



Sierra Army Depot, Herlong California  
December 2018  
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# *The* **CHALLENGE**



13 November 2018  
Solar Array Ribbon Cutting Ceremony



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# Commander's View

Debbie and I wish you all the best this Holiday season – we hope that you find time to relax and spend some quality time with friends and family.

In January we will host the Tank-Automotive & Armaments Command (TACOM) Commanding General, MG Mitchell, for a visit to Sierra. We also plan to host the Army Material Command (AMC) Commanding General, General Perna, at the end of the month.

DLA is expanding their operations at Sierra. Their first ever demilitarization contract will kick off in early January. We are excited about this, as it strengthens the Depot's position as a premier logistic activity in the Department of Defense. It also helps further our efforts to achieve our vision to become the Army's End of First Life Center.

December kicks off our campaign to raise awareness of the myriad support services available to our workforce. We have emotional support services, financial readiness counselling, addictions, stress reduction, and more. You have probably seen the new posters and the advertisements on the screen at the



Lt. Col. Benjamin G. Johnson

front gate – please take notice, educate yourself on the resources available, and look out for your co-workers this holiday season.

We have a new Equal Employment Op-

portunity Specialist at Sierra - Ms. Nancy Hemphill started her in her position in late November. We will still lean on the TACOM EEO team as she transitions into the position over the next several months, but she is available to assist our workforce right away.

Our base weather hotline will give you up to date road information and any work delays – the phone # is (530) 827-4998. If there are any delays we will also communicate it through ALERT! Notification System (and through the supervisory chain). Every employee at Sierra is required to sign up for the ALERT! System, so please visit <https://alert.csd.disa.mil/>. Unofficial updates will also be available on SIAD Facebook and Twitter pages. Unless there are any road closures we will still open for business at Sierra Army Depot, so please plan accordingly.

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

**Pride in Excellence!**

## The FY19 GAP Award Criteria

by Manpower Analysis Division

The FY19 Group Achievement Program (GAP) memorandum is now posted on the SharePoint Portal. This year's GAP introduces two new areas and contains new eligibility criteria. All appropriated fund SIAD employees and tenants are encouraged to review the full memorandum.

The minimum hours in an approved regular work status has increased. An employee must work at least 1,200 regular work hours to be eligible for 100% of the GAP award, and between 1,000 and 1,199 regular work hours to be eligible for 50% of the GAP award.

In addition, all mandatory training must be completed by 15 August 2019 to be eligible this year. The mandatory training lists are based on pay plan and supervisory status and are in Appendix C of the GAP Memorandum. It is crucial that all employees review their training status for these classes in the Total Employee Development system and ensure their training status is accurate prior to 15 August 2019. Finally, each instance of AWOL will continue to reduce eligibility by 50%.

The Fleet Mission Capability goal measures the percentage of vehicles and equipment that are available to support our mission. We can contribute to the success of this metric by completing daily inspections on equipment and vehicles before use, reporting issues immediately and complying with scheduled maintenance plans for the vehicles and equipment that we use.

The Productive Yield goal will continue to measure the regular direct hours produced by Mission direct coded personnel. We can contribute to the success of this metric by using leave and indirect time judiciously.

The Safety goal will measure the total number of reportable injuries and reduce this number by 10% from FY18's recordable injuries. We can contribute to the success of this metric by using PPE properly, being aware of our sur-

roundings, and reporting hazards immediately.

*The Challenge*

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# Battlefield Forensics Course takes place at SIAD

By Christopher Jacobs,  
*Asset Management Directorate*

The Asset Management Directorate, Storage and Distribution Division recently hosted the National Ground Intelligence Center's (NGIC) third Battlefield Forensics Course (15-19 October). This course was part of the Anti-Armor Analysis Program (AAAP), the Army's Center of Excellence for Attack Scene Investigation (ASI) and Battlefield Vehicle Forensics (BFV). This training course directly affects current and

future operations for the Army and other agencies by providing the pertinent and accurate data to protect Soldiers operating armored equipment.

During the 40-hour course students learned how to identify threats to friendly forces and armor, based on weapons' signature produced by an enemy attack event. The course also addressed ASI and BFV operations using approved forensics methodologies involved in collecting, gathering, preserving and managing weapons-related data and material.

The students came from the United States as well as from countries such as Germany, Sweden,

and the United Kingdom. SIAD employees were allowed as space permitted.

Students were trained to identify items of intelligence and/or evidentiary value by vehicle searches/inspection, biometrics collection, tactical questioning, photography, evidence collection, and documentation of this information. Utilizing the training provided, the collected information can be used to supply the Army with the data to design armor based on current and future threats, and can provide real time information to troops going into known regions and the potential threats they may encounter.



*Photos by Lloyd Gubler*

# Beloved Public Works Director Retires

By DPW Employees

How do you begin to describe a person that has become an institution at Sierra Army Depot?

Walt Zinko was born in Germany in 1947, and his family moved to Canada when he was two years old, eventually moving to the States when he was a teenager. Walt served in the Army and even did a stint in Vietnam. He married the love of his life, Linda on March 21, 1970. In 1972 their son Chris was born, followed by their daughter, Jennifer in 1975. Walt started working at Sierra Army Depot in 1980 as an Electrician in the Department of Public Works (DPW) which has been his home for his entire US Army Civilian career. He moved up the ranks from Electrician to Electrician Supervisor to Facilities Manager, MEO Program Manager and finally to Director.

In addition to his professional career, Walt has spent the past 45+ years as an active coach in the Soccer leagues in Susanville. He has coached his children, grandchildren, and now great grandchildren. Additionally, Walt often referees the local High School soccer games. Because of his dedication and love of the kids and the game, a youth soccer league was named in his honor; The Walt

Zinko Playing League.

If you have ever worked for or with Walt, you will be familiar with what we refer to as



"Waltisms". His colorful one liners or quotes announce his presence even before his arrival. On any given day, whether entering the building or walking out of his office you may hear "Holy Guacamole" or "Chicken Cacciatore"! Every single one of us has been called, or referred to as "what's his head" because in the spur of the moment, much like our parents when we're in trouble, he can't remember our names. If we are complaining about this thing or that person or any num-

ber of problems that arise, we will hear "We don't throw rocks, we catch them", or "We're here to please", or "Get 'er done". If we are having a hard time with something, Walt has often said "How do you eat an elephant? One bite at a time".

Walt has had a lasting impact on our popular monthly luncheons. Even Cinco de Mayo has been affectionately renamed Zinko De Mayo in his honor. Apart from the potlucks, the daily lunchtime card games have become legendary, and will never be the same without hearing him comment "Jay, I'm tired of playing alone, partner".

We have a motto in our building – WWWD – "What would Walt do". As our Director and leader, he challenges us to excel. Often times we find we are climbing the same tree but only from an opposite side. So how do we describe a person who has become an institution? Well, start with a loving father figure, add a big heart, throw in a wealth of knowledge, scramble in some community service, add a bucket of mentorship, a truckload of wit and humor, one liners and quotes to confuse the masses, oh, and a potluck lunch or two. We love you Walt Zinko – Have a wonderful retirement and please come back and visit us from time to time.

**FIST BUMPS TO YOU WALT!**





January: Supporting the 152nd Airlift Wing High Rollers



February: Sheriff's Dept. K-9 Training

# LOOKING BACK



May: LTC. Johnson visits Lassen County Board of Supervisors



June: Anti-Terrorism Exercise



September: SIAD Media Day



October: CWF Dresses up- for Halloween





March: Lassen County Directors & Washoe County Commissioner visit

# ON 2018



April: AMC & TACOM Chaplains visit SIAD



July: Sierra Firefighters help during the Klamathon Fire



August: Employee Appreciation Day



November: Solar Array Ribbon Cutting Ceremony



December: Sierra's Youtube video hits almost 4 million views



# Meet your new Managers

## Katherine C. Ayers Mission Operations Manager



Ms. Ayers was selected as the Mission Operations Manager in October 2018. In her role as the Mission Operations Manager, she is responsible to plan, program, manage, and accomplish efficient and effective receipt, renovation, storage, inventory, preservation, packing, assembly/disassembly,

modification, repair, reconfiguration, issuing, and shipping of depot wholesale mission supplies. She is a lifelong resident of Lassen County, California being born in, educated in, living in, raising her family in and working in Lassen County - specifically at Sierra Army Depot for just over 29 years; however, in the interest of full disclosure there was that one summer in her high school career that she spent in Anchorage, Alaska living with her Aunt Linda which was enough of an adventure for her and made her appreciate the local Susanville, Standish and Lassen County rural community life style and opportunities that it offered. After graduating from Lassen High School, she attended the local Susanville Community Junior College and earned an Associate Degree in accounting ... but little did she know that the best was yet to come.

Right around that same time her federal career began when she was hired as an entry level GS-03 Clerk position at Sierra Army Depot (SIAD). Things have changed a lot since then and while she did leave SIAD early in her federal service career for a two year period to work at a private account-

ing firm, over the course of her current 29-year federal service career (all of it being at SIAD) and virtually all of it in positions within the Mission Operations Organization, she has had the opportunity to work in numerous positions of increasing responsibility requiring a wide range of logistics disciplines to include the last six years as Reutilization & Redistribution (R2) Director preceded by three years as the Logistics Director.

Prior to becoming the Logistics Director, she held positions as a Deputy Director for the Asset Management Directorate, a Supervisory Traffic Manager, a Program Manager, a Management Program Analyst and a Production Controller. Her SIAD service length, Mission position variety and depth of understanding of the Mission and SIAD experience gives her a unique perspective to approach her new position as the Mission Operations Manager.

She is married, has two adult married children and just adores Roxy - her Miniature American Eskimo dog.

## Steven M. Balmer Reutilization Operations Group Manager



Steven M. Balmer joined the Sierra Army Depot management team in April, 2009 as the Director of Logistics Modernization Program (LMP). In early 2013 LMP combined with the Quality Engineering Office to become the Quality Management Directorate. On 1 October, 2018, SIAD's Mis-

sion management reorganized into the Production Operations Group and the Reutilization Operations Group. Mr. Balmer was selected as the Reutilization Operations Group Manager.

Mr. Balmer brings to this new position an extensive military and DA civilian background in logistics. His logistics career started with the US Navy in 1967 where he trained as an Aviation Electronics Technician. After separation from active duty in 1971, he worked 15 years for Dart Transportation Services in Los Angeles, California utilizing his logistics skills as Warehouse Foreman, Operations Manager, and then as the Terminal Manager for Dart's terminal operations in Ontario, California. After leaving the active duty Navy, Mr. Balmer maintained his military membership in the Reserve Components, Navy then Army. In 1987 Mr. Balmer returned to full time military with the 40th Infantry Division (M). From 1987 to 1999, as an Army officer, he held numerous positions such as Support Operations Officer, Executive Officer of a Forward Support Battalion, culminating as the Operations and Training Officer of the 40th Division Support Command. In February 1999, Mr. Balmer

transferred to Fort Richardson, Alaska where he served as Maintenance Officer, Deputy United States Property and Fiscal Officer, G-4/ Director of Logistics, and Chief of Staff, Joint Forces HQ, Alaska. Mr. Balmer retired at the rank of Colonel / O-6, US Army with 37 years total military service. Upon retiring from the military, Mr. Balmer continued to make Alaska his home. He was hired by the General Services Administration as Manager of GSA Global Supply Operations on Elmendorf AFB, Anchorage. The GSA Store and Warehouse serviced all Federal Agencies from the state of Washington to Japan. Mr. Balmer served in this capacity for three years before joining the SIAD team.

Mr. Balmer holds a Master of Science Degree in Global Supply Chain Management from the University of Alaska Anchorage. He is a graduate of the United States Army Command and General Staff College and has a Bachelor's Degree in Liberal Arts with a minor in Business from the University of the State of New York



# The new Leadership Development Program

By **Amanda Page,**  
*Training Instructor*

The new Leadership Development Program (LDP) kicked off on 1 October, 2018 by Depot Command and senior leadership. The LDP was designed to support more than 100 SIAD supervisors who will be tracked throughout the two year leadership training program. The LDP Guide, which was signed in February 2017, outlines the program, providing insight into the fundamentals of leadership and defining the framework of the program. The LDP was developed by the SIAD People's Team in an effort to

professionally develop our current and future leadership. The program offers participants a challenging curriculum of leadership and management skills.

There are seven components to the LDP that each candidate will be required to complete. Four of the components are online courses through the Civilian Human Resources Training Application System (CHRTAS). The online courses include the Supervisory Development Course, Action Officer Development Course, Manager Development Course, and the CES course that is relevant to each person's rank/

grade. The remaining three classes are offered on post and include HR for Supervisors, Leadership Academy and Emotional Intelligence. Each supervisor will meet with a Training Advisor to complete an Academic Assessment, setting forth a training plan with completion date goals. SIAD Leads, who are seen as potential future supervisors, are the next group of employees who will be tracked for completion of the LDP. The LDP Guide can be found on SharePoint in the Publications Site under Other. For more information on the program, please contact the Training Division.



## Ways to Beat Post-Holiday Blues

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

Look after yourself Get enough sleep, eat well and drink in moderation. And exercise: "Even a short walk around the block can change our mood when we feel stuck or a bit post-holiday blue," life coach Shannah Kennedy says.

Avoid the rut Take charge of your life to avoid falling back into the workaday rut, Kennedy says. "Get out of the passenger seat and into the driver's seat." Have something to look forward to and make your week or month inspiring. You put all that effort into dreaming about the holiday, put some effort into dreaming about your reality.

Make a tribute to your holiday Whether it's a photo book or board, playlist or travel diary, creating a visual or written tribute to your holiday will not only enable you to relive it but provide you with a concrete reminder

of the wonderful time you had. The Lonely Planet Australia author Rose Mulready suggests subjecting friends and family to a good old-fashioned slide show.

Get outside You've probably been getting lots of fresh air if you've just been on holidays, so make sure you continue that by stepping out of the office at lunchtime.

### IS IT DEPRESSION?

The post-holiday blues are usually transient, beyondblue adviser Michael Baigent says. "Post-holiday blues won't affect your functioning – you will still be sleeping, eating and concentrating. You will still need to see a future for yourself. If you have negative views about the future, or suicidal thoughts, and they go on for a long period of time, you need to see your general medical practitioner or a trained therapist."

DON'T FORGET FIDO AND PUSS

Humans are not alone in suffering from post-holiday blues. Cats and dogs struggle to adjust when family members return to work and school, animal expert Maeve Moorcraft told London's Daily Mirror. "Pets are very sociable," she says. "When children return to school, pets may feel restless and anxious." To minimize their distress, Moorcraft advises leaving the radio on when animals are home alone or giving them a piece of clothing with their favorite human's scent.

*Acknowledgement to Bronwyn McNulty, Travel.Com.*





# Lassen County V.F.W. 2018 Officer of the Year Award



*Photo by SIAD Police Dept.*

Lassen County V.F.W gives each Law Enforcement agency in the county one nomination for an officer of the year recognition. SIAD was given two nominations, one for Security Guard, and one for Law Enforcement Officer. Chief Doughty presented their awards to them at the ceremony held at the V.F.W in Susanville on November 14, 2018. Guard Soriano has been with SIAD Police Department since June of 2018 and made such an impression that he was promoted to Police Officer in just a few months. He had carried himself as a perfect example of what SIAD Police Department strives to be. Soriano is a credit to himself, Sierra Army Depot, and the United States Army. SGT Scott Alejandro stepped in as a Patrol Officer and lead a team of Police Officers, Guards, and a Dispatcher for a period of 9 months as an acting Sergeant prior to his official promotion. During this time, SGT Alejandro had to adjust his schedule from night shift to day shift on several occasions, and work several extra shifts to meet the mission of SIAD PD during a critical manning situation. This personal sacrifice exemplifies what his commitment is to the organization. He is a credit to himself, Sierra Army Depot, and the United States Army.

## Pride in Excellence!



*Photos by Lloyd Gubler*