



Sierra Army Depot, Herlong California
February 2019
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The CHALLENGE



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COMMANDER'S VIEW

We had a great visit by the TACOM Commander and Command Sergeant Major on 28-29 Jan 19. MG Mitchell and CSM Griffin spent two days touring Sierra Army Depot, learning more about our mission, and meeting the workforce. We believe they are more prepared to advocate for Sierra Army Depot. Thank you to our team who worked diligently to showcase your abilities to build Army readiness.

Reducing the AJ1 Supply Support Activity (SSA) backlog is the priority effort for Sierra Army Depot. We are focusing the resources of the Depot to drive the backlog to zero by 1 Sep 19. We must also improve our shipping and receiving times to meet Army standards. The better we do at improving the performance and efficiency of the AJ1 SSA will likely dictate the future of the SSA at Sierra. We must ensure we provide maximum readiness to Army by making as many repair parts available for requisition as quickly as possible. We are confident that you



Lt. Col. Benjamin G. Johnson

will all exceed our expectations – our workforce always does!

Business is good at Sierra Army Depot. We are growing our end strength by 100 direct employees by the end of February of 2019. We expect to reach that goal, largely due to the great team effort by our Civilian Personnel Advisory Center, our Manpower Division, and your supervisors.

I want to apologize for having to temporarily close the Skedaddle Lanes Bowling Center. The kitchen there needs several upgrades, which are ongoing. We realize there aren't a lot of places to eat around here, but we also know that quality food service is of the utmost importance to ensure our customers' safety and enjoyment. As soon as the required upgrades are completed, Skedaddle will be back in business--better than ever. We estimate a re-opening to happen by March 7 and I'll make sure we send out updates via email.

Thank you for your hard work supporting the Army, the Joint Force, and our Soldiers!

Pride in Excellence!

Depot family member named 'Honorary Policeman'

By Julia Simpkins
Public Affairs Officer

During the holiday season, Cobi Roshau, 5, a Sierra Army Depot employee's son, befriended Officer Pete Marcantonio, who sometimes works at the front gate. During one of their exchanges Marcantonio asked Roshau what he wanted for Christmas and, "... Cobi told him he wanted a hoverboard. Pete responded, 'Wow, we need one of those. If you have one of those you can come work with us,'" said Jennifer Roshau, Cobi's mother. "The next time he came through the gate, Pete asked him if he was ready to come to work with him yet. Cobi went home that night and told his daddy that he wasn't going to school anymore, he was going to work at the base. Cobi insisted on making "his favorite officer" a Christmas card and we put it on a plate of fudge and took it to him at the station. The next day I received a call from the captain that they wanted to present Cobi with a badge and a patch. We had no idea they were giving him a certificate and make such a big deal out of it. We were amazed and very proud."

"I am very proud of all of these guys," said Jason Doughty, SIAD police chief. "I have worked very hard to change the culture here to a more community oriented approach to law enforcement. When I hear these things, it makes me think that we have made some positive changes in the department."



Photo by Lloyd Gubler

Left to right are Lt. Garry McCourtney, Officer Pete Marcantonio, Cobi Roshau and Lt. Jeffrey McCune.

The Challenge

Cover Photo and art by Lloyd Gubler

Depot Commander/Publisher _____
Editor _____
Graphic Design/Photographer _____

Lt. Col. Benjamin G. Johnson
Julia Simpkins
Lloyd Gubler



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Depot supports deployment readiness exercise

By **Jon France**
Transportation Director

Since 1998, Sierra Army Depot has trained the Nevada Air National Guard at Amedee Army Airfield so they stay deployment ready. Since 2016, Travis Air Force Base personnel started using Amedee to maintain their deployment qualification as well. However, Sierra Army Depot was able to play a vital role in a very different exercise last year.

In the spring of 2018, SIAD started planning for a medical exercise involving Forces Command, III Corps and U.S. Army Medical Materiel Agency's medical personnel. For months, SIAD command group, emergency readiness personnel, Industrial Base Operations and transportation personnel planned how to execute this exercise. We met regularly, as the details involved in this type of exercise required a lot of coordination and synchronization from many different groups.

The exercise started on

August 26 with a C-130 full of troops from III Corps. Working with USAMMA Soldiers, civilians and contractors, they were ready to deploy a new 160-bed hospital configuration. SIAD transportation and asset management personnel were responsible for shipping the mobile hospitals to their training location in the sequential order the deployed unit required. Our original container movement plan was changed three times to accelerate our shipment plan to accommodate the speed of the units getting their hospital containers read. We had regular meetings with Forces Command, USAMMA and III Corps elements to sync up movement and execution plans, which included meeting on weekends. Transportation personnel directed traffic and made sure all of the paperwork that was required were on the containers. The transportation team especially had to make adjustments to the plan for all of the containers coming back from the deployment



Photos by Lloyd Gubler

location, as the redeployment plan changed several times to meet the revised schedules.

"Team Sierra is dedicated to the Soldier and committed to providing top quality service and support," said Quentin Graham, SIAD emergency manager. "This exercise demonstrated the flexible capabilities and determination to meet Soldier requirements within a high stress, quick action mission."

"The exercise provided real-world training for the transportation office as this operation was like many



Top, Jon France, in striped polo shirt, poses with key members of the planning team. Bottom, Soldiers open containers to inventory items of the hospital that was deployed to Fort Hunter Liggett.

movement challenges that Team Sierra faced right after the 9/11 terrorist attacks. Team Sierra always welcomes any opportunity

to support Soldier training and to help sharpen our skills," said Lindsey Jones, SIAD business development specialist.

Safety measures, communication help reduce injuries at SIAD

By **Greg Masnick**
Safety Officer

Most work-related injuries can be traced to several reoccurring, identifiable causes. A very prominent causal factor is a failure to adequately identify the safe work procedures before starting the job.

Another causal factor is rushing through work steps which often leads to skipping critical safety measures, or bypassing safe protocols.

Lastly, a very common cause of injuries stems from complacency in performing repetitive or routine tasks.

We have all enjoyed a steady decline in the number of injuries here, with a total reduction of 50 percent from 2014 to present. Let's keep the momentum going by making

the safety and health of everyone at Sierra Army Depot our first priority. We can't let ourselves accept or justify any injuries and we can continue to do better.

A major area on improvement stems from the lack of Slip, Trip, & Fall hazard identification and remediation. The Roads and Grounds branch has done a great job of managing the parking lots and roads. Work centers are applying ice melt to sidewalks and exterior stairs which is helping a lot. Where we are seeing the need to improve is within the warehouses and around the igloos where we are finding that trips and falls involving pallets, equipment, and uneven walking surfaces is becoming a trend. These hazards need to be identified and mitigated before the start of work,

any time that is possible. If mitigation is not possible, then a pre-work awareness meeting with the employees would be the minimum course of action.

We are also seeing an upward trend in Overexertion injuries where the hazards of repetitive motion or heavy lifting has been identified during a Job Hazard Analysis (JHA) but the safe work procedures are not being adhered to.

Using proper lifting equipment or getting assistance from fellow employees will easily prevent such occurrences. In accordance with regulations, JHAs are to be reviewed annually but there is nothing stopping a work group from reviewing theirs earlier should someone have an idea that may eliminate or at least reduce any hazards associ-

ated with the work flow.

Lastly, communication is the key to our continued success towards a zero injury organization. Communication involving hazard identification, hazard prevention and mitigation, and safe work procedures must take place between all levels of the employee base, depot wide.

CDSRs, VPP Teams, and union stewards are the voice of the employees with regards to safety and health. Supervisors need to tap in to these local resources and recognize that they are assets which can and will assist with improved process performance by decreasing overhead costs and process down-time from accidents and injuries.

With a "One Team" attitude and culture, we can do better for all at Sierra Army Depot.

TACOM Command



ander visits SIAD

Maj. Gen. Daniel G. Mitchell Coin Recipients

R2:
Michelle Fauls
Donna Jerue
Bernadette Zamora
Norma Sierra

R3:
Cheyenne Von Tour
Travis Severance

C&A:
Laura Karatyz
Laurel Winnegge

Rail Crew:
Jaron Kickpatric
Anthony Fruzza

Paint/Painter:
Shelly Kludt
James Lux

Weld:
Don Hassenplug

Power Systems:
Jon Ortega
John Swift

Super Stacker:
Lou Page

GTV:
John Combs
Sam Feller

Special Staff:
Melissa Olinger



Photos by Lloyd Gubler

BLACK HISTORY MONTH

Black History Month is an annual celebration of achievements by African Americans and a time for recognizing their immeasurable impact on the history of the United States.

The theme Black Migrations emphasizes the movement of people of African descent to new destinations and subsequently to new social realities in the United States. This massive demographic shift remade our nation in ways that are still being felt today—culturally, politically, and socially.

Between 1915 and 1970, more than 6 million African Americans moved out of the South to cities across the Northeast, Midwest and West in search of higher wages in industrial jobs and better social and political opportunities.

This relocation—called the Great Migration—resulted in massive demographic shifts across the United States. From a geographical context, historians divide the Migration into two periods: 1910-1940 and 1940-1970, with a pause in migration during the Great Depression in the 1930s.

When World War I broke out in Europe in 1914, industrialized urban areas in the North, Midwest and West faced a shortage of industrial

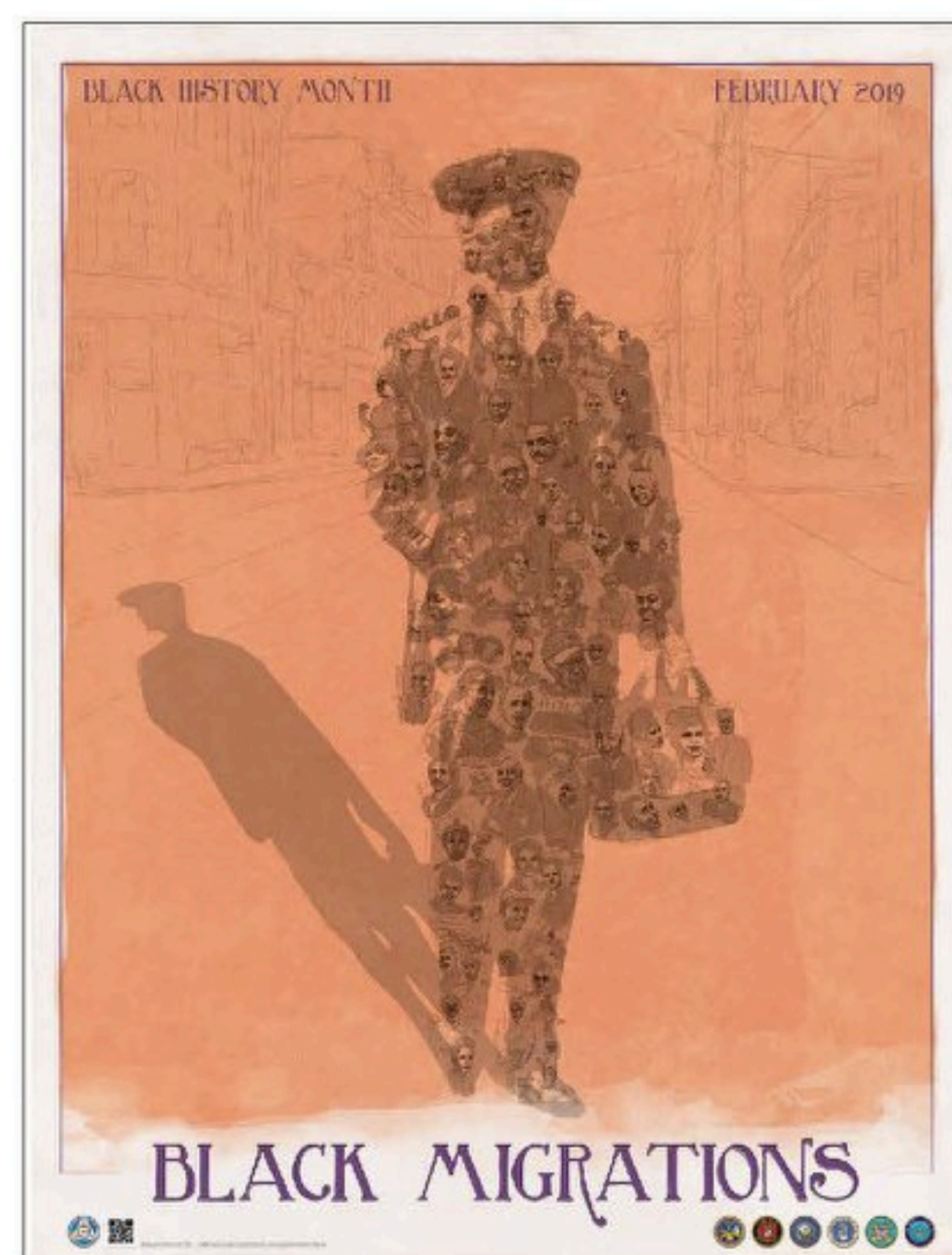
laborers, as the war put an end to the steady tide of European immigration to the United States and millions of men left to serve in the armed forces. Between 1910 and 1930, New York, Chicago, Detroit, St. Louis and Cleveland saw their Black populations grow by about 40 percent, and the number of Blacks employed in industrial jobs doubled.

Not only was there a massive demographic shift during this time, African Americans began to build a new place for themselves in public life. They confronted racial prejudice as well as economic, political and social challenges to create a Black urban culture that would have an enormous influence in the decades to come.

During the migration many people found doors opening into areas that had been previously denied resulting in an explosion of opportunities in the arts, sports, science, technology, and politics.

Fannie Lou Hamer said, “Never to forget where we came from and always praise the bridges that carried us over.”

As in the past, Black Americans today continue to write our nation’s story with their commitment



to the arts, sports, science, technology, politics and defense of the United States.

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FY19 GAP Metrics

If the FY19 GAP were to pay out today:

Fleet Mission Capability		Productive Yield	
Current: 5	Award: \$400	Current: 1391	Award: \$0
4 Categories ≥ 90%	\$300	≥ 1512 DLH	\$300
5 Categories ≥ 90%	\$400	≥ 1522 DLH	\$400
6 Categories ≥ 90%	\$500	≥ 1532 DLH	\$500

Safety		Performance to Promise	
Current: 8	Award: \$500	Current: 100%	Award: \$500
≤ 57	\$300	90%-94% Completed	\$300
≤ 55	\$400	95%-99% Completed	\$400
≤ 53	\$500	100% Completed	\$500

Based on data up to 31 January 2019

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Data Source: SMEs as of 31 JAN 19

All metrics are stable, and Productive Yield is slowly improving. We can all help maintain and improve our current performance by continuing to be aware of our surroundings and working safely, being diligent with our leave use, following guidance in regards to equipment maintenance schedules, and continuing to communicate any issues that prevent production schedules from being met as soon as they arise.

**Results shown are based on data up to Jan. 31, 2019.*

BE CAREFUL

WHAT YOU POST ONLINE.

DON'T BECOME AN EASY TARGET.

Preventive Measures Include:

- Do not store any information you want to protect on any device that connects to the Internet.
- Always use high security settings on social networking sites, and be very limited in the personal information you share. Monitor what others are posting about you on their online discussions.
- Use anti-virus and firewall software. Keep them and your browser, and operating systems patched and updated.
- Change your passwords periodically, and do not reuse old passwords. Do not use the same password for more than one system or service.
- Do not post anything that might embarrass you later, or that you don't want strangers to know.
- Verify those you correspond with. It is easy for people to take identities over the Internet.

CDSE

For more information on Social Networking Cybersecurity visit <http://www.cdse.edu/toolkits/cybersecurity/socialmedia.html>



A voice for victims: Meet the professional who's here to help

By Jonathan Lontoc
Quality Management

Consider the impact that a number of high-profile public figures' behaviors have had on modern-day culture. In show business they are movie producers, comedians, talk show hosts, actors, athletes and political commentators. In business they are chief executive officers, managers and supervisors. Even the military is not exempt, with several high-profile service members receiving discipline for varying infractions that negatively impact the workplace.

Their professions are varied, but these figures each have several things in common: convictions or accusations of sexual harassment, assault and abuse, sometimes resulting in incarceration, dismissal from their job, or doling out a heavy out-of-court monetary settlements. Some of these people are now paying a high price for their indiscretions. However, this is very small compared to the embarrassment, humiliation, and trauma experienced by victims who were willing to come forward and report.

Quite often, the media is abuzz with stories about



Photo by Jonathan Lontoc

Shirley Paxton-Young, Sexual Assault Response Coordinator and Victim Advocate.

people in the workplace who have been subjected to vulgar remarks of a colleague or unwanted sexual advances by an unrelenting supervisor. This happens because they are in a work environment that continues to objectify men and women. The professionals here who manage the Army's Sexual Harassment Assault Response Prevention program: Shirley Paxton-Young, Sierra Army Depot's Sexual Assault Response Coordinator and Victim Advocate, and Nancy Hemphill, formerly the depot's SARC/VA know that these kinds of inappropriate

behaviors can be a serious problem for employees.

Educating civilians about sexual assault and Soldiers about sexual harassment/assault is one aspect of Paxton-Young's job as SARC/VA. After more than 30 years in the entertainment industry, she brings that experience to the SHARP program from her exposure to a wide range of high-profile individuals with diverse sets of needs, egos, and issues. "Working in that environment, I learned to not let the chaos of the moment interfere with the issue at hand."

Before Hemphill left the SARC/VA position, both ladies had some things to say about the SHARP program.

One of the biggest problems employees encounter, said Paxton-Young, is bullying. "Bullying can range from making someone feel uncomfortable for just being in the room to being sexually harassed, which can, potentially, escalate to sexual assault. There is always the potential that you will be confronted by people who feel they have a right to step in your six-foot circle of safety. That's what we deal with a lot," she said.

"It was eye opening," said Hemphill of her former position as SARC/VA. "Every institution has situations and, unfortunately, deals with this kind of unacceptable behavior." During the time she was involved in the SHARP program, she could see the change in culture. "That, to me, gives me hope— keeps me motivated."

Educating the workplace is a challenging task for those involved in the SHARP program. The assistance and support provided for victims of sexual harassment and assault is key to the program's success at Sierra Army Depot. The challenging part of the SHARP program, according to Paxton-Young, is to continue to decrease damaging unacceptable behaviors.

Even though Hemphill has moved on, both ladies remain steadfast advocates of what the program can accomplish. "To me, this program had its days that were trying, but it also had its days that were wonderful," says Hemphill. "If we could reach one person, I felt we were effective." For Paxton-Young, "It's a compliment when people trust you ... It's an honor to be able to do this."

Recent retirees

The employees below were not featured by name in The Challenge



Lula Lewis, 10 years' federal service.



Lee Harris, 33 years' federal service.



Victor Espana, 10 years' federal service.

Pride in Excellence ...

Commander, Lt. Col. Benjamin Johnson, and Deputy to the Commander Don Olson present employees awards, commendations, and medals for outstanding service



Brad Firsheim, Achievement Medal for Civilian Service.



Haixian Lin, Achievement Medal for Civilian Service.



Jeffrey Hall, Achievement Medal for Civilian Service.



Jim Ross, Achievement Medal for Civilian Service.



Jodi Junk, Achievement Medal for Civilian Service.



Megan Clark, Achievement Medal for Civilian Service.



Michael Reed, Achievement Medal for Civilian Service.



Michael Terry, Achievement Medal for Civilian Service.



Scott Olsen, 30 years' service.



Susan Winnege, Achievement Medal for Civilian Service.



Sylvester Starke, Achievement Medal for Civilian Service.



Reginal Clermont, Commander's Commendation.



Toni Van Beveren, retired with 10 years' federal service.



Allen Jones, retired with 35 years' federal service.



Daniel Gallagher, left, the executive director of Army Contracting Command, Warren, presents Jon Meeks with the Commander's Award for Civilian Service.