



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



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# Commander's View

Good news — we are now authorizing two-year terms when your rollover dates come due!

This decision was based primarily on the workload stability in the near term, a direct result of the quality of work you are all doing. We hope this will bring a higher level of security and predictability to our remarkable workforce.

We are still ahead of our glide path to eliminate all of the backlog in the AJ1 Supply Support Activity by Sept. 1. As of April 30, we were at 532 of the 917 remaining (less than 536 was the objective). Thank you for the team effort to keep this mission at the top of your priority lists.

We hosted an Army Materiel Command Depot Operations Assessment Team at Sierra April 8-25. They observed a significant portion of our workforce in action. Their key observations included:

- 1) Several branches and divisions were operating at near optimum levels, which closely correlated to the high quality leadership in the area,
- 2) We have a significant room for improve-



Lt. Col. Benjamin G. Johnson

- ment in our efficiency (30-40 percent overall),
- 3) We must change our work planning models to take out the extra padding,

4) We need to better connect the workforce, especially at the individual and team level, to the overall metrics of the depot.

We plan to implement many of the team's recommendations over the coming months to stay competitive and to help secure Sierra's long term future.

We recently established a new Enterprise Resource Planning Sustainment Team. This team's mission is to provide initial and sustainment training on Sierra's ERP systems: Global Combat Support System – Army (GCSS-A), Logistics Modernization Program (LMP), and the Complex Assembly Manufacturing Solution (CAMS), and General Fund Enterprise Business Systems (GFEBS). If you need training, please contact Scott Crinklaw or one of his team members: Steve Alby, Karen Bohl, or Andrea Patton.

Please have a safe Memorial Day and thank you for honoring the men and women who died while serving in the U.S. military.

**Pride in Excellence!**

## Retirement packets processed through ABC-C

**Sandie Hubbard**

*Human Resources specialist, Benefits*

Do you know the retirement process for retiring from Federal Service?

Army Benefits Center-Civilian (ABC-C), the human resources function for all Army civilians, has detailed information located on their website regarding the Civil Service Retirement System, Federal Employees Retirement System, and Disability Retirement processes.

Visit <https://wr.acpol.army.mil/abc/> and click on the Benefits tab located at the top of the page; a drop down menu will appear, select Retirements, then select either CSRS or FERS.

While standard retirement packets do not need to go through your local Civilian Personnel Action Center office for approval, they do need to be sent to ABC-C for processing. An HR Specialist from ABC-C

will go over the packet with you before submitting it to the Office of Personnel Management for adjudication.

Please do not send your retirement packet to OPM directly or they will return it to you, which will cost you valuable time and ultimately delay the processing of your retirement packet. ABC-C recommends submitting applications for regular retirement 120 days in advance.

ABC-C has replaced the EBIS link with the Government & Retirement Platform,

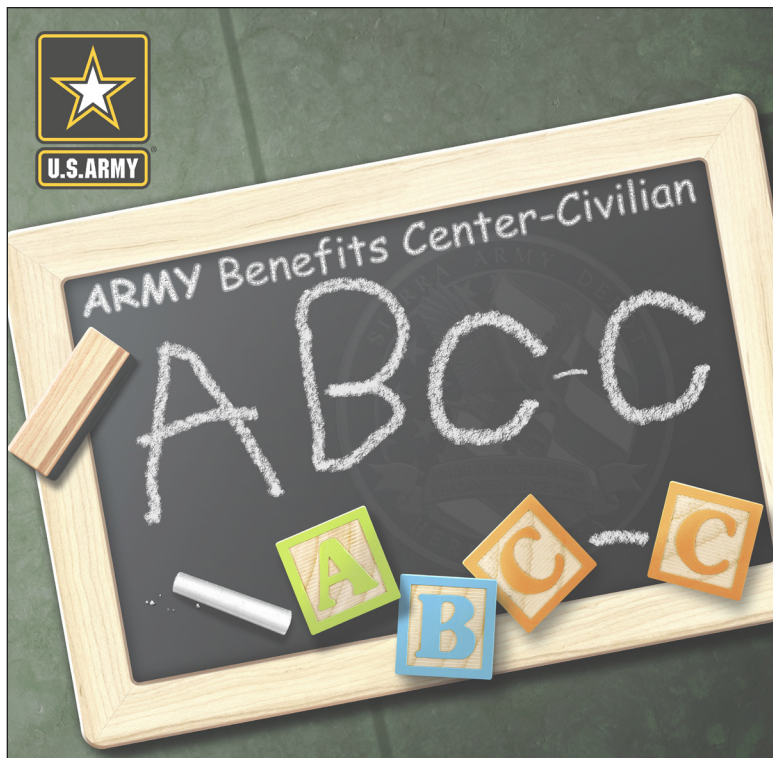
or GRB Platform. Utilizing the GRB Platform is the quickest/simplest way to complete regular retirement packets as it automatically in everything the

system already knows about you in advance. Unlike EBIS, you cannot access the GRB Platform with your old EBIS password as it is Common Access Card enabled. Simply click on the link and enter your CAC personal identification number.

All regular retirement packets need to be mailed to: Army Benefits Center - Civilian 305 Marshall Avenue Fort Riley, Kan. 66442-7005.

Disability Retirement packets must be submitted through your local CPAC representative for processing. Failure to follow this process will delay the processing of your Disability Retirement packet.

If you have general questions regarding the processing of Retirements, please contact ABC-C at (877) 276-9287 Mondays through Thursdays from 7 a.m. to 5 p.m., Central time.



**The  
CHALLENGE**

Depot Commander/Publisher \_\_\_\_\_  
Editor \_\_\_\_\_  
Graphic Design/Photographer \_\_\_\_\_

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**On the Cover:** More than 175 Soldiers and Airmen from several units joined the 821st Contingency Response Group, U.S. Transportation Command, visited Sierra Army Depot to participate in Joint Task Force-Port Opening April 16-20.

Graphic design by Lloyd Gubler, Courtesy photo and art

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## ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH

## Japanese-American Soldiers

*Served honorably despite ethnic discrimination*

By Jonathan Lontoc  
General Supply Specialist

In 1948, not long after World War II, President Truman issued an executive order calling for the “equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion, or national origin.” However, just six years earlier, in response to the bombing of Pearl Harbor, President Franklin D. Roosevelt’s Executive Order 9066 sent tens of thousands of residents of Japanese descent to internment camps. Over 100,000 were confined, many of them U.S. citizens.

In spite of these events, many of the Nisei, or second-generation American-born Japanese, wanted to enlist in the U.S. military, but their status was re-categorized from “draft eligible” to “enemy alien,” barring them from doing so. Nevertheless, they eventually got their chance. In 1943, the U.S. government changed its policy, authorizing Japanese-Americans to join. This was due to pressure from civil rights

organizations and a willingness by the U.S. government to counter a propaganda effort by Japan to portray the war as racially motivated.

The Nisei Soldiers became part of two combat segregated units – the 442nd Regimental Combat Team (RCT) and 100th Infantry Battalion in addition to the 1399th Engineering Construction Battalion. Some were assigned to the intelligence gathering duties as linguists.

According to DoD Live, a Department of Defense Social Media team, “... the 442nd RCT became the most highly decorated regiment in the history of the U.S.” Medals for bravery were awarded to 18,000 service members: 9,500 Soldiers received Purple Hearts, while nine earned the Distinguished Service Cross. Twenty-one men were presented the Medal of Honor, the country’s highest military award.

Not all Japanese-American Soldiers served directly in combat. Some of them participated in covert operations, namely the Military Intelligence Service (MIS), a classified operation



Photo courtesy of the Library of Congress

**Members of the 442nd Combat Team, a Japanese-American fighting unit, salute the American flag during a pass in review at Camp Shelby, Miss. June, 1943.**

composed of 6,000 Nisei Soldiers. It was so classified that the details of the operation were not revealed until the 1970’s. They are credited with reducing the length of the war by two years. For three decades after the war, MIS Soldiers could not speak of their accomplishments due to the secrecy of their mission. Soldiers such as Masao Abe, an interpreter with the MIS.

Masao was one of 250 Soldiers embedded with the Marines at Pelelieu in the

Pacific where he earned a Purple Heart for his injury. Later, he served on Leyte Island in the Philippines. Following the war, he served in Tokyo during the U.S. occupation of Japan where he finished off his military service and moved to Hawaii with his family.

One well-known Japanese-American public servant and former Nisei soldier is The Honorable Daniel Inouye, former senator of Hawaii. As a part of the 442nd Infantry Regimental Combat Team,

he was sent to San Terenzo, Italy. Second Lieutenant Inouye led his platoon against fortified German positions, capturing an artillery and mortar placement. Through a hail of gunfire, he personally disabled two machine guns nests, yet continued to fight with a gunshot injury until his right arm was severely damaged by a grenade. Inouye was awarded the Medal of Honor in 2000 for his actions during this battle.

On May 14, 2018, the keel was laid at Bath Iron Works shipyard in Maine for the future guided-missile destroyer USS Daniel Inouye (DDG-118), a lasting tribute to his selfless service. The USS Inouye is estimated to be commissioned in the year 2020.

Japanese-American Soldiers served in an environment of hatred and mistrust. But in time, mistrust gave way to acceptance, then admiration. Asian American Pacific Islander Heritage Month serves as reminder of the contributions of Asians and Pacific Islanders to the defense of the nation, even in the face of the adversity whether at home or abroad.

**Workers’ Compensation transition changes how to file claims**

By Sandie Hubbard  
HR Specialist

As some of you may already know, Department of the Army made the decision to centralize the handling of Worker’s Compensation to Ft. Riley Kansas; Army Benefits Center-Civilian, Injury Compensation Center of Excellence or (ABC-C, ICCoE). Sierra transitioned in December, 2018.

What does that mean for you? Well, a few things have changed; Sierra now has a new Injury Compensation Specialist, Kelly Bowman. She can be reached via email at [usarmy.riley.chrassw.mbx.workers-compensation@mail.mil](mailto:usarmy.riley.chrassw.mbx.workers-compensation@mail.mil) or by calling toll free (866) 792-7620 Option 1 or fax (785) 240-3643.

Specialist are available from 7 a.m. to 5 p.m. (Central Time) Monday through Thursday.

Injured workers can now initiate work-related claims from any computer through the use of Department of Labor’s website, ECOMP – [www.ecomp.dol.gov](http://www.ecomp.dol.gov). Instead of waiting days or weeks to receive a claim number, injured workers will have a claim number within a few hours of initiating the claim.

With the convenience of being able to initiate claims quicker comes additional responsibilities for injured workers; injured workers will be responsible for ensuring their medical documentation is received by DoL in a timely manner by uploading it via their

ECOMP account. ABC-C, ICCoE has an injured worker training available on their website at <https://wr.acpol.army.mil/abc/HR/InjuryCompensationEmployee.html>. In addition to the training, there are informational pamphlets as well a “how to” instructions for the filing of CA-7’s. I encourage you all to take a look at the information made available to you by the ABC-C, ICCoE.

Supervisors will have additional responsibilities as well as the injured worker. While injured workers can initiate a claim from any PC, supervisors can only review claims from a .mil computer. ABC-C, ICCoE has a training available for supervisors as well: <https://wr.acpol.army.mil/abc/>

HR/InjuryCompensationSupervisor.html. Again, I encourage you all to take a look at the information made available by the ABC-C, ICCoE.

For those of you who have an existing claim, Bowman will be sending out notifications detailing her contact information for your use.

While change may be difficult for some, I believe this change will have a positive impact on how we here at Sierra conduct business in regards to the workers compensation arena and I encourage you all to educate yourselves regarding the new process.

Please keep in mind, requirements regarding the reporting of accidents/incidents with the Safety Office remain status quo.



# Sierra hosts Joint T



At left and below: Spec. Christina Stevenson salutes Maj. Brett Dunning, after receiving recognition for her achievements in the field during Operation Turbo Distribution 19-02.

Below: A C-130 aircraft flies into Amedee Army Airfield as part of Operation Turbo Distribution 19-02. Background photo: Maj. Brett Dunning gives a motivational talk to troops during the exercise.



Photos courtesy USTRANSCOM



By Julia Simpkins  
*Public Affairs Officer*

April 16-20, approximately 175 Soldiers and Airmen from several units across the country joined the 821st Contingency Response Group, U.S. Transportation Command, and visited Sierra Army Depot to form Joint Task Force-Port Opening.

The JTF's mission: Operation Turbo Distribution 19-02. The exercise tested the service members' ability to rapidly establish a fictional country of Sangala, where they practiced establishing forward operating bases and opening and running an airfield. They set up tents at Amedee Army Airfield adding to the realism of the exercise.

"For this exercise, the JTF-PO simulated supporting 100 aircraft per day," said Air Force Col. William Wade, commander, 821st Contingency Response Group from Travis Air Force Base, Calif. and JTF-PO commander. "To mitigate the risk of actual airlift, many of these were simulated by flat bed trailers. C-130's were supported through the exercise too."

There was no small effort from Sierra Army Depot personnel, well, whose transportation office took the lead in handling the operation.





# Task Force exercise

"Turbo Distribution 19-02, takes several months of planning to be able to execute a successful exercise," said Jodi Junk, a freight rate specialist who participated in much of the operation. "Meetings with Base Support, Police, Fire Department, MWR and various outside entities such as, Air Mobility Command, Travis Air Force Base, Reno Air National Guard and their security forces were just part of it."

"We would meet to discuss their requirements, such as a 'bed down' location for the field troops, forward node areas (areas in which troops build shipments for customers), security force injects, crash fire and rescue support, Directorate of Base Support for runway sweeps, hygiene, barracks usage and, Family Morale, Welfare and Recreation for use of the Skedaddle Inn. This was a great learning experience for me, as this was the first time I was the main point of contact for the exercise," said Michael Gray, SIAD airfield manager.

In addition, Depot staff comprised the exercise's role players, represented "host nation leaders," complete with costumes, Junk said. She was even tapped to play the Prime Minister of Public Relations and Transportation. Junk coordinated with leaders from USTRANSCOM to handle notional and real-world logistical concerns from bringing supplies to notional war-torn areas to making sure there were real Porta-Potties for the troops and other participants.

"During the time in which the troops were on the ground, the

trainers would do what they call "injects", scenarios in which they would do unannounced, such as protestors, or make shift Attacks, to see how they troops would react and defend themselves," Gray said. "During one such incident a make shift attack, I, as the President of Sangala, was contacted by the commander of the United States ground forces, requesting additional security forces, at which time I said, 'I cannot, at this time spare any additional forces for you, as all my military is on the other side of the country, fighting a coup attempt against me and my government.'"

"This is the second time having USTRANSCOM here. However, this is the first time we have had representatives from the Fire and Police Departments with us to meet the advance party and participate with us. Each representative gave them a short briefing and we all answered any further questions they had," Junk said.

"Joint Task Force-Port Opening is a great opportunity for Soldiers and Airmen to come together and train as one cohesive team. TD 19-02 was a great example of that. Members from two great organizations were able to learn from one another and assist each other in order to be successful in a mission too great for just one team to accomplish," said Army Maj. Brett Dunning, commander of 690th Rapid Port Opening Element at Joint Base Langley-Eustis.





# C&A pivotal in logistics support operations

By Steven Pernot  
Director, C&A

“Logistics ... as vital to military success as daily food is to daily work,” said 19th Century military strategist Capt. Alfred Thayer Mahan.

Most, if not all, of our military tacticians know the importance of superior logistics to secure victory. However, getting the needed material and assets on time and on target to our Soldiers, is futile if the material is in an unusable condition upon arrival. Sierra’s Containerization and Assembly (C&A) directorate ensures that

never happens.

As the Army’s premier Center of Industrial and Technical Excellence for fuel and water systems, Sierra Army Depot receives, stores, and ships these vital assets for the warfighter. C&A unpacks, packs, preserves, blocks and braces, and crates these items, as well as a multitude of other key materials. Maintaining adherence to military packaging and preservation regulations, C&A guarantees this material is in the same condition upon arrival as it was when packed.

Additionally, C&A kits systems from reconstituting components, such as the Humvee Add-On-

Armor (AOA) programs. The reconstitution of the AOA not only guarantees these life-preserving assets are readily available for units, but has also saved the U.S. taxpayer approximately \$450 million to date. Utilizing every possible piece of space inside these crates, the AOA systems are always ready for rapid deployment taking up a minimal footprint in any transport. C&A also builds kits by assembling new components into complete systems. C&A downloads, inspects, and preserves these assets on a consistent COSIS cycle certifying the systems are always fully mission capable.

Last, but definitely not least,

C&A operates an industrial size wood working shop. The wood workers build crates, skids, and blocks and braces assets so all items and materials being stored and/or shipped are properly protected to survive transportation. They guarantee all wood constructed items are in complete compliance with international Wood Packaging Material rules.

So whenever and wherever Soldiers conduct operations in the world, and needed assets and materials are stored, issued, and shipped from SIAD to support, C&A secures logistical preservation of those warfighting assets.

## Supply Support Activity accounts for billions in taxpayer savings

Compiled by Julia Simpkins  
Public Affairs Officer

At Sierra Army Depot, Army Managed Items and Non-Army Managed Items from throughout the Army are received, stored, and redistributed at a huge cost savings to the Army. As the Army’s largest site for redistribution of military materials, SIAD receives, identifies, classifies, stores, and accounting for and (sometimes) disposes of millions of items worth more than \$200 million annually.

“Each of those items were

processed to record in Global Combat Support System-Army, or GCSS-A. The AJ1 SSA is the Army’s largest operation in the world dedicated solely to reclamation and redistribution of materials,” said Norma Sierra, accountable property officer, AJ1. “The goal of these redistribution efforts is to receive and manage excess stock in order to realize some positive value directly back to the Army, both in unit readiness and in generated sales.” Since 2005, Sierra Army Depot has supported Soldier readi-

ness worldwide with the AJ1 SSA, Sierra said.

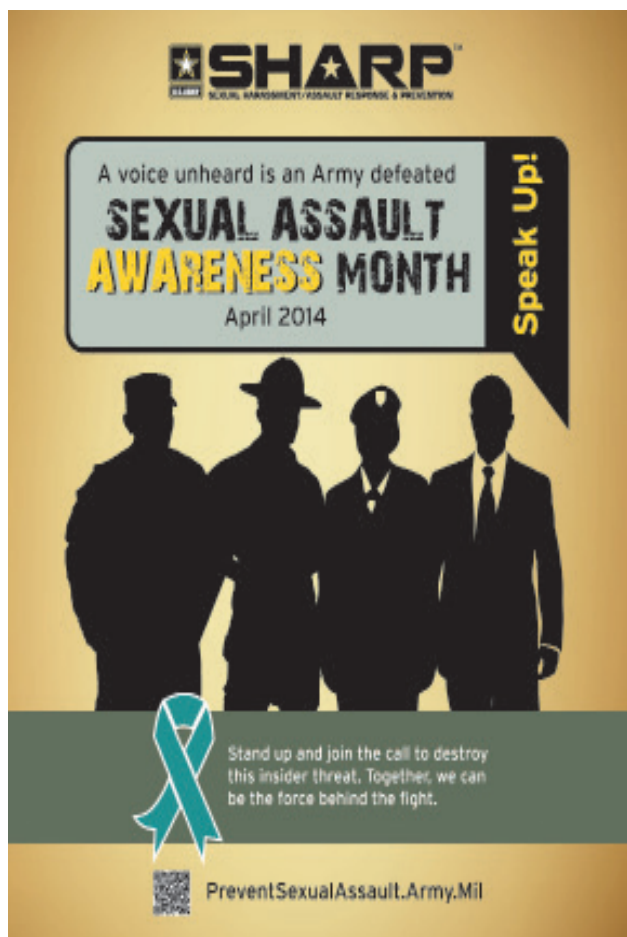
The depot also supports Defense Logistics Agency buy-backs. Between 2012 and 2019, Sierra Army Depot received 35 million items at a value of \$1.8 billion; shipped 10 million units with a value of \$1 billion dollars and sold 4 million items back to DLA, at a value of \$600 million, she said. That includes Army Managed Items and Non-Army Managed Items.

Currently, the AMI and NAMI items are funded with

Overseas Contingency Operations money, Sierra said. “OCO funding is expected to continue through FY (fiscal year) 19. TACOM and Army Materiel Command G8s (resource management) are working on the FY20 and beyond plan to fund the mission,” she said.

“From 2012 to 2017, Sierra Army Depot provided on-site excess teams to support the Forces Command’s campaign called the Unit Equipping and Reuse Working Group-Expanded,” said Jason Tong, Distribution Facilities

specialist. “Our teams help units sort and ship excess Class IX (repair parts) and Class II items (clothing and equipment) back to the depot for redistribution. Since UERWG-Es have tailed off, so has the usage of the teams. SIAD still has the teams and a process in place to help units clear their excess, with minimal paperwork, available upon request. TACOM (Tank and Automotive Command) and SIAD are actively working with FORSCOM to increase visibility and utilization of the service.”



# DO'S and DON'Ts of CONTRACTING

## DO'S

**DO** notify the Contracting Officer (Jon Meeks, x4833, Tamara Gage x4258 or Lissa Kaarbo x4776) if, during the life of the contract, you become aware of the contractor having either technical or financial difficulties.

**DO** inform the Contracting Officer immediately of any discrepancies in performance so that the situation can be rectified.

**DO** open all communications with contractors by stating the purpose of the communication and explaining that no comments made are to be interpreted as committing the Government. Any commitment of funds will be made only by the Contracting Officer in writing.

**DO** conduct relations with contractor personnel with courtesy and in a professional manner. **YOU ARE REPRESENTING THE UNITED STATES GOVERNMENT.**

**DO** inform the Contracting Officer immediately of any accident at the job site involving contractor and/or Government employees.

**DO** inform the Contracting Officer of potential problems before they progress to the point of being uncorrectable.

**DO** inform the Contracting Officer of any apparent violations of the terms and conditions of the contract.

**DO** report to the Contracting Officer any instances where the contractor is offering gifts or gratuities to Government employees.

**DO** remember that, in your relations with contractors, no body of regulations can cover all possible situations, and that there is no substitute for **GOOD JUDGEMENT AND COMMON SENSE.**

## DON'TS

**DON'T** divulge to any contractor, present or proposed, any knowledge concerning a proposed project since this information could provide the contractor an unfair advantage over other contractors.

**DON'T** make any commitments to proposed contractors, whether or not you believe it will cost (or save) the Government money.

**DON'T** provide contracting information or Government price estimates to contractors or anyone who does not have a need to know.

**DON'T** tell contractors or bidders about their competitor's bids or proposals.

**DON'T**, on your own, alter the performance work statement prescribed within the existing contract. Only the Contracting Officer can change an existing contract, and then only under prescribed conditions.

**DON'T** request or accept a loaned piece of equipment, free sample, free work, or free on-site demonstrations. Unsolicited items of equipment or demonstrations should be referred to the Contracting Officer. In addition, **DON'T** loan any equipment or materials to contractors.

**DON'T** submit drawings and specifications for contracting purposes without verifying that they are current, complete, and accurate. Do not submit drawings or specifications obtained from a contractor as if they are Government drawings/specifications. FAR 9.505-2 can disqualify a contractor that assists in preparing requirements documents.

**DON'T** solicit from contractors or potential contractors, gifts, entertainment or favors, regardless of their value.

**DON'T** accept gifts, entertainment, or favors, regardless of their value, from contractors or potential contractors without first checking with the Ethics Counselor (Katie O'Sullivan x4548).

**DON'T** solicit nor accept gifts or gratuities through indirect means, such as acceptance through a friend or family member.

**DON'T** engage in after- business hours and social relationships with contractors or their representatives. These types of activities create the appearance of favoritism and procurement improprieties.

**DON'T** accept nor arrange for discounts or special favors for Government employees or offers from a contractor.

**DON'T** solicit or accept a promise of future employment or business opportunity from a contractor or prospective contractor without seeking advice from the Ethics Counselor.

**\*\* As Government employees, we are endowed with the special trust and confidence in our actions from the public. Through adhering to the Do's and Don'ts listed, we can insure that we do not violate that trust. Some of these rules are stricter than the minimum requirements of the regulations. Remember if you have questions or concerns, contact the Contracting Officer to avoid potential trouble.**



# Pride in Excellence ...

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



Terry Mossi, 20 years' federal service.



Anna Utt, commendation for support for helping to move personnel from one headquarters to another.



Lloyd Gubler, 1st Place at AMC for his Foam Tire Removal Process video.



Laura Cushler, commendation for interim legal support of Sierra Army Depot.



Keith Timm, 25 years' service.



Sherei Williams, 30 years' federal service,



Melissa Olinger, commendation for support during Maj. Gen. Daniel Mitchell's visit to SIAD.



Matthew Bussell, commendation for completion of Leadership Development Program and Leadership Academy.



Lindsey Jones, commendation for support for helping to move personnel from one headquarters to another.



Laurence Rose and Alison Ornelas, commendations for Command Group support.



Victor Duarte, cash award for saving the depot more than \$3.5 million by legally securing items normally sold for free.



Regina Rapacon, commendation for negotiating a MOA between SIAD and Madigan Army Medical Center.

