



Sierra Army Depot, Herlong California
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The CHALLENGE



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Commander's View

November is a significant month for us at Sierra Army Depot. Not only is the fiscal year off to a great start, November is a time for us to celebrate our Veterans, and it is a time for us to reflect on all that we should be thankful for as we prepare for the holidays.

During the month of October and November, we had the opportunity to support history in the making with the U.S. Forces Command (FORSCOM) Emergency Deployment Readiness Exercise (EDRE) and Medical Exercise (MEDEX). Not only was this the largest exercise we have hosted and supported in recent history, this was also the first exercise in which two Hospital Centers integrated into the National Training Center exercise were able to deploy, establish operations, and conduct patient transfer via air. We have to applaud the Transportation Directorate, Base Support Directorate, Community Support Directorate, Risk Management Directorate with Fire and Law Enforcement, and the entire team that supported this exercise.

Our annual Strategic Planning Off-Site was held in October, which allowed the Senior Leaders from the Depot to refine our Mission and Vision statements, along with align our Lines of Effort with our Priorities. You



Lt. Col. Russell E. Henry

should look forward to the unveiling of the new revised Mission and Vision to be posted throughout the Depot. Understanding our Mission and Vision is critical to the success of Team Sierra. It truly is exciting to be a part of the Army's premiere facility dedicated to asset reutilization, regeneration, and redistribution... the Army's End of First of Life Center! See the article by Laurence Rose.

It was a privilege to represent Sierra Army Depot in celebrating our Veterans in the Lassen County Veteran's Day Parade in Susanville, CA. It was an honor to march with the Veterans and great to see so many of you from Team Sierra in support. To all our Veterans and their families... thank you for your sacrifices and your service to this great Nation.

This indeed is the time of year for us to remember all that we may take for granted. I ask that you take the time to stop, reflect, rest, and celebrate all we should be thankful for as Americans. Happy Thanksgiving to all. Personally, I am thankful for my family, the freedoms we enjoy as Americans, the privilege to continue serving this great Nation, and for all the amazing people here at Sierra Army Depot. You are the best of the best!

Keep up the great work... as you continue to make an impact in support of Army readiness.

People First... Pride in Excellence... Army Strong!

Very Respectfully,
LTC Russell E. Henry

MANAGEMENT INTERNAL CONTROLS

By Dawn Huckins
Sierra Army Depot

When some people hear the words "internal control", they think of complex processes with multiple levels of review and approval. The truth is, internal controls can be as simple as removing your CAC from your computer before walking away or having our CAC checked before we can enter the gate each morning. Any activity that prevents a risk from becoming an event is an internal control.

The Manager's Internal Control Program (MICP) evaluates internal controls at Sierra and reports the outcomes to TACOM every year. Although MICP evaluations occur an-

nually, MICP is an ongoing system with each function occurring throughout our work days:

Control Environment – The culture that we foster at Sierra that says "we all have a responsibility to safeguard against waste, loss, and abuse so that we can achieve our objectives."

Risk Assessment – The identification and analysis of risks that keep us from achieving our objectives

Control Activities – The policies and procedures that we put in place to reduce the risks

Information and Communication – How we inform every one of the concerns about our

control environment and activities

Monitoring – The testing we conduct to ensure that control activities are in place, communicated, and are effective at addressing our risk

Every employee at Sierra Army Depot has a responsibility to use the internal controls that are in place, identify and report problems that the current controls do not address, and take corrective action to mitigate the risk. If you see something wrong – report it. If you see a risk – report it. If you have a suggestion to reduce our risk – suggest it.

The
CHALLENGE

Graphic design by Lloyd Gubler

Depot Commander/Publisher _____
Editor-in-Chief _____
Graphic Design/Photographer _____

On the Cover: LT. COL. Henry, his two Sons (Robert and Ryan) and Mr. Samson attended the Susanville Veterans Day Parade (photo credit:Melissa Olinger)

Centerfold: (photo credits: Lloyd Gubler, Andrew McLarty)

Lt. Col. Russell Henry
Aric Manner
Lloyd Gubler

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Mother credits Army training for family safety after house fire

By Randy Tisor,
TACOM Public Affairs

DETROIT ARSENAL, Mich. – Every year, Sierra Army Depot firefighters host some of the youngest members of the Herlong, California, community for a Fire Prevention Week activity occurring during the second week in October. This year, three siblings attending one of the two elementary schools participating in the day's event put their fire prevention and awareness training to the test. All three children, along with their mother and father, escaped unharmed when a fire destroyed their house trailer.

“The Tuesday after the open house,” said Christopher Winters, Assistant Chief of Fire Prevention at SIAD, “we received a request for mutual aid (for) a fire off base. It was a trailer in the Herlong area. When we responded to the fire, it was pretty involved. Everybody was evacuated, (so) there was no search and rescue type of operation, more of just trying to extinguish that fire as soon as we could and preventing it from (spreading).”

The next day, Winters said, the SIAD fire crew got called back to the scene of the trailer fire to address an area that was still smoldering amid the fire-gutted home. That's when the mother of the three children approached the on-duty assistant chief and his team to express her apprecia-

tion for the recent Fire Safety Week training.

“(The children) basically took everything that we taught them and applied it in an actual emergency situation. They even went to a centralized location,” Winters said, recounting comments made by the children’s mother, noting that both parents had been pleasantly surprised to find their children gathered together a safe distance away from the fire as they had recently been taught to do.

He then described the Fire Prevention Week open

fighter on the outside help them down safely. We had a place set up for everyone to go to for accountability to make sure everybody was there and everybody was safe,” Winters explained.

He described a few of the event's other activities to include a visit by Sparky the Fire Dog and a Firefighter Challenge for Kids event. The elementary students were also treated to lunch.

“We tried to keep it as fun as possible for the kids, but yet, educational,” Chief Winters said.

"It's awesome to hear about any training event that leads to saving lives," he added.

Approximately 116 students participated in the Fire Prevention Week open house hosted by the SIAD Fire and Emergency Services Department.

Gubler The SIAD Fire and Emergency Services Department has a memorandum of agreement to assist with emergency situations that occur within the Herlong community.



Photo: Lloyd Gubler

house events of just a few days earlier, stating that part of the training involved a fire-safety house trailer that had been borrowed from the nearby Susanville Fire Department for the day.

“We had the trailer set up and ran the kids through a scenario like a fire in the bedroom. We would blow (simulated) smoke in there and tell them to get low and stay calm. We had a window set up as an egress and we had a fire-

Reporting Intimate Partner Violence

By Rebecca Derocher,
SIAD Family Advocacy Program

In recognition of Domestic Violence Awareness Month the Sierra Army Depot (SIAD) Family Advocacy Program has initiated a campaign pinpointed to increase the awareness of domestic violence issues, and, to increase the reporting options for you if you are experiencing intimate partner violence.

The campaign this year is projected to reach each and every SIAD employee. Red posters are being placed inside each restroom stall around the depot. These posters carry information from the National Domestic Violence Hotline. Support at this hotline is available 24/7/365. Easy-to-use tear-off tabs containing this information are located at the bottom of each poster for your convenience and privacy. Please feel free to take

one.

In cases of family violence being able to report in an environment of confidentiality is paramount. For many safety is a real concern – the Family Advocacy Program at SIAD is here to help. If you are in immediate need of local resources including shelter options please contact Rebecca Durocher at rebecca.j.durocher.civ@mail.mil, or, 530.827.4275. Your report will be treated with respect and discretion.

A big “thank you” goes out to Mary Striegel for printing these beautiful posters, and, to Amy Boothe and her North Valley Services crew for covering the entire depot distributing them.

Who can you call?



Around the Depot

Halloween



1SG Brookfield and SGT Overshown Receive Promotions



Veterans Day



Chaplain's Prayer Luncheon



SIAD AND HERLONG WELCOME MRS. DESIREE HENRY

ON 17 OCTOBER 2019 THE FAMILY ADVOCACY PROGRAM HOSTED A LUNCHEON AT THE SKEDADDLE INN TO WELCOME OUR NEW COMMANDER'S WIFE, MRS. DESIREE HENRY, TO HER DUTIES AS FIRST LADY OF SIERRA ARMY DEPOT. THE EVENT WAS WELL ATTENDED BY SIAD EMPLOYEES AND MANAGEMENT. ALSO PRESENT WERE DIGNITARIES FROM THE HERLONG BUSINESS COMMUNITY – DR. CHRIS BONN, SUPERINTENDENT OF SCHOOLS, HERLONG, CA; MS. ELSIE TAYLOR, PA, DIRECTOR OF FRONTIER CLINIC; MR. PAT WILLIAMS, GENERAL MANAGER, HERLONG PUBLIC UTILITY DISTRICT; MS. JANICE GOTCHER, DIRECTOR, FORT SAGE FAMILY RESOURCE CENTER; AND, MR. DON KAURICH, POSTMASTER, UNITED STATES POSTAL SERVICE, HERLONG, CA.

POWERPOINT SLIDE DEMONSTRATIONS REPRESENTING SIAD FUNCTIONS AND SERVICES WERE EXPERTLY DESIGNED AND CONSTRUCTED BY MR. LLOYD GUBLER, AUDIO/VISUAL SPECIALIST, AND PRESENTED BY MR. STEVE "ZIGGY" PERNOT, DIRECTOR, CONTAINERIZATION & ASSEMBLY, AND, MR. JASON HAGGERTY, MOBILE EQUIPMENT MECHANICAL SUPERVISOR, TRANSPORTATION DIVISION. A SPECIAL VIDEO WAS DESIGNED AND PRESENTED BY MR. MATT BUSSELL, ROADS AND GROUNDS SUPERVISOR, DISPLAYING THE VARIOUS WORKINGS OF THE BASE SUPPORT DIVISION. THE FINAL POWERPOINT SLIDE SHOW REPRESENTING SIAD HISTORY, SIGNIFICANT EVENTS OF THE PAST, ANIMAL KIND AND WEATHER OF SIAD WAS PRESENTED BY MR. GUBLER.

CLOSING THE PRESENTATIONS AN EXTRA SPECIAL GIFT WAS AWARDED TO MRS. HENRY TO ASSIST IN THE STORAGE OF MEMORIES SHE AND COMMANDER HENRY WILL GATHER DURING THEIR TIME AT SIERRA ARMY DEPOT – AN "ARMY" SCRAPBOOK DENOTED BY MS. SHANNAN FRASER, FILLED WITH PHOTOS GENERATED BY MR. GUBLER, COMPILED BY MS. MARY STRIEGEL AND DECORATED WITH ARMY INSIGNIA AND MEMORABILIA.

AND, AS A DELICIOUS SIDE NOTE; FOR THE LUNCHEON SKEDADDLE CHEF CHRIS LONG PREPARED A SPECIAL FAMILY RECIPE OF MRS. HENRY'S FAVORITE DESSERT, GERMAN CHOCOLATE CAKE.

BY – REBECCA DUROCHER, SIAD FAMILY ADVOCACY PROGRAM



SIAD's Strategic Planning Teams Look At The Way Ahead

By Laurence Rose,
Strategic Plan Administrator
Sierra Army Depot

The SIAD strategic planning teams, composed of managers and directors, spent two days (23 and 24 Oct) planning for the depot's future. The event took place at the Reno Chamber of Commerce, which provided the attendees with a professional environment free of interruptions. The participants revised the mission and vision statements, updated priorities, and defined new projects, all the while connecting mission execution to the Army's priorities. The group also determined the best ways to integrate operational units across the depot into the implementation of the Strategic Plan.



Strategic Planning team members participate in brain-storming exercises. The two-day meeting enabled the teams to focus on lines of effort and tasks that will ensure the depot's alignment with Army priorities. (Photo by Laurence Rose/Released.)

First on the agenda were the review and revision of the mission and vision statements. The mission statement summarizes to the world the "who, what, and why" of the depot's work. The vision statement presents an image in words of what success will look like if the depot achieved its purpose. The commitment and actions of management and employees then bring the vision to life. Under LTC Henry's guidance, the attendees revised the statements as follows:

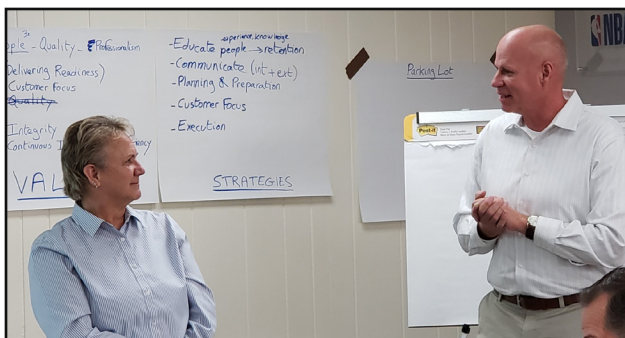
Mission Statement: Sierra Army Depot delivers responsive materiel readiness and unique sustainment solutions to support Army and Joint Force multi-domain operations.

Vision Statement: Be the Army's premier facility dedicated to asset reutilization, regeneration, and redistribution... the Army's End of First Life Center!

The teams then proceeded to re-define the depot's values, beliefs and capabilities. Next, with critical issues identified, the participants established new projects, tasks and measurements that will enable the installation to reach its objectives. For example, in support of the Army's goal to deliver readiness, the depot intends to exceed receiving and shipping standards, and to increase the percentage of areas that have internet capability. Another project

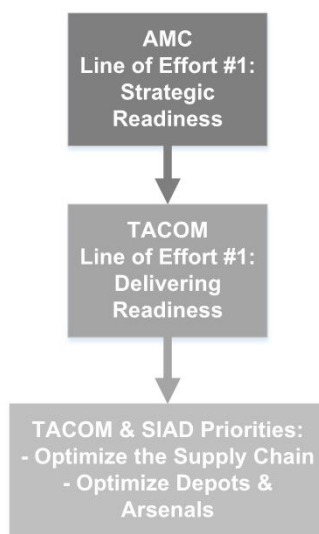
is to develop an on-boarding training program for new supervisors, which will support the goal of recruiting and retaining a professional and proficient workforce. The progress of current and new tasks will be assessed during quarterly performance reviews.

In addition to planning for the future, the attendees received feedback on the depot's overall performance from two speakers: Ms. Marion Whicker and Mr. Don Olson.



TACOM, interacts with LTC Henry, Depot Commander, at this year's off-site. Ms. Whicker provided insight about SIAD's role in the ILSC. (Photo by Laurence Rose/Released.)

FY19-23 Lines of Effort



Perna's (AMC Commanding General) number one line of effort: Strategic Readiness. To support AMC, TACOM and subordinate installations such as SIAD are striving to optimize the supply chain and to optimize the depots and arsenals. SIAD's contributions to these two priorities have been significant. It efficiently repairs and refurbishes essential water and petroleum systems, and consistently meets the Performance to Promise goals. The depot also re-issues millions of much-needed spare parts, and successfully accomplishes the AJ1 (Reverse Pipeline Initiative) and NAMI (Non-Army Managed Items) retrograde missions, saving the tax payer millions of dollars each year.

Mr. Olson, Deputy to the Commander, provided a brief account of our accomplishments this past year. By all measures, SIAD's FY19 performance was a resound-

ing success!!

- We ended the year well ahead of our Direct Labor Hour (DLH) and Productive Yield (PY) goals.

- We continued to make substantial infrastructure improvements throughout the depot – focused on improving the Quality Work Environment (QWE) issues.

- We met the demanding Audit Readiness requirements that will help the Army meet Congressional Financial Readiness certification.

- We were selected to host a major Army Emergency Deployment Readiness Exercise (EDRE). More than 700 soldiers deployed from their home stations to SIAD and the National Training Center. They drew their hospitals from storage and established hospital operations in record time. This historic medical deployment will likely grow in the coming years.

- The AJ1 Supply Support Activity (SSA), with support from other directorates throughout the depot, successfully downloaded materiel from over 1,400 containers, all while dramatically reducing both receipt and shipping times. Lots of work still to do in this area, and we will continue to focus resources as needed to increase capability.

- The Organizational Clothing & Individual Equipment (OCIE) area continued to excel in the performance of their Army clothing missions. This year, they successfully repaired their two millionth Small Arms Protective Inserts (SAPI) plate – providing critical life-saving items to our Soldiers, at cost savings to the Army approaching \$1B!

- Maintenance continued to push the boundaries to reset critical assets (CROPs, Water Buffalos, HIPPOs, etc.) which directly impact readiness of our units in the field.

- We have taken direct steps to increase our on-time shipping activities to meet customer demands. We will continue to focus resources and efforts in this area into FY20.

- Vehicle fleet readiness continues to improve. Since the beginning of the year, we increased vehicle readiness from 60% to over 90%.

Finally, the depot received two major awards: the FY18 Army Award for Maintenance Excellence (AAME), and the Lean Six Sigma Excellence Awards Program (LEAP) award (specific recognition: Organizational Deployment Award).

These many successes and the enabling tasks that were defined during the two-day meeting are posturing SIAD well for the future. Our depot is recognized as a prime enabler of Army readiness.

SIAD EQUAL EMPLOYMENT OPPORTUNITY (EEO) PROGRAM

By Nancy Hemphill,
EEO Specialist/EEO Counselor
Sierra Army Depot

The Sierra Army Depot provides equal opportunity in employment and prohibits discrimination in employment. EEO is fair treatment in employment, promotion, training, and other personnel actions without regard to race, color, religion, national origin, sex (including sexual harassment and pregnancy discrimination), parental status, equal pay, age (40 years and over), physical or mental disability, including the provision of reasonable accommodations for qualified applicants and employees with disabilities, genetic information (GINA), gender identity, and retaliation for participating in activities protected by the civil rights statutes.

Who is covered by the EEO Program?

All employees, including supervisors, managers, former employees and applicants for employment of the Sierra Army Depot regardless of grade level or position are covered. One of the main misconceptions of EEO is that EEO is only for selected groups.

EEO Complaints:

Employees, former employees, or applicants for employment with the Sierra Army Depot who believe that they have been discriminated against because of a basis covered by EEO laws and regulations may file an EEO

complaint. An EEO official will furnish information about filing a complaint of discrimination, attempt to resolve the matter through traditional counseling and/or offer an Alternative Dispute Resolution (ADR) process called mediation. To preserve your rights under the law, you must contact an EEO official within **45 calendar days** of the date of the alleged discrimination.

The Sierra Army Depot EEO Program is managed by Kim Conrin who recently started at the Depot. Kim manages the EEO Program for the Depot commander. She is responsible for the Affirmative Employment,

Special Emphasis and Complaint Processing Programs.

Nancy Hemphill is an EEO Specialist and certified Mediator and EEO Counselor as well as the Depot's Disability Program Manager (DPM) and is responsible for the Reasonable Accommodation Program. Nancy has been with the Sierra Army Depot for ten years.

EEO is neutral. We ask questions of all parties involved. There are two sides to every story. We work to define what the issue really is, so that we can help facilitate a resolution.

SIAD EEO Office

Phone: (530) 827-4414 or (530) 827-4554

Kimberly A. Conrin, Equal Employment Opportunity (EEO) Manager

Mrs. Conrin is Sierra Army Depot's new EEO Manager. Her office is located in Building 169.



Mrs. Conrin grew up in Nebraska. She attended the University of Nebraska at Omaha and started her federal career at the Veterans Administration Medical Center in Omaha. She later transferred to the U.S. Army Corps of Engineers (USACE), Omaha District as an EEO Administrative Assistant and graduated as an EEO Specialist from Department of Army EEO

Internship Program in 1998.

Mrs. Conrin managed the Omaha District EEO Program temporarily starting in 2001 and on a permanent basis starting in 2003. She oversaw the EEO Program with a staff of three, ten collateral duty EEO counselors and Special Emphasis Program managers. She was a recruiter for the Workforce Recruitment Program for Students with Disabilities. She was a member of the 2004 Omaha District Leadership Development Program and served as a mentor for the program.

Mrs. Conrin was promoted to the Lead EEO Specialist position at Humphreys Engineer Center Support Activity at the USACE Headquarters in Washington, D.C. in 2011 and to the GS-14 EEO Manager position in 2013. She retired in 2015.

Kim and her husband, Matt, have three daughters and two grandchildren. Kim has coached and judged Destination Imagination. Kim participates in craft fairs for her zipper art and beading.



Sierra's Employees are recognized for their exceptional work with the Command Inspection Program (CIP)



Pictured Above Left: Members of Motor Pool are awarded for their support on the (AAME) Army Award for Maintenance Excellence.

Pictured Above Right: Ms. Rorie Canham, Ms. Sandra Ray and Mr. Jason Howard receive a Special Recognition 2-Star Note for their exceptional work with the Command Inspection Program (CIP)

Pride in Excellence

Sierra Employees receive awards for length of service, supporting FORSCOM and the recent Command Inspection Program (CIP)



Mr. Quentin Graham, LOS Award



Mr. Sylvester Starke, Civilian Service Award



Mr. Terence Sterba, Supporting FORSCOM



Ms. Mary Striegel, Supporting FORSCOM



Mr. Francis Ferris, LOS Award



Mr. Charles Tong, Support of AAME Award



Mr. Kenneth Conway, Supporting FORSCOM



Mr. Victor Duarte, LOS Award



Mr. Alexander Mumm, Support of the AAME Award

Report Suspicious Activity or Behavior

iWATCH ARMY

iREPORT iKEEP US SAFE

See Something Say Something

ARMY ANTITERRORISM

HOW TO RESPOND
WHEN AN ACTIVE SHOOTER IS IN YOUR VICINITY

RUN **HIDE** **FIGHT**

UXO
Unexploded ordnance

Remember 3R's
Recognize
Retreat
Report- Call 911

See Something, Say Something