complaints of employers is employee's lack of written communication skills. Polish your skills. Print up one page guides that you can keep at your desk. Make it a goal to learn one new writing skill a day. Even if you don't have a desk job, being able to draft well written correspondence is still important. Your correspondence leaves an impression on the reader. Make sure your impression leaves the receiver of your correspondence thinking you're a highly polished professional.

All of these suggestions are easy, don't cost a thing, and require very little time to do. The pay off can be huge and you have nothing to lose. Go be the rock star of your field, you got this!

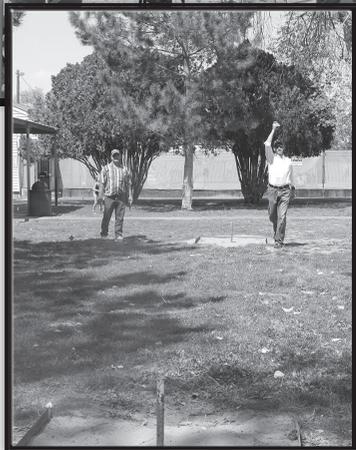
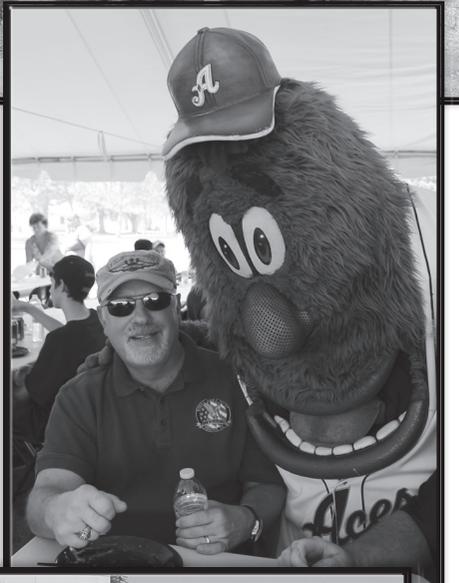
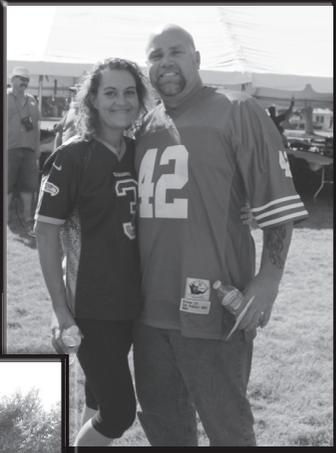
67 years total of knowledge, experience



Asset Management Directorate bid farewell to three dedicated employees who have all moved onto a new career in their lives - retirement. Pictured above far left (clockwise), Genevieve Shoemaker (19 years), Marge Babbs (11 years), and Jandy Jones (28 years). We wish each one of you the very best on your new adventures!

Annual Employee Appreciation Day Activities

The CWF Committee would like to take this opportunity to thank everyone who volunteered to help make this year's Employee Appreciation Day a great success.



Get to know the Containerization

With so many new faces on depot, and different functions being performed, this is all about. This month, the feature spotlight is on the Containerization and Assembly Division.

Under the supervision and guidance of Ms. Sue Getty, the mission of C&A is to manage, kit, wood packaging compliance, corrosion prevention, assembly, disassembly, operational stocks (OP Stocks) and Army Prepositioned Stock (APS).

There are six divisions within C&A: Preservation and Packaging Division; Containerization Division; Assembly Division; and Heavy Assembly Division.

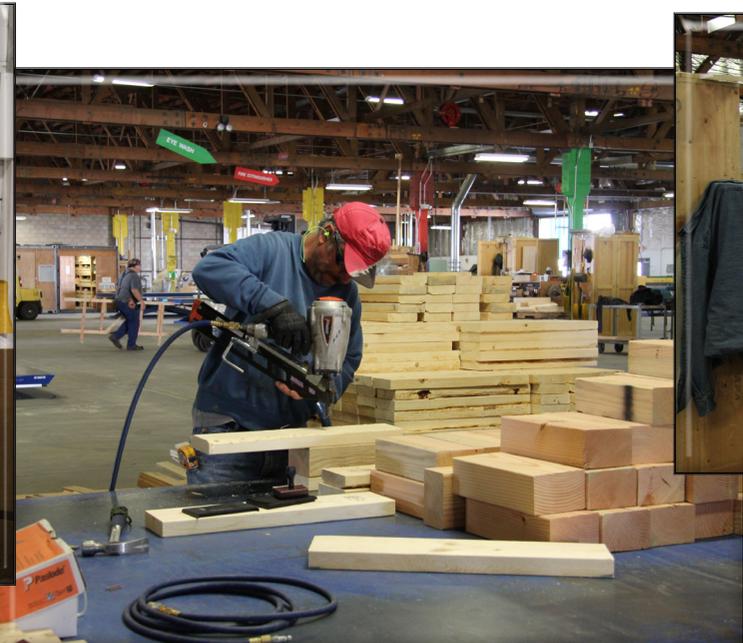


tion and Assembly Directorate

The Challenge will spotlight an organization each month and describe what they are doing in the Assembly Directorate.

The organization is responsible for the direct accomplishment of workload involving preservation, packaging, packing, and containerization of all depot mission supplies, to include retail, wholesale,

including the Receiving Division; Care of Supplies in Storage (COSIS) Division; Box Fabrica-



CYSS Monthly Update

CDC

Sierra Army Depot's Child Development Center hosted their first Annual Preschool Graduation for 2014! We graduated a total of five children who will be continuing their education as Kindergartners in the upcoming school year. We would like to acknowledge Jesslyn Cuevas, Lee Danner IV, Michael Lux, Logan McKay, and Vanessa Turner. The children learn and grow at a rapid pace during 0-5 years of age and we have had the wonderful opportunity to share that experience with the children and their families.

We would also like to thank all CYSS staff who made this event possible, and our teachers for their care and dedication to the children in our program. Our teachers are an intricate part of our program and they contribute to the learning and development of each and every child on a daily basis. We will be losing four great teachers from our CDC programs: Miss Andrea Owen, Miss Trisha Moss, Miss Amanda Keeton and Miss Ashleigh Boyd. We wish them nothing but success in their future endeavors!

SAC

The School Age Care program was in full swing this summer, and now that it has come to an end, we would like to share a recap of the highlights!

In June we held our very first Splash Olympics, a week full of water fun and games for the kids. We jumped into July with a field trip to EZ-Air Trampoline Park and enjoyed a Teddy Bear Picnic with our little friends and families at the CDC.

We ended July with an ice cream social with our parents and a fun filled trip to the Discovery Museum, where we climbed into the clouds and visited the old west! Our last blast of summer before returning to school was filled with delicious root beer floats, and an adventurous rock climbing trip to Rocksports in Reno, where the kids climbed to new levels of confidence and overcame their fears.

We would like to thank our chaperones and our awesome parents for making all of these events and activities possible! Overall, our 2014 summer was a blast!!!

EAD – "Make a Friend"

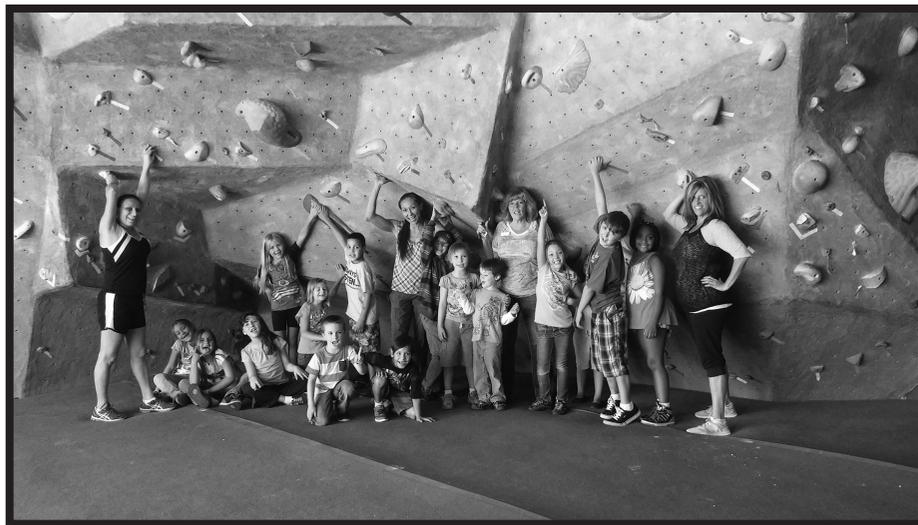
Aug. 21, was Employee Appreciation Day, in which SIAD employees were treated to a day full of food, fun, and friends. Speak-

ing of "friends", CYSS staff hosted "Make a Friend" ball pit. The ball pit was a very large, wooden shipping box (compliments of the Box Shop!), filled with pillows, hundreds of colorful, plastic balls, along with several soccer balls that had a variety of questions/scenarios taped to them.

SIAD employees that walked by were encouraged by CYSS staff to "think INSIDE the box", climb into the pit with others they did not know, introduce themselves, take turns asking and answering the questions/scenarios, then "sealing in" a new friendship with a "secret" handshake only each other would know! We made lots of new friends, had some interesting conversations, and enjoyed the humor, fun, and diversity

that the ball pit provided.

CYSS would like to thank everyone who helped make this activity a success, and would like to give a BIG shout-out to our "NEW" friends - You now who you are!! (Sorry if we spelled your names wrong or missed anyone!). Lisa, Jacob, Andrew, Robby, Terry, Ray, Matt, Mark, Amanda, Kirby, Richard, Stacey, Sandy, Mondo, Adriane, Colin, Debbie, Ashleigh, Gary, Doug, Matthew, Christi, Janay, Kat, Danielle, Jake, Melissa, Brett, Brizz, Robin, Ira, Grant, Rebecca, Anthony, Ron, Marie, Arron, Dr. Ross, and our friendliest and funniest friend of the day, "Butch Kirby!" Until we meet again friends, your secrets are safe with us!



In photo above, School Age children went to Rocksports in Reno, Nev., where they had the opportunity to experience rock climbing, but in a safe way.



Parents and School Age children took a field trip to the Discovery Museum where they discovered what it was like to be in the clouds and what life was like in the Old West.



Employees support fellow coworker

There are times in everyone's life when they experience some type of traumatic event and are able to pull through with the support of family and friends.

Ms. Pam Murphy, a production controller, recently had that happen with her granddaughter.

Pam's granddaughter, Payten, was recently with a heart condition, Pulmonary Atresia Triaspid Atresia Hypoplastic right ventricle. This means her lower right ventricular valves did not open and are sealed closed. She will have had a total of three surgeries by time she is 2 years of age. On Sept. 16, Payten went for her third open heart surgery and she came out like a rock star!

The support Pam received from co-workers gave her the additional strength to get through this tough time. Pam said, "I want to thank everyone who donated to the research of congenital heart defects in children; and supporting me on the day of her surgery, this workforce is a giving workforce and Thank You so much. Other than her little heart being re-plumbed, Payten will grow and develop normally."

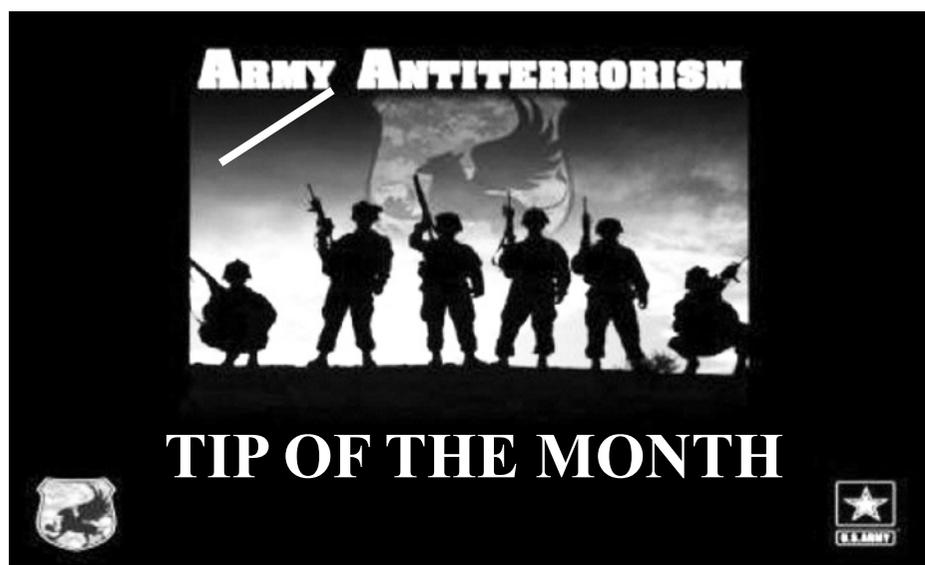
A very special little girl



Little Payten is the bright young granddaughter of Pam Murphy who has undergone numerous open heart surgeries.



DAYLIGHT SAVINGS TIME ENDS
Set clocks back one hour on
November 2



While traveling, understand the culture where you are traveling and learn basic survival phrases (such as “I need a police officer” and “I need a doctor”). Also, avoid civil disturbances or demonstrations of any kind – these events can turn violent with little to no advanced warning.

Being prepared when disaster strikes

What does it mean to be prepared?

When disaster strikes, there typically isn't a warning; but what you have done prior to the event could mean the difference between life and death.

The Army's program is called Ready Army, what it teaches you is "get a kit, make a plan and stay informed".

Get a Kit: There are a few basics that you should have with you or be able to have with you quickly in a disaster. These are Pills, Purse and Pets.

Pills; medication will be in short supply and it may be several days until pharmacies are up and running again; ensure that you don't let your prescriptions run low, have at least a few days worth.

Purse: or for guys your wallet, things cost money and readily accessible cash is best. If you can't stow away a little money, start saving some now.

But more importantly is what is in your wallet, identification cards, call lists or other important information. Another item is your cell-phone, if you have a camera function take a weekend and store either pictures or a video of the contents of your house; if it comes to filing a claim with your insurance it will be an invaluable asset to fill out the paperwork.

Pets: Well kids aren't pets but don't forget about them either, just like your pets they need entertainment. Pets are normally not forgotten

but if your prepared your time will be more valuable with them. If you have to go to a shelter, keep in mind that most shelters do not allow pets, but they do allow kids. Having a call list, where your pets can go;

especially if they are the larger agriculture pets such as horses. Have plenty of food and water for them.

Plan: How many have discussed where to meet in a disaster?

Do you know where to shut off utilities? How about who to call to let your family know that you are okay? Have a plan; discuss it with your family, neighbors and friends the more that others know about your situation and the more that you understand about others the quicker we can all recover from a disaster, as a team. Check out the you tube video: <http://youtube/DD3PmZQb2ts> as a reminder about why you plan for your family.

Stay informed: Information from these websites should help keep you up to date on hazards happening around the area:

CALTRANS: <http://quickmap.dot.ca.gov/>

CALFIRE: <http://www.fire.ca.gov/general/firemaps.php>

CAL-Drought Portal: <http://www.drought.gov/drought/area/ca>

Ready Army: www.ready.army.mil

Ready Gov: www.ready.gov

5K Run to support wounded warrior

Karla Holmberg
Management Analyst, QTD

Sierra Army Depot, like all military installations, exists to support the warfighter.

Each employee at Sierra plays a part in that mission, but even though we hear the statement and see the posters on the walls, it can seem we're far removed from the Soldiers we serve. Many of us don't work with Soldiers in any capacity, and there are only a few active duty personnel on the depot.

Recently, I had the opportunity to support one warfighter directly when I participated in a 5k and 1 mile run/walk to support Marine Corporal (CPL) Joshua Hotaling. CPL Hotaling was on deployment in Sangin, Afghanistan, when he was severely wounded in an improvised explosive device (IED) blast on May 13, 2011. The blast amputated both of his legs and severely injured both hands.

The event was organized by Soaring Eagle Blue Star Moms, the Susanville chapter of The Blue Star Mothers of America, Inc., a non-partisan, non-political, non-sectarian organization. Blue Star works to support our troops and their families through fundraising efforts, and was responsible for sending 74,123 care packages and 137,654 letters to troops in the 2012 fiscal year alone.

Held on Oct. 4, at Susanville Ranch Park located in Susanville, Calif., the run/walk was a great example of a community coming together to help someone in need. There was a good turnout, and many businesses within the community donated raffle prize contributions. There was also an auction for baked goods, on which attendees bid very generously.

All the money raised at this event will help fund the construction of a house with features designed to accommodate the challenges CPL Hotaling now faces, and make possible the things a lot of us take for granted. It will have a shower designed to accommodate a wheelchair, roll-under counters, a roll-under

sink, a roll-under cook top, an open, single-level floor plan, and other amenities. It's a costly endeavor, as the average cost to build one of these specially adapted homes is \$430,000. Facilitating construction of the house is Homes for our Troops, a national non-profit, non-partisan, privately funded 501c 3 organization.

Taking part in this event was a great personal reminder for me of just how many soldiers need our support and the extent of the challenges they face, whether it be physical, mental, or both. As I was running the course, which was quite challenging, I became frustrated when I had to slow down or walk. In many places, it was rocky, narrow, and steep, and I was trying to avoid spraining an ankle or breaking a leg-and then I'd remember seeing CPL Hotaling that morning with no legs. I became acutely aware of the reality of his situation, and that of so many more like him.

What can you do to help a Soldier in need? It could be something as simple as a donation of toothpaste and soap for a Blue Star care package. Or, do

you have construction experience? You could volunteer as part of the build brigade with Homes for our Troops, and actually help build CPL Hotaling's house. Those are just two examples, but there are many possibilities. Visit <https://bsma.memberclicks.net/> for more information about The Blue Star Mothers of America, Inc., or <https://hforusa.org/home> to learn more about Homes for our Troops.

In the words of Major Michael Davis O'Donnell, Jan. 1, 1970, Dak To, Vietnam:

"If you are able, save them a place inside of you and save one backward glance when you are leaving for the places they can no longer go. Be not ashamed to say you loved them, though you may or may not have always. Take what they left and what they taught you with their dying and keep it with your own. And in that time when men decide and feel safe to call the war insane, take one moment to embrace those gentle heroes you left behind."



Myths and Truths about Veterans' Preference



The Civilian Personnel Advisory Center (CPAC) receives questions regarding veterans' preference at least once a week. The one question we receive on a constant basis is; I am a vet, why wasn't I referred for the job I applied for? The answer to this question is convoluted and other variables factor into this question.

This article should help you understand how and when veterans' preference is given and used when applying for federal employment.

1. **Myth** - I served in the military and I should have veterans' preference.

Truth - Veterans' preference is given when certain criteria has been met. There are different types of veterans' preference a veteran may have.

- 5-Point Preference (TP) - 5 Point Preference is awarded when a veteran served:

- o During a war; or
- o During the period of April 28, 1952 through July 1, 1955; or
- o For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or

- o During the Gulf War from August 2, 1990, through January 2, 1992; or

- o For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or

- o In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

es Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

- 10-Point Compensable Disability Preference (CP) - A veteran who served at any time and who has compensable service-connected disability rating of at least 10 percent but less than 30 percent.

- 10-Point 30 Percent Compensable Disability Preference (CPS) - A veteran who served at any time and who has a compensable service-connected disability rating of 30 percent or more.

- 10-Point Disability Preference (XP) - 10 Point Disability Preference is awarded when;

- o A veteran who served at any time and has a present service-connected disability or is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs but does not qualify as a CP or CPS; or
- o A veteran who received a Purple Heart.

- 10-Point Derived Preference (XP) - This type of preference is usually referred to as "derived preference" because it is based on service of a veteran who is not able to use the preference. Both a mother and a spouse (including widow or widower) may be entitled to preference on the basis of the same veteran's service if they both meet the requirements. However, neither may receive preference if the veteran is living and is qualified for Federal employment.

2. **Myth** - I'm receiving disability pay from the VA. Don't I

automatically have veterans' preference?

Truth - Veterans' preference is not granted automatically unless supporting documentation was submitted by you when you applied for your position. If supporting documentation was not submitted and/or you received a new rating from the VA, a VA letter (with just the rating; no medical or payment information) and SF 15, Application for 10-Point Veteran Preference, must be submitted to the CPAC. Once these two forms have been submitted to the CPAC, an SF 50, Notification of Personnel Action, will be generated with your veterans' preference noted.

When applying for federal positions, please ensure you submit all your military documentation; DD214 member 4 copy, VA letter with rating only, and SF 15. This will ensure that you will be credited your military time correctly and that the correct veterans' preference is granted.

As you can see, veterans' preference is not an easy task to define and grant. Not all periods of military service will qualify an applicant for veterans' preference, regardless of awards received.

More myths and truths about veterans' preference to come, in the meantime, you can research veterans' preference at <http://www.opm.gov/policy-data-oversight/veterans-services/vet-guide/>.

If you have questions about your veterans' preference, call Steve at x5178.

TERM (From Page 4)

line of work; and contains no more than a single break in service of 30 calendar days or less.

COMMERCIAL ACTIVITIES, RIGHT OF FIRST REFUSAL

An employee on a temporary or term appointment, whose appointment is terminated before the expiration date of the appointment, and the termination is the result of commercial activities, is entitled to the Right of First Refusal. An employee who voluntarily terminates their employment before the conversion, or an employee whose appointment expires before conversion, is not entitled to the Right of First Refusal. The commercial activity contractor responsible for offering the Right of First Refusal should be given the names and type of appointment of all employees eligible to receive the Right of First Refusal.

BENEFITS AND ENTITLEMENTS

Term employees in General Schedule are eligible for within-grade increases.

Term employees with full or part-time work schedules are eligible for coverage under the Federal Employees Health Benefits Program, the Federal Employees Group Life Insurance Program, and a Federal employees retirement system.

Term employees are covered by reduction in force (RIF) procedures as tenure group III employees if affected by a RIF action prior to the expiration of their term appointments. RIF procedures do not apply when term employees are separated on their appointment expiration dates.

OPM's latest rules on term employment can be found in Title 5, CFR, Part 316

UNION (From Page 2)

ing brothers. When the military and U.S. Marshals were called in to break the strike, resulting in the death of 13 strikers and injuries to dozens more, the American people were outraged. The voice of labor was so united that the federal government responded by codifying a day of national honor for American organized labor and its achievements, in an attempt to pacify labor activists.

In the ensuing years, however,

the American public has lost sight of why unions still matter, and we as unionists have failed in answering the question.

The facts are on our side. Between 1947 and 1973, at the height of unionism in this country, productivity increased by 97 percent and employee compensation increased by 95 percent. Since then, as employees and politicians made it more difficult to organize, productivity has increased by 80 percent, while employee compensation has risen just 11 percent.

As we mark another Labor Day,

let us recall that this day was earned through great collective action. The Pullman Porters serve as but one reminder that American labor has had to—and must continue to—fight for every victory. As the leader of the later Porters' Strike, A. Philip Randolph said, "Justice is never given; it is exacted and the struggle must be continuous for freedom is never a final fact, but a continuing evolving process to higher and higher levels of human, social, economic, political and religious relationship."

Navy - 239 Years

On October 13, 1775 the Continental Congress, established a small naval force, hoping that a small navy would be able to offset the uncontested exercise of British sea power.



Commander holds town hall sessions

Town Halls are a way for a commander or senior leaders to openly communicate to employees what is happening within their organization and to address issues that are brought to their attention.

During the month of September, Lt. Col. Charlie Slosson held his biannual town hall sessions. In each session, he addressed SHARP, Visitors, Mass Transit Benefit Program Hiring Practices, Workload, Climate Surveys, Audit Readiness, and VPP.

One question asked at each session dealt with veterans preference. On page 10 is an explanation on how veterans preference is determined for hiring practices. Another question that required clarification was the Term appointments and the length of

each one. An article on this subject can be found on page 4.

Many of the same questions were asked as each session. We have captured those questions and answers below.

Q - Will the depot be giving out GAP awards this year?

A - No because we are still under sequestration. We will look into it for the outcoming years, but can't promise anything.

Q - Can the hiring process be streamlined because it takes too long to be notified if you got a job or did not get a job?

A - Unfortunately the answer is no. We understand the system

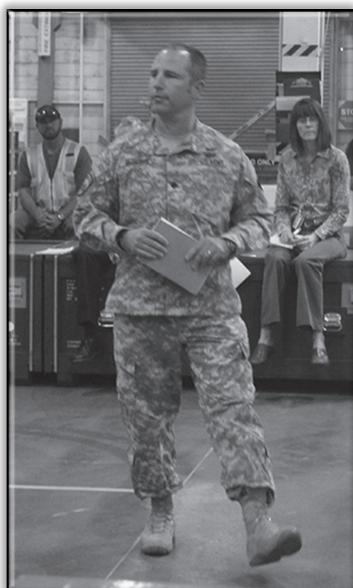
is cumbersome, but it is an OPM system.

Q - As we are able to hire more security guards, will the back gate be reopened at quitting time?

A - No it will not.

Q - Why do we have so many URS/Bowhead employees?

A - The Depot has a mission to accomplish and we need people. The contract is a means to bring people on board quicker to execute the work. We still have approximately 300 government employees we need to bring on board and until that happens, using URS/Bowhead is our only means to accomplish the current workload.



Cybersecurity Awareness: Individuals

What is it?

Individual cybersecurity awareness focuses on the individual's understanding of their roles and responsibilities in reducing the occurrence of security incidents that undermine national security and degrade operational capabilities.

Individual awareness allows individuals to review their cybersecurity training, to educate themselves about cybersecurity and to become more aware of cybersecurity and the cyber threats facing the Army, themselves and their family and friends.

Why is this important to the Army?

Cybersecurity is critical to all Army functions. Cyber attacks and user negligence threaten Army networks and information every day, putting Army operations and personnel at risk. Raising individual cybersecurity awareness and enforcing compliance helps improve the Army's cybersecurity posture and reduces the security risk to the Army.

What has the Army done?

In May 2013, the Army published a handbook to provide leaders at all levels the information and tools needed to address cybersecurity challenges and to ensure that all organizations adopt the practices necessary to protect their information and the Army's network.

The Army also published the Protect Operational Information Brochure to educate all personnel about operations security and what they can do to reduce cyber risk.

In October 2013, the Army held an Information Assurance/Cybersecurity Awareness Week. This week provided an opportunity to heighten individual and collective knowledge about cybersecurity threats and individuals' roles and responsibilities in protecting the Army.

What does the Army have planned for the future?

The Army will continue this effort by holding an annual Cybersecurity Awareness Month. To maintain access to Army information systems, the Army will continue to require personnel to annually complete their cybersecurity training.

Resource Manager retires, 41 years



Mr. Donald Olson presented Mr. Lain Ayers with his retirement certificate, during a recent staff meeting. Mr. Ayers began his federal career at Sierra Army Depot as a temporary employee in 1972 before going into the service. He served in the United States Army from 1973 to 1976 and, after separation from the service, worked for the Department of Agriculture, US Forest Service as a seasonal employee for six years.

Mr. Ayers transferred back to Sierra Army Depot in late 1982 as an Explosives Operator and later as an Explosives Operator Foreman.

Mr. Ayers has worked various positions during his ensuing 41 year career at Sierra Army Depot culminating with his final position as the Resource Manager.

We wish Lain all the best and hopes that he will slow down to enjoy retirement.

HAPPY HALLOWEEN



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

Community outreach important to SIAD

Relationships with surrounding communities at military installations have always been an integral part of the day to day operations. Our community relations exist to increase public awareness and understanding of Sierra Army Depot's mission.

For the past couple of months, Lt. Col. Charlie Slosson and members of his staff have traveled to different offices and organizations throughout California and Nevada to foster a positive and proactive relationships and provide information on the importance of the Depot.

The Depot has also had the opportunity to showcase what we do to a number visitors and senior military officials. These visitors have all

walked away with a better understanding about Sierra, as prior to arriving they were unaware of the vast amount of support Sierra provides to the Soldier. In November, Slosson and staff are scheduled to meet with the California Governor's Military Council and provide an overall brief about Sierra Army Depot.

Sierra Army Depot is committed to building positive relationships with the communities surrounding our installation, as we too are members of this community. Our service members and their families are a major part of each community, and they have a vested interest in its health because they too live and work in this community.



Pictured from top (clockwise), Mr. Donald Olson talks to Maj. Gen. Lawrence Haskins, State of California Assistant Adjutant General about water systems; Mr. David Gard discusses with Jeffrey Mankey from the California Governor's Office about Non Standard Equipment; Lt. Charlie Slosson provides a briefing to the Washoe County Commissioners in Reno, Nev.; and Mr. Olson and Lt. Col. Slosson meet with Mr. Joseph Sweeney, Civilian Aide to the Secretary of the Army in California.