



Sierra Army Depot, Herlong California

May/June 2018
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The **CHALLENGE**



Commander's view
page 2

Women's History Month
page 6

Strategic Planning
page 8

Commander's View

We celebrated the Army's Birthday this month on June 14, as one of the oldest institutions in the U.S. government. Thank you to Sierra Child and Youth Services for putting on a great celebration for the 243rd birthday. We also want to wish the workforce a Happy Independence Day! You all help ensure our nation's freedom, and the Fourth of July is a great day to celebrate that.

We are going to change the Employee Appreciation Day a bit this year because of funding issues. We plan to conduct a smaller scale celebration in late August or early September – probably the Thursday before Labor Day (August 30). We still plan to have safety training in the morning and then a barbecue and organizational day beginning at lunchtime.

Funding issues are also affecting our goal to provide access to the Sierra Army Depot pool this year. We still hope to open it – mainly for our children in Child and Youth Services programs, but also for employees who reside in the local area. As of June 12, we have not guaranteed that we can open – still a few more details to work out. We will announce the plan as soon as possible.

Our new suspense to renew Leave Restriction Letters (LRL) with our Civilian Personnel Advisory Center is the end of June. The standard is to have all existing LRLs updated and registered with CPAC. This will help us ensure LRLs are issued properly and reviewed in accordance with the six month standard. The new standard operating



Lt. Col. Benjamin G. Johnson

procedure titled "TASI-CO: Leave Restriction" is posted to the SIAD sharepoint portal at: <https://tacom.aep.army.mil/sites/SIAD-s6/publication/SOPs>. Also, part of the SOP is a Letter of Concern template supervisors should use when counseling employees on leave issues, to help prevent a restriction.

Please stay safe this summer and have fun!

Pride in Excellence! Army Strong!

Reducing wildfire risk a rural homeowner's concern

By Capt. James Bronneke
SIAD Fire Department

Wildfires are inevitable, especially in rural areas like those surrounding Sierra Army Depot. If you call this area home, then there are some things that can help you live more safely and prepare for a wildfire emergency.

Before the fire: Create manageable fuel breaks. A fuel break is a strip of land where highly flammable vegetation is removed to reduce the wildfire threat. Have a safe area, which is a designated location within a community where people can go to wait out the wildfire.

Defensible Space has five keys: know your distance, remove dead vegetation, create separation between trees and bushes, don't use

ladder fuels, water your vegetation and keep it green.

Make access for fire apparatus by having visible address markers, driveway clearance, turnarounds, proper road and driveway widths.

Built Environment: Keep rain gutters clean, decks free from debris, firewood stacks 30 feet from home, keep roof clean of debris and replace wood shake roofs.

Evacuation: Have an emergency plan that includes your livestock, a "go bag," evacuation plan, inventoried home contents and videotaped/photos property

During the fire: Establish Evacuation Terms, which is when you should leave your home and when you may be forced to leave your home

Practice evacuation drills. Prepare

your family and know the area, more likely than not an emergency will occur when it is dark, smokey, windy and hot.

Animal Evacuation: If you cannot evacuate your animals notify animal services and the fire department. If possible move them to a safe area. Leave water in sinks, tubs and troughs. Leave only dry food.

If you cannot leave, stay inside, call 911, turn on exterior lights, stay away from windows, drink water, and place wet rags under doorways and openings. Once the fire has passed see if it is safe to exit.

After the fire: Before you enter the house, call your insurance agent, and only return after it has been permitted. Watch out for burnt trees, power poles, ash pits and small fires.

Once you get back inside the house, check for embers and smoke in the attic. Take photographs of damaged items and don't throw anything away until you've talked to your insurance agent. Also, do not ingest food, beverages or medicines that have been exposed to smoke.

Pay attention to your vegetation because it may not be dead. Irrigate stressed plants and loosen soil for better absorption. You can control erosion by reseedling, using straw mulch, and plant crested wheatgrass.

For more information on wildfire safety and reducing your risk or to learn more about Sierras Wildland Mission ,please contact the Sierra Army Depot Fire Department at 530-827-4309.

The Challenge

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Community health news

By Sgt. 1st Class Timothy S. Bennett
OCC Health Clinic NCOIC

The Occupational Health Clinic has installed a monthly medical awareness board at the entrance of the clinic. June is recognized as National Safety Month.

The goal of the awareness board is to help educate and influence safer behaviors to avoid some of the leading causes of injury and death in the workplace.

According to the National Safety Council, nearly 11 workers die on the job each day in the United States. You can do your part to reduce these numbers, using the following safety tips:

Avoid Distractions

Distractions are as deadly at work as they are while operating a car. Whether you are using machinery or walking down a flight of stairs, be alert and attentive to what is going on around you and what you are doing. Even if your employer allows the use of cell phones while you work, do not use them while operating heavy machinery or driving a utility vehicle.

Stay cool

If your job requires you to be outside for extended periods, protect yourself from heatstroke. Stay hydrated, take breaks from direct sun exposure frequently, and wear lightweight, breathable fabrics.

Follow Safety Rules and Procedures

Sierra Army Depot has a procedural manual and workplace safety rules already in place, but do you follow them? Re-familiarize yourself with the Depot's rules and procedures and make sure you use those safety precautions you were taught when you were first hired. For example, if you work in the paint booth, or the E-SAPI repair facility, wear your personal protective equipment when performing your job. It is mandated for your safety.

Use Mechanical Aids

Instead of attempting to lift or carry heavy objects, use a conveyor belt, wheelbarrow, or other mechanical aid to help you move it. If something is too heavy, let a supervisor know you need assistance, but never attempt to move something that is heavy enough to cause injury.

Training

Pay attention to the training you receive. If you are unsure how to do something safely, ask a supervisor. If you are new on the job, request a supervisor shadow you for the first few days to ensure you are following proper safety protocols. Keep an eye out for new employees and offer assistance when they need it. If you ever notice employees doing something against protocol, show them the right way to do it. For supervisors, implement training refresher courses to ensure all employees remember how to stay safe on the job.

Men's health- not an afterthought

MEN! Take action, stay proactive, and be aware. June is National Men's Health Month. National Men's Health Month (NMHM) is dedicated to raising awareness of preventable health problems, encouraging treatment of disease, and educating men of all ages on proper exercise routines and healthy eating habits.

The general lack of awareness, poor health promotion and education, as well as an unhealthy work and personal lifestyle has caused a steady decline in the overall well-being and health of American men.

And the numbers don't lie. Men are at a higher risk for cardiovascular disease, influenza and pneumonia infection, HIV, and skin cancer.

According to the American Heart Association, one of every three adult men have some sort of cardiovascular disease, with African-Americans succumbing to more than 100,000 more cardiovascular-related deaths than Caucasian men. And the American Lung Association reports influenza and pneumonia are two leading health risks for men, who are about 25 percent more likely to die from these diseases than women. It was also found that two-thirds of melanoma deaths are men and that more than 70 percent of those infected with HIV are men.

Here are some useful tips that men can use to live a health, happier and ultimately longer life:

Get active--Exercise daily. Go for a short run or a brisk walk. Even the smallest amount of physical activity can help to decrease the risk of cardiovascular and heart disease and increase your mood and overall energy level.

Get checked--Check your blood pressure. You want to keep your blood pressure higher than 120 over 80 and less than 140 over 90. To do so, you should eat well, exercise more, and drink less alcohol. Heavy alcohol consumption has been linked to many health risks, including an increased risk for cancer of the liver, colon, and the esophagus. You should also get checked for colorectal cancer if you're over the age of 50. Early cases can begin in noncancerous polyps, and catching it early can be done through screenings by your doctor.

Diet--It goes without question that eating healthy will cause you to feel better, have more energy, stabilize your mood, improve your mental health, and increase your overall physical health. Sticking to a balanced diet of whole grain foods, plant oils, nuts, fruits and vegetables, fish or poultry, dairy supplements, red meat, and rice can help you stay in tip-top shape.

Take action--Don't ignore the warning signs. If you begin to experience unexpected body pain or discomfort, bleeding in urine, unusually low energy, or fluctuating and unstable mood swings, then you should see your doctor. All too often, men ignore important warning signs, and catching illness early can result in more treatment of preventable disease and death.

OPSEC and Fitbit: What does your device know about you?

August Schellhase
OPSEC Specialist

It sits quietly on your wrist: counting up your steps, tracking your sleep, monitoring your heart, and calculating the difference between a light jog and a mad sprint. But wait: There's more.

A "social network for athletes" released a global user-activity heat map showing the running and cycling routes of people wearing fitness trackers. Some of these were individuals for military and intelligence agencies (both domestic and foreign). This has prompted the U.S. military to reexamine its security policies for the social media age.

Data from devices that track your movements can reveal daily routines and the outlines of locations for anyone with access to these accounts. This could be considered "a modern equivalent of the World War II-era warning that 'loose lips sink ships,'" writes Jeremy Hsu, author at WIRED.com. Certain analysts have suggested data could also reveal individual users, by name.

Think Operations Security (OPSEC) when using any device or app that is capable of tracking your movements, recording audio and video, or connecting to the internet, in general. What can your fitness device say about you?

- What is your typical route? Start and stop locations could equate to your home address.
- How long are you in a certain area? This information could make you an easy target for a shooter.
- Do you stop and rest at the local Starbucks? What a great way for an adversary to strike up a friendly conversation and "get to know you" before asking for information.

Many of us accept the risks associated with these devices. But, are you thinking OPSEC whenever your work or other tasks require a certain level of discretion? You should!

This article originally appeared in the April IOSS Newsletter

Never accept a friend request from someone you don't know, even if they seem to know a friend of yours.
Don't share information that you don't want to become public.
Limit the personal information in your profile.
Be cautious when listing your professional details.
Pay attention to your Privacy Settings.
Disable Geotagging.
Beware of location-based social networking services.
The devil is in the details. Avoid them.

Remember OPSEC

Around the



Debora Browy



Photos submitted by Debora Browy

Deb Browy, mission manager, has been selected to attend the Army War College at Carlisle Barracks, Pennsylvania. The 18-month tour will yield her a Master of Science degree in Military Studies and make Browy eligible for top tier leadership roles as an Army Civilian. She will begin classes in July.



Town Hall



he Depot

Washoe County Commissioner Tour



I Meetings

Lassen County Board of Supervisors Tour



Photos and art by Lloyd Gubler

Women's History Month

SIAD community gathers to celebrate America's women, ponder progress

By Julia Simpkins

SIAD Public Affairs Officer

Each year's Women's History Month offers Federal employees and military members a chance to commiserate about strides and setbacks to women's strides toward equality.

This year's gathering at Sierra Army Depot's Skedaddle Inn featured guest speaker Capt. Virginia Chentis-Stevens, Judge Advocate General.

A former police officer in both the civilian and military worlds, Chentis-Stevens pursued law in the hopes of using her intellect to help others. In her speech, she mentioned



Capt. Virginia Chentis-Stevens

many women throughout world history who made a difference for their countries, as well as those whose contributions had been overlooked by historians, until recently.

"Interestingly, throughout the majority of western history, women were consistently considered inferior to men and their role in society has

been primarily domestic. Despite the demands it entails, a woman's role in the home is thought very little of by most. For me, if a woman's place is in the kitchen, it is only because she is fully capable of being a successful accountant, logistics specialist, teacher, mediator, seamstress, short order cook, nurse and, when circumstances warrant it, a corrections officer. She is not only capable of multi-tasking, she excels at it. A study of history reveals, however, that women haven't always been confined to "traditional" gender roles," she said.

Chentis-Stevens wound

up her history-laden speech with some cautious optimism about women's strides, as well as some advice for people in day-to-day dealings with women.

"Don't undermine a woman's ability to lead based on gender stereotypes. The stereotype that men "take charge" and women "take care" puts women leaders in various double-binds. For example, women are judged as being too hard, too soft, and never just right. Women leaders are often seen as competent OR liked, but not both. It's not just the men either. I've often heard women advising other women that they don't need to be "one

of the guys." What does that even mean? Why can't women just be themselves, whoever they are? Challenge yourself and truly think about whether you are judging other people fairly – reverse the gender of the person in question and see if that makes a difference in your thinking. Don't just be a mentor, be a sponsor."

Chentis-Stevens ended her speech on a semi-humorous note.

"I'd like to share a quote from William Golding, author of Lord of the Flies: 'I think women are foolish to pretend they are equal to men, they are far superior and always have been.'"

Good ideas do pay off—sometimes in cash



Photos by Lloyd Gubler



Several Sierra Army Depot employees came up with cost-savings ideas so good, Lt. Col. Benjamin Johnson, commander, presented them cash awards.

The latest Depot awardees for individual and group suggestions are:

David Gard
Anthony Vitale
Michael Maguire
Jon Swift
Arnold Young
Joshua Peret
Gregory Smith

Kent Kingsley
Jacob Smith
Sean Collins
Cody Glines (2 awards)
Richard Magarrell (2 awards)
Jonathon Foster

Breaking ground

Solar array project underway, ribbon cutting next



Photo by Lloyd Gubler

Sierra Army Depot Commander, Lt. Col. Benjamin Johnson, center, breaks ground at the site of the new solar array project. He is surrounded by Garrison Manager Patrick Rothbauer and business partners from Plumas-Sierra Rural Electric Company, which will provide the infrastructure, and So-Core Energy, which will build the panels. From left, Bob Marshall, general manager, Plumas-Sierra, Eric Luesebrink, senior vice president of development, So-Core, Johnson, Rothbauer, and Scott Welch, project manager for Plumas-Sierra. The project's anticipated completion is in November, and will be celebrated with a ribbon cutting ceremony.

SIAD hosts Herlong community blood drive



Photos by Julia Simpkins

By Julia Simpkins
Public Affairs Officer

Sierra Army Depot Commander, Lt. Col. Benjamin Johnson, was among the first in line at the SIAD gym May 24 to give his support, and his platelets, to the Herlong Community Blood Drive, sponsored by the United Blood Services in Reno.

There, 32 participants made 20 whole blood donations. Among them were 10 people who

were able to donate double. Sergeant Nelson Maldonado joined several other Soldiers and civilians in making his contribution as well.

Cristina Ferris, a management analyst who organized the event, said she got a personalized note of thanks from United Blood Services.

"I want to say thank you! It is because of wonderful sponsors such as yourself and the amazing Herlong community that we are able to meet hospital patient needs," wrote Corry

King, donor recruitment, UBS. "This blood will be used to save up to 83 lives."

Blood donations from the community between May 23 and June 5 have been used to help a year-old baby girl with a heart condition as well as an 89 year old man with cancer.

Ferris's son Mickey is a cancer survivor who also relied on blood donations.

"Without the countless blood donations my son received from donors, he may not have survived," she said.

Employees play key role in strategic planning

By Laurence Rose
Management Analyst

You know what you have to do every day to do your job.

You may have plans for the future, with a clear vision of yourself five years down the road. How are you going to get there? What are your values, your goals and how will you determine progress? These statements and questions are also relevant for the Sierra Army Depot.

The strategic plan gives a bird's eye-view perspective of the management system put in place to reach the Depot's vision. The elements of the system are:

A mission: "Provide rapid, expeditionary logistics support and long-term sustainment solutions to enhance Readiness for the Total Army and Joint Force."

A core management philosophy that is client-centric. The Depot invests huge amounts of time and energy to understand each individual customer. SIAD provides solutions tailored to all our customers' requirements.

Core values: accountability, respect, communication, teamwork and consistency.

A vision: "To become the Army's End of First Life Center while continuing to provide expeditionary logistics support and long-term Readiness solutions."

Goals/lines of effort that define successes.

Documented core processes, which are made up of the routine work that must be done well.

Performance indicators/measures that will tell whether progress is made toward the goals.

To accomplish its purpose, SIAD must execute

the mission within the context of its philosophy and values, and fulfill its vision through the measurable achievement of its key goals. This is the living and breathing context for all employees to do their work.

The goals (or lines of effort) are derived from higher headquarters' goals, namely TACOM and Army Materiel Command (AMC).

SIAD's Chain of Command: The Depot's three lines of effort are:

1. Delivering Readiness: Provide the right equipment, materiel, and capabilities to assure the Army's ability to fight and win. SIAD constantly seeks to optimize outputs and to posture infrastructure to maximize the delivery of Readiness.

2. Support the Future Force: Support the Readiness of total force formations through the delivery of required



Laurence Rose

capabilities. The Army needs to be ready to "deploy now." SIAD executes materiel redistribution, divestiture, and DEMIL prep to improve Equipment On Hand readiness.

3. Develop Soldiers and Civilians: The Depot's goal is to recruit and retain a trained and motivated workforce, and to cultivate relationships with the surrounding community.

The three current pillars

of SIAD's strategic plan are supported by numerous enabling tasks such as: achieving Performance to Promise to the Command schedule; reducing excess inventory; or developing a Depot training strategy. Employees execute their work, and report their progress up their chain of command. Some employees gather and analyze this data, which enables the Command group and the strategic planning teams (Managers and Directors) to monitor the progress of each task with measures and deadlines.

It takes a team effort to achieve the Depot's goals as described in the strategic plan. By working for SIAD, every single employee contributes to fulfilling both the Depot's mission and its vision. It also supports the Army and, ultimately, the country.

Commander thanks Depot staff for many years' service



Dan Donovan 45 Years



Jeremiah Severs 15 Years



Vicente Untalan 45 Years

Photos by Lloyd Gubler

May

| | | | | |
|---------------------------|------------------------|---------------------------|--------------------------|-----------------------|
| Elizabeth Holmes 30 Years | Debbie Black 15 Years | Lisa Edgington 15 Years | Edward Eger 15 Years | Timothy Gray 15 Years |
| Jason Tong 15 Years | Robert Ray 15 Years | Kimberly Ausmus 15 Years | Ryan Estrada 5 Years | Lloyd Gubler 5 Years |
| Roy Johnson 15 Years | Donald Yancey 10 Years | Lula Lewis 10 Years | Michael Shipman 10 Years | Joel Romig 5 Years |
| Tyler Winje 5 Years | James Ball 5 Years | Lindsey Robertson 5 Years | Joseph Strassman 5 Years | |

June

| | | | | |
|------------------------|--------------------------|-------------------------|-----------------------------|------------------------|
| Steven Pernot 30 Years | Michael Collins 25 Years | James Everett 15 Years | Kimberly Bledsaw 15 Years | Jamie Calvert 15 Years |
| Jon Ortega 10 Years | Larry Friend 10 Years | Steven Phillips 5 Years | Lawrence Weatherlow 5 Years | Tammie Hines 5 Years |
| Francis Bailey 5 Years | | | | |