



The Challenge



Sierra Army Depot, Herlong, Calif.

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Leadership changes hands at Sierra Army Depot

By Lori K. McDonald
Public Affairs Officer

One commander bids farewell, while a new commander steps up to take on the challenges at Sierra Army Depot during the change of command ceremony on July 24.

Lt. Col. Christopher Dexter passed on his responsibilities to Lt. Col. Robert Slosson in a time honor tradition. The depot colors were passed from Dexter to Maj. Gen. Michael J. Terry, commander general, TACOM Life Cycle Management Command, signifying his release of the responsibilities he held for the past two years. In return, Terry entrusted the colors and all responsibilities for Sierra Army Depot to Slosson.

Terry praised Dexter for all the hard work and dedication that was accomplished during his tenure. He continued to describe Dexter as the type of leader that executed all aspects of his responsibilities as the commander with excellent results while never losing focus of the mission or the employees on depot.

As Dexter addressed the crowd he said, "I've been asked many times over the last two years - Is this what you wanted? And is this what you expected? The answer to both of those questions is no." After a few laughs, Dexter continued to say, "But let me make one thing very clear, someone much smarter than I made the right choice. Sierra Army Depot has been one of the best experiences of my career and I wouldn't trade the last two years for anything."

Slosson gave a short speech but told the crowd, "I look forward to the journey ahead as we meet
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Maj. Gen. Michael Terry, commanding general, US TACOM Life Cycle Management Command, entrusts Lt. Col. Robert Slosson with the responsibilities of Sierra Army Depot as outgoing commander Lt. Col. Christopher Dexter and Mr. Donald Olson, SIAD deputy to the commander stand at attention.

Slosson becomes 39th Depot Commander

Lieutenant Colonel Robert "Charlie" Slosson enlisted the Army in August 1990 and served as an Aviation Operations Specialist until he was commissioned by the United States Army Officer Candidate School at Fort Benning, Georgia in 1995.

His first assignment as an officer was to the 46th Corps Support Group (CSG) (F) at Fort Bragg, North Carolina, where he served as a Platoon Leader, Shop Officer and Battalion S1. Following the Combined Logistics Officers Advanced Course and the Combined Arms and Services Staff School, Lt. Col. Slosson was assigned to the 17th Corps Support Battalion (CSB), 45th CSG at Schofield Barracks, Hawaii, as the Battalion Maintenance Officer in the Support Operations Office and later served as the Battalion

S3. While as the Battalion S3, Lt. Col. Slosson deployed in support of OPERATION ENDURING FREEDOM Philippines to serve as the JTF 510 Joint Logistics Support Element Executive Officer.

Upon redeployment from the Philippines, he took command of the 536th Maintenance Company in June 2002. After Company Command, he served as the 45th CSG S3 Plans Officer. While serving as the S3 Plans Officer, He then deployed to Kuwait in support of OPERATION IRAQI FREEDOM.

In 2005, Lt. Col. Slosson moved to Germany to work on the V Corps staff. He initially served in the V Corps G4 Transportation Division, until he deployed with V Corps to serve on the Multi-National Corps-Iraq (MNC-I) staff and was assigned

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Commander's View

Greetings. For those of you that I have not had the honor to meet and talk to, my name is LTC Charlie Slosson. I have been in the Army for 23 years starting as an enlisted Soldier working in Aviation and crossed over to become an officer in 1995 through the Officer Candidate School program. Most of my career has been spent overseas with only four spent here in CONUS. I am a family oriented person. I understand MISSION FIRST, but it is FAMILY ALWAYS. My family and I will live in Reno, NV and be involved in the community as much as time permits, so you may see us with the Cub Scouts, Girl Scouts, our children's Elementary School PTA or wherever.



Lt. Col. Charlie Slosson

I believe in a few simple statements that have molded me and guided my leadership.

• Support the Force

We are here to support the Force (Soldier, Sailor, Airmen, Marine, & Civilian). Everything we do, we do for them. We are here to safeguard equipment that may go back into the fight of the future. We need to make sure we remember why we are here.

• Remain Relevant

The Army is steering towards Regionally Aligned Forces across the Globe. We may become involved from the Industrial Base as we reset and safeguard equipment for the Combatant Commanders.

• Be Professional

I believe we represent the Army, regardless of our attire. What we say as part of the organization has an effect outside of our fence line. How we communicate with our community is just as important as the support we provide to the warfighter.

• Be Adaptive

Over time, change is inevitable. It can be good or bad, but it a part of who we are as an adaptive and responsive force enabler.

• Training

Self development as well as training your subordinates is a responsibility we all have. We should seek to improve how we operate through a variety of means (traditional or non-traditional). We need to increase the depth on the bench, we can't afford to be a "one-of" skill set. Train your number 2.

• Be Approachable

As a leader, we should all be approachable. I consider myself very approachable and will ask you questions throughout the Depot. I will hear whatever you want to tell me, but I will not always solve your problems. I will make sure you have the right resources.

• Observant

Everyone is a sensor. We all have a responsibility to observe our environment. We do this in our neighborhood; we need to do this in our Depot.

• Build the Team, Be on the Team

Encourage your superiors, peers or subordinates to be on the Team. And make sure you are on the Team. Competition is healthy. Be proud of your team.

• Safety

Mission is important, but it should not be so important that we risk injury through accidents because we are expediting our work. If you see
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THE UNION'S POSITION- AFGE LOCAL 1808

Greetings from the new union president

For those who don't know me, my name is Phillip Gonzales. I am a long time employee of Sierra Army Depot (SIAD) and member of the American Federation of Government Employees (AFGE). I have served as a Union Steward for many years as well. I was recently elected as president of AFGE Local 1808 and have plans to take our Local in a new direction. As president of Local 1808, I will strive to be the light at the end of the tunnel in the present climate of today's workforce at SIAD. I and Local 1808's Executive Board will be the leader the Union needs.

I succeeded Mr. Garry Garret, who stepped down after the recent election and I have hopes for great things for Mr. Garret's career at SIAD. I appreciate all that Mr. Garrett and Ms. Lamb have done for Local 1808 and hope they will remain a positive force in dealing with the needs of our membership. Mr. Garrett and Ms. Lamb are a

great resource for Local 1808 and the employees of SIAD.

Under my direction and the Board, Local 1808 will be taken to a higher level of leadership and caring for our membership. Caring for the members is my number one mission.

We, Local 1808 and all personnel of SIAD need to stand as one and fight the battles against furloughs, pay cuts, rising costs to medical insurance for all personnel of Government Service.

Our Congress needs to understand the Army Civilian Workforce supplements the active duty Soldier on tasks that they cannot complete. We stand side by side with the Soldier

in the field and provide the added value for this country so the war fighter can accomplish the Army mission.

My management style will be different from that of the former president. I am a charismatic but brash leader. I have more of a hands on type of management style. I believe in the leadership style of Sun Tzu, "A leader leads by example not by Force." It will be my duty to build a common ground with management so all depot employees can work free from the yoke of financial cuts, furloughs and many more cuts soon to come.

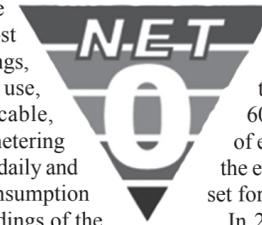
In short, in the days ahead I will strive to live up to the needs of all and lead the local in the direction it needs to travel. For union assistance or questions, please contact me at 827-5375.



Net Zero Energy Update

By Steven Johnson
Energy Awareness Coordinator

According to Federal law, "By October 1, 2012 all Federal buildings shall, for the purposes of efficient use of energy and reduction in the cost of electricity used in such buildings, be metered. Each agency shall use, to the maximum extent practicable, advanced meters or advanced metering devices that provide data at least daily and that measure at least hourly consumption of electricity in the Federal buildings of the agency."



While meters do not save energy or water directly, they do create the conditions necessary to identify saving opportunities, benchmark and optimize building performance, and drive meaningful behavior change and occupant engagement. Funding the installation of meters has always been

tough, and the Army is behind in its metering effort. Sierra Army Depot policy has been to install electric meters whenever a construction project affects a buildings electric service.

As of April 16, 2013, Army metering policy for Electricity is: Components shall install sufficient advanced meters on individual facilities to accurately capture a minimum of 60% of electricity use with a goal of 85% of electricity use at the Component level by the end of Fiscal Year 20. The same goals are set for Natural gas metering.

In 2009, Sierra Army Depot had less than 20 buildings with electric meters. We now have 65 electric meters installed on 53 buildings (some buildings have multiple services). 37 are advanced type meters that should eventually tie into a Meter Data Management System (MDMS). Other metered commodities like Natural Gas will tie into the electric meter to deliver their data.

An MDMS works like this; meter data can be remotely read, monitored by Command/ Region and Installation Energy Managers, posted to Army hosted website, and consolidated at HQDA Central Database with trend reports and data accessible to installation energy managers. Delivering data remotely requires a secure delivery system, so the MDMS system must meet some stringent requirements prior to receiving the approval of the Army Network Engineering Command (NEC) or NETCOM.

A comprehensive metering audit funded in FY12 by TACOM included SIAD. The Army Corps of Engineers is now fielding the Meter Data Management System (MDMS) to Army installations at the local level, and eventually the meters will be connected to the MDMS.

Ref: (Public law) Energy policy act of 2005, (Public law) Energy Independence and Security Act of 2007.



Commander (From Page 2)

someone about to injure themselves and you don't warn them, you have endorsed that type of behavior.

• Loyalty

Loyalty is a two-way street. I am loyal to the people and the organization. I expect loyalty in return to the organization.

• Integrity

I will trust you until you prove you can't be trusted. Once lost, hard to gain back.

• Values

We are all raised with certain values. We are taught different values through our career. Make sure the values you demonstrate are ones you can look yourself in the mirror without regret. We are a professional work force and orga-

nization. In a professional organization, there is no room for sexual assault or sexual harassment. This behavior is not acceptable at this Depot or anywhere in our Armed Forces.

I consider it an honor and privilege to serve as your Commander. I was excited when I found out we were coming to this assignment and my family and I are thrilled that you have welcomed us into your community with open arms.

LTC Charlie Slosson

**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!

Property Accountability Inventory

By John B. Dwyer
Installation Property Book Officer

Well it has been a long inventory process, but we are now completing the 100% property book inventory. One of the trends I saw, which need to be corrected is the internal loaning of equipment to other work centers, without proper documentation property, accounting must be maintained at all times.

When you loan equipment, you need to hand receipt it. For less than 30 days use DA form 3161 Temporary Hand Receipt and more than 30 days, use DA form 2062. Both of these can be found on the P-Drive and how to fill them out is found in DA PAM 710-2-1 chapter 5 Para 5.3 and 5.4.

Another trend was the failure of the outgoing Hand Receipt Holder to do a joint inventory with the incoming Hand Receipt Holder. DA Pam 710-2-1chapter 9 Para 9-3, when you transfer

departments of leave the Depot for more than 30 days, you have to turn over your hand receipt to a replacement. Failure to do so can come back and haunt you.

If you are being transferred, plan on being gone over 30 days, or are leaving the Depot plan ahead and let the Property Book Office know at extension. 4114 or 4773. The Property Book Office will get you and your replacement the required documents per the DA Pam. You are allowed up to 30 days to complete the inventory.

The final trend was the disposal of installation assets without the IPBO's knowledge. Assets that are on the installation account have to be accounted for until they become no longer serviceable. If you have assets that you no longer need or are no longer serviceable, you need to contact the IPBO's office in order to get the disposal guidance along with the correct paperwork that is required.

SLOSSON (From Page 1)

to the MNC-I CJ4 Supply Division. Upon their redeployment, LTC Slosson served initially as the V Corps G4 Material Readiness Officer until he was selected to serve as the V Corps G4 Chief of Material Readiness.

He returned to Germany in 2009 to serve as the Brigade S4 for the 66th Military Intelligence Brigade until 2012. His last position in Germany was as the USAREUR G4, Chief of Plans.

Lt. Col. Slosson is a 1990 graduate of the University of Florida where he earned a Bachelor of Arts in Political Science. He has a Master's Degree from Florida Institute of Technology in Project Management. His military education includes Basic Training, Advanced Individual Training for Aviation Operations, the Ordnance Officer's Basic Course, Combined Logistics Officer's Advanced Course, Army Command and General Staff College and Airborne School.

Lt. Col. Slosson's awards and decorations include the Bronze Star, the Meritorious Service Medal with two oak leaf clusters, Army Commendation Medal with two oak leaf clusters, Joint Service Medal, Army Achievement Medal with 5 oak leaf clusters, Joint Meritorious Unit Award, Good Conduct Medal, Armed Forces Expeditionary Medal, Iraqi Campaign Services Medal, Global War on Terrorism Expeditionary Medal, Global War on Terrorism Services Medal, Armed Forces Service Medal, Philippines Presidential Unit Citation, NATO Medal, Basic Aviation Badge and Parachutist Badge.

Lt. Col. Slosson and his wife Kimberly Cordes have two children.

Sierra Army Depot 39th Change of Command



Child, Youth and School Services Monthly Update

Twelve local high school youth participated in this year's Lassen Park Youth Camp.

Child, Youth and School Services (CYSS) was able to secure a grant that allowed these youth to spend four days in Lassen Park – hiking, swimming, fishing and exploring the great outdoors! Not only did the youth learn new camping skills, like setting up large tents and cooking over the fire pit, but they also learned great facts about Lassen Park!

Did you know that Lassen Park was deemed a national park because you can find all of the different types of volcanoes within the park? Youth also learned about the different types of volcanic rocks while participating in a Ranger led activity at the Devastated Area. The group hiked to Bumpass Hell and visited Sulphur Works, both are active hydrothermal areas found at the South end of the park. Youth ended their camp experience by completing the Lily Pond Compass Course, where many of the youth learned how to navigate in the wilderness using a compass! CYSS thanks the Lassen Park Foundation who made the grant and the wonderful experience possible! Youth are

interested in doing a backpacking trip in the park next year! When asked what their favorite part of the trip was, one youth said, "going through the lava bed tunnels at Subway Caves on the way home! It was so cold and dark in there!"



Top photo left to right, Maddy Hinojos, Faith Henderson, Sarah Idzinski enjoy a hike during the trip to Lassen Park. Above, boys from the CYSS join together to start a nice campfire.

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.

James Arney, II	Deborah McClure
Melissa Baker	Larry McCracken
Tyler Baker-Allen	Eric Michel
Elizabeth Barton	Mark Nye
James Bretney	Christopher Pope
Franco Christa	Santos Rivera, Jr.
Calvin Daniels	Michael Robb
Jaquetta Davis	Tiffany Sells
Donald Dunlap	Antoinette Smith
Stephanie Evans	Melissa Smith
Richard Hutchinson	Joseph Snedden
Noah Kingham	Madie Turner
Stephen Lux	Bryan Wesch

LMP: A new wave of programs

By Sandra Blevins
Management Analyst, QEO

By the time Logistics Modernization Program (LMP) was launched a great number of employees on the Depot had gone through weeks and weeks of PowerPoint training. Amazingly enough, when Go-live came, not all the gained knowledge was gone. It took close to a year to get the "big bugs" out but Sierra made the total experience look easy, so easy in fact that TACOM even snatched up some of our Business Processes to use themselves.

Now we arrive upon a new wave of Programs. Like LMP, these are Systems Applications and Products (SAP) applications and with a little computer magic, they will all be able to talk to each other. Remembering the vast training done for LMP, we need to consider that these upcoming changes will effect far more components of our depot functions and be twice the size as the initial LMP launch. Even R&R will not be immune from the transformations to come.

You will hear the term Single Army Logistics Execution System (SALES) which will be the center system allowing all the others to somehow connect. This is a network of automated logistics information systems, Information technology (IT) hardware and software that plug into one architecture to help the Army maintain war fighting readiness. It will include LMP, which is already in place and National Maintenance Program (NMP), Army Enterprise Systems Integration Program
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LMP (From Page 6)

(AESIP) and a new phase of General Fund Enterprise Business System (GFEBS). These should all be online by 2017.

We will also be connected to Expanded Industrial Base (EIB) which will contain Complex Assembly Manufacturing Solutions (CAMS), Shop Floor Automation (SFA), Item Unique Identification (IUID), Plant Maintenance (PM), and Automated Identification Technology (AIT). As you can see these systems will affect almost all the Business Processes on Sierra.

If R&R feels left out, we will be going live with Global Combat Support System-Army (GCSS-A) by January 2015. This will replace Standard Army Retail Supply System (SARSS), Property Book Unit Supply Enhanced (PBUSE), and the Army War Reserve Deployment System (AWRDS). Just like the old SDS system, the data will have to be scrubbed before it can be uploaded into the new program and the staff in R&R will also have to be trained on the new systems.

When all is said and done, this is going to be a huge undertaking. We will see new, rugged tablets, as much Wi-Fi as we can squeeze out of our DOIM, and even some more computers and printers. Numerous Subject matter Experts (SME's) and End users will be trained, from each Directorate and in every different system. Sierra should be proud of the job we did implementing LMP. We were able to take a program that was not created "just for us" and use it to the extent that all other depots were left wondering how we did that. When we are fully online with all the latest systems our goal will be, as always, to Support the War fighter by developing, delivering, and sustaining materiel to ensure a dominant joint force for the U.S. and our Allies.



Great accomplishment



Lt. Col. Christopher Dexter, then SIAD commander, presented Ms. Lori McDonald with her 30-year length of service award.

Lightning Safety: When Thunder Roars, Go Indoors!

Summer is the peak season for one of the nation's deadliest weather phenomena--lightning. Though lightning strikes peak in summer, people are struck year round. In the United States, an average of 53 people are killed each year by lightning and hundreds more are severely injured. With just a few simple steps, you can minimize the risk and survive during a Lightning storm.

Minimizing Your Risk

There is no safe place outside when thunderstorms are in the area. If you hear thunder, you are likely within striking distance of the storm. Just remember, "When Thunder Roars, Go Indoors." Too many people wait far too long to get to a safe place when thunderstorms approach. Unfortunately, these delayed actions lead to many of the lightning deaths and injuries in the U.S.

The best way to protect yourself from lightning is to avoid the threat. You simply don't want to be caught outside in a storm. Have a lightning safety plan and cancel or postpone activities early if thunderstorms are expected. Monitor weather conditions and get to a safe place before the weather becomes threatening. Substantial buildings and hard-topped vehicles are safe options. Rain shelters, small sheds and open vehicles are not safe.

When inside, do not touch anything that is plugged into an electrical outlet, plumbing and corded phones. Cell phones and cordless phones are safe. Also, keep away from outside doors and windows and do not lie on a garage floor.

When a Safe Location is not Nearby

Remember, there is NO safe place outside in a thunderstorm. If you absolutely can't get to safety, this section may help you slightly lessen the threat of being struck by lightning while outside. Don't kid yourself--you are NOT safe outside.

Know the weather patterns of the area you plan to visit. For example, in mountainous areas, thunderstorms typically develop in the early afternoon, so plan to hike early in the day and be down the mountain by noon. Listen to the weather forecast for the outdoor area you plan to visit. The forecast may be very different from the one near your home. If there is a high chance of thunderstorms, stay inside.

These actions may slightly reduce your risk of being struck by lightning:

Avoid open fields, the top of a hill or a ridge top.

Stay away from tall, isolated trees or other tall objects. If you are in a forest, stay near a lower stand of trees.

If you are camping in an open area, set up camp in a valley, ravine or other low area. Remember, a tent offers NO protection from lightning.

Stay away from water, wet items (such as



Photo above is a lightning strike near Socorro, NM. Photo by Harald Edens

ropes) and metal objects (such as fences and poles). Water and metal are excellent conductors of electricity.

The current from a lightning flash will easily travel for long distances.

Motorcyclist/Bicyclist: Protect yourself when on a bicycle, motorcycle or dirt bike. Carry a portable NOAA Weather Radio or listen to commercial radio. If you see threatening skies in the distance and you are near a safe building, pull over and wait 30 minutes after the last rumble of thunder before resuming your ride.

On the Water: The vast majority of lightning injuries and deaths on boats occur on small boats with NO cabin. It is crucial to listen to weather information when you are boating. If thunderstorms are forecast, do not go out. If you are out and cannot get back to land and safety, drop anchor and get as low as possible. Large boats with cabins, especially those with lightning protection systems properly installed, or metal marine vessels are relatively safe. Remember to stay inside the cabin and away from any metal surfaces. Stay off the radio unless it is an emergency!

Be Safe this summer, "When thunder roars, go indoors".

Source: National Weather Service, Lightning Safety.

<http://www.lightningsafety.noaa.gov/index.htm>



EEO/Diversity Update

Celebrating the Anniversary of Women Winning the Right to Vote in the United States - August 26

By Allison Gunier
Special Empahsis Progam

Imagine for a moment that you are a woman living in the United States during the mid 1800's. You have little rights and are considered a second-class citizen. If you marry, you do not have the right to own property and your status as a U.S. citizen is dependant on that of your husband's; noting that even your citizenship can be revoked if you marry a non-citizen. As a woman you are expected to restrict your sphere of interest to the home and the family and are viewed as having no place in politics, remaining completely subservient to men. You do not have the right to vote and legally you are considered dependant and unequal. This is the type of oppression women of that era felt in the United States.

In 1848, a group of activists (mostly women) were invited by Elizabeth Cady Stanton (1815-1902) and Lucretia (Lucy) Mott (1793-1880) to meet in Seneca Falls, New York to discuss women's rights issues. This gathering and first women's rights convention would become known as the Seneca Falls Convention and, although very con-



Lynette Hall
EEO Manager

troversial at the time, was a huge milestone in the rights of women.

During the convention, the Declaration of Sentiments was created and later signed by 100 of the nearly 300 attendees (32 of the 100 being men). Among other things, the declaration proclaimed, "that all men and women are created equal, that they are endowed by their creator with certain inalienable rights, which among these are life, liberty, and the pursuit of happiness." What this meant, among other things, was that they believed women should have the right to vote. The document was created based on the United States Declaration of Independence and became the grand basis for attaining the civil, social, political and religious rights of women.

The movement began to make noise and gain ground in the years following the first convention but because of the Civil War in the 1860's

and the ratification of the 14th Amendment and 15th Amendments in the later part of the decade it began to lose steam. The American Equal Rights Association was formed in 1866 to join the cause of gender and racial equality but split just 3 years after its formation because of differences of opinion of its members, specifically regarding the 15th Amendment. Many refused to support this amendment because, although it gave African American men the right to vote, women were not included. Susan B. Anthony (1892-1900) and Elizabeth Cady Stanton were among those who left the group. Together they founded

a new group known as the National Woman Suffrage Association. This group fought hard and rallied state by state for equal rights. By the end of the 1800's the movement would finally have some ground-breaking results when Idaho and Utah gave women the right to vote. In the years ahead, other states began to follow suit.

Ultimately, it would be the hard work and dedication of women on behalf of the war effort when they took on the work of men to sustain the United States during World War I that would finally be the icing on the cake and would prove women to be as patriotic and deserving of citizens as men. On August 26th, 1920, 72 years after that first convention in Seneca Falls, New York, the 19th Amendment to the Constitution of the United States would finally be ratified granting women the right to vote.

So on this day in history, remember those men and women who have come before you and fought so bravely not only for the rights of women but for the rights of us all. Remember Elizabeth Cady Stanton, Lucy Mott, Susan B. Anthony and the countless others who have spent their lives fighting for justice and equal rights.

Additional information can be found at one of the following websites:

- <http://www.history.com>
- <https://en.wikipedia.org>
- <https://www.connerprairie.org>
- <http://www.nwhp.org>
- <https://www.princeton.edu>



CWF Presents
Employee Appreciation Day
"WILD WEST"
August 22, 2013
11:30 am - 5:00 pm
** This will be the designated place of work **

LEADERSHIP (From Page 1)

new challenges head-on and improve our capabilities as one of TACOM's finest Depots."

Sierra was honored to have members from the First Nevada Civil War Detachment as the color guard and members from Detachment 1, 40th ID Band out of Sacramento provided the military music.

Dexter's next assignment will be the Chief of Personnel Development for the Ordnance Corps in Fort Lee, Va.