



Sierra Army Depot, Herlong California
January 2019
Vol. 74 No. 1

The CHALLENGE



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Commander's View

Happy New Year! We hope you all had a bit of time to celebrate with family and friends.

In January we have Maj. Gen. Daniel Mitchell, the TACOM commanding general, and Gen. Gustavo Perna, the AMC commanding general scheduled to visit. We look forward to showcasing the unique work we perform and the diverse skillsets of our workforce.

As you are likely all aware, we have established some new GAP metrics for this year. Our intent was to focus on the goals that are the most important to all of us and enhance teamwork to meet them: 1) Maintenance readiness of our equipment, 2) Performance to promise ("doing what we say we are going to do for our customers"), 3) Productive yield, and 4) Safety.

We will be providing monthly status reports on where we are with each metric (front gate info board, monthly Challenge, etc.) and we are confident that each metric can be



Lt. Col. Benjamin G. Johnson

achieved if we work together. We are currently lagging in maintenance on the material handling equipment. There are multiple actions operators can take to help keep their

equipment fully mission capable – we recommend you operate your equipment gently, focus on preventative maintenance, and communicate early and often with the motor pool.

As a reminder, we have monthly Leader's Board meetings, typically held on the last Thursday of the month. We want to invite all of you to stop in on your way home.

We recently discovered that our backlog of repair parts and CL II items inbound into the AJ1 Supply Support Activity is larger than we realized – approximately 1,100 20-foot container equivalents. We plan to focus the resources of the depot to help us get the backlog down to zero. This will also ensure we provide maximum readiness to the Army by making those repair parts available for requisition. This will take a team effort, and we ask each of you to see where you can help.

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

Pride in Excellence! Army Strong!

Defense Department class produces better spokesperson

Julia Simpkins
Public Affairs Officer

I'm baaaack!

After nine weeks at Fort Meade's Defense Information School for the Public Affairs Qualification Course, I've returned to Sierra Army Depot as a certified Public Affairs Officer.

The difference is that before the certification, technically, I was a Public Affairs Specialist, which means I was a military photojournalist. I'm still a photojournalist, but now I'm also qualified to lead a public affairs team with just enough additional knowledge to make me dangerous.

Nine weeks is a long time away from the office, and the training, while exhilarating, was often very stressful.

There were 72 of us, mostly military officers, broken down into three smaller groups. We all lived in the notional joint military environment of Joint Base Kuahi-Oahu, in Honolulu, serving as its public affairs officer. Every day brought new problems and circumstances, some of which I pray I never have to deal

with in real life.

We handled creating and disseminating emergency responses to natural disasters, information sharing across multiple media platforms, and responding to media queries about a hazing and subsequent suicide on the base. Add to that an Equal Opportunity issue and you have some very specific messaging that needs to be put out. Something as seemingly simple as a traffic control plan in advance of an Air Show made for a lot of detailed information sharing plans and tons of coordination among notional directorates. As base spokespeople, we were individually interviewed (and graded) on television, radio and newspaper, sometimes by hostile reporters. We had to brief our commander, who had multiple questions (and doubts) about our decision-making processes. We needed to anticipate our commander's needs, based on his or her known priorities, and tailor our messaging accordingly. Most importantly, we had to work collaboratively, which is harder than I would have imagined after having been part of so many

public affairs teams. It's very different when you're in charge.

One of the most important lessons I learned from the multiple scenarios they threw at me was to always ask, "Who has the lead?" before responding. Being mindful of my left and right parameters was something I'd never consciously considered, but desperately needed to adhere to.

I had to write a speech—something I hadn't done since I was a Soldier, right after 9/11. I also had never done a military-style communications plan before, and while I understood the point of having one the mechanics of creating it with such specificity were quite daunting. I still marvel at how abysmal my copy editing skills had become over the years. I'm grateful for the refresher. I had to prepare my commander for on-air interviews, negotiating a minefield of carefully chosen words to make sure he or she knew what not to say on television. I had to do the same for a civilian expert from the Federal Emergency Management Agency, who had notionally been assigned to

speak on behalf of the base alongside my commander.

We had a staff ride to the Pentagon, where, segregated by branch to the Army's side of public affairs, I met in person people I'd been corresponding with via email and social media for years. I stood in the studios where military leaders make announcements to the public, and sat in a room where senior military officials give classified briefings regarding national security. Senior leaders in Defense Department public affairs, as well as national reporters spoke to us about the importance of maintaining trust between the American people and the media, something that is increasingly difficult in today's broad spectrum of media outlets. The chiefs of all three branches of military public affairs took our questions. It was awesome!

All-in-all, I did well. I love networking and sharing information, and while some assignments were more fun than others, each was a relevant challenge and made me think harder about how to best do my job. I think I have returned better than I left and I look forward to applying my new skills to telling SIAD's story.

The Challenge

Cover Photo by Lloyd Gubler

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

Lt. Col. Benjamin G. Johnson
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EDITORIAL

Broken Trust: Keeping credibility is key to leadership success

By Dan Johnson
Mechanical Engineer

I have worked for the Navy, Air Force, and now the Army but the mentality of “get it done” permeates Sierra Army Depot.

This mindset drives us to do more with less—sometimes completing the mission with no resources at all—but we only succeed when we work together. Too frequently, we go from “team Army” to “team me.” How do we get back to Team Army? The best organizations have a few things in common, and I believe one factor is the key to our future: trust.

Trust is fickle. All it takes is one person to mess up enough, and two groups won’t work together the

same. Then, that broken trust propagates, and suddenly everyone is adding extra work to their day-to-day jobs just to cover their backs. Processes can be changed, but a culture of shattered trust will affect every interaction along the way. So how do we repair trust, which, in many cases, was damaged long before we were hired?

Blindly trusting someone can be a recipe for disaster, especially if that person has proven time and time again that they can’t be trusted. A policy memo won’t fix trust. It won’t be fixed by a meeting, supervisor, or any initiative handed down by command. What builds trust is being trust-worthy. Whether inspecting a ship-

ment or building slides for a presentation, our troops trust us to do our best. Be worthy of that trust. Prove time and time again that you are trustworthy, and you’ll discover every relationship, at work or at home, will be different.

So what does it mean to be trustworthy? It may take practice, but if we do a few of these things consistently, the others will start popping up without us realizing:

Do what you say you’ll do

We are busy and it is easy to lose track of the many things we are involved in, so write it down. Send emails to yourself, carry a small notebook, or use an app to record tasks, and check it often. You’ll find it easier to follow through

when it’s always in your face.

Be honest

Nothing will hurt your

trustworthiness more than lies. Even if it hurts, tell the truth. Messing up is human nature, but if you address it and try to fix it, you are actively showing you won’t cover something up, or blame it on someone else—both of which are incredibly damaging.

Be transparent

We don’t trust what we don’t know, so do yourself a favor and be up-front about your goals, intentions, and processes.

Be on time

This may seem minor, but unreliable people are usually thought of as untrustworthy, and every time you show up late, you are less and less reliable.

Don’t gossip

Few things are faster than a rumor-mill, but take into consideration that every person we talk about behind their back, is a person we’ve broken trust with. So when someone confides in you, take their confidence and don’t let go.

Apologize

We teach our kids to apologize, but as adults, we forget how much weight an apology has. If you are being honest to people, you’ll have to apologize at some point, so value your teammates enough to recognize how your actions impact them. They’ll blow you off and say it’s unimportant, but their attitude towards you will shift.

No one can control what other people do or say. So while our leaders have a responsibility to be models of excellence, you are still responsible for you. It will take everyone, from the shop floor to the Commander, to be stewards of the trust placed on us and to repair the relationships that have been damaged. If SIAD can nurture an environment of trustworthiness, from the top to the bottom, our team will thrive.

Army strong!

Editor’s Note: To submit an editorial article, please email julia.f.simpkins.civ@mail.mil, or call 827-4343.

Remember! Celebrate! Act!
A Day On, Not A Day Off!

January 21, 2019
Martin Luther King, Jr. Day

FY19 GAP Metrics			
If the FY19 GAP were to pay out today:			
Fleet Mission Capability		Productive Yield	
Current: 5	Award: \$400	Current: 1380	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: 7	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 December 2018

UNCLASSIFIED//FOUO Data Source: SMEs as of 31 DEC 18

Did you know?

Each instance of AWOL reduces your GAP eligibility by 50 percent. At the end of the first quarter of Fiscal Year 19, four employees have been reduced to 50 percent eligibility and 13 employees are now ineligible for the GAP award. This is an improvement from previous fiscal years at the end of the first quarter: In Fiscal Year 17, seven employees were reduced to 50 percent eligibility and 16 employees were completely ineligible. In FY 18, seven employees were reduced to 50 percent eligibility and 26 employees were completely ineligible. Use your leave judiciously and ensure that you are aware of and follow your organization’s leave request and approval procedures.

Retiring Heroes of the Work

40 Years of Service



10 Years of Service

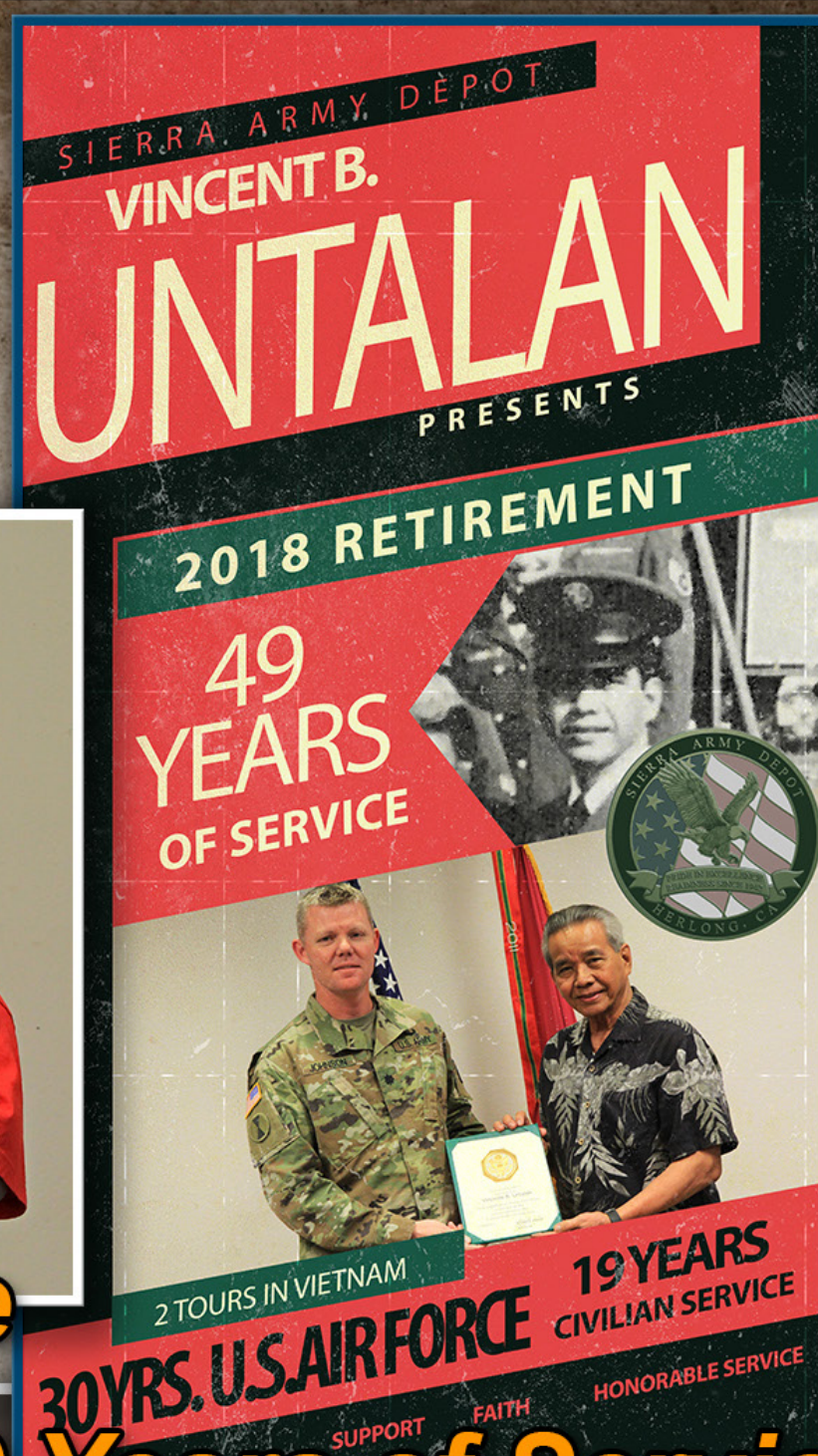


10 Years of Service

Force



33 Years of Service



49 Years of Service



55 Years of Service



Handling seasonal stress for better health

By **Rebecca Durocher, LCSW**
Family Advocacy Program / ACS

Most of us battle stress year-round, but the revved-up, overburdened, not-so-jolly holiday variety can make even the cheeriest souls feel downright Grinchy – combine that with the post-holiday letdown and you can get caught in a real downward spiral.

So what to do about it all?

It's tempting to push through pre- and post- seasonal stress by making use of plentiful reinforcements of sugar, caffeine and carbohydrates. By turning to food, you actually are adding more stress – the disappointment, guilt associated with not making healthy choices and meeting your goal, said Marianne Carter, director of the Delaware Center for Health Promotion at Delaware State University.

To get a better idea of how stress affects the body and ways to counteract the pressure-cooker results, consider taking this short quiz. See how much you know about the ways stress shakes up our lives. But don't stress out over the results – no one is grading you.

1. Which is of the following is not a side effect of stress?
- warm hands
 - excessive perspiration
 - dry mouth
 - breathing difficulty

Answer: A.
Stress can wreak havoc on our bodies, affecting the way we eat, sleep and express ourselves. Most of us have experienced sweaty palms before a big test or meeting. But stress also can lead to dry mouth and difficulty breathing. Both respiration and salivation are regulated by the autonomic nervous system, controlled by the hypothalamus. Stressors like work, family issues and money woes can prompt the hypothalamus to activate the autonomic nervous system, causing changes in the body like sweating

and an increased pulse.

2. The average American gets how many hours of sleep nightly?
- 9.1 hours
 - 8.2 hours
 - 7.6 hours
 - 6.7 hours

Answer: D.
Stress math works something like this: long days + late nights = too little sleep. That can show up in three ways – an inability to fall asleep, waking in the middle of the night, or early-morning insomnia. In each case, Kennedy said, the result is fragmented sleep that prevents the deeper sleep needed to help the body repair itself at the cellular level. Several studies have linked poor sleep and increased risk of health problems; obesity, stroke, heart disease and certain cancers.

3. What percentage of kids report feeling stressed:
- 50%
 - 33%
 - 25%
 - 10%

Answer: B.
Nearly one-third of children surveyed recently by the American Psychological Association said they had experienced physical health symptoms in the past month often associated with stress: headaches, stomachaches and trouble falling asleep or staying asleep. Parents aren't often aware of their children's stress levels. While 20% of kids said they worry a great deal about issues in their life, only 8% of parents thought their children were overly stressed. Researchers believe the developing adolescent brain is less equipped to cope with stress. As a result, teens have a higher risk of turning to destructive activities, like drinking or taking drugs to cope.

4. Women who face high stress in their jobs have a 67% higher risk of:
- obesity
 - cancer
 - heart attack
 - depression

Answer: C.
This is something of a trick question, since stress has been implicated in higher risk of obesity, cancer and depression in both genders. Data analysis of a long-term study of more than 22,000 female professionals found that those who describe their work as highly stressful were 67% more likely to have a heart attack than women in less-stressful jobs.

5. How many million American practice meditation?
- 5 million
 - 10 million
 - 15 million
 - 20 million

Answer: D.
If your to-do list has you always thinking ahead, you can miss out on what's going on right now. Meditation (or prayer) can help people stay in the moment, even in the car, store or on the couch with family, says Dr. Seth Torregiani, an integrative medicine physician in Brandywine, Del. "Even if you use the brake light as a reminder to take a deep breath, it helps" he said.

6. Which chemical is released during exercise?
- endorphins
 - adrenaline
 - cortisol
 - norepinephrine

Answer: A.
Exercise really can do a body good. It causes the release of endorphins that help counteract the stress hormones adrenaline and cortisol. Endorphins also reduce the body's perception of pain, which is why some people report they feel better after exercising. Physical activities that focus on the mind-body connection, such as yoga or tai chi, help lower blood pressure and heart rate.

7. Chronic stress has been implicated in the body losing its ability to respond to:
- hunger
 - inflammation
 - anger
 - sleep

Answer: B.
If you've ever wondered why you seem to always catch a cold during a highly stressful event, your body's reaction to inflammation might be to blame. Researchers at Carnegie Mellon University suggest that too much chronic psychological stress causes the body to lose its ability to respond to inflammation. That can lead to infection and disease. Creative visualization, deep breathing and keeping the body still can help deflate the buildup of stress, Kennedy said. These mind-body practices also can help in short-term situations – such as ahead of surgery – one of the reasons hospitals often offer guided relaxation, reiki and meditation for patients.

8. Which remedy has not been found to help reduce stress?
- acupuncture
 - caffeine
 - qigong
 - biofeedback

Answer: B.
Caffeine might help you get over the afternoon energy slump, but it also helps rev the body up with the same kind of signals sent during a stressful event. As a stimulant, it increases blood pressure. On the other hand, remedies like acupuncture and massage can help reduce tension and anxiety, said Torregiani, who found many patients benefit from acupuncture that focuses on points of the ear. Biofeedback uses electronic devices to measure heart rate and visual cues to show how well a patient is reducing stress levels. Qigong relies on postures, gentle movement and breathing techniques, and a 2008 study published in the Journal of Alternative and Complementary Medicine found it helped staff at a hospital reduce their stress levels.

Acknowledgement to Kelly Bothum, Wilmington News-Journal.

So, how did you do on the quiz? If you find this article has brought up more questions, call Rebecca Durocher at 827-4275 for more information.

SIAD firefighters receive Golden Rotor award



Photos by Lloyd Gubler

From top left: Darren Fry, REMSA Care flight pilot, Stuart Emerson, REMSA Care flight nurse, Sam Piper, REMSA Care flight paramedic, Markus Dorsey-Hirt, REMSA Chief flight nurse, Temple Fletcher, REMSA Care Flight compliance manager, Nick Knowles, REMSA Care flight nurse, Ryan Rix, SIAD fire captain, Gregory Johnson, SIAD firefighter, Eric Pietrylo, SIAD fire chief, Lt. Col. Benjamin Johnson, SIAD commander and Joshua Coffey, SIAD Paramedic.

By Julia Simpkins
Public Affairs Officer

The morning of Nov. 3, 2018 was not a good one for one small plane pilot in Northern Nevada. His Kitfox S7 Super Sport crash landed in Fish Springs, Nevada, slamming into thick foliage on a private property.

Because of the dense vegetation, gaining access to the wreckage was a major challenge. It wasn't clear at first how to even reach the aircraft and pilot.

Fortunately, with the property owner's permission and assistance, Sierra Army Depot firefighters arrived with the equipment they needed to extract and stabilize the pilot so he could be transported to the nearest hospital, said SIAD Fire Chief Eric Pietrylo.

"With the assistance of Truckee-Meadows Fire Protection District firefighters and the Herlong Fire Chief, SIAD firefighters began using the hydraulic rescue spreader tool to move the aircraft dash forward, as the patient was pinned under it," he said. "Next, our firefighters cut both

wings and the frame to the fuselage using hydraulic rescue cutters, which enabled the leveling of the remainder of the aircraft to further stabilize the patient. Lastly, our firefighters applied a traction assist device to immobilize the patient, then removed him and helped load him onto the helicopter for transport."

In a show of gratitude for the professional support, the first responder team from Care Flight awarded the SIAD Fire Department the Golden Rotor award Dec. 27, 2018 at the SIAD Fire Department.

"Our staff are able to submit people or agencies for this award. Then it goes to a vote. It's for people who go above and beyond to help us," said Temple Fletcher, Care Flight compliance manager. "In a helicopter, we usually go everywhere without any help. The fire department were a huge help to us that day. It's really nice when we work with other agencies as a team--to see that comradery. We get busy in our days and we don't get a chance to say thank you enough. This is one way we can do that."



SAYING GOODBYE

CHILDREN LEARN TO GRIEVE THROUGH SYMBOLIC BALLOON RELEASE

Most psychologists and experts agree that grieving is a process. The holiday season often brings thoughts of loved ones who are gone, and the sadness that accompanies those memories can be overwhelming. At Sierra Primary School, one teacher decided to channel her students' grief into a symbolic release -- a balloon release.

Each participating student held a helium-filled balloon, often with a small note attached at the end of the ribbon it was tied to. The notes contained personal messages to the deceased loved ones. Eleven-year-old Amira Kilafuakun released a balloon for her aunt and a brother she lost, while Ryan Keck, 13, released a balloon for his friend Stuart, as well as his dog Lulu. "In the community so many of our students have experienced loss and this event was a way for them to say what they wanted to say to whomever was in their life that passed away. I know the holidays can be rough, because that particular person or family pet isn't around. Since everyone processes loss a different way, this event brought us together," said Mary Diggs-Floyd, Substitute Teacher and Aide.

On the afternoon of Dec. 27, Diggs-Floyd led balloon-and- message-carrying students from the school complex outside to the playground, where, on the count of three they released dozens of balloons. Instead of being somber, the children seemed jubilant, as though they were relieved. This was the first balloon release for Diggs-Floyd, who said she received support from the local community and hopes to make the event annual.

"The idea of this event was to help create the opportunity to start a process of healing not just for the individual but for the community," she said.



Thanks for your Service

Sgt. Darryl York, a military policeman with the 373rd Combat Sustainment Support Battalion, recites the Oath of Re-enlistment Dec. 18. York has been in the Army 11 years, and renewed his commitment for another six.



ANNUAL WEINGARTEN NOTICE 2019

In accordance with the requirements of 5 USC 7114(a)(3), this is to advise bargaining unit employees that:

An exclusive representative of an appropriate unit in an agency shall be given the opportunity to be represented at any examination of an employee in the unit by a representative of the agency in connection with an investigation if - (a) the employee reasonably believes that the examination may result in disciplinary action against the employee; and (b) the employee requests representation.