

The Challenge



Sierra Army Depot, Herlong, Calif.

JULY 2013

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LTC Dexter's Farewell BBQ
Solar Heat at Pool
RD4
Retrograde Drawdown

Commander's View

My time here is rapidly coming to an end and it is with conflicting emotions that I write this final article for the challenge. It is the same anytime we, in the Army, move (also known as a permanent change of station [PCS]). There is always excitement and trepidation as you move somewhere new and start a new job. But more importantly, is the sadness you experience as you leave friends and acquaintances behind.

From my first day on Sierra through the change of command this month, you, the employees, leaders and supervisors have always impressed me with your hospitality, professionalism and dedication to the war fighters of our great Nation. I'd like to personally thank each of you for what you do every day to ensure that our Soldiers, Marines, Sailors and Airmen have what they need, when they need it no matter where they are in the world.

It is hard to express how rewarding this job has been. You the tremendous workforce have constantly and consistently accomplished every mission, no matter how difficult! Your abilities to accomplish every mission have not gone unnoticed. Every distinguished visitor has left Sierra in awe of the capabilities and magnitude of what we do that they did not realize existed on Sierra.

I appreciate your dedication, trust and confidence as we have and continue to transform



Lt. Col. Christopher E. Dexter

Sierra to be best postured to support current contingency operations as well as the Army's shift in focus to the Pacific Theater. You have exceeded every expectation that I had coming to Sierra and I can only hope that I have met your expectations of me as a Soldier and your commanding officer. Thank you for making this a great assignment and a tremendous life experience.

On behalf of Mona and our children, we'd like to thank you for the support you have shown

us over the past two years. Finally, I'd like to welcome LTC Slosson and his family to this great Army organization, I know each of you will extend the same courtesy and welcome to LTC Slosson and his family that you did for me and my family. He is an outstanding American that I know will continue to make Sierra a great place to work.

Pride in Excellence!

Army Strong!

LTC Christopher E. Dexter

#38



THE UNION'S POSITION- AFGE LOCAL 1808

Farewell from Garry Garrett

As most of you are aware, I've reached a crossroad, and I'm heading down a different path. Yes, it's time to part ways. I have enjoyed the time serving as President of Local 1808. I thank you for recognizing my strengths and giftedness and your willingness to allow me the opportunity to use them for you. I thank you for allowing me to make a difference. Thank you for the opportunity to be the one to step up and stand out when a lot of other people sat back and blended in.

I know that right about now some of you have mixed emotions, you don't feel like being thanked. Just because I weren't elected doesn't change the significance of my heart, my desires, passions, abilities, skills, intentions, or my dreams. It merely changed my plans.

As some of you spend the next few days working through all of the thoughts and feelings that come with this, please keep in mind

the following:

Like I said above, when you lose an election the only thing that really changes is your plans. You don't need to change your life you just need to change your plan. Start looking at your options. Now it's time to start thinking about what's next.

May I take this opportunity to thank you all for your friendship, help and support during my reign as Local 1808 President, I have shared some great experiences with you and some not so great.

Best wishes to Mr. Phillip Gonzales and his administration, I am sure you will stand up to the faith the people have reposed in you.

Accept my heartiest congratulations on your magnificent success in the election. I know this

is only the first step on the ladder of your success; your dedication has made your victory more realistic.

Wishing you all success in your political career as President of Local 1808. Wishing you to have a constructive role in the politics of our union and I hope you are able to shine more because of your brilliance

"Keep your campaign promises you made to the members."

Maybe the members will keep their promises to support you as Union President.

Union meetings are the first Tuesday of the month, at 5:15 pm., unless it is an Election Day. Meetings will then be held on the following Tuesday. All members are invited to attend and voice their concerns. Union Office telephone number is (530) 827-5375.

Newly elected Officers were sworn in on July 2, 2013.



The Challenge

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The Depot pool is now solar heated

By Steven Johnson
Energy Awareness Coordinator

If you have recently driven by the pool here at Sierra Army Depot you may have noticed a slight change in the skyline. If you have used the pool this summer you cannot help but have noticed, because there is now an array of solar collector panels at the north end of the pool.

Renewable Energy (RE) comes from resources that are continually replenished such as sunlight, wind, water, biomass, and geothermal. Sierra Army Depot has tapped both the sun and the earth for RE. In many areas we use solar Photo Voltaic (PV) panels to power things like RR Crossing warning lights, or radio transmitters. Ground Source Heat Pumps (GSHP) installed at the clinic use the earth's constant 58F° temperature to assist the building HVAC system in both cooling in the summer, and heating in the winter. The installation of the GSHPs completely ended the clinics need for propane gas.

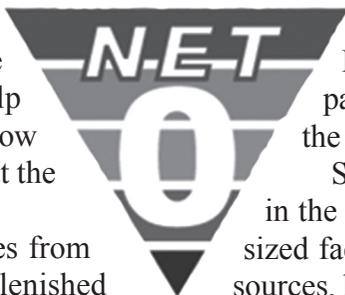
Solar water heating is a proven technology that directly substitutes RE for conventional water heating. There are different types of solar water heating systems, but the basic technology is simple. A collector absorbs heat from the sun and the system transfers that heat to water. That water is stored for use as needed, with a conventional system (electricity, natural gas, etc) providing any necessary additional heating.

When you consider the cost of conventional water heating, solar hot water systems can be

cost-competitive, with a typical SHW system reducing the need for conventional water heating by two-thirds. When conducting an assessment for installing a SHW system, the economics depend on several variables such as the cost of the conventional fuel the SHW replaces, the Hot water demand, the Hot water usage patterns, Incoming water temperature, and the Availability of solar energy.

SHW systems are typically cost-effective in the following situations; Small, residential-sized facilities that depend on high-cost energy sources, large facilities that require large volumes of hot water (more than 1,000 gallons per day) or large facilities that use high-temperature hot water, and swimming pools. Most swimming pools are good candidates for solar water heating, and will often pay for themselves in just a few years. In this case, the pool is both the "use as needed", and the storage for the solar hot water system.

We filled the 10,000 gallon pool in early May. The estimated pool temperature for early May is 60F°. The desired pool temperature is 85F°, requiring a change in temperature of 25F°. If we did not use the existing conventional (propane) water heater at all, the newly installed SHW system should heat the pool in about 10 days (provided there were clear skies). Since our pool is outside, cooling of the storage system (the pool) at night can be a big factor. That is why it is important to place the insulating cover over the pool at night. In the hot summer months the SHW system will probably provide all the heating the pool requires (especially if the cover is used at night). In the winter the cover will help prevent freezing.



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.

Tyler Cates

Nara Avenesyan-Helsden

Rochelle Mitchell

Ashley Riggle

New teen fitness program at CYSS

Teen Fitness and strength training is a new class being offered at Sierra Army Depot CYSS this summer for teenage youth at all fitness levels.

Instead of sitting around all day snacking, playing video games, texting, and watching television, CYS Teens have been getting fit and having fun in the process. Each session is different and introduces youth to different techniques and training methods to achieve fitness. Some of the methods being used aside from traditional free weights and machines are Crossfit, High Intensity Interval Training, and Boot Camps. Speed, agility, and core training using the speed ladder, heavy ball and plyometrics are favorites of the current group of participants.

The reasons for participating do vary some
See FITNESS on Page 6

Army spells out long-term plan for equipping force after drawdowns

By David Vergun

WASHINGTON (Army News Service, July 1, 2013) -- One of the tasks now facing the Army is getting "the right equipment, to the right units, on the right installations, at the absolute least possible cost," wrote the Army's vice chief of staff.

Gen. John F. Campbell signed off, June 20, on a "roadmap" for accomplishing just that. The new guidance is called the "Army Equipping Guidance 2013 through 2016."

The challenge, Campbell said, is that "we are experiencing turbulent times as we work through major force structure and stationing changes, with potentially more to follow, while deploying and redeploying units into combat."

Other challenges, he said, include the furlough of the civilian workforce, less money due to sequestration, and the un-forecasted budgetary requirements of overseas contingency operations.

IN THE WRONG PLACES

The Army has a lot of equipment -- so much so that it's at an all-time high of having roughly 90 percent of what it needs, said Brig. Gen. John G. Ferrari, director, joint and futures, Army G-8.

See DRAWDOWN on Page 7



Soldiers of the 1099th Transportation Detachment load Mine-Resistant, Ambush Protected vehicles aboard ship from the Middle East headed to the U.S. A lot of MRAPs in Afghanistan are not as lucky, as shipping costs are prohibitive, making it more affordable to destroy them in theater. Photo Credit: U.S. Army photo

Depot employees come together



Employees at Sierra Army Depot gather to honor Lt. Col. Dexter during a farewell BBQ. Depot employees remind him of two years spent here as the assignment Lt. Col. Dexter!



er to bid farewell to LTC Dexter



ered to say good-bye to Lt. Col. Christopher
ates presented Dexter with gifts that would
he commander. Best of luck on your new



R4D: Equipment Retrograde from Afghanistan

From STAND-TO!

What is it?

The Retrograde, Reset, Re-deployment, Redistribution and Disposal mission (R4D) in Afghanistan will be a herculean effort. It requires innovation and creativity to meet the national objective of retrograding equipment back to the United States. U.S. Army Military Surface Deployment and Distribution Command (SDDC) the Army Service Component Command to U.S. Transportation Command, is committed to ensuring success of the Afghanistan R4D movement mission.

The Department of Defense estimates more than 750,000 major end items, worth in excess of \$36 billion are currently in Afghanistan. These items are scheduled to be shipped back to the continental United States by the end of calendar year 2014 at an estimated cost of \$5.7 billion.

What has the Army done?

SDDC created the Velocity-Volume, Distribution & Retrograde (V2DR) approach to support the R4D equipment retrograde from Afghanistan. V2DR is designed to balance volume (lower cost) and velocity (moving faster) of returning equipment to include exploiting Best Value Routing, sound equipping forecasts, and maintain a free flow of carrier multimodal sites while adhering to equipment required delivery dates. The Joint Distribution and Deployment Enterprise is responsible for R4D. According to SDDC transportation experts, the V2DR approach was developed under the assumption that Pakistan Ground Lines of Communication and the

Northern Distribution Network are open.

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

-The U.S. Army continues to monitor differences in transportation rates and transit times between the PAKGLOC, the NDN, and multimodal routes

-The service continues to identify transportation requirements earlier, rather than later, and re-align the transportation requisition process for retrograde equipment while allowing realistic RDDs

-The service also continues communicating and planning with warfighters, combatant commanders, service representatives, and commercial industry to ensure retrograde timelines continue to be met

Why is this important to the Army?

-To meet the president's end of CY14 retrograde equipment deadline, it will take a DOD-wide teamwork approach

-It is important to the Army to return, and reset/refurbish its share of the \$5.7 billion worth of equipment from Afghanistan to offset the cost of replacement equipment

-It is also important to the Army in this fiscally challenging environment to constantly examine Best Value Routing using the Universal Services Contract-7 and multimodal contracts that fit within U.S. Central Command's geographical constraints

-All Army units should identify their retrograde requirements earlier, rather than later, to include making cargo available for transportation 60 days before ready-to-load dates.

LEAN success stories

By Ben Lindblom
Lean Facilitator

In light of our very successful Fiscal Year 2012 from a process improvement standpoint, I am sure many of you would like updates on Lean Initiatives which have taken place so far in Fiscal Year 2013.

We executed several projects, but did not close out any until March of 2013. However, the first initiative we concluded in March helped us make up for lost time, as we were able to capture additional cost avoidance from the ROTEK Bearing Reutilization event. By supplying HMMWV ROTEK Bearing components to Red River Army Depot and Letterkenny Army Depot, the SIAD team helped to avoid the costs of new procurement for these parts. We were able to save the Army an additional \$5.3 million through this project. Great job by John McKeand and the other team members who made this cost

avoidance possible!

Also closing in March was the Capital Investment Program (CIP) Value Stream Analysis (VSA). During this VSA, the team was able to map the end-to-end process for CIP projects. The team came up with a plan to map each of the entities involved in the CIP process in their own respective "swim lane", and utilizing a time-line to show project status. This was an excellent effort, and shows the interaction of each entity during the three-years plus time frame from CIP project conception to completion. Great outside-the-box thinking by Jennifer Peters and the entire VSA team!

The financial and operational benefits from these events were possible due to the efforts of the team members involved and their commitment to improve our processes at Sierra Army Depot. You will find more success stories in future issues of *The Challenge*.

NATIONAL Water Safety MONTH

FITNESS (From Page 3)

wanting to get in shape or get stronger, while others want to increase their athleticism for school sports. Another important but often overlooked benefit of exercise is improved focus and concentration, which may lead to better grades in school.

Sessions are currently being held on Monday, Tuesday and Thursday from 1:30 p.m. at the Youth Center and at the Post Gymnasium. For more information or to enroll call Sports and Fitness Director Billy Threatt at (530)827-4696.



DRAWDOWN (From page 3)

By comparison, in 2001 the Army had about 80 percent of the equipment it needed across the components.

"The challenge today is that there is equipment in the wrong places," Ferrari said.

As the Army draws down from Afghanistan, brigade combat teams are restructured, and the Army re-postures for regional alignments, equipment that is spread across Afghanistan will need to be redistributed, Ferrari said.

Until now, the war was the main equipment driver.

Prior to 9/11, each unit owned its own gear, Ferrari said. Then, when the war started, all that equipment was collected and pooled. Units preparing for deployment were loaned equipment to use while at Army training centers.

During the conflicts in both Iraq and Afghanistan, units got their equipment based on their deployment schedule, Ferrari said. They received some equipment after arriving in theater and then left it there for the next units rotating in.

Now, most units are no longer deploying to theater. Yet their equipment is still there, in Afghanistan, set up for large-scale rotations.

So, although equipment is at an all-time high, "when you look at individual units, they'll say, 'we don't have our equipment,' or 'we don't have the right equipment,'" Ferrari said.

THREE LINES OF EFFORT

Campbell's guidance provides direction for Army components, commands, and units on how to allocate and distribute equipment.

The underlying foundation of the Army's plan is to identify and minimize equipment risks and costs as it transitions "from Afghanistan, through sequestration, towards regionally aligned and mission-tailored forces."

The guidance lays out three lines of effort: equipping units for their missions; increasing readiness by redistributing equipment; and saving money. It also identifies a multitude of tasks, missions, and challenges; each of which must be tackled at the lowest possible levels of command and at the least possible cost.

SHIPPING CHARGES

With the effects of sequestration now being felt across the Army, cost is a very important factor in redistributing equipment. Just moving one tank from Fort Riley, Kan., to Fort Bliss, Texas, is costly, Ferrari said -- even in good times.

But with budgets now tight, he said, the cost of moving equipment around has to be balanced with mission priorities -- not to mention other fiscal requirements for personnel, readiness and modernization.

While moving a tank from Riley to Bliss is costly, the cost to retrograde a mine-resistant,

ambush-protected vehicle, or MRAP, from Afghanistan to the U.S. is much greater, he said.

In many cases, it's simply too costly to bring such equipment back home. Instead, it's less expensive to simply destroy that equipment in theater and then leave it there as scrap. Money is instead spent to retrograde more-needed equipment.

Once an MRAP or other gear is deemed too expensive to ship, "the law says 'where is, as is,'" Ferrari said. That means that other nations that want the equipment can have it, but they've got to move it from Afghanistan and take it in the condition it's in.

There have been a number of inquiries from allies and coalition partners about excess inventory, Ferrari said. But once those allies figured how much it would cost to bring it out of Afghanistan and fix it up, they came to the same conclusion -- it is not worth the cost.

As for the Afghans, Ferrari said they have their own equipment fleets. And an MRAP might not be a worthwhile addition for them, since they don't have the spare parts and maintenance set up for that vehicle. He also said the Afghan mission requirements might not require an MRAP.

"We don't want to leave Afghanistan like the Soviets did, with equipment strewn across the battlefield," he said.

Equipment being moved out of Afghanistan now must first be "reset" back in the United States. That means it first goes to a depot to be overhauled or repaired before sending it to a receiving unit. There is a big price tag for that kind of repair, Ferrari said.

"We have to be very efficient and judicious as we move equipment around units, installations and Army components," he said.

CALLING THE SHOTS

Army Materiel Command, known as AMC, has been tasked with managing equipment distribution and redistribution. This is a big change, and a welcome one too, Ferrari said.

Prior to AMC's role, equipping decisions were made from the Pentagon in a centralized, top-down fashion. Now with AMC being the lead materiel integrator, it's a bottom-up approach based on using the commander's intent for guidance, he said.

AMC uses the Lead Materiel Integrator Decision Support Tool containing equipment data from the field to inform its distribution and redistribution recommendations, Ferrari said.

Weightings or priorities are assigned to units and gear in determining what goes where. The model is dynamic, as new missions emerge. But for the most part, AMC attempts to anticipate what will be needed where and when.

Ferrari thinks it may take five or six years to sort out all the equipment needs.

With AMC taking the lead, Ferrari said he's confident the Army is now on the right track with equipping the force.

ASQ-Certified Quality Engineer



Mr. Barry H. Kuhnke, a Quality Assurance Specialist for Base Support, recently completed the requirements to be named an ASQ-Certified Quality Engineer, or ASQ CQE. Kuhnke reached a significant level of professional recognition, indicating a proficiency in and a comprehension of quality engineering principles and practices. In order to sit for the Certified Quality Engineer examination, an individual must have eight years of work and/or experience related to the Body of Knowledge, which Kuhnke has 29 years. Certified Quality Engineer is a professional who understands the principles of product and service quality evaluation and control. Also note worthy, less than 1 percent of government employees, federal service wide possess this very significant and hard sought after knowledge/experience based certification. Congratulations to Barry Kuhnke on this great accomplishment.

Media training for emergency responders

During this year's fiscal constraints and challenging outlook, it is imperative that we are all working together as a team and as a community. Which is why Sierra Army Depot Emergency Management and Fire Department coordinated for a combined training event to ensure the Lassen County Community, Sierra Army Depot are prepared for an event and possess the ability to inform the public about an incident.

This course provided rural first responders with the skills and knowledge to quickly adopt the

See MEDIA on Page 8



MEDIA (From Page 3)

role of the Public Information Officer (PIO) if/when needed to communicate with the public through the media or be able to provide information important to their organizations Public Affairs Officer (PAO). These events can be a roadside scene to a complex emergency with multiple partners in a crisis situation.

Participants were as varied as the events that they would respond to; multiple Sheriff's Departments, Correctional Facilities, Public Health, Fire Districts, Office of Emergency Services from Sierra, Lassen counties, Police Departments and US Army Installations.



Child, Youth and School Services Monthly Update

In June, the toddlers from the CDC went to visit the Discovery Museum in Reno, NV. This trip allowed the kids to explore everything from art and science, to Nevada's history. The museum offered a variety of different experiences that let the children roll and creep, to sit and stand, look and feel, pile and build, experience and pretend, explore and discover in a tree house with a slide, a mine cave and tunnel, a geothermal station and a build room where they could engage in block building. The kids really enjoyed the Wind Tunnel that blew things into the air. CYPA Jordan McFarland stated that, "They really enjoyed the trip. It was great because it was fun AND educational." Our parent chaperone, Heaven Owen, noticed "the children loved the indoor river. The children were

able to play with different floating objects such as a duck, shark, or boat. The toddlers were splashing, playing, and enjoying the water for a prolonged period, which was amazing."

ARMY BIRTHDAY

Sierra Army Depot CYSS celebrated the Army's 238th birthday in June. A good old fashioned birthday party, complete with an American Flag cake, was held at the CDC. Sgt. Matthew Riggle, an Army recruiter based out of Susanville, came to celebrate with the youth, as he read the Army Birthday Book to all of the participants. School Age child Victor Giron made the comment of, "Geeze, the Army sure is getting old! I'm glad they are still here to protect our freedom!"



Who will Kiss the Pig?



Employee Appreciation Day is around the corner and the fundraiser for "Kiss the Pig" will close on July 31. Hurry now and vote for the person you would like to see kiss a live piggy. Our willing candidates include from left to right Mr. George Ray (Garrison Manager), Mr. Aric Manner (Chief of Staff), and Mr. Bruce Hamilton (Mission Manager). As of print time, Mr. Manner was leading the race. Who do you want to see "Kiss the Pig"?



Sgt. Matthew Riggle, US Army Recruiting, had the opportunity to read the Army Birthday Book to young children at the Child Development Center.

