



Sierra Army Depot, Herlong California
August/September 2019
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The **CHALLENGE**



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Commander's View

After only a few months as your new Commander, I am truly overwhelmed with the commitment, dedication, and loyalty from our leaders and our workforce... which is you, all of you, Team Sierra. I am honored to be a part of this amazing Team of Teams. It has been a pleasure to meet and get to know many of you, and I look forward to meeting those of you that I haven't had the opportunity to meet yet.

It has been a busy first 90 days for me getting to know all of you and seeing all the amazing work that you do. During this time, I also had the opportunity to visit both Army Materiel Command (AMC) Headquarters (HQs) at Redstone Arsenal in Huntsville Alabama and Tank Automotive and Armament Command (TACOM) HQs at Detroit Arsenal in Warren Michigan.

During my visit to AMC HQs, the AMC Commanding General, General Perna, emphasized the priorities for all Depots and Arsenals... 1) Army Readiness and Performance to Promise (P2P), 2) increasing Surge Capacity and righting sizing our workforce, and 3) further facilitation development and Modernization. During both my visits, it was a privilege for me to highlight all the goodness from the high performing Sierra Army Depot, and in particular the 100% Performance to Promise for the entire fiscal year of



Lt. Col. Russell E. Henry

2019. Job well done Team Sierra!

If you didn't already know, Sierra Army Depot is the home of the largest Supply Support Activity (SSA) in the U.S. Army with the mission of managing retrograde material, known as the AJ1 SSA. The AJ1 SSA has been diligently working hard to clear the materiel backlog down to zero, while processing all the new material within Army standards. There is no question we will meet the zero

backlog goal. Job well done Team AJ1!

Sierra Army Depot was recognized as the winner of the Army Award for Maintenance Excellence (AAME) at the Depot level. Again, job well done to the Maintenance team and all the Depot who contributed to this effort. I look forward to seeing us compete in the Army Award for Supply Excellence in the near future. Job well done Team Base Support and Team Sierra!

On 20 August 2019, we were honored to have a visit from Congressman LaMalfa, 1st District California. His visit demonstrates the importance we as a Depot have to Lassen Country and to the State of California. See the Article by Aric Manner.

As you know, our mission here at Sierra Army Depot is extremely important to the overall Army Readiness posture and we cannot underestimate our vital role in delivering readiness now and into the future.

Remember... Excellence is found in the pursuit of perfection.

Pride in Excellence... Army Strong!

Very Respectfully,
LTC Russell E. Henry

The Civilian Harassment Intervention Program (CHIP)

By Laurence Rose,
CHIP Coordinator, *Sierra Army Depot*

CHIP is a program that was started at Tank-automotive Armament Command (TACOM) just over a year ago. Its goal is to complement the Equal Employment Opportunity (EEO) program by ensuring that management looks into allegations of harassment as quickly as possible. CHIP covers any type of unlawful harassment, including civilian sexual harassment. (NOTE: Military sexual harassment and sexual assault for civilian and military fall under the Sexual Harassment/Assault Response & Prevention program (SHARP)).

Addressing and resolving harassment in the workplace is not a new concept. When supervisors and other management officials are made aware of allegations of harassment, they are responsible for putting forth a prompt, reasonable effort to prevent, respond to, and correct harassing behaviors. It is important to demonstrate that management takes the allegations seriously and will not condone offensive behavior. CHIP is the management tool created for this purpose, and it is the employees' quickest venue for reporting harassment.

Allegations of discrimination and harassment can also be addressed through EEO.

However, an EEO complaint is filed against the Army and it can take up to six years to be resolved. A CHIP complaint is filed against the alleged harasser and it takes on average two months to be settled. EEO and CHIP are two completely separate and different processes. Filing a CHIP complaint does not prevent an employee from filing an EEO complaint at the same time. (Remember that EEO complaints must be filed within 45 calendar days of the alleged incident). Both investigations can be going on simultaneously. Both are confidential and should not be discussed with persons who do not have a need-to-know.

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**The
CHALLENGE**

Graphic design by Lloyd Gubler

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On the Cover: Congressman Doug LaMalfa, Lt. Col. Henry, Chief of Staff Mark Spannagel and District Representative Shane Starr take a media moment during Congressman LaMalfa's visit to the Depot. (photo credit: Lloyd Gubler)

Centerfold: Employee Appreciation Day (photo credits: Lloyd Gubler, Elias Gubler)

Lt. Col. Russell Henry
Aric Manner
Lloyd Gubler

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Congressman LaMalfa Visits Sierra Army Depot

By **Aric Manner**,
Chief of Staff, Sierra Army Depot

Sierra Army Depot (SIAD) hosted a visit by California Congressman Doug LaMalfa on 20 Aug 19. LTC Henry provided an overview of depot operations and stressed the economic impact the depot has on the state of California. The intent of this visit was to update Congressman LaMalfa with the depot, status of our programs and any future mission/hiring growth or reductions.

This was Congressman LaMalfa's third visit to SIAD and the focus of this session was on our End of First Life Center and Maintenance operations. We toured our End of First Life Center, and highlighted the direct impact on readiness that SIAD operations provide. He got to see the crews removing and crating several M113 parts that are needed to support ongoing reset

activities at other depots. This specific effort has reclaimed more than 2,400 critical components from these aging vehicles, and reintroduced them into the supply system to meet urgent demands. These specific parts are not supported within the supply system. Our unique ability to harvest these parts (valued at over \$46M) saved the Army from buying them new. We also visited the maintenance complex to see the fuel and water system reset activity. During the review of the maintenance area he was impressed with scope of capabilities and broad skill sets of our employees.

While this visit focused on two areas, topics covered all aspects of the depot (Garrison, Mission, MWR, etc.). Congressman LaMalfa inquired about airfield usage; if our process improvements had any impact on the original manufacturers; and status of our Major Construction-Army projects with respect to them not

being funded, thus causing impact to our operational effectiveness.

When asked what he could do for us, we discussed reliable consistent funding, the challenges with employee recruitment and visibility of future workload. He recognized how these areas were intertwined, the balance that we need to maintain in order to keep our rates down, bring in work while recruiting and retaining a diverse workforce.

Congressman LaMalfa expressed a desire to bring members of his staff to the depot to gain a more in-depth understanding of our business. He acknowledged that the local economy relies on the depot remaining viable and will continue to carry our message to other Congressional leaders – as timely and adequate funding of Army operations is critical to our national defense.



Photos by Lloyd Gubler

Civilian Harassment Intervention Program (CHIP) story Continued from page 2

And retaliation against a reporting employee is prohibited.

Reporting can come directly from the reporting employee (the person who is allegedly harassed), from a witness such as a coworker, or from anyone in a lead or supervisory role. A written statement (email, handwritten statement, Memorandum for Record...) must be provided to the CHIP coordinators in order to consider opening an inquiry. Alison Ornelas (in Manpower) and I (in Special Staff) are the CHIP coordinators for SIAD. We ensure that the inquiry process is correctly followed and that the inquiries are conducted in a timely manner. We assist reporting employees and inquiry officers, who are assigned by the Commander, with questions. We also coordinate case reviews with the Legal department. Once the inquiry officers provide their findings and

recommendations, we follow through to verify that the proposed actions, if any, are taken.

CHIP

Civilian Harassment Intervention Program

If you are a victim of sexual or other unlawful harassment, please call or email:

Ms. Laurence Rose
530-827-4719
laurence.rose1.civ@mail.mil

Ms. Alison Ornelas
530-251-7745
alison.m.ornelas.civ@mail.mil

Sierra Army Depot CHIP Coordinators

To file an EEO complaint, call 530-827-4414
In case of sexual assault, call SIAD Police (911)
or SHARP (530) 260-6154

When the allegations are substantiated, proposed actions can go from anti-harassment training attendance up to removal, depending on the seriousness of the offense. When the allegations are unsubstantiated, no action is necessary. The case is then closed. The inquiry recommendations cannot be appealed.

If you think that you are a victim of unlawful or sexual harassment on depot, please contact us.



Employee Appreciation



Open Day 2019



AF first female fighter pilot continues to break stereotypes

By Randy Roughton,
Air Force News Service
Published March 27, 2015
Facilities Engineering Division

FORT MEADE, Md. (AFNS) -- After Col. Jeannie Leavitt finished pilot training at the top of her class in 1992, she was given her first choice of aircraft, with a few restrictions. Her first choice, the F-15 Strike Eagle, wasn't yet an option for female pilots.

"I was told you finished No. 1, but you cannot pick a fighter," Leavitt said. "You cannot pick a bomber. You cannot pick a special ops aircraft. There was a whole list of aircraft I couldn't fly, and I was directed to choose among the other aircraft."

Fortunately for Leavitt and all female Airmen with similar aspirations, the following year then-Defense Department Secretary Les Aspin ordered all service branches to drop restrictions on women flying combat missions. Leavitt became the Air Force's first female fighter pilot and later the service's first woman to graduate from the Air Force Weapons School at Nellis Air Force Base, Nev. Almost two decades later, she's been the nation's first female fighter wing commander since she assumed command of the 4th Fighter Wing at Seymour Johnson Air Force Base, N.C., in 2012.

While she recognizes her place in Air Force history, Leavitt prefers emphasizing her role as an officer and commander. When she learned she would be flying the F-15 while she was in the middle of T-38 Talon pilot instructor training at Randolph Air Force Base, Texas, Leavitt didn't care about publicity or the chance to make history. She just wanted to fly in fighters.

"When we first discussed it, the individual from headquarters I was talking to mentioned there would be a lot of publicity since I would be the first

(woman)," she said. "What I told him was I didn't want the publicity, but I really want to fly fighters. The thing was, I wanted to be a fighter pilot. It was part of who I was and what I wanted to do. The notoriety and publicity wasn't what I wanted, but it came due to the timing."

Not everyone was happy about the defense secretary's decision, and Leavitt had to prove herself to those who questioned her abilities because of her gender.

"A lot of times people were resistant because it was change, and a lot of times people don't like change," she said. "Some people weren't in favor of the change that happened and didn't want women flying fighters. In many cases when I'd show up, once they saw I was competent, and I

was a skilled pilot, and I wasn't trying to change their whole world, they became much more accepting of me."

Leavitt flew more than 2,500 hours in the F-15, including 300 combat hours, mostly in Afghanistan and Iraq. Maj. Gen. Lawrence L. Wells, 9th Air Force commander, flew the F-16 Fighting Falcon as an operations officer with Leavitt during Operation Southern Watch in 1996.

He recalls surprise when he first saw her at a mass pre-mission briefing because he didn't know any women were deployed in the area of responsibility at that time. But the surprise soon turned into admiration as he observed Leavitt, especially during a mission supporting a Royal Air Force Tornado GR1 during a threat of an Iraqi Roland surface-to-air missile. He could sense her professionalism and skill as he listened to tapes of her radio calls during the de-briefing after the mission.

"I remember thinking how cool and calm she sounded during the entire time," Wells said. "It was all just a very professional, well-run response to a potential threat, and I remember thinking at that time, 'This female fighter pilot is going to go far in our Air Force.'"

He also described the young F-15 pilot as "a great wingman," a trait he thinks will serve her well as a commander.

"We value in our young officers the ability to be in the right place at the right time," Wells said. "That's what a real wingman does. At the time, she was a great wingman, which in my view, makes her a better leader. Because you really have to know how to follow before you can lead. You have to understand what Airmen are thinking and how your Airmen are dealing with

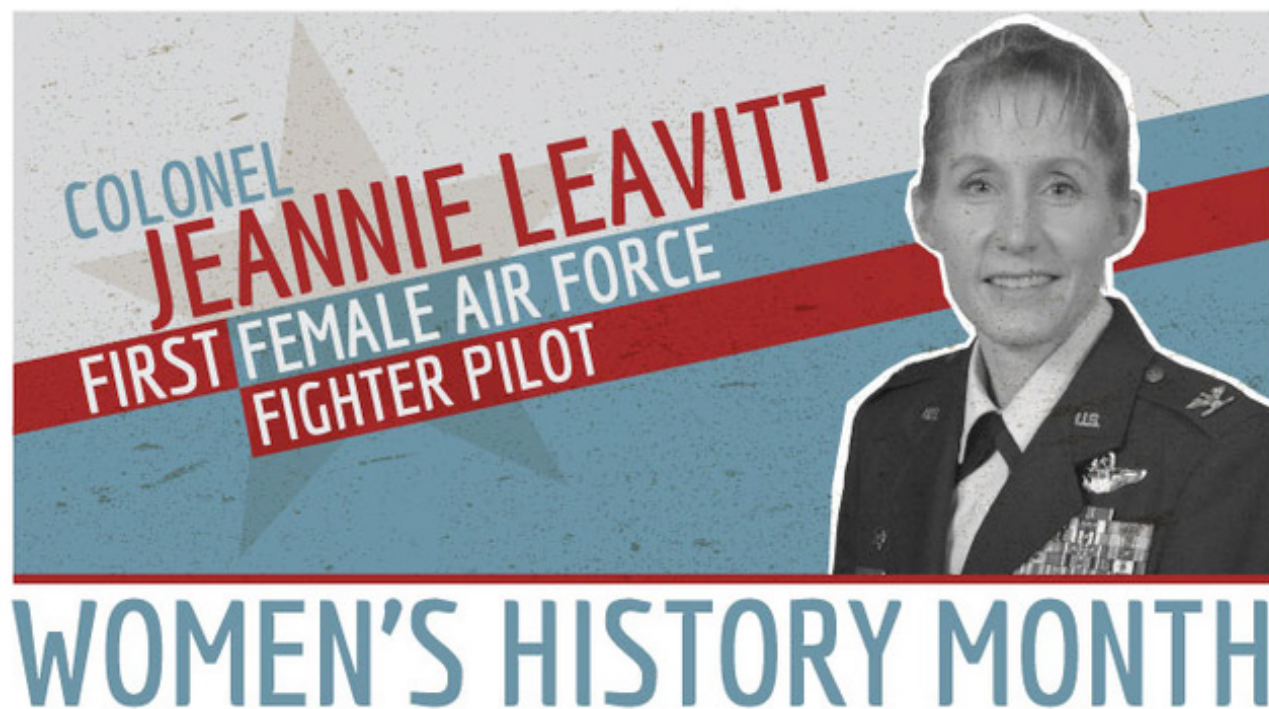
issues and what your young Airmen are focused on. Now having been a great wingman, she can be a great commander."

When Wells introduced Leavitt at her change of command ceremony at Seymour Johnson AFB in June, he chose his words carefully. Despite the historical significance of her career, Leavitt prefers recognition as an Air Force officer and commander. Wells chose remarks that would strike the same tone.

"I had some very specific things I wanted to say about her, and how I had seen her, not only in combat during Southern Watch, but also from kind of following her career," Wells said. "What I did not want to do in my speech was to highlight the fact that she was the first female commander. I was very sensitive to say the Air Force actually picked the right person to be in the right job at the right time, which I think speaks more for her as a professional Air Force officer, who, oh, by the way, just happens to be a female."

Leavitt now commands one of only three Air Force units with the Strike Eagle, along with 5,000 active-duty members and 12,000 civilians. Looking back on the progress women have made in her 20 years in the Air Force, the biggest difference she's seen is women in fighter squadrons are no longer unusual as she was in 1993.

"One thing that's changed is women are no longer a novelty," Leavitt said. "When I started flying fighters in 1993, there were no other women. So there were no female instructor pilots, no flight commanders and no squadron commanders. So it was quite a novelty to have a female in the fighter squadron. The good news is this opportunity opened up, and quite a few women followed in my path."



FEDERAL EMPLOYEES GROUP LIFE INSURANCE (FEGLI)

What is FEGLI?

The Federal Government established the Federal Employees' Group Life Insurance (FEGLI) Program on August 29, 1954. It is the largest group life insurance program in the world, covering over four million Federal employees and retirees, as well as many of their family members. FEGLI provides group term life insurance. As such, it does not build up any cash value or paid-up value. It consists of Basic life insurance coverage and three options. The cost of Basic insurance is shared between you and the Government. You pay 2/3 of the total cost and the Government pays 1/3. Your age does not affect the cost of Basic insurance. You pay the full cost of Optional insurance, and the cost depends on your age.

What are my FEGLI Options?

FEGLI consists of Basic insurance, Options A, B and C.

The Basic Insurance Amount (BIA) is based on your actual current pay. To determine your BIA:

1. Take your annual rate of basic pay, and
2. Round up to the next higher thousand (if it's not already an even thousand dollar amount), and
3. Add \$2,000

Option A: Option A coverage is \$10,000.

Option B: Option B coverage comes in 1, 2, 3, 4, or 5 multiples of your annual pay (after your pay has been rounded to the next higher thousand). It does not include the extra \$2,000 added for your BIA.

Option C: Option C provides coverage for your spouse and eligible dependent children. When you elect Option C, all of your eligible family members are automatically covered. You may elect either 1, 2, 3, 4 or 5 multiples of coverage. Each multiple is equal to \$5,000 for your spouse and \$2,500 for each eligible dependent child.

When can I make changes to my FEGLI options?

Changes during a FEGLI open season. This does not occur every year.

You can cancel or reduce your FEGLI options at any time.

You can increase options due to life changing events as follows:

Marriage

Divorce

Death of a Spouse

Acquiring an eligible child

You must process the election through **GRB Platform** no later than 60 days after the date of the event.

Federal Benefits Open Season

Depot employees: It is never too soon to review your federal benefits. The 2019 Open season information is provided below. I suggest you take the time to review your coverages and options before open season commences. CPAC will be actively engaged in providing you additional information and assistance during open season.

2019 Federal Benefits Open Season (FEHB, FSA, and FEDVIP)

The 2019 Federal Benefits Open Season will be from 11 November 2019 to 9 December 2019. During this Open Season, you will be able to enroll in a new plan, change your current plan, or cancel your plan for the following benefits:

.Federal Employees Health Benefits (FEHB)

- Find more information below and enroll through GRB Platform

.Flexible Spending Accounts (FSA)

- Find more information and enroll at www.fsafeds.com

.Federal Employees Dental and Vision Insurance Program (FEDVIP)

- Find more information and enroll at www.benefeds.com

I also recommend that during the Open Season it is a wise move to review your beneficiary documents such as: Beneficiary for unpaid pay and allowances, Beneficiary for your Thrift Savings, Beneficiary for your Retirement Account (CSRS and FERS), and Beneficiary for FEGLI (life insurance). Your latest beneficiary designations for all but TSP are located in your eOPFs. Please take the time to review these, to ensure your final wishes are up to date.

Sierra Recognizes its' great employees who Supported the Army Working Capital Fund KPMG Inventory Audit



Pride in Excellence Commander, Lt. Col. Russell Henry presents employees awards, commendations, and medals for service.



Linn Weaver, 45 years, Length of Service Award



Daniel Lindsey Jr., Civilian Service Achievement Award



Shannan Taylor, 15 years, Length of Service Award



Robert Anderson, Joint Civilian Service Commendation Award