

The



Challenge

Sierra Army Depot, Herlong, Calif.

November 2017

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Veterans Day

Honoring all who served



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Commander's View

Department of the Army Civilian Employees are all members of the Army Profession, similar to Soldiers. As part of the Army Profession, DA Civilians are all expected to live by the Army Values and the Civilian Creed. I want to focus your attention on the value, Respect. The official Army Definition is: "Treat people as they should be treated". In the Soldier's Code, we pledge to 'treat others with dignity and respect while expecting others to do the same.' Respect is what allows us to appreciate the best in other people. Respect is trusting that all people have done their jobs and fulfilled their duty. Self-respect is a vital ingredient with the Army value of respect, which results from knowing you have put forth your best effort. The Army is one team and each of us has something to contribute." (Reference: <https://www.army.mil/values/>)

Respect also appears, alongside the other Army Values, in the Army Civilian Corps Creed:

I am an Army civilian – a member of the Army team.

I am dedicated to our Army, our Soldiers and civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army civilian.

I ask each of you to set the example in treating others with Respect. I charge each supervisor to teach, coach, and mentor your team members



LTC Ben G. Johnson

to ensure they understand what it means to be part of the Army profession.

In early November Sierra will execute our annual Strategic Planning Offsite meeting to map out our 2-5 year plan. Approximate 40 Senior Leaders will look in-depth at our plans in four strategic pillars: People, Infrastructure, Operations and Processes to ensure they are aligned with our Higher HQs (TACOM and AMC). Additionally, we will analyze our organizational structure to ensure it is adapted to future missions and workload. We plan to deliver a synopsis of our strategic plans during the January Sierra Town Hall sessions.

We appreciate all the hard work that Team Sierra does every day to deliver readiness to the Army and the Joint Force.

Pride in Excellence! Army Strong!

CFC Campaign Kick-off



cfenca.org

Department of Defense (DoD) employees worldwide can support their favorite charities from Oct. 2, 2017 to Jan. 12, 2018 by participating in the 2017 Combined Federal Campaign (CFC).

CFC is the world's largest and most successful annual workplace charity campaign with 36 CFC Zones located everywhere federal employees work. Last year, military and civilian employees contributed more than \$167 million to almost 20,000 local, national and international charities. Members of the military and DoD civilians accounted for more than \$67 million of that total. Once again this year, DoD employees worldwide have the opportunity to give to their favorite charitable cause during the CFC giving season from Oct. 2, 2017 to Jan. 12, 2018.

During the next four years it is expected that 250,000 service members will transition into civilian communities, annually.

- One in ten homeless adults is a veteran.
- Since 2001, more than two million American military children have had a parent deploy at least once.
- Deployed veterans are 41 percent more likely to commit suicide when compared to the general U.S. population.

THE UNION'S POSITION- AFGE LOCAL 1808

In 2013, Congress ordered the Department of Defense to cut its spending on the civilian and contractor workforces to meet cuts on the military side of the house. But while DoD is on track to meet the civilian cuts, it's actually planning to increase spending on service contractors this year, according to a new report from the Government Accountability Office.

DoD is cutting the civilian workforce by 6.8% between fiscal 2012 and fiscal 2017, close to the 7% cut in the military over the same period, GAO found. However, DoD is planning to increase contractor spending this year instead of making the required cuts, GAO said.

DoD Spending on Contractors Up \$1.2 Billion

As a result of this increased spending, DoD will have only achieved half of the required contractor cuts, GAO said. DoD cut service contractor spending by \$3.2 billion between fiscal 2012 and 2014, or roughly 80% of the required reduction of \$4.1 billion. Between fiscal 2014 and 2016, however, DoD plans to increase spending on the contractor workforce by \$1.2 billion.

DoD acknowledges the shortfall but has failed to explain how it will reduce contractor spending, GAO said.

GAO argues in the report that even the cuts in the civilian workforce may not achieve the desired cost savings. Therefore, further cuts in the civilian workforce may be needed.

Our Take: Invest in Civilian Workforce to Cut Costs

It's no wonder DoD has had a difficult time implementing these cuts. They were poorly conceived and are arbitrary. They require that spending on civilian personnel and contractors be reduced by no less than spending is reduced on military personnel.

There are far too many military and contractor personnel performing functions that civilian employees can perform for less money.

The Challenge

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Building the Future Force

What is it?

The overmatch that the U.S. Army enjoyed for the last 70 years has eroded and the Army's current ways of thinking, executing, and organizing limit the ability to keep pace with change. The Army cannot achieve or maintain operational advantage unless it outpaces potential adversaries' development by building the future force.

Understanding and addressing these issues requires examining today's operating environment through the lens of the Army's four strategic modernization aspirations: strategic, innovative, agile, and credible.

What has the Army done?

As investments in readiness continue to return greater dividends, the Army will expand investment in modernization for greater future lethality and build the future force through the entire doctrine, organization, training, materiel, leadership and education, personnel, facilities (DOTMLPF) spectrum.

What continued efforts does the Army have planned for the future?

The Army will adapt its modernization efforts through four deliberate aspirations:

- Strategic -- Manage modernization initiatives to account for uncertainty of both threats and opportunities through:
- Shared Vision - define and implement a unified strategic vision that every stakeholder understands and follows
- Prioritization -- rank the Army's full set of innovation initiatives to align with near-, mid-, and long-term strategic advantage
- Innovative - Deliver novel and incremental capabilities through:
- Top Talent - recruit, train, and deploy the right people to align skills and capabilities
- Partnerships - harness the full value of external force-multipliers
- Innovation Delivery - instill a culture of experimentation and define processes to manage the full spectrum of innovation
- Agile -- Develop clear mechanisms while staying nimble:

- Speed of Execution - empower leaders to make metrics-based decisions
- Scale - address full scope of Army modernization
- Surge Capacity -- re-allocate resources to support changing priorities
- Linkages -- enable sharing and coordination
- Continuous Improvement -- self assess and adjust rapidly and constantly
- Credible - Build strong relationships through efficiency and transparency:
- Engagement -- Provide transparency to Congressional leaders and collaborate with industry and academic partners
- Lean -- pare down processes to minimize duplication of efforts and make efficient use of resources

Why is this important to the Army?

Army forces must possess the capabilities --and be prepared to fight across multiple domains and through contested areas --to deter potential adversaries. And, should deterrence fail, rapidly defeat them.

Today's operational environment is complex, uncertain, and dynamic, and requires innovative solutions. Political developments and diverse threats to the national security complicate the world in which the Army operates. Predicting battles is difficult as conflicts spread quickly across borders and involve increasing numbers of actors. Technological advances in the speed of innovation and magnitude of change are transforming every aspect of society, and warfare is no different. The Army is prepared to meet these challenges by proactively building and shaping the future force.

Provided by the Office of the Chief of Public Affairs Thursday, October 5, 2017



New Hires at SIAD

As you go about your day to day operations, in some type of fashion you have probably come in contact with one or several new employees. Take a few minutes to welcome these individuals to the Depot. Below is a list of employees who joined our team since the last edition of The Challenge was printed:

Jennifer Roshau	Kenneth Pritchett
James McLarty	Selene Morales
Joseph Strassman	



2017 Federal Benefits Open Season

The 2017 Federal Benefits Open Season for the Federal Flexible Spending Account Program (FSAFEDS), Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Employees Health Benefits (FEHB) Program begins Monday November 13, 2017 and runs through Monday December 11, 2017.

OPM has issued a series of Benefits Administration Letters (BALs) in anticipation of the 2017 Federal Benefits Open Season. The latest BAL and attachments is provided in this email. Earlier BALs may be accessed via the ABC-C website open season page at: <https://www.abc.army.mil/FederalBenefitsOpenSeason.html>.

The 2017 Federal Benefits Open Season for the 2018 Plan Year information will be available in late October at www.opm.gov/openseason.

Please ensure your serviced employees know that the Federal Employees' Group Life Insurance (FEGLI) and the Federal Long Term Care Insurance Program (FLTCIP) do not participate in the annual Federal Benefits Open Season. Last year's FEGLI open season elections will be processed on or after 10/10/2017 but does not convey another open season for group life insurance.

For more information, go to <https://www.abc.army.mil/FederalBenefitsOpenSeason.html>.

"The character of war, how wars are fought, where wars are fought, with what weapons and technologies, organizations and doctrines, in short the ways and means of war is in my view, about to undergo fundamental, profound, and significant change."

- Gen. Mark A. Milley
Chief of Staff of the U.S. Army

AROUND THE

FIRE PREVENTION WEEK



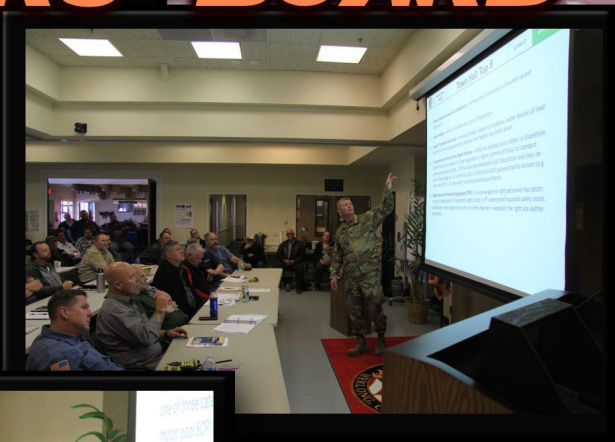
LENGTH OF SERVICE AWARDS



THE DEPOT



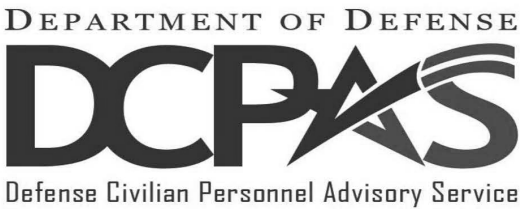
LEADERS' BOARD



LORI MCDONALD'S RETIREMENT



Employment Verification Instructions: a “How To” guide



Enterprise HR
Information
Systems (EHRIS)

Proudly Offers
Free Employment
Verification via
Self Service My Biz

This is the employee’s
choice for quick, secure
email verification of
employment and/or salary
information!

To learn more about
DCPAS products & services, visit us
online at:
<http://www.cpms.osd.mil>

Self Service, My Biz
Employment Verification

Employment Verification (EV) is a Self Service My Biz tool allowing employees to email employment and/or salary information to an external organization (business, bank, credit union) directly from the Defense Civilian Personnel Data System (DCPDS)–via secure internet!

To email EV information to an external organization:

1. Log into the DCPDS Portal at <https://compo.depds.cpms.osd.mil/>. Information can also be accessed via the following links under CPOL Portal (), and the CHRA website under GPS ().
2. Select, My Biz, Employment Verification
3. Select your Details to Share, either
 - a. Employment Information, or
 - b. Employment and Salary Information
4. Enter Recipient Email Information
5. Ensure (verify) your email address is included in the My Email field to receive the password
6. Select Continue to preview the information.
7. Select ‘Acknowledge and Submit’ to send your EV information
8. Confirm your submission




Step	Action
8.	<p>Employment Verification - Acknowledge and Submit</p> <p>To review the full page, scroll down. This page provides you with a preview of the information the recipient will receive.</p> <p>Select the Print Receipt button if you would like to print a full copy for yourself or save to your computer.</p> <p>Print Receipt</p> <p>Select Open to view, print or save an exact copy of what the recipient will receive.</p> <p>Open</p> <p>To close the open document and return to the Acknowledge and Submit screen select the red X. X</p> <p>Note: There is no email address listed on the "Emailed To" field (at the bottom of the Receipt page) since this is a personal copy.</p> <p>Review the Recipient Information email address and your email address to ensure they are correct. If something is incorrect, go back.</p>
9.	<p>Now that you previewed your employment and salary information, select Acknowledge and Submit to email the employment verification.</p> <p>Acknowledge and Submit</p>
10.	<p>Disclaimer</p> <p>The Disclaimer page displays.</p> <p>Read the Warning and select Yes to complete the process. Select No to go back.</p> <p>Remember: You must provide the password to the intended recipient so that the document can be viewed.</p>
11.	<p>Confirmation</p> <p>The confirmation page displays with the email addresses listed.</p> <p>Click the Return To Home link at the bottom left to return to the Navigator screen where you started.</p> <p>Return To Home</p>
12.	<p>Logout</p> <p>Logout at the top right of the page. Logout</p> <p>From this point, access your email to retrieve the system generated email with password. This password must be forwarded to the recipient in order to open the password protected document.</p>
13.	<p>Email</p> <p>This is an example of the subject line password email the employee will receive.</p> <p>Employment Verification 276963_20130206093722</p> <p>Open the email to review the password and remember; it is the responsibility of the employee to provide the password to the recipient.</p>

Employment Verification Step by Step

Step	Action
1.	Using your CAC or non-CAC login, log on to the DCPDS portal at https://compo.depds.cpms.osd.mil/ , and follow through to the Navigator screen.
2.	Select the My Biz link. My Biz
3.	To begin, select the Employment Verification link. Employment Verification
4.	Employee Information Review your Employee Information and scroll down to select the information you would like to send.
5.	Select Information to Send Review the 'Related Information' box on the right and then make your selection to either send Employment Information or Employment and Salary Information. For example, select Employment and Salary Information option.
6.	Recipient Information Click in the To field to enter the recipient's email address. *To: recipient.email@yahoo.com *My Email: <input type="text"/> Verify your email address in the My Email field. If your e-mail address is blank or incorrect, enter or overwrite the e-mail display. You can also update your work e-mail under My Biz>Update My Information>Profile Tab>Work E-mail Address.
7.	Click the Continue button. Continue

Step	Action
14.	<p>This is an example of the subject line email attachment the recipient will receive.</p> <p>[WARNING : MESSAGE ENCRYPTED] Employment Verification for Terrence</p> <p>The recipient will need the password from the employee to open the attachment.</p> <p>EmployeeVerification.pdf</p>

Sample: Employment Verification with Salary (sanitized)



Employment Verification

This document contains personally identifiable information. As the recipient of this information, you are responsible and legally accountable for safeguarding this product in accordance with any applicable national, state or provincial, or local laws that pertain to the protection of personally identifying information at your location.

Employment and Salary Information

Dear Sir or Madam,

The following information is provided in response to your request for an Employment and Income Verification; Reference Number: 276963_20130206103255.

Employee Name:

Information Current as of: 06-Feb-2013

Employer: U.S. Army Contracting Command
Headquarters Address:
U.S. ARMY CONTRACTING COMMAND
AMCOM CONTRACTING CENTER
REDSTONE ARSENAL, AL 35896-5000
A1
Duty Station: REDSTONE ARSENAL / MADISON / ALABAMA

Social Security Number (last 4-digits only):

Employment Status: Active
Most Recent Start Date: 21-Aug-2005
Original Hire Date: 03-Dec-1982
Total Time With Employer: 30 years 2 months 3 days

Job Title: BUSINESS MANAGEMENT OFFICER

Rate of Pay: Annually
Average hours Per Pay Period: 80
Total Pay: \$146,089.00
Total Pay YTD:

Emailed To:

Federal Laws and Policies Prohibiting Marijuana Use

From:
Katherine Archuleta Director,
United States Office of Personnel
Management

Recently, several states and the District of Columbia have decriminalized the use of marijuana, allowing the use of marijuana for medicinal purposes and/or for limited recreational use. These changes to state law have raised questions about whether Federal employees in these jurisdictions may use marijuana as provided for in state law. As the Director of the U.S. Office of Personnel Management (OPM) and Suitability Executive Agent, I am responsible for issuing standards and guidance to agencies to ensure that appropriate suitability determinations are made for positions covered by the suitability regulations in title 5, Code of Federal Regulations, part 731 (5 C.F.R. part 731). I am also responsible for issuing guidance to agencies on maintaining a Drug-Free Federal Workplace. The purpose of this memorandum is to set out guidance in these areas.

Federal law on marijuana remains unchanged. Marijuana is categorized as a controlled substance under Schedule I of the Controlled Substance Act. Thus knowing or intentional marijuana possession is illegal, even if an individual has no intent to manufacture, distribute, or dispense marijuana. In addition, Executive Order 12564, Drug-Free Federal Workplace, mandates that (a) Federal employees are required to refrain from the use of illegal drugs; (b) the use of illegal drugs by Federal employees, whether on or off duty, is contrary to the efficiency of the service; and (c) persons who use illegal drugs are not suitable for Federal employment. The Executive Order emphasizes, however, that discipline is not required for employees who voluntarily seek counseling or rehabilitation and thereafter refrain from using illegal drugs.

Involvement with marijuana may be considered when agencies make suitability determinations for covered positions under 5 C.F.R. part 731. Drug involvement can raise questions about an individual's reliability, judgment, and trustworthiness or ability or willingness to comply with laws, rules, and regulations, thus indicating his or her employment might not promote the

efficiency or protect the integrity of the service. However, the individual's conduct must be evaluated on a case-by-case basis.

Under 5 C.F.R. 731.202(b)(2), criminal conduct — including a violation of the Controlled Substances Act — may be the basis for an unfavorable suitability determination. In determining whether employment of an individual with a history of criminal conduct related to that individual's possession of marijuana will protect the integrity or promote the efficiency of the service, the following considerations under 5 CFR 731.202(c) will always be relevant and should be taken into account: (i) the nature and seriousness of the conduct, (ii) the circumstances surrounding the conduct, and (iii) contributing societal conditions.

Under 5 C.F.R. 731.202(b)(6), illegal use of narcotics, drugs, or other controlled substances without evidence of substantial rehabilitation may also be the basis for an unfavorable suitability determination. However, the focus of this factor is not on whether the individual has been involved in conduct in violation of the Controlled Substances Act, i.e., possession, manufacturing, distributing or dispensing drugs or controlled substances. Rather, an unfavorable suitability determination citing this factor must establish that the individual illegally used the drug and has not been substantially rehabilitated from his or her use.

Heads of agencies are expected to advise their workforce that legislative changes by some states and the District of Columbia do not alter Federal law, existing suitability criteria, or Executive Branch policies regarding marijuana. An individual's disregard of Federal law pertaining to marijuana remains adjudicatively relevant to suitability determinations and relevant for disciplinary actions. Similar guidance regarding national security guidelines was provided by the Security Executive Agent to agency heads on October 25, 2014. This guidance is attached for your information.

Lastly, it is important to note that it is also the policy of the Federal Government to offer appropriate prevention, treatment, and rehabilitation programs and services for Federal civilian employees with drug problems. OPM is responsible for

developing and maintaining guidance and policy for agencies related to these programs, in cooperation with the Secretary of Health and Human Services and other relevant agencies. Federal agencies must establish and maintain such programs to assist employees with these problems, consistent with 5 C.F.R. 792.105.

Agencies may direct questions pertaining to this memorandum as follows:

Suitability Regulations: employ@opm.gov

Misconduct and Disciplinary Actions: plr@opm.gov

Drug-Free Federal Workplace Guidance: worklife@opm.gov

Background Investigations Policy: FISPolicy@opm.gov

Employees should contact their agency human resources offices for assistance.



2017 Federal Benefits Open Season



Celebrating National American Indian Heritage Month

By JFHQ-NCR/MDW
Public Affairs
November 6, 2013

National American Indian Heritage Month begins each year on November 1st to celebrate and recognize the accomplishments of this country's original inhabitants, explorers and settlers.

Throughout our Army's 238-year history, American Indians have served valiantly and with distinction in times of peace and war, while also fighting for the right to be an equal part of our nation. We recognize their rich heritage and honor their spirit and true devotion to our country.

Army leadership has asked the entire Army family to give sincere thanks and appreciation for the past and present contributions American Indian Soldiers, civilians and family members have made. As a tribute to all American Indians, units, agencies and Army activities will be executing appropriate commemorative activities throughout the Army to celebrate National American Indian Heritage Month. We know there is strength in diversity. In celebrating National American Indian Heritage Month, we not only emphasize American Indians significant contributions, but

See **Heritage** on Page 8

Heritage (From Page 7)

also the value the Army places on diversity.

We are Army Strong because we not only place great value in having different perspectives, approaches, and skills but also because we value having ethnic and cultural diversity. Throughout the year, we will celebrate and commemorate the diversity of our Army and leverage and draw strength from the rich diversity within our military and civilian ranks by recognizing the critical roles we all play in strengthening our nation's presence around the world.

American Indians have a distinguished legacy in the Army - many thousands have served in the armed forces from the early days of the Revolutionary War, with the Lewis and Clark expedition, as Scouts with the U.S. Cavalry and as Code Talkers in World War II.

This legacy continues today with the brave Soldiers who have served and continue to serve in Iraq, Afghanistan and around the world. To this day, 24 American Indians have earned the Medal of Honor for their courage and devotion to our nation. The nation is proud of the lasting contributions American Indians continue to make as Soldiers, civilians, veterans and family members in professions that will benefit the nation and Army for many years to come.

Sierra Army Depot
Public Affairs Office
74 Currant Street
Herlong, CA 96113

Supporting Breast Cancer Awareness Month



In support of Breast Cancer Awareness Month, volunteers from the Fire Dept., Security Division and our helpful coordinators, first row, left to right:Kecia Knight(Coordinator), Kristie Soares(Key worker), Kelley Nichols(Coordinator), Rena Gardener(Key worker), Brandie Daniel(Key worker) and Kathleen Bloom(Key worker) collected donations. On Thursday Oct. 5th we collected \$538 in donations.

Robert “Bob” George Brent Jr. Obituary



Robert George Brent Jr. known to most as “Bob”, passed away on October 1, 2017 at the age of 66, from natural causes. Born June 28, 1951 to Mercedes (Collier) Brent and Robert George Brent Sr. Bob then began his Federal law enforcement career with DOD (Department of Defense) at Sierra Army Depot, Herlong, Ca. He was the Deputy Chief of Police and served the base for 28 years. His greatest passion as an officer was educating young people from grades K through 12 about the D.A.R.E. Program (Drug Abuse Resistance Education) and made a huge impact in their local community in many ways through their dedication to the children and the D.A.R.E. Program. He will be sorely missed by the communities.

Robert “Bob” will be lovingly remembered and missed by his wife Shirley, his son Larry, his two grandsons Nick and Zack, his sister Shirley and brother-in-law Vern Ceaglio, his niece and nephew Cara and Sean Ceaglio, his Aunt Eve DeVair and numerous other relatives.



NASA in conjunction with the Army is conducting Acoustical tests at Amedee Airfield. The month long study may produce data that will help in an effort to decrease noise levels at airports for arriving /departing aircraft. Six different Aircraft are being used in the study and varying approaches and take offs are being tested. They also are recording windspeed, temperatures varying from 10 feet in altitude to approximately 500 feet above the valley floor. This is done on various devices including a Helium balloon.