



The Challenge



Sierra Army Depot, Herlong, Calif.

March 2015

Vol. 71 No. 1

First 747 freight cargo lands at Amedee Army Airfield



The first 747 freight cargo aircraft landed at Sierra Army Depot's Amedee Army Airfield on Mar. 13, to support a Presidential Directive to ship Sparks Mine Rollers. There are times when military aircraft is not available due to mission requirements and civilian aircraft are called upon to carry on the mission.



California CASA travels to Sierra Army Depot

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

Sierra Army Depot (SIAD) recently cranked up their Community Outreach Program to help bring more awareness on the good things the Depot is doing.

One Feb. 26, one individual, Mr. Joseph Sweeney, Civilian Aide to the Secretary of the Army for California (North), accepted the invitation to come and tour depot operations. The intent of his visit was to learn as much as he could, and be able to relay the importance of the Depot to senior members within the Office of the Secretary of the Army. On tour with Sweeney were ten members from various AUSA Chapters throughout California and Oregon

(all were retired military or a surviving spouse of a military).

Lt. Col. Charlie Slosson, SIAD commander, and Mr. Donald Olson, SIAD deputy to the commander provided a command overview and tour. During the discussions, Sweeney mentioned that a visit from the Secretary of the Army is on the radar in the near future.

The first stop on tour was at the End of First Life Center. Olson explained it is critical the Army make a decision using a fleet approach that provides maximum reuse and value to the Army at the end of the equipment cycle. He went on to say the yshould designate Sierra as the Center of Industrial Technical Excellence unserviceable, excess, See CASA on Page 12



After walking around the tanks stored on Depot, Mr. Aric Manner, SIAD Chief of Staff (second from left), Mr. Joseph Sweeney (center), and members from AUSA chapters discuss the concept Sierra has established for the End of First Life Center.

Commander's View

Greetings. I apologize for not getting The Challenge out to you sooner. We suspended our production of the paper to determine the audience and validate our information. We will be back on track with our paper, but on an every other month cycle. Your feedback is important.

These past three months have seen some great improvements throughout the Depot.

- 1- Break Shelters around the Depot
- 2- Employee Fitness Program
- 3- Increased visitors
- 4- Increased Hiring Actions
- 5- Exchange Renovations

We have installed multiple Employee Break Shelters across the Depot so our workforce has a place to get out of the elements to either eat, smoke or just hang out. Yes, we said you can smoke in them. Here is the caveat – you have to police them yourselves to retain the smoking and eating privilege. If we find trash or cigarette butts in them, the privilege will be suspended for that Break Shelter. Let's take care of them and be considerate of your fellow teammates.

We are wrapping up the Phase II of the Sierra Employee Fitness Program. The current employees participating are showing great results – both in their health and their morale. We will conduct an assessment of them in April before we start the next program. This next program will combine both the nutrition and exercise portions and be limited to 25 people. The folks from Madigan will be on site in April to evaluate the employees from the first program and prepare the crew getting ready for the next program. We've also invested in several pedometers, so if you aren't able to participate in the formal program, you can request a pedometer and start walking during your breaks and lunchtime.



Lt. Col. Charlie Slosson

We have had many visitors throughout the last three months and it is definitely paying off. All of our visitors depart surprised at how organized we are, how much we do, how much equipment we have and the knowledge of the people they talk to. Most depart with ideas of expanding our capability in one area or another. We foresee expansion in the OCIE support and the Equipment Parts Pull. Our remaining programs will sustain. What does this mean for the Depot? Stability in employment as well as growth opportunities.

We have been submitting hiring requests constantly. Mission, Garrison and even in Resource Management. All areas are hiring. We submitted a request to hire over 250 General Support Helpers. We've been fairly successful hiring but need to bring in more. We've participated in several Job Fairs getting the word on the street in Washoe

County and are looking to conduct a few more. We are also headed to Lassen County at the end of the month. We need quality people. Tell your friends about us. Brag about the work out here to your friends. We need to grow some more and we can with your help.

The Sierra Exchange is set to open on 2 April 2015. This is a huge success for us. The intent is to support the current Federal Government (DOD and DOJ) employees, Military (Active and Retired) and all Guardsman and Reservist. I'm sorry, but our contract workforce can't shop at the Sierra Exchange. Our intent is to also allow our workforce to visit the Sierra Exchange during duty hours using the Depot taxi and can be reached at 827-4140.

We do appreciate everything all of our Teammates are doing, not just for the Joint Force, but for their own team and the Depot as a whole. Please keep at it.

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

This Bill Will Rob You of Your Retirement

In a renewed attempt to scapegoat public service employees for the financial crisis Wall Street created, Rep. Bruce Westerman of Arkansas this week introduced <https://www.congress.gov/bill/114th-congress/house-bill/1230> legislation that would amend the federal employee pension system to base their pension on the highest five years of salary, instead of the highest three years. This would rob the employees of a big chunk of the pensions they have worked hard for their entire careers.

Westerman's excuse in introducing the bill



– reducing the deficit – doesn't really hold up when, in one of his very first votes after taking office in January, he voted <http://votesmart.org/bill/19397/50971/119120/promoting-job-creation-and-reducing-small-business-burdens-act#.VPh9odJ0zIU> to pass a bill that would undo <http://www.motherjones.com/politics/2015/01/dodd-frank-bill-house-gop-hr-37%20> a slew of Wall Street reforms, including a rule that forbids commercial banks from engaging in high-risk trading that helped cause the financial crisis.

"We strongly oppose Rep. Westerman's bill. Federal employees already have lost \$159 billion

See UNION on Page 10

The Challenge

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

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



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Thank you for your support

ACTION... CUT...
ONE MORE TIME...
GREAT JOB!

Those were just a few words employees may have heard when two individuals from China Lake Naval Weapons Station were on Depot capturing many hours of film for a new depot video.

Thank you to the entire workforce for providing all the outstanding support with the video team. Without the cooperation and dedication received from employees and supervisors, they would not have accomplished all that needed to be done in the two short weeks they were here.



Pictured left to right Scott Clarke, Lori McDonald, and Steve Banks were in various areas around the Depot capturing film footage for the new production of the Depot video. Banks and Clarke are from the China Lake Naval Weapons Station and McDonald is the Depot Public Affairs Officer.

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. Below is a list of employees who joined our team since the beginning of this year:

- | | |
|------------------------|-------------------------|
| Aguilar, Richard | Johnson, TJ III |
| Al-Baca, Oda | Kays, Suzana |
| Alejandro, Scott | Klundt, Gregory |
| Amodei, Ana | Lichius, Christopher |
| Arminas, Doni | Lindsey, Alesha |
| Ayers, Clifford | Lunsford, Jacob |
| Badeker, Lori | McElligott, William |
| Bales, Kevin | Mikl-Herrera, Christine |
| Barra, Keven | Morris, Devan |
| Byers, Melissa | Murchison, Merald |
| Byrne, Christopher | Murphy, Kathreine |
| Chandler, Lorraine | Nareau, Daniel |
| Chester, Jerry | Noah, Derrick |
| Combe, David | Olinger, Melissa |
| Cooper, Venus | Ortiz, Francisco |
| Cornwell, Michael | Paiva, Jason |
| Dill, Bettina | Palmisano, Kevin |
| Elaban, Cierra | Pfenning, Everette |
| Esparza, Marithza | Potter, Leonard |
| Faustino, Ernie | Radman, Joseph |
| Figueroa-Garcia, Elmer | Samson, Richard |
| Fiscus, Nicklaus | Sanchez, Erik |
| Fisher, Chris | Santa Cruz, Ian |
| Foley, Michael | Seasholtz, James |
| Gagliano, Anatasia | Sgroi, Amanda |
| Genochio, Edward | Short, Gary |
| Gifford, Linda | Simpson, Amanda |
| Gilmore, Blaine | Slunaker, David |
| Gilmore, Kelly | Stinson, Curtis |
| Gonzales, Nicole | Thompson, Tami |
| Hamm, Cory | Tong, Noah |
| Harper, Loren | Tporres, Daniel |
| Hayden, Ryan | Washoe, Aaron |
| Hayward, Graham | Weatherlow, Lawrence |
| Hendricks, Donna | Wilcoxson, Eric |
| Hill, John | Wilson, Kathleen |
| Idzinski, Steven | Winkler, Sean |
| Jackson, Christopher | Yancey, Trevor |
| Johnson, Jennifer | |

SIERRA EXPRESS

From Sierra Army Depot to Afghanistan, military installations across the globe are home to more than 3,000 Army & Air Force Exchange Service food retail options. The Exchange opened an Express at Sierra Army Depot on Apr. 15.

This store will be open for business Monday through Thursday from 8:30 am to 5:30 pm. The Exchange Expresses strives to provide a varied selection of items with inventory changing weekly. At this time, The Exchange Express accepts only CASH. However, future plans will include ac-

cepting all major credit cards.

This store is open to all military service members (active and retired), Reserve, and National Guard. It is also open to all government civilians with active CAC holder, contractors that work at Sierra Army Depot, and other federal employees.

Employees are advised the opening of this facility does not circumvent the established rules/policies or laws (example, misuse of government vehicles, use of alcohol at work, etc).



CYSS Monthly Update

Youth Center

Former Middle School/Teen youth, now Airman Jon Ross, came back for a quick visit to the CYSS Youth Center while in transit to his next duty station. Airman Ross will be completing a training course to become a certified Equipment Operator/Driver that will take him to his first assignment.

Upon completion of the course, he will then be stationed at an Air Base within the United States. Ross is the son of depot employees Terry and Christa Kessler, and big brother to siblings Aniah and Blake. Airman Ross is a fifth generation member of his family to pursue the Air Force. He is an avid snowboarder and skateboarder. Airman Ross was an active member of SIAD CYSS and graduated from Herlong High School in 2014. We are proud of his accomplishments and wish him the best of luck in his military career!



Fitness Center Club

CYSS has started a new program in partnership with the SIAD Gym, where youth can utilize the facilities twice a week with the Fitness Center Club. Sessions start with stretching and preparing for the workout and transitions into warm ups with a cardio activity - stationary bike, treadmill, or elliptical machine. After completing a half a mile, or 6 minutes on the machine, they then progress to the Work Out of the Day (WOD) which consists of body weight exercises. For each repetition they complete they earn a point for which they can use to purchase various fitness equipment and incentives. We will be offering equipment such as jump ropes, shaker bottles, protein bars, gym shorts, foam rollers, gym bags, etc. Also included on

the WOD worksheet is a Nutritional Fact of the Day that offers nutritional advice youth can utilize. This fun program will keep youth healthy and feeling good! Remember when we are looking good, we are feeling good - when you feel good, you do good - and when you do good, you smile!

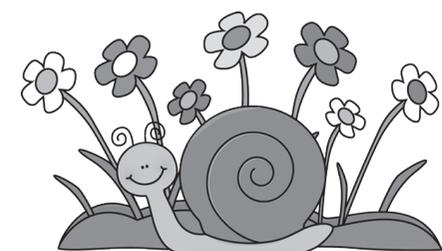
Sports:

The goal of the CYSS Sports and Fitness is to provide a safe environment for the youth of Sierra Army Depot to learn the many valuable lessons and life skills from participating in sports. Our volunteers and coaches are trained to teach the skills of the game, as well as character building, teamwork, and sportsmanship, rather than focusing on competition and winning at the developmental level. CYSS volunteer coaches are trained and certified by the National Youth Sports Coaches Association at the Youth Center and must be recertified for each sports season. At Sierra Army Depot we are fortunate to have an excellent group of Youth Sports volunteers and coaches, and due to our limited staff it would not be possible to offer a sports program without their assistance. We have had many volunteer coaches go above and beyond by coaching multiple seasons, some coaching every season consecutively without a break. It's a tremendous sacrifice that does not go unnoticed by the Sports and Fitness Director Billy Threatt. "It's amazing to see people sacrifice their personal time to give youth a chance to learn, play and have fun!" We would like to thank all of our volunteers and coaches from this past year: Shanan Taylor, Chris Taylor, Heidi Young, James Everett, Lee Danner III, Tara McGuire, Cheri Lorenz and Staci Hewitt for coaching multiple seasons. For more information on up-coming sports, contact Sports and Fitness Director at 827-4696.

CWF Blue Collar Ball

On Dec. 12, 2014, the Civilian Welfare Fund Committee held their annual Blue Collar Ball in the Willow Room at the Diamond Mountain Casino in Susanville,

Calif. Attendees enjoyed refreshments, music by DJ Onslaught and raffle gifts – eight 8 gift card prizes and a grand prize of a 40" TV won by Dan Weekley.



Asian American & Pacific Islander Heritage Month Program

Thursday, May 14th, 2015 @ Skedaddle Inn, 1130 - 1300

Special Guest Speaker: Professor Meredith Oda, UNR, Department of History.

Special Guest Performers: Master Ron Tanner & UNR Taekwondo Club.

Menu:
Cuisine from Asia and the Pacific Islands.
fried rice; chow mein; orange chicken; Korean BBQ (beef); Polynesian pork; mango cream cake.

Tickets are \$12 per person. Last day to purchase tickets is Thursday, April 30th, 2015.

Save your tickets for the RAFFLE!

TICKET POCs:
Kelly Moore - Bldg 354 - x4990
Lula Lewis - Bldg 304 - x5230
Heaven Richardson - Bldg 169 - x4414
Beth Wilder - Bldg 353 - x5986
Pua Anonima - Bldg 304 - x4990

VPP - Are you ready?

What is VPP?

The Voluntary Protection Program (VPP) promotes effective worksite-based safety and health. In VPP, management, labor, and OSHA establish cooperative relationships at work places that have implemented a comprehensive safety and health management system. Approval into VPP is OSHA's official recognition of the outstanding efforts of employers and employees who have achieved exemplary occupational safety and health.

How Does VPP Work?

In practice, VPP sets performance based criteria for a managed safety and health system, invites sites to apply, and then assesses applicants against these criteria. OSHA's verification includes an application review and a rigorous onsite evaluation by a team of OSHA safety and health experts.

OSHA approves qualified sites



to one of three programs:

Star

Recognition for employers and employees who demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards the development, implementation and continuous improvement of their safety and health management system.

Merit

Recognition for employers and employees who have developed and implemented good safety and health management systems but who must take additional steps to reach Star quality.

Demonstration

Recognition for employers and employees who operate effective safety and health management systems that differ from current VPP requirements. This program enables OSHA to test the efficacy of different

See VPP on Page 11

Do you know who to notify for an injury in your area?

If you are qualified to give emergency care, protect yourself first. Make sure you wear your universal PPE (Personal Protective Equipment - gloves, goggles, and a one way mask). Talk to the victim. Check your ABC's: Airway, Breathing, and Circulation. If the victim is not

breathing start CPR (Cardiopulmonary Resuscitation). If the person is bleeding apply direct pressure to the wound.

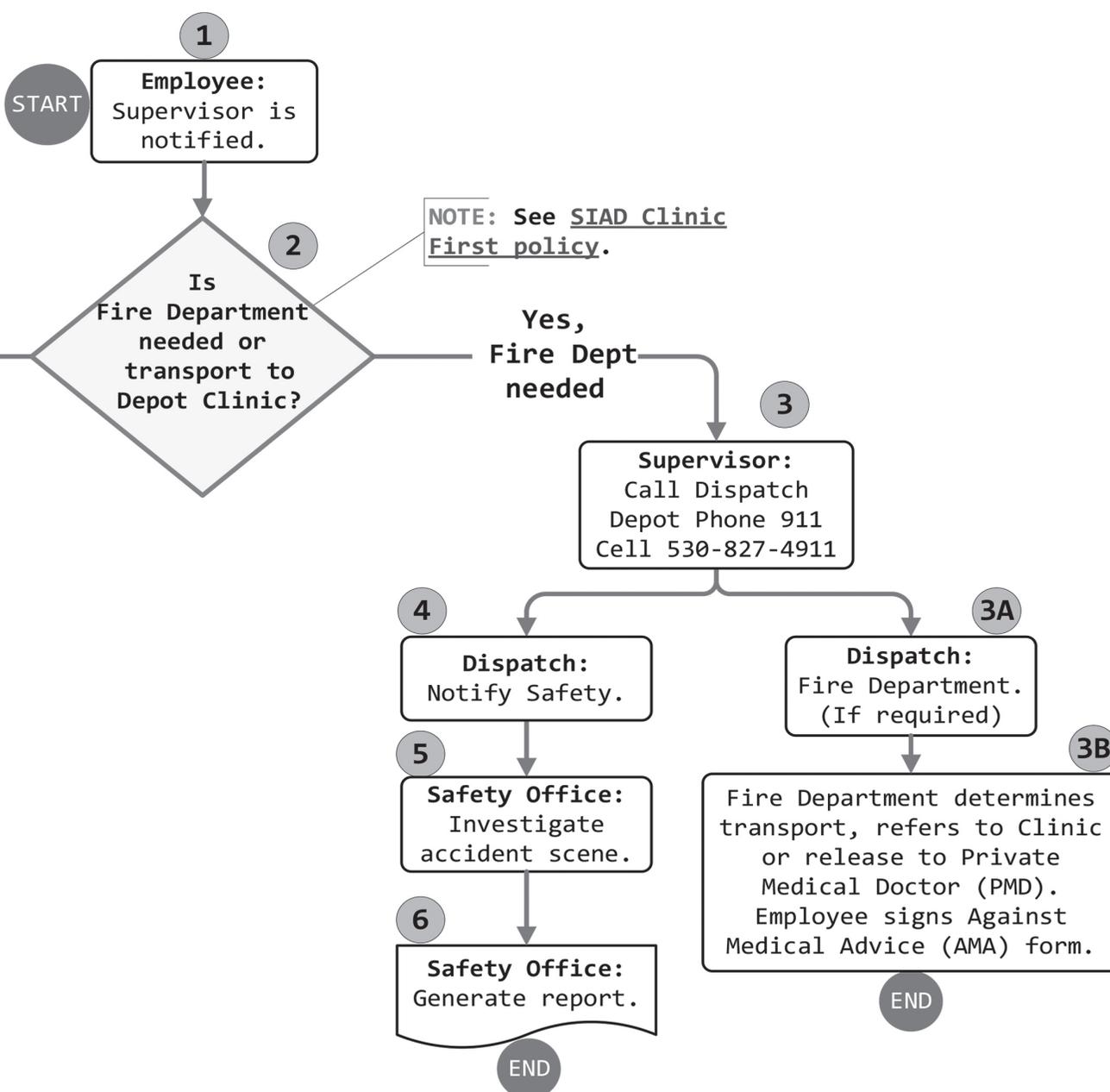
Emergencies are unplanned events. They come unexpectedly and may involve you. What will you do if an emergency occurs? Find

out who to call and know where a telephone is. Learn the locations of fire extinguishers and first aid kits, and make sure you know how to use them. Learn and understand emergency procedures and evacuation routes for your work location. Be prepared for the unexpected.

Do it now. Don't wait until after the emergency to learn what to do.

Below is the process flow chart for injury notification at SIAD. There should be a copy posted at every work center or location. Laminated copies at the Safety Office if your work location is lacking.

SIAD Injury Flow



Sierra Army Depot's

Sierra Army Depot's Strategic poster presents our Mission, Vision, Goals, and Objectives



AMC

Priorities:

- ✓ Equip
- ✓ Sustain
- ✓ Integrate
- ✓ Enable

TACOM

LCMC

Priorities:

- ✓ Support to the Soldier
- ✓ Strengthen the LCMC
- ✓ Transform
- ✓ Strategic Partnerships

Goals

Objectives

1 Operations

Grow and sustain business diversity and CORE capabilities

to remain a viable resource for the Soldier and our customers.

1. Expand core capabilities and CITE workload so that SIAD maintains relevancy in the future.

2. Execute operations more efficiently and effectively so that we are the preferred solution provider for our current and future customers.

2 Processes

Promote a data driven, process oriented business culture

to optimize our effectiveness and efficiency.

1. Identify the needed changes to move toward a data driven, process-oriented business culture along with the processes, mechanisms and responsibilities to institutionalize the needed changes.

2. Identify the needed changes to move toward a process improvement business culture along with the processes, mechanisms and responsibilities to institutionalize the needed changes.

Mission

Provide rapid expeditionary logistical sustainment solutions to the Army

Vision

Become the Army's End State and the CONUS-based Stock Site while continuing expeditionary logistical long-term sustainment

**Sierra Army Depot
Strategic Initiatives
2015 - 2022**

SIAD's Strategic Initiative

...es. It emphasizes the areas where we will focus our efforts over the next seven years.

on
Logistics support and long-term
Army and the Joint Force

3 People

Recruit and retain
a trained and
motivated
workforce

so SIAD is
responsive to our
customer
requirements.

1. Establish and
communicate our core
values so that we can
work together as a
cohesive unit.

2. Train and develop our
workforce to ensure we
can execute current and
future missions.

3. Match people with
skills to mission require-
ments so we can more
effectively meet
customer demands.

4. Increase individual
safety awareness so we
can maintain a
safety-focused culture.

4 Infrastructure

Build, refurbish
and maintain
SIAD's
infrastructure

to provide
a professional
working
environment.

1. Maintain, repair and
refurbish existing real
property that enables us to
maintain flexibility for the ever
changing needs of Depot
requirements.

2. Identify, plan and develop
the future construction needs
of the Depot, so that we are
able to provide modern
functional facilities that satisfy
mission requirements.

3. Identify, plan and develop
energy programs
(incorporating net-zero) that
maximize the available
resources to lower utilities
expenditures, develop energy
independence, and improve
reliability.

4. Prioritize and perform
facility upgrades that will
create a clean and safe
quality work environment at
Sierra Army Depot

on
d of First Life Center
Army Prepositioned
continuing to provide
Logistics support and
ment solutions.



ISO 14001 Environmental Management System (EMS) external audit results

By Debra Frost
Environmental Protection Specialist

Perry Johnson Registrars completed the audit of Sierra Army Depot's ISO 14001 Environmental Management System (EMS) audit on 7 April 2015. Following are the results of the audit.

September 2014 audit nonconformities were addressed and corrected:

Major - 1. Evacuation drills were not being conducted as required.

Minor - 2. No COR process to communicate contract changes to customers (end users).

April 2015 audit:

The Good -

- Employees were aware of EMS, how it pertains to their jobs and that an audit was being conducted;

- Leaking hydrocarbons in the NS-E area are being addressed and a plan is moving forward to mitigate leaking assets;

- The core EMS processes are being effectively worked;

- Overall appearance of work areas in relation to EMS requirements has improved.

The Bad -

SIAD received 4 minor nonconformities (attached) which relate to...

- *Minor - 1.* Unlabeled and/or mislabeled containers of hazardous materials: Found unlabeled/mislabeled - unlabeled degreaser; mislabeled 55 gallon drum of oily water; mislabeled glass cleaner container that contained antifreeze; unlabeled detergent.

- *Minor - 2.* Safety Data Sheets (SDS) are not being maintained/updated: Found container of material in a flammable storage cabinet and no SDS in the binder.

- *Minor - 3.* CDSR communication: Building Emergency POC signage and evacuation plans are not updated; new CDSRs are not informed of roles/responsibilities in a timely manner.

- *Minor - 4.* Unlabeled and/or mislabeled hazardous waste: Found unlabeled box of spent fluorescent bulbs sitting next to a hazardous waste accumulation area; in another hazardous waste accumulation area, 3 of 4 hazardous waste containers were out of date with a first drop date exceeding 1 year.

Potential nonconformities at the next audit of September 2015:

Materials being placed in incorrect recycle and/or rubbish roll-off containers. There are large roll-off containers placed around SIAD and are marked for WOOD only, CARDBOARD only and METAL only. Depot personnel must ensure that only the proper materials are placed in the correct roll-off container. The auditor verbally addressed the issue of materials being placed in the wrong roll-offs and stated that if not corrected, it could be a nonconformity at the next surveillance audit. The wrong material in the wrong roll-off results in damaged equipment and down time to sort and

remove the improperly placed materials.

WHAT WE NEED TO CORRECT:

- All containers of hazardous materials MUST be accurately labeled with the contents, the hazard, and PPE required at a minimum.

- Hazardous waste MUST be accurately labeled and include accurate First Drop Dates (FDD) at all hazardous waste collection points.

- Hazardous waste containers at SATEL-LITE Accumulation Areas must be turned in to the Hazardous Waste Storage Facility (building 380) no later than 9 months from the First Drop Date.

- Hazardous materials used in the workplace MUST have a physical inventory performed at least annually, and a copy of the inventory provided to the Hazardous Materials Program Manager in the Environmental Office.

- Safety Data Sheets must be on hand and maintained for all hazardous materials used in the workplace.

- Personnel assigned additional duties including CDSRs, Facility Managers, etc., must be provided information identifying their roles and responsibilities in a timely manner.

- Evacuation POC/Coordinator information on evacuation plans posted in buildings must be updated/maintained with current information as soon as POC/Coordinators change.

30-years of Service



Lt. Col. Charlie Slosson presented Mr. John Dwyer with a career milestone award - 30 years of continued service in the federal government. Congratulations john!



Army Civilians - A Critical Component of the Army Total Force

Our Army senior leadership is committed to enhancing employee engagement for Army Civilian employees. In the attached tri-signed letter, the Secretary of the Army, Chief of Staff of the Army, and Sergeant Major of the Army direct all Army leaders, military and civilian supervisors, to listen to the concerns of their civilian employees while implementing progressive talent-management strategies.

As dedicated Army Civilians, you are encouraged to take an active role in your career and professional development. Find time to interact with your leaders and have them assist you regarding your development, training, performance plans and mentoring opportunities.

Another way for civilian employees to influence their career development and enhance workforce engagement is by participating in the annual Federal Employee Viewpoint Survey (FEVS). This is how Army Civilian employees are heard and feedback from the FEVS will be used to identify progress and areas for improvement.

If you have any questions regarding this letter, please contact Office of the Deputy As-



Army Civilians – A Critical Component of the Army Total Force

The 2014 Federal Employee Viewpoint Survey (FEVS) results, released by the Office of Personnel Management (OPM) in October, confirmed that Army Supervisor-Employee engagement challenges still remain, but it also showed that we're making great strides in the right direction.

We recently released a tri-signed memo to all commanders directing specific actions to improve communication and training for Army supervisors (military and civilian). We want every Army Civilian to know that we have a greater understanding of the scope and implications of their concerns. We also wish to assure them that we will continue to set the conditions for further success. Although responsibility for ensuring positive action and appropriate accountability lies with Army leaders at all echelons, we believe that local-level leaders are best positioned to champion this effort.

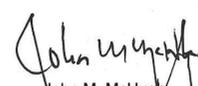
In this effort, two-way communication is a key element to building strong teams. Just as supervisors should keep individual employees informed of their career development and performance, employees should communicate and assist first-line supervisors in establishing performance objectives and developing Individual Development Plans. Such open and continuous dialogue by all parties will ultimately ensure success.

Today, our Army has a highly-skilled and motivated Civilian workforce that continually demonstrates an unparalleled ability to provide unique capability and capacity to our deploying forces. The unmatched expertise, stability and continuity is a true force multiplier. All of us must continually recommit ourselves to ensuring we have the best civilian and uniformed partnership possible.

Please do your best to ensure that every Army Civilian within your command understands our efforts and receives this message. We also highly encourage all Army Civilians that receive an invite to the 2015 FEVS survey to respond and let us know how we are doing. Together, we can work to maintain the enduring strength of our Total Army team. Army Strong!


Daniel A. Dailey
Sergeant Major of the Army


Raymond T. Odierno
General, United States Army
Chief of Staff


John M. McHugh
Secretary of the Army

Assistant Secretary of the Army (Civilian Personnel),
703-693-1120.

What is SHARP?

(Sexual Harassment/Assault Response & Prevention Program)

By Nancy Hemphill
Management Analyst/Sexual Assault
Response Coordinator (SARC)

The SHARP Program's mission is to reduce, with an aim toward eliminating, sexual offenses within the Army through cultural change, prevention, intervention, investigation accountability, advocacy/response, assessment, and training to sustain the All-Volunteer Force.

The Army's SHARP Program:

- Is an integrated, proactive effort by the Army to end sexual harassment and sexual assault within its ranks.
- Permeates the Army structure from the Pentagon down to the individual Soldier level.
- Promotes cultural change across the Army with a vision toward a culture of discipline and respect in which Soldiers intervene in sexual harassment and sexual assault to protect one another.
- Includes a comprehensive effort to educate leaders and Soldiers about sexual harassment and sexual assault.
- Employs a concrete training program that teaches how to be alert to serial offender tactics, intervene, stop incidents and disrupt offenders, and where and how to seek help.
- Provides commanders with the essential resources, education, and training they need to succeed in bringing an end to sexual harassment and sexual assault in the Army.

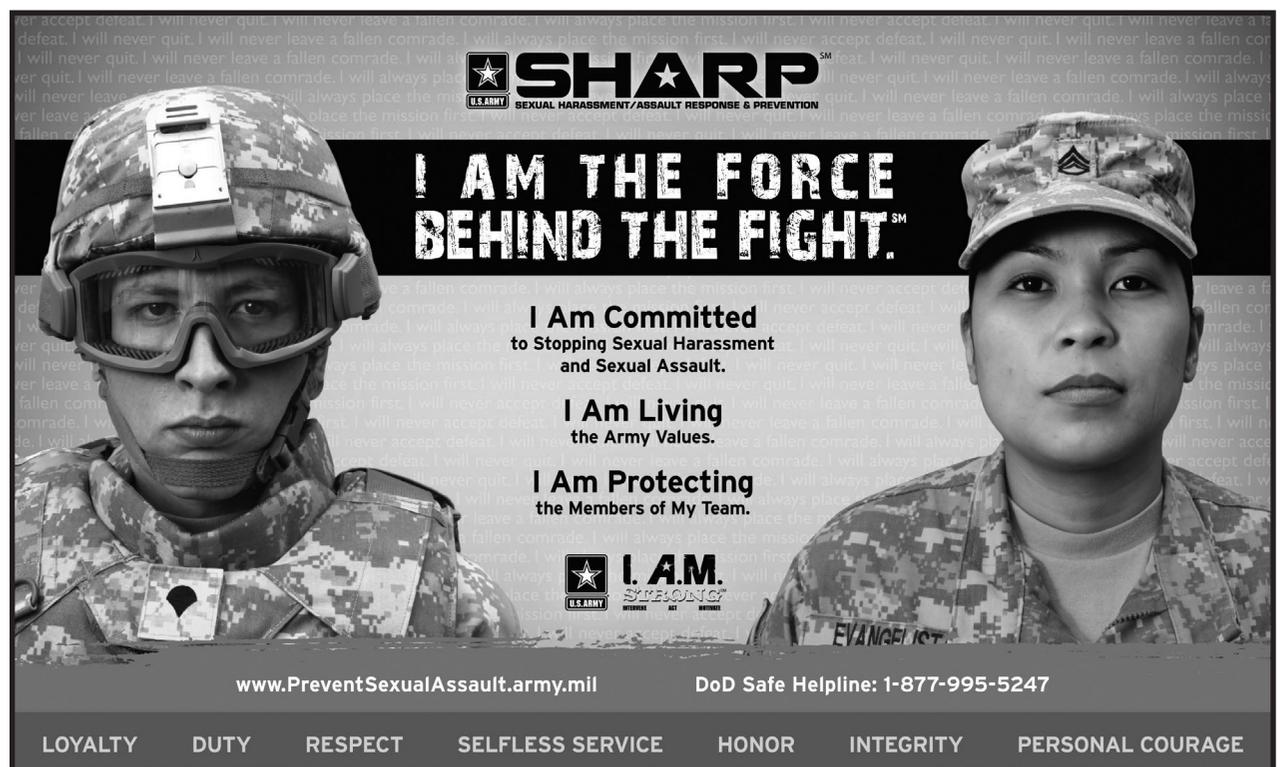
As part of the Army's SHARP Program, commanders have the ultimate responsibility for command climate and culture, safety, prevention and response efforts, accountability, assessment, and safe reporting. Through the SHARP Program, the Secretary of the Army and Army Chief of Staff, implement guidance from the Office of the Secretary of Defense and changes in law via policies and procedures applied across the force. The SHARP Program's sexual harassment prevention efforts are complemented by the Army's Equal Employment Opportunity Program, which provides a sexual harassment complaint process for Civilian employees.

Sexual assault is a unit readiness and safety risk

Sexual assault is a crime and is incompatible with Army Values and the Warrior Ethos. Sexual assault directly and negatively impacts readiness across the force. Take the following actions to help reduce the risk of sexual assault in your unit or workplace:

Educate and train your Soldiers and employees on sexual assault prevention:

- Educate soldiers and Army Civilian employees about the definition of sexual assault, the Army policy regarding sexual assault, and prevention and intervention measures they can take to reduce sexual harassment and sexual assault.
- Participate in refresher training on sexual



assault prevention.

- Consider the risk of sexual assault, and provide informed safety briefings during high-risk periods, such as holidays and deployments.

Monitor the command/office climate to ensure that it is supportive of victims:

- Ensure Soldiers and Army Civilian employees feel comfortable reporting sexual assault. You can do this by communicating your intention to protect victims of sexual assault and by making it clear that you will follow Army policy in encouraging full investigation of all allegations of sexual assault.
- Communicate to Soldiers and Army Civilian employees that you and the chain of command will provide caring assistance to victims of sexual assault.
- Make sure Soldiers and Army Civilian employees know that the chain of command will ensure appropriate accountability.
- Continually assess the command/office climate regarding the risk of sexual assault.
- Demonstrate, through your words and actions that sexual assault is unacceptable and is incompatible with Army Values, the Civilian Creed, and the Warrior Ethos.
- Demonstrate your willingness to address incidents of sexual assault and to intervene to stop sexual harassment and sexual assault. Ensure all Soldiers feel free to contact the Equal Opportunity Branch if they believe they have been discriminated against or treated unfairly due to race, color, religion, gender, or national origin. Ensure all Civilian employees feel free to contact the Equal Employment Opportunity Office if they feel they have been discriminated against because of race, color, religion, sex, national origin, age, physical or mental disability, or if they have experienced reprisal in an employment matter.

Across the Army, at all levels, leaders are urged to step up, model behaviors and attitudes

that make a difference, ensure a safe reporting and response system, and make sure that they and their troops are fully trained and informed about sexual harassment and sexual assault. They are expected to operationalize sexual assault prevention and respond along five lines of effort: prevention, investigation, accountability, advocacy, and assessment; incorporate these responses into their daily routines, aligned with five over arching tenets of leadership, communication, culture/environment, integration, and resourcing. Lasting cultural change in the Army can be achieved only by leaders who drive such a change. In a world of complex challenges, long hours, and competing requirements, leaders more than ever must be able to discern what is important, what is required, and what distinguishes service in the U.S. Army as a profession.

In August 2014, Sierra completed the SHARP audit with the Inspector General (IG). We are pleased to say that the IG said it was a "great visit." The IG was very impressed with the amount of training received by not only the SARC and VA, but all employees. The IG team appreciated the efforts of all to ensure SHARP marketing was displayed throughout the depot. This is a great start, but we still have work to do and a culture to change. As Civilians, Soldiers and proud members of our team, we are duty bound to Intervene, Act, and Motivate others to stop sexual harassment and sexual assault and help foster an environment free of these behaviors.

"You can succeed from this day forward in virtually every aspect of your military career, but if you fail at this, and that is leading on the issue of sexual assault, you've failed the Army."

John M. McHugh
Secretary of the Army

INTERVENE

ACT

MOTIVATE

Union (From Page 2)

in earnings due to pay freezes, pension cuts, and similar maneuvers that made them the scapegoat for an economic downturn they had no part in creating,” said AFGE President J. David Cox, Sr. “Federal employees are working class people just like most other Americans, and singling them out for more pain and sacrifice is just plain wrong.”

The bill, H.R. 1230, has been sent to the House Committee on Oversight and Government Reform.

This is why AFGE is fighting for you in congress and the senate.

Union Membership

Union membership numbers released by the Bureau of Labor Statistics show a nationwide decline in the rate of union membership in 2014.

- * By FederalSoup Staff
- * Jan 23, 2015

Union membership numbers released by the Bureau of Labor Statistics show a nationwide decline in the rate of union membership in 2014. At the same time, however, a slightly higher share of federal employees were represented by unions in 2014 than in 2013, even as the size of the federal workforce shrank.

According to data released Jan. 23, the nationwide union membership rate—the percent age of wage and salary workers who were union members—was 11.1 percent in 2014, down 0.2 of a percentage point from 2013. At the same time, the total number of union members

across the nation remained relatively stable year over year at about 14.6 million.

According to BLS, in 1983—the first year for which comparable union data is available—the union membership rate was 20.1 percent, and there were 17.7 million union workers.

Public-sector workers continued to have the highest union membership rate in 2014 at 35.7 percent, more than five times higher than that of private-sector workers, of whom 6.6 percent were union members. In terms of actual numbers, 7.2 million employees in the public sector in 2014 belonged to a union, compared with 7.4 million workers in the private sector.

Among federal employees, the rates of membership and representation rose slightly from 2013 to 2014. In 2013, 26.5 percent of federal employees were union members, and 31.2 percent were represented by unions. In 2014, 27.5 percent of federal employees were members, and 31.6 of workers were represented by unions.

Within the public sector overall, the union membership rate was highest among local government employees, of whom 41.9 percent were union members in 2014. Local government work forces typically include large numbers of employees in heavily unionized occupations such as teachers, police officers and firefighters.

Remember Union meeting is held the first Tuesday of the month at 5:15 p.m. Please come voice your concerns and opinions.



Got ideas?

SIAD Suggestion Program

You know your processes better than anyone! Why not benefit SIAD, the Army and you. If you have ways to reduce costs, waste or time, then we need your ideas.



It's easy to get your idea submitted, just fill out the SIAD Form 2242 and email it to the CPI Team at usarmy.sierra.tacom.list.lean@mail.mil, or just give them at call at extensions 4737, 4284, or 4895 and they will come and pick it up from you!

You can be rewarded either through recognition and/or money!

ARMY ANTITERRORISM

TIP OF THE MONTH

Awareness and vigilance should not and cannot be emphasized only once a year.

See Something - Say Something, Stay Alert

Be alert to signs of intelligence gathering, surveillance, collecting materials for attack, and rehearsals:

- Taking photos or videos of potential targets
- Writing notes or sketching
- Showing abnormal attention to details of security measures
- Asking questions about emergency and/or security procedures
- Using false identification

• Paying cash for items normally bought on credit

• Purchasing large quantities of items such as chemicals or cell phones

• Asking questions about mission operational details

Report suspicious activity--“If You See Something, Say Something”.

Report Suspicious Activity or Behavior

iWATCH ARMY

iREPORT

i KEEP US SAFE

See Something Say Something

Be Informed - Make A Plan - Build A Kit - Get Involved

Ready Army is the Army's proactive campaign to increase the resilience of the Army community and enhance the readiness of the force by informing Soldiers, their Families, Army Civilians and contractors of relevant hazards and encouraging them to Be Informed, Make A Plan, Build a Kit and Get Involved. Through outreach and education, Ready Army calls our Army community to action and aims to create a culture of preparedness that will

save lives and strengthen the nation.

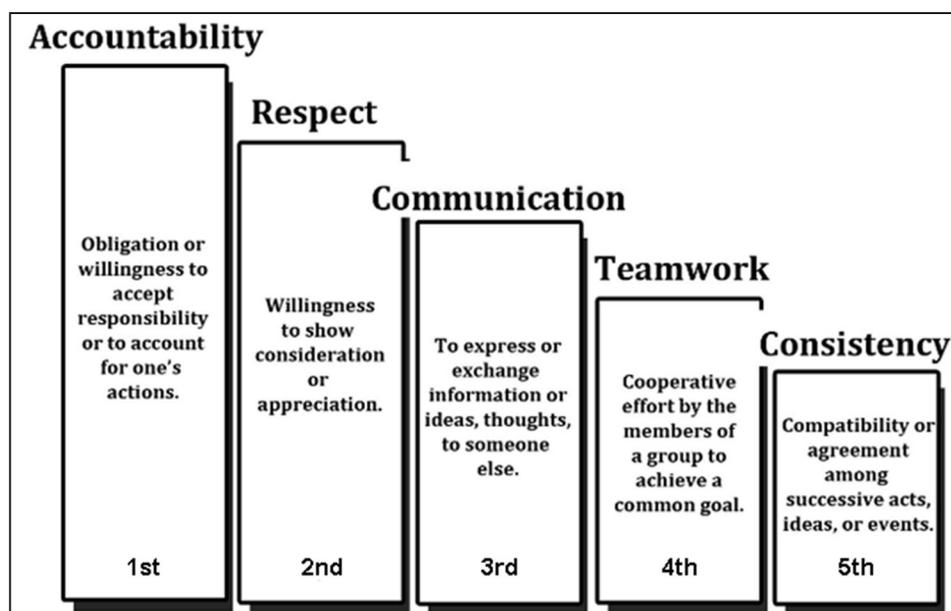
You can take action with Ready Army in “America's Preparedness!” This is a nationwide, community-based campaign for action to increase emergency preparedness and community resilience. Take the next step in preparedness by clicking the image below.

For more information: Ready Army: Get a Kit, Make a Plan and Be informed. www.ready.army.mil

Employee values

By Laurence Rose
Strategic Planning Office

In May 2014, Lt. Col. Charlie Slosson, Depot Commander, and the Strategic Planning Office asked a randomly selected number of employees to fill out a Climate survey. The respondents (358 employees) also had the opportunity to choose and rank five values among a list of ten choices. Below are the values that were picked by the employees.



These values provide helpful indications of the types of behavior that the employees would like their peers and leaders to adhere to. They are intended to act as a guide, rather than a prescriptive checklist, of the behaviors Management will recognize, and promote. The Depot needs to provide a working environment and experience that reflects these values and expects all workers to conduct themselves in a way that is consistent with them.

Employees selected Accountability as their number one value. Values and behaviors are an expression of culture, or, simply defined,

“how we do things around here”. They encourage us to do certain things and avoid others. They are concrete and have a strong influence on shaping our responses to a situation.

We should all be accountable for our actions and act with professionalism. As explained in “Change the Culture, Change the Game” by Roger Connors and Tom Smith, the most effective culture is a culture of accountability. Visualize a clear

line that separates accountable and non-accountable behavior and thinking. Above the accountable line are the steps to accountability, to see it, own it, solve it and do it. Below the accountable line is the blame game or victim cycle.

See it, Own it, Solve it, Do it
Blame game or victim cycle

People who live above the line accept the fact that they are, and must be, part of the solution. They focus on what they can do rather than on what they cannot do to get results. They move forward, get results, and feel satisfied in their work. People

below the line do not get results. Instead, they grow increasingly frustrated and paralyzed.

A culture of accountability exists when people in every corner of the organization make the personal choice to take the steps toward accountability, beginning with the management team.

Step 1 – **See it** means moving above the line or staying there whenever a new challenge arises. When you see it, you relentlessly obtain the perspectives of others, communicate openly and candidly, ask for and offer feedback, and hear the bad things that allow you to see reality. These best practices help you courageously acknowledge reality.

Step 2 – **Own it** means being personally invested, learning from both successes and failures, aligning your work with desired company results, and acting on the feedback you receive.

Step 3 – **Solve it** requires persistent effort as you encounter obstacles that stand in the way of achieving results. You constantly ask the question “What else can I do?” to achieve results, overcome obstacles, and make progress.

Step 4 – **Do it**, the final step of the process, represents the natural culmination of the first three steps. Once you see it, own it, and solve it, you must get out there and do it. That means doing what you say you will do, focusing on top priorities, staying above the line by not blaming others, and sustaining an environment of trust. You can take all three previous steps, but to stay above the line and achieve the result, you must take the crucial fourth and final step and do it.

Do you live above, or below the line?

VPP (From Page 5)

approaches.

How Does VPP Benefit Employers?

The incentives to developing and implementing effective worker safety and health programs and VPP recognition are significant as well as abundant. Fewer injuries and illnesses mean greater profits as workers’ compensation premiums and other costs plummet. Entire industries benefit as VPP sites evolve into models of excellence and influence practices industry-wide. One of the key measures of the benefits the VPP provides in terms on enhanced safety performance is seen by lowered injury incidence cases. According to 1995 data from Federal OSHA VPP sites, approved VPP participants experienced 51% fewer injury incidences than their respective industry averages. VPP also brings recognition and prestige to a safety program.

How Does VPP Benefit Employees?

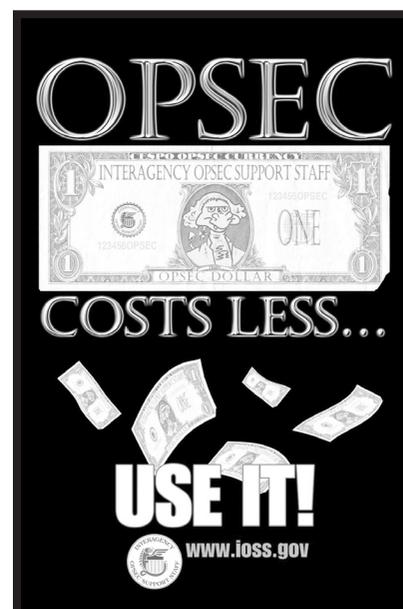
The incentives for employees to embrace the VPP methodology can be rather personal in nature. For starters, stop and think about going home healthy and free from injury every working day of your life. If that is not reason enough, how about having a say in not only the Safety and Health requirements that are written but also in how they are implemented. VPP is the avenue for employees to take part in bettering their work environment rather than just being an end user. Personal pride in the work being accomplished and improving work place environments generated from participation is a fundamental component of VPP.

What is Sierra Army Depot’s current VPP Status?

VPP is an integral part of the SIAD Safety and Health Management System which is SIAD 385-1. SIAD 385-1 can be found in “I” Drive, Safety, SIAD S&H Management System 385-1 folder. SIAD has passed Stage 1 of the VPP process and is currently working towards a Stage 2 audit which is tentatively scheduled for May 2015. We have 51 of 81 actions completed for Stage 2 which puts us at 63 percent towards that goal and our overall completion for all 3 Stages is at 58 percent.

Army Civilian Corps Creed

I am an Army Civilian - a member of the Army team.
I am dedicated to our Army, our Soldiers and Civilians.
I will always support the mission.
I provide stability and continuity during war and peace.
I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.
I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.
I am an Army Civilian.



CASA (From Page 1)

and obsolete equipment.

The the group walked through the Ground Tactical Vehicle operation within this area. They observed employees performing a rebuild of Sparks OIF Mine Rollers.

Several members of the group applauded the individuals working, saying “What you are doing here is saving lives. Keep up the good work”.

One of the highlights on the tour was when the group was able to see a M60 Patton Main Battle Tank.

Each area toured during the visit was received with the same reaction - “What you do here at Sierra is not only saving lives, but being good stewards of taxpayers money.” When the visitors would stop and talk to employees, they would say, “Thank you for what you are doing.” They response from the employee was always, “I do it for the Soldier.”

At the end of the day, Sweeney turned to Slosson and thanked him and his staff for taking the time to educate the group on all the good things the Depot is doing. He continued to say that after this visit, it is important for him to make every attempt to get senior Army leaders to the Depot.

Slosson thanked Sweeney and all the AUSA members for taking time out of their busy schedule to travel to the installation. He said visits like this are important because it helps to spread awareness about Sierra Army Depot.

Sierra is a Joint strategic power projection platform providing a wide variety of long-term, life-cycle sustainment solutions for the Joint Services; from equipment receipt and asset visibility; to long-term care, storage, and sustainment; to repair/Reset of all Army fuel and water systems; and on-demand rapid deployment from its organic airfield. The Depot offers an Enterprise-wide competitive solution to logistics challenges and fills a critical void in material and equipment management nearing the end of its first life.



Pictured above, Mr. Joseph Sweeney, Civilian Aide to the Secretary of the Army for the State of California explains the importance of his office.

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

Depot offers training opportunities for 593d ESC

By Lori K. McDonald
Public Affairs Officer

“You have exactly what we are looking for right here”, said Brig. Gen. Kurt Ryan, Commanding General for the 593rd Expeditionary Sustainment Command to Lt. Col. Charlie Slosson, Depot Commander, during a visit to Sierra Army Depot on Feb. 24.

Ryan was referring to the hands on training his Soldiers would receive working side-by-side depot employees in several areas such as, Fuel and Water operations, airfield for the vast open area for air missions, and the retrograde operation for inventory and accountability purposes.

Ryan explained the shortage of hands-on training that Soldiers do not get prior to a deployment. Being able to come to Sierra and obtain that knowledge and experience would be a major benefit for the Soldier once he/she is in the field. The one area that drew intent interest from Ryan and his staff was the Fuel and Water operations.

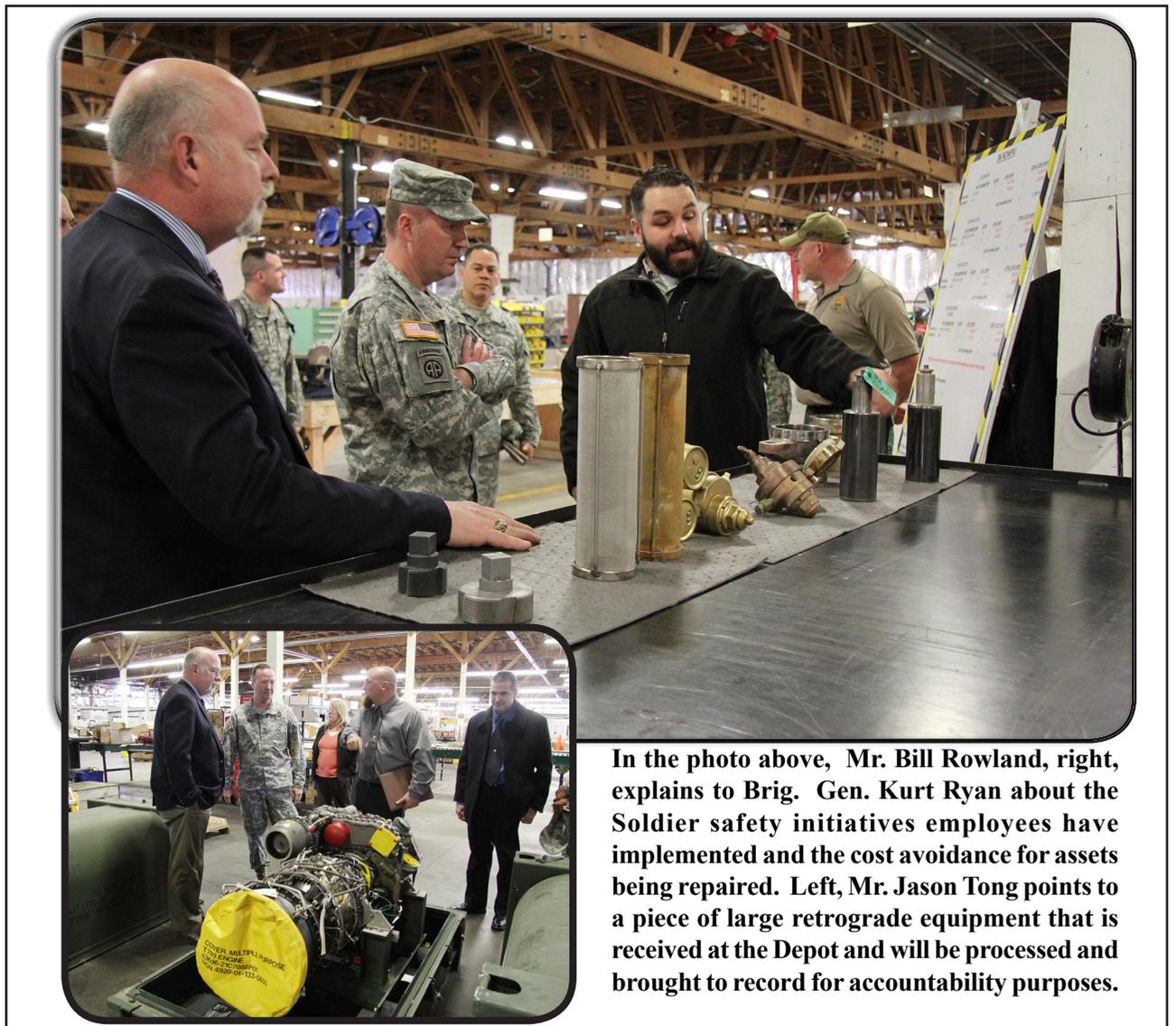
When Ryan toured through the Containerization and Assembly area where employees were busy assembling components for Reverse Osmosis Water Purification Units (ROWPUs) and Inland Petroleum Distribution Systems (IPDS), he said “this is what my Soldiers need to get their hands

on. Experience like this cannot be gained through text book or watching videos”.

One area toured during Ryan’s visit was the retrograde and redistribution mission. Ryan told Slosson and his team, that when he was in theater he was responsible for ensuring the right things were sent back here for final disposition. As he walked through the various lines, he would just smile and say, “I just hope that I don’t see unnecessary things being sent here that was under my watch.”

Ryan understood the importance of not leaving assets over in theater when the troops return home. Mr. Jason Tong, supervisor, agreed with Ryan and further explained that when items are received at Sierra, everything is inspected 100 percent. Even if an item is in a sealed bag, that bag is opened to verify the quantity. Ryan was pleased to learn that Sierra is taking every step to make items visible to not just active duty units, but reserve units as well.

At the end of the tour, Ryan thanked Slosson and his team for the opportunity to come and learn about the Depot. Before he departed, Ryan told Slosson he and his staff were going to work up a schedule to get more of his leadership down to Sierra Army Depot to take advantage of some great hands-on training.



In the photo above, Mr. Bill Rowland, right, explains to Brig. Gen. Kurt Ryan about the Soldier safety initiatives employees have implemented and the cost avoidance for assets being repaired. Left, Mr. Jason Tong points to a piece of large retrograde equipment that is received at the Depot and will be processed and brought to record for accountability purposes.