



Sierra Army Depot, Herlong California

July 2018  
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# *The* CHALLENGE



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# Commander's View

My wife Debbie and I have really enjoyed our first year as your Command Team here at Sierra Army Depot (SIAD). We have fallen in love with the area and the people.

Since July of 2017 we've hired 85 people, retired 35 and awarded depot employees more than \$3.5 million in monetary incentives for high performance. We are impressed constantly by the dedication and proficiency of the Sierra Team.

On July 12, Tank Automotive-Armaments Command, or TACOM, welcomed a new commanding general, Maj. Gen. Daniel G. Mitchell. Major general Mitchell plans to visit Sierra in late October to inspect the Depot and meet with the workforce.

Because of our expansive growth in the past 13 years, from 500 to 1,300 employees, we plan to re-organize the structure of Sierra Army Depot slightly, starting on October 1.

The directorates will remain intact, it will just change where they report. We will split the "Mission" Group into two: 1) "Production Operations Group" – consisting of Asset



**Lt. Col. Benjamin G. Johnson**

Management Directorate, Maintenance, Containerization and Assembly, and Transportation and 2) "Reutilization Operations Group" – con-

sisting of Retrograde and Redistribution, or R2, Retrograde, Redistribution and Reutilization, or R3, and Quality Management Directorate. We believe the changes will allow us to better care for the workforce and improve our support to our customers.

The new TACOM Chaplain, Chaplain (Lt. Col.) Scott Koeman will visit SIAD August 27 and 28. He will tour the depot, hold a prayer breakfast on the morning of the 28th and meet with members of our team.

On August 30 Sierra will celebrate Employee Appreciation Day. This is our way of thanking the workforce for their continued high level of support to Soldiers. We will have Safety Day in the morning, an extended lunch, and organizational day activities in the afternoon. It is also a day for our employees to bring their children to work.

I plan to conduct Town Hall meetings September 13-20. I look forward to updating the workforce and hearing what is on your mind.

Keep up all of your great work!

**Pride in Excellence! Army Strong!**

## Detroit Arsenal welcomes new commanding general

**By TACOM Public Affairs**

Major General Daniel G. Mitchell, U.S. Army Tank-automotive and Armaments Command's newest commanding general and Detroit Arsenal's newest senior commander, speaks to attendees during the TACOM change of command ceremony at Detroit Arsenal July 12.

Major General Clark W. LeMasters Jr. relinquished command of the U.S. Army Tank-Automotive and Armaments Command to Maj. Gen. Daniel G. Mitchell in a ceremony held July 12, at Detroit Arsenal. LeMasters is retiring from the Army after 36 years of service.

General Gustave F. Perna, Army Materiel Command commanding general, officiated the ceremony. Army

Materiel Command is TACOM's higher headquarters.

Mitchell comes to TACOM from AMC headquarters at Redstone Arsenal in Huntsville, Ala., where he most recently served as Perna's deputy chief of staff for logistics and operations.

In his final speech as the TACOM commanding general, LeMasters encouraged the entire TACOM workforce to stay focused on their mission, "because," he said, "what you do is so important."

In his first speech as the TACOM commanding general and the Detroit Arsenal senior commander, Mitchell introduced his family and said, "we will give our all to serve our Army and the community, to work as a team with our partners, to improve readiness and improve Army culture."



Photo by R. Slade Walters

**At Detroit Arsenal July 12, Gen. Gustave F. Perna, Army Materiel Command commanding general, passes the U.S. Army Tank-automotive and Armaments Command unit flag to Maj. Gen. Daniel G. Mitchell to symbolize the transfer of leadership to Mitchell from Maj. Gen. Clark W. LeMasters Jr.**

TACOM's nearly 20,000 highly skilled and uniquely qualified professionals around the world are critical to sup-

porting Army readiness. The personal commitment of TACOM's workforce ensures our men and women in uniform

receive the support they need and deserve.

TACOM oversees the operations of six arsenals, depots and manufacturing centers across the United States that generate readiness and operational capability as a key part of the Army's Organic Industrial Base. The industrial artisans in the Army's OIB deliver when the force needs equipment manufactured, repaired, upgraded or modernized.

Detroit Arsenal, home to TACOM headquarters, is the only active-duty U.S. Army installation in the tri-state (Michigan, Ohio and Indiana) area. Detroit Arsenal and its 7,500 Michigan-based personnel contribute billions of dollars in economic impact to the state's economy each year.

**The Challenge**

Cover Art by Lloyd Gubler

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# Paying attention

## Depot police install anonymous crime reporting line

By Julia Simpkins  
Public Affairs Officer

Law enforcement at Sierra Army Depot just got better at listening.

That's thanks to a new telephone line specifically dedicated to collecting anonymous reports of criminal activity.

What are they listening for?

Investigators who answer the Tip Line are only interested in reports of criminal activity. Following are a few examples:

### Violence in the workplace

While tempers can flare in high-pressure environments, what is legally defined as workplace violence is when a disagreement turns physical or if threats of physical violence occur.

"If the police respond to a call for service and evidence of a crime exists, employees will be arrested and criminally charged accordingly,"

SIAD Police Chief Jason Doughty said.

He also said that an employee who is arrested will be processed and could be booked into the Lassen County Jail, depending on the severity of the crime. That only happens in cases that rise to the level of a crime, which is rare. It is not a crime to get into an argument with one's supervisor, or to have a disagreement.

"The folks here at SIAD take great pride in their work, so disagreements are bound to happen. In those cases, there is no need for police intervention, and they will be screened out of the tip line," said Doughty.

### Narcotics use and distribution

All federal agencies have zero-tolerance policies for drug use, possession or sales among employees. At military installations, law enforcement takes steps to

ensure work areas never become host to such activities. In the past, drug sniffing dogs have detected illegal substances on SIAD and several employees have been deemed under the influence while at work. Whether or not an employee is under the influence is determined by a certified Drug Recognition Expert. Several of SIAD's police officers are DRE certified.

"Narcotics detection dogs have a sense of smell 200 times greater than that of a human, so it just makes sense to use them in an environment like SIAD," Doughty said. "If an employee is arrested, booked and convicted of a narcotics-related crime, penalties can range from a fine to time in prison."

### Direct and indirect threats to SIAD

Sometimes workers have a particularly bad day and wish harm upon a building or an institution. When

those "wishes" become actual threats, their author becomes a criminal, said Detective Dominic Manoli of the SIAD Police Force. He strongly advises that people be careful what they say in anger. "Sometimes, it's not a far stretch from an angry utterance to a terroristic threat," Manoli said. "If someone reports a co-worker as having made a threat against SIAD or any other institution, we are obliged by law to take action."

Depot law enforcement works daily to help make the work environment a safe place for every employee, Doughty said, and paying attention to the workforce is one very good way of doing that.

"We owe all employees a safe place to work. All installations have problems, we are no different in this respect. We just want to give employees at SIAD a way to report anonymously.

Due to the current phone system on base, this was not possible without installing a dedicated line. Most law enforcement agencies have something like this," Doughty said.

"We leaders have the dual responsibility of developing and maintaining an efficient workforce, while providing employees a safe and non-hostile environment. All that falls under the umbrella of living the Army Values of Duty, Honor, Selfless Service, Courage, Respect and Integrity. Hopefully, people see this tip line as an opportunity to help uphold those values and, by extension, to improve their working environment," said Lt. Col. Benjamin Johnson, commander, Sierra Army Depot.

To anonymously report any criminal activity, call 530-827-4679. There is no caller ID and calls are not recorded.

# Third quarter safety, health trend analyses good

By Greg Masnick  
Safety Officer

Finishing the Third Quarter of Fiscal Year 2018, all Sierra Army Depot employees are continuing to follow the trend toward making SIAD the safest and healthiest place to work possible. While there is still much to do, notable improvements have shown. The numbers don't lie, and we are doing well. Every tick of a rate and every number on a graph is one of our fellow employees. It has long been said that if a person doesn't do their part to rectify unsafe

working conditions, follow safe work procedures, or stop a fellow employee from performing an unsafe act, then they are practically volunteering to be the next injury number on a chart. No one consciously wants to be on the list but because of many factors such as complacency or job haste, folks add

themselves to the list every month. The information in this write up is intended to provide all depot employees, tenants, and contractors with perspective as to what the most common injuries and causal factors are, and how to avoid reoccurrence.

3rd Quarter, FY-18 Safety & Health Trend Analysis			
Injury Case Numbers	FY-17	FY-18	GOAL
Lost Time	4	0	
Light Duty	9	10	
Other Recordable	3	8	
TOTAL RECORDABLES	16	18	
First Aid	49	23	
TOTAL INJURIES	65	41	<76

The two best pieces of information to see in the chart are that Lost Time Injuries are down to zero

and our total injury number has gone down drastically. This indicates that more depot supervisors are pre-planning the work processes safely and that more employees are making the choice to work safe when they are not directly being supervised. Thanks to those who are actively participating in creating a sustainable safety culture and better work environment here at SIAD.

Unfortunately, our Light Duty & Other Recordable Injuries are up compared to last year. Other Recordable Injuries include work related hearing loss which do make up a large percentage of this category. Hearing protection of all kinds is readily available all over the depot, there is a regulation signed by the commander that mandates the wear of hearing protection in noisy environments, and no one wants to lose their hearing.

Employees must properly use the provided hearing protection and supervisors must enforce this rule. Otherwise, there will be a lot of folks using hearing aids later in their lives.



# Around t



## Lassen County Wildland Training Day



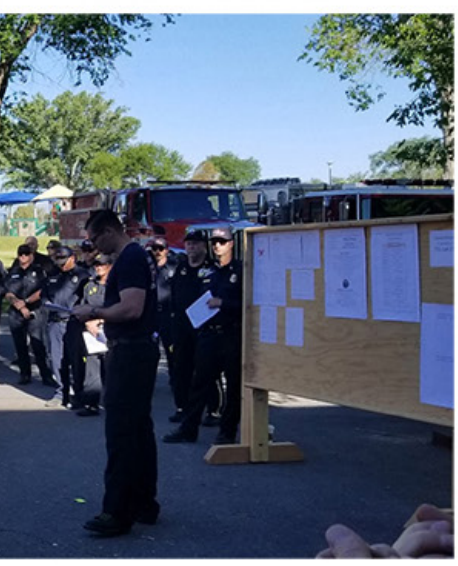


# the Depot

aster Company



**Lt. Col. William Anderson  
Petroleum and water System  
(PAWS) and Staff visit Sier**





# Computer issues caused by migration

## DOIM staff report

The Directorate of Information Management is currently going through a transition of service to the Fort Carson Regional Network Enterprise Center, or RNEC.

What this means is that all services route from Si-

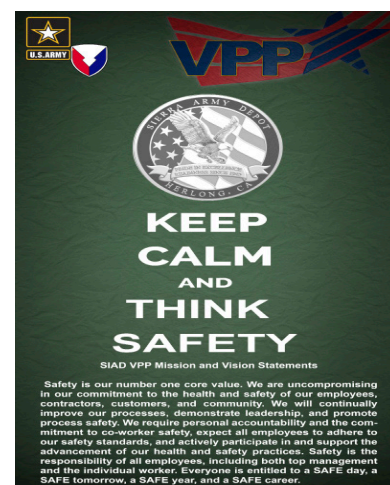
erra Army Depot through Fort Carson and then to the world. All information management directorates have been mandated to migrate to a Regional Center for consolidated services. Fort Carson will provide all network, computer and phone services. All other services

will be provided by the S6 locally.

Customers will experience a domain change coming up this month and a minor interruption might happen, this should be very minimal. We are working on getting new printers to replace the ones that are

end of life. This transition has gone smoother than expected with some interruptions.

We at DOIM would like to extend a thank you for your continued patience and understanding through this transition. We should have more information soon.



## Before you go ...

### Leave your employer with information that can help future workers

By Laurence Rose  
Strategic Planning

Some day you will leave Sierra Army Depot for good.

Whether employees are retiring, or pursuing other opportunities, management offers them the possibility to provide candid, anonymous feedback about their work experience and their perspective of SIAD in an exit survey.

In today's knowledge economy, skilled employees are the asset that drives organizational success. Employers must learn from them – why they stay, why they leave, and how the organization needs to change. Exit programs can create a constant flow of feedback on all three fronts. They can also promote engagement and enhance retention by signaling to employees that



their views matter. Exit programs, including surveys and face-to-face conversations, have a strategic value that cannot be ignored.

Consequently, surveying departing employees comes under Strategic Priority 3.1, "Retain a

trained and motivated workforce." The Exit Survey is administered and analyzed locally on a quarterly basis by the Strategic Planning office.

The survey contains questions related to the following topic areas:

- ☒ Employee's future plans
- ☒ Reasons for leaving
- ☒ Employee's work
- ☒ Employee's associates
- ☒ Advancement & recognition

- ☒ Compensation & benefits
- ☒ Resources & location
- ☒ Retention efforts.

The information enables SIAD's management to have increased awareness of the work environment they are providing, and to inform their continued efforts to successfully recruit, manage, and retain their workforce. The information is also helpful to support agency succession planning efforts. With many employees eligible for retirement in the near future, and a significant increase of employment opportunities in the Reno area, it is imperative for SIAD to understand what it can do to engage and retain valued employees, while mitigating factors that cause employees to leave the Depot.

Supervisors play an important role, and are encouraged to:

- Ask valued employees individually in regular conversations why they choose to stay with

the organization and what might make them consider leaving. The conversations should cover three questions:

Are we helping you be effective in your current job? Are we helping you build a successful career? Are we helping you have a fulfilling life? The Exit Survey report is not an excuse not to have meaningful retention conversations with current employees. Rather, the survey is meant to:

- Encourage departing employees to be honest and forthright when filling out the survey.
- Treat departing employees with respect and gratitude.
- Create lifelong advocates for the Depot.

Taking the Exit Survey is required on the Employee Out-Processing Checklist (SIAD Form 1139). The survey will be handed out to each departing employee. All results remain strictly anonymous.



Herlong Community



**Blood Drive**

Thursday, August 16

Life-Saving from: 11:00am to 3:30pm  
Donate in the base gym

To schedule a lifesaving donation or for questions contact, Cristina Ferris (530) 827-4226 or Cortney Carrier (530) 827-46





# Fire, Emergency Services honor mutual aid request

## Fire and Emergency Services Staff Report

On the morning of July 6, Sierra Army Depot's Fire and Emergency Services officers John Wooten, Joshua Coffey and Abel Cholico found themselves lending a hand putting out the Klamathon Fire in Hornbrook, California. The wildland fire, which had spread from Northern California across the Oregon border, challenged the three firefighters as they continued to support the Lake Forest Volunteer Fire Department's efforts.

In the blaze, more than 35,000 acres burned and the depot's firefighters were tasked with ensuring residents' status regarding evacuations by checking door-to-door. Firefighters also stopped the spread of fire, which was threatening a 25-acre Recreational Vehicle park.

By July 7 and 8th, they performed triage work to structures in affected areas. They accomplished that by creating fire breaks--removing combustibles such as wood that was near people's homes. Firefighters also beat the blazes by extinguishing smaller spot fires that were moving towards homes.

"I was very excited to respond and provide support on the Klamathon Fire. During our time there we were given various assignments: we hiked, then retrieved several miles of used fire hose; we performed structure triage and identified damage. We also provided assistance to CAL FIRE when we stopped the forward progress of the fire, and secured a containment line. It was a great honor for all the crew members of Engine 1927 to help the people of Siskiyou County," said John Wooten, who helped battle the fire.

Sierra Army Depot Commander, Lt. Col. Ben Johnson, and Fire Chief Eric Pietrylo went to the base camp in Yreka, California and briefly spoke to firefighters. "Our firefighters never cease to impress me. Initially, they worked 36 hours non-stop and made it look easy--each one of them waiting to execute the next task and just grateful to be a part of such a worthy cause," said Sierra Army Depot Fire Chief Eric Pietrylo.

Base Camp housed command and control operations, along with a majority of support functions. Firefighters rested, housed and fed there. Well briefed regarding objectives and safety procedures for the next operational period, SIAD

installation fire support remained fully sustained. The California Fire Assistance Agreement (CFAA) through our Memorandum of Understanding with CAL FIRE, provides full reimbursement for back-fill overtime using off-duty Sierra AD firefighters. Additionally, due to the CFAA, all resources (deployed firefighters and vehicle) were reimbursed.

Ultimately, SIAD's laddermen spent seven days battling the blaze. By the time they returned to Herlong, approximately 36,500 acres had burned, 82 structures were lost and the fire was 70 percent contained. At the peak of firefighting activity, there were 2,299 fire personnel, 141 fire vehicles and 28 helicopters involved. Sierra's firefighters continued stabilizing fire breaks, extinguished spot fires, retrieved more than 8,000 feet of fire hose off mountains and performed many hours of scouting duties on the progress and location of the fires for the safety of fellow firefighters. Sierra's Fire and Emergency Services personnel's installation fire support remains fully sustained.



*Courtesy photos*



First picture (top), Firefighter Abel Cholico ensures deep seated spot fire is extinguished as Fire Captain John Wooten turns over smoldering roots to make sure fire doesn't reignite.

Above, Firefighter/Paramedic Joshua Coffey extending firehose to ensure the perimeter of the fire doesn't expand out further.

At right, Fire Captain Wooten and Firefighter Cholico breaking down used fire hose while using hand tools to ensure vegetation is removed so the fire cannot spread.





# Thanks for your service!



Photo by Julia Simpkins

Sergeant Nelson Maldonado, Army and Air Force Exchange Service Store noncommissioned officer in charge, bids Sierra Army Depot farewell July 19 as he transitions to his next assignment. Pictured, Sierra Army Depot Commander, Lt. Col. Benjamin Johnson presents Maldonado an Army Achievement Medal, after which he issues the Oath of Reinlistment (not shown).



Photo by Lloyd Gubler

Preston Siple, deputy director of Containerization and Assembly, received his retirement certificate June 28, after 45 years of combined military and civilian government service. Above, Siple received the Superior Civilian Service Award from Don Olson, deputy to the commander. His official retirement date is Aug 18.

## Pride in Excellence



Steven "Ziggy" Pernot



Jodi Junk



Johnathan Ayers



Shannan Taylor



Rosalie Keck



Riley Junk

Sierra Army Depot Commander, Lt. Col. Benjamin Johnson presents Mission employees Certificates of Achievement. The certificates were awarded for the employees' participateion in rapid preparing and packing OCIE shipments bound for Korea, in support of Soldiers' readiness.