



Sierra Army Depot, Herlong California
October 2019
Vol. 74 No. 10

The **CHALLENGE**



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Commander's View

Fiscal year 2019 was a success! Not only did you meet 100% Performance to Promise for the entire fiscal year, but you also exceeded ALL the other goals measured as part of the Group Achievement Program (GAP) metrics, to include Productive Yield, Safety, and Fleet Readiness. Job well done!

Well done on the recent Command Inspection Program conducted by TACOM. There was a notable improvement from the last command inspection two years ago. Of the 55 areas inspected, 22 were noted as commendable, and several areas were highlighted as the best of the best. There were only a few areas mentioned that need improvement, but I am confident those will improve in short order.

During TACOM's visit, Colonel Witt, TACOM Chief of Staff, on behalf of MG Mitchell, presented Sierra Army Depot with the Army Award for Maintenance Excellence (AAME) at the Depot level. Again, job well done to Base Support, R3/OCIE, the Motor-Pool team, and all the Depot who contributed to this effort.

As you know, the AJ1 SSA has been diligently working hard over the last 9 plus months to clear the materiel backlog down to



Lt. Col. Russell E. Henry

zero, and of course... mission accomplished! AJ1 SSA emptied the last container from the backlog on 30 September 2019. Again, job well done Team AJ1!

Appreciate everyone's efforts in preparing for the OSHA Audit. If successful during this Audit, Sierra Army Depot has the opportunity to be recognized with a VPP Star Rating, which is something you deserve because of

the focus and compliance with Safety. Few organizations achieve this rating... and I am confident you will be successful.

It was a pleasure meeting and talking with many of you through the series of Town Halls... and I look forward to meeting with and talking with those of you I haven't met yet.

I recently had the privilege of representing the Depot at a few events in Susanville with the County Board of Supervisors and with an interview at Radio Susanville. It was an honor to tell the story of this amazing Team of Teams... and of course I like to brag about Team Sierra.

Remember... We are only limited by our potential and our potential is limitless.

Keep up the hard work... you are making a difference as we continue to support the Soldier and directly contribute to Army readiness.

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

Very Respectfully,
LTC Russell E. Henry

TACOM Depots, FMX Earn CSA Awards

By TACOM
Public Affairs Office,

Warren, Mich. – Three Tank-automotive and Armaments Command organizations won Army Chief of Staff (CSA) awards recognizing their FY18 work and achievements. The Army Award for Maintenance Excellence (AAME) program is conducted each year to recognize Army units or activities that have demonstrated excellence in maintenance operations.

Sierra Army Depot placed first for the Army depot-level of competition, Anniston Army Depot took the runner-up, second place award and the Fort Leonard Wood Fleet Management Expansion (FMX) earned the top award in the Active Army All Others category. FMX Fort

Leonard Wood also won the Chief of Ordnance Best of the Best Maintenance Award.

"It's a huge accomplishment. It's a really great credit to everybody involved," said Matt Vanderkin, TACOM G4 Logistics Division chief. Vanderkin added that Sierra Depot had not previously entered the awards competition.

"A lot of times, the mechanics, the maintenance personnel, the supply personnel, they're doing their job, but nothing is ever brought up saying 'here's all the great things that we're doing'," he said. "There were eleven overall category winners for the AAME, with our TACOM organizations being in and winning two of these."

According to the AAME website, <https://goordnance.army.mil/AAME/aame.html>, each unit is evaluated on their effectiveness

ensuring that Soldier competency is maintained. Assessments of each unit in the categories of attitude and effective leadership are rated with a benchmark based on those of past winners, and the tenets of exceptional maintenance processes that were exhibited are validated and ranked.

Some of the evaluated objectives include: improve and sustain field maintenance readiness, assess the maintenance component of unit readiness, improve efficiency and reduce waste, recognize exceptional maintenance accomplishments/initiatives, and provide positive incentives for extraordinary maintenance efforts.

Winners in each category receive plaques from the CSA.

**The
CHALLENGE**

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

Lt. Col. Russell Henry
Aric Manner
Lloyd Gubler

On the Cover: LT. COL. Henry, Mr. Jon Hunter and Mr. Jonn Berrier receive the Depot Maintenance Excellence Award presented by COL. Witt on behalf of TACOM (photo credit: Lloyd Gubler)

Centerfold: Town Hall September 2019 (photo credits: Lloyd Gubler)

Graphic design by Lloyd Gubler

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The Nursing Mother's Program at Sierra Army Depot

By Rebecca Durocher,
Nursing Mother's Program Coordinator
Sierra Army Depot

"Teamwork and understanding lead to success"

In 2010, the Fair Labor Standards Act (FLSA) was amended in accordance with the Affordable Care Act, to require employers to provide basic accommodations for nursing mothers at work. Sierra Army Depot (SIAD) has established a lactation policy to serve military, civilians and contractor female employees. This policy clearly defines the roles and responsibilities of SIAD supervisors and employees. A Nursing Mother's Program Coordinator has been designated to facilitate the program on depot, support the moms through the process, and to help them potentially avoid embarrassment discussing a personal topic. A clearly communicated policy helps prevent harassment and other negative workplace behavior.

Nursing mothers often have many questions about how to continue breastfeeding / milk expression when they return to work. Mothers are entitled under Section 7(r) of the FLSA for up to one year following the birth of their child, adequate break time and a functional space to breastfeed or express milk for their babies.

Breastfeeding / milk expression takes a lot of time, coordination, and dedication from a mother and her employer. It's not easy, and working moms taking pumping breaks are not goofing off or trying to get out of work. They're taking care of a biological need to express milk

and also improve the health of their families. Of note, breastfeeding mothers and their families have lower health care costs, are absent from work less often, and are more likely to return to work when there is breastfeeding / expression support at work. All of this is an added benefit to the employer.

Employers must provide "a private space other than a bathroom that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk". (Section 7(r), FLSA) These private spaces must be lock secured and contain adequate equipment to express milk; for example, chair, table, electrical outlet, climate control, waste container, and wipes/paper towels for cleanup. Bathrooms and private vehicles are excluded from use because of the risk of exposure to germs and disease for themselves and their breast milk. Moms need a clean, sanitary and safe environment to express milk for their babies.

Speaking to the topic of time for breaks – the law does not require employers to pay women for breaks needed to express milk or breastfeed. However, the law says that if paid breaks are provided to all employees, then those breaks must continue to be paid if nursing moms use them to pump at work. If you need extra time beyond the standard paid break time, SIAD is required to allow you the unpaid break time you need to express milk. You will need to access your annual leave, compensatory time or leave without pay (LWOP) to cover the unpaid break time.

To female employees who are pregnant or planning to become pregnant – don't be shy about talking with your supervisor about your needs. SIAD wants to meet the needs of their employees. Start the conversation during your pregnancy before you go on maternity leave. This will give your supervisor and the Nursing Mother's Program Coordinator time to make arrangements and educate your coworkers about your pumping breaks.

To SIAD supervisors – orientation classes are being offered to provide education about the Nursing Mother's Program. These classes are designed to give you information on 1) federal requirements, 2) required private space parameters, 3) time allotment and timekeeping, 4) scheduling, 5) paperwork and accountability, 6) supervisor, employee, coordinator and SIAD responsibilities. Please contact the Nursing Mother's Program Coordinator, Rebecca Durocher at rebecca.j.durocher.civ@mail.mil, or, 530.827.4275 if you have questions about this training.

In conclusion, if you have questions about the Nursing Mother's Program the newly updated SOP is listed in SharePoint, or, you can contact the Program Coordinator. Again, this program, like any program, works best through teamwork and understanding.

Federal Dental and vision Insurance Program (FEDVIP)

What is FEDVIP?

The Federal Employees Dental and Vision Insurance Program (FEDVIP) allows Federal employees to purchase dental and vision insurance on a group basis with no pre-existing condition limitations. Employees can choose between several dental and vision plans. They can enroll in either a dental or vision plan, or both. The plan can cover just the employee or can include eligible family members. Enrollment must be made through the BENEFEDS website during the annual Federal Benefits Open Season. Once enrolled in FEDVIP, opportunities to make changes to or cancel coverage are limited and generally must be done during the annual Federal Benefits Open Season, unless the employee experiences a qualifying life event. Employees are eligible to enroll in FEDVIP if they are also eligible to enroll in

the Federal Employee Health Benefit (FEHB) program. It does not matter if they are actually enrolled in FEHB; eligibility is the key. The Office of Personnel Management (OPM) administers the program along with WageWorks, Inc. a third party contractor. Premiums are based on the plan and option an employee chooses, and they are paid entirely by the employee with pre-tax dollars.

Additional Information:

Coverages include: Self, Self Plus One, Self Plus Family
Paid with pre-tax dollars
Premiums paid based on carriers and employee elections
Enrollment through www.benefeds.com or

1-877-888-3337

Individual Plan information and costs are located in ABC's GRB Platform.

Advantages of enrollment

Dental and/or Vision Coverage

Premiums are paid with pre-tax dollars



Town Hall September

Q&A

1. WHY IS THE UNION NOT ON THE LIST OF SERVICES PROVIDED TO THE EMPLOYEES?

A. THE UNION IS NOT A SERVICE THE ARMY PROVIDES EMPLOYEES.

2. WHY DON'T WE UTILIZE THE OPERATORS WHEN ORDERING NEW EQUIPMENT? TO DISCUSS FEATURES AND CAPABILITIES NEEDED.

A. NEW EQUIPMENT ORDERING IS AN ORGANIZATIONAL DECISION. WE RECOGNIZE THAT THE EQUIPMENT OPERATORS CAN PROVIDE VALUABLE INSIGHT ON THE CAPABILITIES AND DESIRED FEATURES (MUST BE A NEED NOT A WANT). THE LEADERSHIP AT EACH ORGANIZATIONAL LEVEL HAS THE LATITUDE TO INVOLVE ANY PERSONNEL TO ASSIST IN IDENTIFYING EQUIPMENT SPECIFICATIONS.

3. SUGGESTED SPEED LIMITS?

A. A TRAFFIC SURVEY IS CONDUCTED AND SETS/RECOMMENDS THE APPROPRIATE SPEED LIMITS DEPENDING ON SEVERAL FACTORS AND PATTERNS OF VEHICULAR TRAFFIC, CONDITIONS, DESIGN, AND FOOT TRAFFIC IN THE AREA.

4. DRESS CODE FOR WAREHOUSES?

A. SIAD DOES NOT HAVE A SPECIFIC DRESS CODE. THE PRIMARY OBJECTIVE IS TO HAVE EMPLOYEES PROJECT A PROFESSIONAL IMAGE. AS REPRESENTATIVES OF SIERRA ARMY DEPOT, ALL EMPLOYEES SHOULD ENSURE THAT THEIR DRESS AND GROOMING PROMOTES A PROFESSIONAL IMAGE TO CLIENTS, CUSTOMERS, VISITORS, COMMAND GROUP, AND THE PUBLIC. THE EXPECTATION, FOR ALL AREAS OF THE DEPOT, IS FOR EMPLOYEES TO MAINTAIN A PROFESSIONAL APPEARANCE APPROPRIATE FOR THEIR WORK SITE. THESE FACTORS CAN VARY WITHIN AN ORGANIZATION AND ALL PPE IDENTIFIED MUST BE WORN. THE FOLLOWING GUIDELINES ADDRESS APPROPRIATE ATTIRE:

CIVILIAN PERSONNEL

CLOTHING WILL BE CLEAN AND FREE FROM HOLES, TEARS, AND RIPS. CLOTHING SHOULD NOT EXPOSE PARTS OF THE BODY TYPICALLY COVERED IN A PROFESSIONAL WORK SETTING. CLOTHING SHOULD NOT BE SHEER OR "SEE-THROUGH." UNDERGARMENTS AND PRIVATE BODY PARTS SHOULD NOT BE VISIBLE WHEN BENDING, STOOPING OR LEANING OVER. OFFENSIVE BODY ART I.E., EXTREMIST, INDECENT, SEXIST OR RACIST SHOULD NOT BE VISIBLE.

DIRECTORATE DIRECTORS WILL DETERMINE APPROPRIATE CLOTHING WITHIN THEIR AREA OF RESPONSIBILITY WITH REGARD TO TYPE OF CLOTHING, JEWELRY AND FOOTWEAR BASED ON SAFETY GUIDELINES.

CIVILIANS THAT HAVE UNIFORM REQUIREMENTS (I.E., FIREFIGHTERS, DA POLICE, ETC.) NEED TO FOLLOW THE POLICY GUIDANCE IN AR 670-10 OR IF A BARGAINING UNIT EMPLOYEE, WHAT HAS BEEN PREVIOUSLY NEGOTIATED BETWEEN MANAGEMENT AND THE UNION.

CIVILIAN EMPLOYEES WHO NORMALLY WORK OUTSIDE OF AN OFFICE SETTING (EXAMPLE: WAREHOUSE, DEPARTMENT OF PUBLIC WORKS (DPW), MAINTENANCE, WAGE GRADE/SUPERVISOR EMPLOYEES) MAY WEAR DURABLE CLOTHING COMMENSURATE WITH THEIR DAILY WORK FUNCTIONS PROVIDING IT IS TASTEFUL AND NON-OFFENSIVE. THIS GUIDANCE DOES NOT SUPERSEDE THE REQUIREMENT FOR WEARING SPECIFIED PROTECTIVE CLOTHING OR DEVICES FOR SAFETY PURPOSES.

EXCEPTIONS MAY BE GRANTED ON RELIGIOUS OR VERIFIED MEDICAL REQUIREMENTS. VARIATIONS BECAUSE OF MANUAL TASKS OR DUE TO WEATHER MAY BE PERMITTED. SIERRA RESERVES THE RIGHT TO GRANT EXCEPTIONS TO THE DRESS CODE WHEN DEVIATION FROM THE STANDARD IS WARRANTED.

MILITARY PERSONNEL

A. THE ARMY COMBAT UNIFORM (ACU) WITH PLAIN TAN SHIRT AND PATROL CAP WILL BE THE PRIMARY DUTY UNIFORM FOR ALL SIERRA ASSIGNED MILITARY PERSONNEL UNLESS SPECIFIED FOR SPECIAL EVENTS OR CEREMONIES.

B. ALL MILITARY PERSONNEL WILL ADHERE TO PROPER FIT, PERSONAL APPEARANCE, AND GROOMING STANDARDS AS SPECIFIED IN AR 670-1 FOR ALL OCCASIONS AND VARIOUS PRESCRIBED UNIFORM DRESS.

5. CAN THE GAP AWARD BE GIVEN IN A SEPARATE CHECK NOT OUR PAYCHECKS, DUE TO THE HIGH TAXES?

A. NO. APPROVED GAP AWARDS ARE PAID VIA PERSONNEL ACTIONS (SF50) INITIATED BY SIERRA ARMY DEPOT. APPROVED ACTIONS ARE PROCESSED BY CPAC AND THEN ROUTED TO DFAS FOR PAYMENT WITH AN EMPLOYEE'S NORMAL PAYCHECK. SIAD HAS NO CONTROL OVER THE CPAC OR DFAS PROCESSES. BECAUSE THE IRS CONSIDERS GAP AWARDS TO BE A BONUS, IT IS WITHHELD AT A HIGHER THAN NORMAL TAX RATE. IF SIAD COULD PAY GAP AWARDS VIA A SEPARATE CHECK, WHICH IT CANNOT, IT WOULD STILL BE TAXED AT THE SAME HIGHER THAN NORMAL RATE.

6. FOR EAD CONTRACTORS WERE INVITED BUT HAD TO PAY AND USE PERSONAL LEAVE. BUT IN SOME AREAS KIDS WERE NOT ALLOWED TO COME TO THE WAREHOUSE. THE RULES SHOULD BE THE SAME ACROSS THE BASE.

A. BASED ON THE CONTRACT, CONTRACTED EMPLOYEES ARE NOT ALLOWED TO ATTEND EAD WITHOUT BEING IN A LEAVE STATUS. WE ALLOWED THE SUPERVISORS FOR EACH AREA TO DETERMINE THEIR ABILITY TO SAFELY MANAGE AND OVERSEE MINORS AT THEIR LOCATIONS. IF AN OVERARCHING RULE WOULD BE MADE THEN NO MINORS WOULD BE ALLOWED IN ANY WORK AREA.

7. CELL PHONE POLICY, PEOPLE WATCHING MOVIES DURING WORK TIMES.

A. THE CURRENT POLICY ADDRESSING PHONE USAGE, ALLOWS FOR EACH SUPERVISOR TO MANAGE CELL PHONE USE IN THE WORK SPACE. WATCHING MOVIES DURING WORK HOURS NEGATIVELY IMPACTS PRODUCTION AND HAS POTENTIAL SAFETY ISSUES AND IS NOT AN OFFICIAL DUTY FOR PAY PURPOSES. SUPERVISION HAS THE RESPONSIBILITY TO MAINTAIN OVERSIGHT AND CONTROL OF CELLPHONE USAGE AND ENSURE THAT CELL PHONE USAGE DOES NOT INTERFERE WITH THE PERFORMANCE OF OFFICIAL DUTIES.

8. WHO HAS CONTROL OVER THE CPAC AND IN PARTICULAR THE CLASSIFIERS? THROUGH RE-ORGS AND PD DESK AUDITS IT SEEMS THEY ARE ON A WAR PATH TO DOWNGRADE OUR WORKFORCE. THOSE DOWNGRADES DIRECTLY AFFECT OUR WORKFORCE'S SUSTAINABILITY. THE HIRING POOL IN THE AREA IS ALREADY THIN AND THEY ARE MAKING IT HARDER TO RECRUIT AND RETAIN PROFICIENT PROFESSIONAL EMPLOYEES.

A. ORVILLE RICHARD IS THE CURRENT CPAC MANAGER AT SIAD

9. WHO CAN HELP WITH RESUMES IN REGARDS TO OTHER POSITIONS POSTED?

A. THERE IS NO ONE AT SIAD THAT IS ASSIGNED THE RESPONSIBILITY TO ASSIST PERSONNEL WITH RESUMES, THIS IS EACH INDIVIDUAL'S RESPONSIBILITY. THERE IS TRAINING AVAILABLE ON THE USAJOBS, WHICH INFORMS PEOPLE HOW TO PREPARE RESUMES.

10. WILL P27 HOUSING REMAIN OPEN UNTIL 2022 NOT THAT THERE ARE ONLY 6 PEOPLE LEFT. WILL HOUSING EVER OPEN UP TO NEW RESIDENTS.

A. NO. THE BUILDING IS SCHEDULED FOR DEMOLITION. SIAD IS NO LONGER ACCEPTING NEW RESIDENTS.

11. PERMS NEED MORE ROOM TO ADVANCE.

A. WE ARE IN THE PROCESS OF OFFERING MORE PERM POSITIONS.

12. WHAT ARE THE CHANCE WE CAN GET THE BACK GATE OPENED FOR PEOPLE THAT LIVE CLOSER THAT WAY?

A. OPENING THE BACK GATE FOR THE SIAD WORKFORCE WOULD NEGATIVELY AFFECT MANNING REQUIRED TO OPERATE THE MAIN GATE DURING MORNING AND EVENING TRAFFIC. FURTHER, THERE ARE SOME SECURITY CONCERNS AS WELL.

13. OUTSIDE SOURCE FOR CRANE CERTIFICATION

A. BASE SUPPORT IS RESEARCHING REQUIREMENTS IN ORDER TO CONTRACT TO OUTSIDE VENDORS. CERTIFICATION MUST MEET ARMY STANDARDS.

14. 6 YEAR TERMS WILL THEY BE GRANDFATHERED INTO THE 8 YEAR TERMS?

A. NO, IN ORDER TO GET ON AN 8 YEAR TERM, THEY MUST APPLY ON AN 8 YEAR TERM JOB ANNOUNCEMENT.

15. WILL ALL TERMS GO FROM 1 YEAR TERMS TO 2 YEAR TERMS?

A. CURRENT POLICY IS THAT IF AN INDIVIDUAL IS APPROVED FOR A 2 YEAR TERM BY MANAGERS, WE WILL CONTINUE THAT PROCESS.

16. FLEET READINESS IS AN ISSUE WE ARE ALL NOT GETTING \$600 ON THE GAP AWARD BECAUSE OF THE SUPER STACKERS.

A. THE 2 SUPER STACKERS THAT WERE NON-MISSION CAPABLE PRIOR TO THE BEGINNING OF THE FISCAL YEAR WERE TAKEN OUT OF THE CALCULATION PROCESS FOR DETERMINING FLEET READINESS.

17. AECOM AT EAD CAN WE TRY TO COMBINE EAD WITH AECOM

A. THE RELATIONSHIP WITH AECOM IS GOVERNED BY THE CONTRACT, AND ARE LIMITED BY WHAT IS CONTAINED IN CONTRACT. THE DUTIES TO BE PERFORMED BY THE CONTRACTOR, AECOM, DO NOT INCLUDE AN EMPLOYEE APPRECIATION DAY. ANY APPRECIATION DAY FOR AECOM EMPLOYEES WOULD HAVE TO BE DONE BY AECOM, AND COULD NOT INTERFERE WITH THEIR CONTRACT PERFORMANCE. IT MAY BE POSSIBLE TO ALLOW AECOM EMPLOYEES TO ATTEND IN A NON-PAY STATUS, AND WITH THE CONCURRENCE OF THEIR SUPERVISOR(S), BUT AGAIN THIS COULD NOT INTERFERE WITH AECOM'S PERFORMANCE OF ITS CONTRACTUAL OBLIGATIONS. ADDITIONALLY, AECOM EMPLOYEES WOULD NEED TO PAY AN AMOUNT THAT WOULD COVER THE COST OF THEIR ATTENDANCE AT THE EAD.

18. 2020 EAD FUNDING?

A. UNKNOWN AT THIS TIME, THAT FUNDING FOR EAD MUST BE ACCOMPLISHED WITH NON-APPROPRIATED FUNDS.

19. RFID TIME LINE

A. (MR. STERBA/S6) WE ARE AWAITING FOR CONTRACTING TO GIVE RECEIVE THE SPECS FROM THE VENDOR TO SUBMIT THE CHANGE REQUEST TO FORT CARSON AND THEN THE ITAS WAIVER TO TACOM FOR APPROVAL TO PURCHASE.

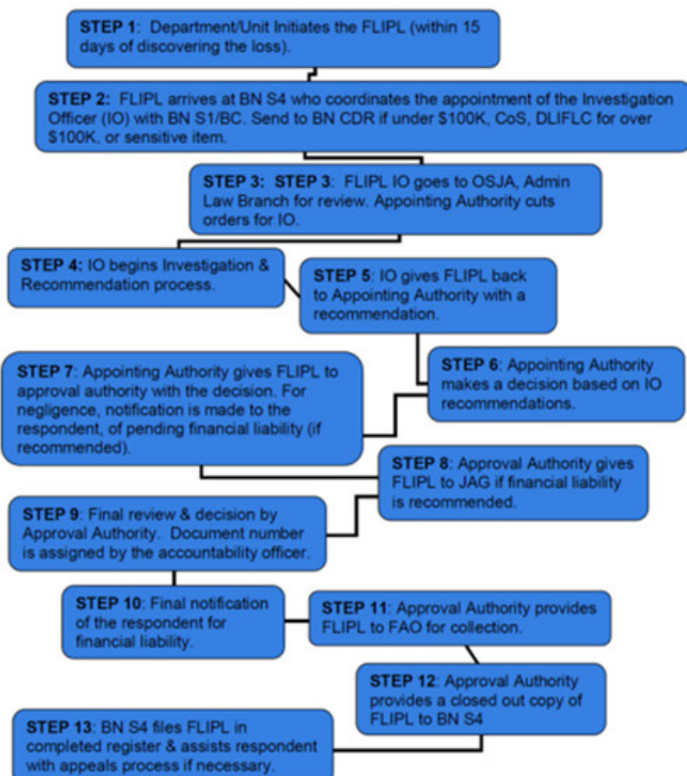
20. FLIPL INVESTIGATIONS ROLES AND RESPONSIBILITIES FLOW CHART

A. PLEASE FIND A GENERAL FLIPL FLOWCHART ATTACHED. PRACTICALLY SPEAKING, THIS IS THE PROCESS THAT WE EMPLOY AT THE SIAD.

2019



Enclosure 2 FLIPL Flowchart



Sierra Army Depot teams improve IED detection device

By TACOM Public Affairs Office

Herlong, Calif. - A team of Sierra Army Depot Mechanical Systems Branch mechanics has been successfully repairing, testing and modifying a counter-explosive hazard system for more than three years. The Husky Mounted Detection System provides standoff detection and marking of metallic and low-metallic landmines or improvised explosive devices laid directly on the ground or buried deeply within the earth and is a critical tool used in support of access route clearing operations.

According to Mike Collins, a heavy mobile equipment supervisor for SIAD, the mechanics were originally trained by the

Intelligence Electronics Warfare and Sensors team at Fort Belvoir. While working with the EWS trainers, the mechanic team created a system that enables testing the HMDS on a test rack instead of requiring the system to be mounted directly to a HUSKY truck in order to ensure repaired units are functioning properly.

The process improvement has reduced testing resource requirements considerably. Test requirements that had previously taken a team of four people three days to accomplish can now be done by two trained personnel in approximately four hours, Collins said.

The improved testing system helps to speed up the amount of time it takes to

end a repaired HMDS back to the field.

Collins added that the project has generated significant cost savings over the past three years. He also commended a team of packaging specialists working for the SIAD Containerization and Assembly Directorate, noting that improved packaging has further ensured that repaired HMDS units are returned to field organizations fully intact and operational.

Collins emphasized that the testing improvements and better packaging, as well as continued software upgrades, have made the HMDS a more effective and reliable tool for Soldiers in the field, resulting in more lives saved during route clearing operations.



Photos: A Sierra Army Depot mechanic tests a Husky Mounted Detection System to ensure that it's functioning correctly. The HMDS is mounted to a test rack devised by the SAID Mechanical Systems Branch that allows for faster and more efficient testing of the access route clearing tool.



Cyber Matters!

Greetings fellow Cyber Warriors, as you may know DoD networks are a constant target of malicious actors worldwide. Cyber Warfare is raging on a daily basis and the battlefield is as close as the nearest keyboard! It is up to us to protect and secure our part of the DoD Information Grid, and the Army and our government is counting on us to maintain a secure computing environment for Sierra Army Depot. Did you know that any part of the DoD network that is compromised, could potentially have wide reaching effects throughout the entire NIPR net? This is why it is so important to be Cyber Aware every day and every time we use a government computer. Here are a few tips to keep in mind as you use our government computers;

- Always inspect emails closely, especially from a [Non-DoD Source], and never follow or click on a hyperlink that you are unsure of.
 - Be very cautious of emails asking for information, always confirm the need is legitimate.
 - Report any suspicious emails to Cyber Security x4757.
 - Always pull your CAC card when away from your computer (arms-length)
 - Always protect your CAC PIN and never share your CAC or PIN with anyone.
- Other important notes;
- Be sure to check your email at least once per week for important Depot notices.
 - Check your Cyber training status here anytime: <https://atc.us.army.mil>
 - Call in a ticket for computing issues at x4357, this allows us to efficiently track the problem and provide you a quicker solution than direct phone calls.
 - Be sure to return TDY laptops to the DOIM when finished with the assignment.
 - Be aware of PII protocols in all your daily computing activities.
- Recent Cyber Threats;
- FaceApp is a Russian hosted app that collects personal photos for possible nefarious purposes. If you are using this on your personal devices, it is recommended that you delete it. More info can be found here; <https://www.businessinsider.com/faceapp-privacy-concerns-russian-company-behind-it-2019-7>.
 - Always keep your home computer updated with Microsoft and be sure to run the latest version of the McAfee Anti-virus suite. It is free and can be found here for DoD Employees, <http://www.mcafee.com/mis/dod>

When in doubt about any Cyber related issue, please contact Cyber Security at x4757.

Halloween Health and Safety Tips

S

Swords, knives, and similar costume accessories should be short, soft, and flexible.

A

Avoid trick-or-treating alone. Walk in groups or with a trusted adult.

F

Fasten reflective tape to costumes and bags to help drivers see you.

E

Examine all treats for choking hazards and tampering before eating them. Limit the amount of treats you eat.

H

Hold a flashlight while trick-or-treating to help you see and others see you. Always WALK and don't run from house to house.

A

Always test make-up in a small area first. Remove it before bedtime to prevent possible skin and eye irritation.

L

Look both ways before crossing the street. Use established crosswalks wherever possible.

L

Lower your risk for serious eye injury by not wearing decorative contact lenses.

O

Only walk on sidewalks whenever possible or on the far edge of the road facing traffic to stay safe.

W

Wear well-fitting masks, costumes, and shoes to avoid blocked vision, trips, and falls.

E

Eat only factory-wrapped treats. Avoid eating homemade treats made by strangers.

E

Enter homes only if you're with a trusted adult. Only visit well-lit houses. Don't stop at dark houses. Never accept rides from strangers.

N

Never walk near lit candles or luminaries. Be sure to wear flame-resistant costumes.

For more information about these tips, visit: www.cdc.gov/family/halloween
Office of Women's Health • 770-488-8190 (phone) • owh@cdc.gov (e-mail)

U. S. Department of Health and Human Services
Centers for Disease Control and Prevention

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



Pictured above: LTC Henry, Jason Howard, Alex Mumm, Rorie Canham, COL Witt. COL Witt awarded on behalf of MG Mitchell Mr. Howard, Mr. Mumm and Ms. Canahm with a Special Recognition 2-Star Note for their exceptional work with the Command Inspection Program (CIP)

Pride in Excellence Command Inspection Program (CIP) Awards



LTC Henry, Jon Meeks On behalf of Melissa Kaarbo, COL Witt COL Witt awarded Ms. Kaarbo (excepted by Mr. Meeks) a TACOM Coin for her exceptional work with the government purchase card program



COL Witt awarded Ms. Howard a TACOM Coin for her exceptional work with the CPI program



COL Witt awarded Ms. Cervantez a TACOM Coin for her exceptional work with the records management program



COL Witt awarded Mr. Masnick a TACOM Coin for his exceptional work with the safety program