



The Challenge



Sierra Army Depot, Herlong, Calif.

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Mechanics think outside the box to enhance mission Readiness, reduce costs

By William Rowland and Michael Hranac
Mechanical Repair Division

Inside the Maintenance Directorate is an organization that brings new and creative ideas to life that increase readiness at reduced costs here at Sierra Army Depot.

The Mechanical Repair Division has three separate branches that continually are thinking outside the box for ways to execute the mission safely and more lean.

The first is the Ground Tactical Vehicle Branch that have become experts on parts pull.

What is a parts pull? Anyone who has ever needed to save money and was in the market for a car, truck or motorcycle part has likely found the used parts market. A salvage yard such as Pick N Pull has the cheapest used parts but you have to pull the part off a used machine.

For the past 14 years, Sierra Army Depot (SIAD) has been in the used parts business. When the Army is short-handed parts on a reset production line or deployed unit, they now turn to Sierra to avoid a production line shutdown or a dead-lined vehicle. SIAD's Ground Tactical Vehicles (GTV) Branch has become the Army's salvage yard over the years.

The GTV mechanics remove parts from excess military equipment for customers all over the world. This work is saving the Army as well as the taxpayer a huge amount of money. Since 2003, SIAD has pulled over 55,685 items for a value of \$489,509,334.66. The GTV team works with other depot organizations and the TACOM item managers to coordinate the removal, testing and shipment of parts to send straight to the warfighter or to the assembly line to be refurbished.

The GTV Branch is the first step in the second life cycle of military assets. The concept of utilizing used parts has now grown Army-wide, implementing used/refurbished parts on the production of new Army assets. Over the next few years Sierra Army Depot will be processing over 9,000 assets for demilitarization; part of that process is pulling parts from various military assets to be used again - saving even more of our hard earned tax dollars.

The second is the Mechanical Systems Branch where they have implemented four process improvements that have enhanced productivity.

1. Improve Testing Process of Husky Mine Detection System (HMDS) Kits. The mechanics, with assistance from other maintenance branches, developed a test rack for HMDS sub components. The use of this test rack allows for completion of

all required function tests; and with the approval of the customer, has led to significant time savings in mounting, dismounting and function testing. This test rack eliminates the need to mount sub-components to the asset, and the process is much safer and quicker.

2. M149A2 Process Improvement/ Route Reduction. After reviewing the scope of work changes and the effect on the reset process, mechanics were able to make a variety of improvements to their process, which allowed for a reduction in the reset hours required per unit. Even though they have rebuilt several hundred M149A2 trailers, this team is always looking for ways to do things smarter. This good news story highlights the shop's commitment to Lean/CPI.

3. M149A2 Brake Line Tube Manufacture and Jig. Another idea the mechanics developed, with assistance from other maintenance branches, was a fixture to build all of the brake lines for the M149A2 trailer. This capability is a benefit on multiple areas. Not only does it allow for a standard/repeatable product, it eliminates the need to order and process multiple NIIN's. Now, the shop simply requests bulk rolls of tubing and fittings and can build brake lines to specification.

4. M149 Lid Seal Installation. With assistance from other maintenance branches, the mechanics developed an improved way to install

lid seals on the M149A2 tank. After several iterations and input from an employee loaned from another shop, they developed a fixture that allows for the perfect seal installation. This fixture allows for a standard/repeatable product that has already proven results.

The third area of the Mechanical Repair Division is the Power Systems Branch.

Improve Palletized Load System (PLS) Crane Reset Process. These mechanics, with assistance from other maintenance branches, developed a testing fixture for PLS Crane operation checks. With the Item Manager's approval, the team repurposed an old Forward Repair System to act as the 'truck' and allow for full function testing without the need to mount to an actual vehicle. The use of this fixture allows for completion of all required function tests; and with the approval of the customer, has led to significant time savings in mounting, dismounting and function testing. Similar to the HMDS fixture, this fixture eliminates the need to mount subcomponents to the asset, and the process is much safer and quicker.

It is initiatives like this that help us maintain our relevance as a reset option for our customers. These improvements are recognized, approved and appreciated by our customers as well as our ultimate customer, that soldier in the field. Great work team, keep it up. Pride in workmanship.



In above photo, a repurposed Forward Repair System is used with the Palletized Load System crane attached to it, along with a control box built by the mechanics that simulates all of the functions of the original vehicle.



Pictured above, Waylon Musnicki utilizes the brake line tube manufacture and jig to build brake lines for the M149A2 trailer. This has increased productivity by requesting bulk rolls of tubing and fittings so mechanics can build brake lines to specification.

hispanic heritage month 2017
September 15 - October 15

Commander's View

Debbie and I would like to thank Sierra Army Depot for extending her such a warm welcome at the spouse reception on Aug. 24. A special thanks to Mrs. Becky Durocher, who spearheaded the planning, and to the staff at the Skeddaddle Inn who made it a first-class event: Mrs. Tiffney Lane, Ms. Cherri Fennel, Mr. Chris Long, and Ms. In Cha Phillips.

The Town Hall Meetings conducted from Sept. 4-14, were an eye-opener for me. I appreciate everyone's participation, openness, and honesty. We are compiling the data, analyzing trends, prioritizing the issues, and addressing the private questions submitted via 3x5 notecards. We plan to give you general feedback in an article that can be read in the October edition of *The Challenge*, and address the more private issues appropriately. Here is our first draft at the top five town hall issues (and planned actions to address):

- 1) Family Medical Leave Act Compliance – Increase level of education of workforce and supervisors (See article on Page 3)
- 2) Leave Policies – Letters of Concern and Letters of Restriction
- 3) Leader Training at all Levels – Increase through Leadership Academy, Leader Boards (at least quarterly) and ensuring supervisors develop



Lieutenant Colonel Ben Johnson

their leaders two levels down.

- 4) Comprehensive Sierra Army Depot Policies – Publish all updated policy letters to SharePoint. Convert duplicative policies (of Army Regulation or Higher Command Policy) to standard operating procedures (SOPs). SOPs

will also be published to SIAD SharePoint and likely be one of three categories: a) External to SIAD, b) Internal to SIAD, but external to division (e.g. motor pool SOP), or c) Internal SOP to Directorate/Division/Branch.

5) Safety Personal Protective Equipment (PPE) – Ensure we get the right personnel the option to have 8 inch safety boots, 8 inch waterproof safety boots, or 8 inch waterproof/insulated safety boots. Additionally, ensure we get to the users in a timely manner – especially the right size leather work gloves.

Lastly, I want to highlight a critical Army Value: Selfless Service. The Army's definition is: "Put the welfare of the nation, the Army, and your subordinates before your own." We are all members of the Army Profession so I ask that you spend some time and reflect on what selfless service means for you personally, your team, and your family. If you are leader, please take some time and facilitate a discussion with your team on Selfless Service.

Thank you for your hard work delivering readiness to the Army and the Joint Force. Pride in Excellence! Army Strong!

THE UNION'S POSITION - AFGE LOCAL 1808

Hello all, greetings from your Local 1808. We hope you are having a fun time with family and friends as summer winds down and we get into the fall season. This month, I would like to talk to you about grievances; what they are and how to file them as well as some tips on how to make the process a little easier for all involved.

First, let me briefly explain the definition of a grievance. A grievance is simply any complaint by any employee concerning any matter relating to the employment of the employee. Also, any complaint from an employee to another employee can be considered a grievance. There are other instances which constitute a grievance but these are the main two concerning employee relations. To expand on this, whenever you as "Collective Bargaining Unit employee" feel that you are being wronged in any way, you need to bring it to your lowest level supervision and try to resolve it. Also, keep in mind that grievances must be presented within 20 calendar days from the date the employee or



union becomes aware of the grievance. If this does not work or you feel that they are not listening to you, then you need contact your Union/Rep. by either calling us, or schedule an appointment with your supervisor to meet with us at the Union Hall. PLEASE MAKE SURE YOUR SUPERVISION IS AWARE OF YOUR APPOINTMENT, otherwise you can face adverse actions or/and be counted AWOL. Your Supervisor should approve this based on work load, but if they do not, please inform the Union Hall at 530-827-5375 and we will look into it.

If you are unable to work things out with your Supervision, the Union will work with you to help validate the grievance/issue and advise you on procedures to take. We will also work with your Supervision to help settle the grievance. It is important to note that under normal circumstances, it is in the best interest to settle grievances at the lowest possible level. Obviously, this is not always possible and we as a Union are prepared to go as far as necessary to obtain a fair and "livable" resolution.

Finally, I would like to give some advice to you when you file a grievance or you are being faced with adverse action or any action against you. When this all starts, grab a notebook and start a "timeline" of ALL the events that take place. Use dates, and describe what happened and ANY forms used and ANY verbal warnings used. This helps us gather evidence and speeds the process. Another bit of advice, is to always be respectful to your Supervision and unless it's unlawful, or unethical, or unsafe....obey your Supervisor! Not doing so can lead to further actions against you.

And lastly, even though you may feel overwhelmed, frustrated, and at times angry; you need to remain calm and keep professional. Use your change of command and use your Union. If you need other assistance, such as counseling other professional advice, make an appointment to see the EAP Councilor. Again be sure and manage through your Supervisor. Remember you as an employee have rights and it is up to you to educate yourself on how to use them. Stay positive and use your resources.

The Challenge

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Public Affairs Officer/Editor _____
Photographer _____

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Family Medical Leave Act: Just the Facts

By CPT Virginia A. ChentisStevens
Command Judge Advocate

First things first...are you even entitled to take Family Medical Leave Act (FMLA)?

To be eligible, you must have worked at SIAD for at least 12 months, and have at least 1,250 hours of service during the 12 month period immediately preceding the leave. In order to meet the 12 month requirement, however, your time at SIAD does not necessarily need to be consecutive.

If you are eligible, what do you get? FMLA is federal protection under the law to protect your job during a covered event. You may take up to 12 workweeks of unpaid leave or, if you have leave available to you, paid leave in a 12-month period for one or more of the following reasons: (1) birth of a son or daughter, or placement of a son or daughter with the employee for adoption or foster care; (2) to care for a spouse, son, daughter, or parent who has a serious health condition; (3) for a serious health condition that makes an employee unable to perform the essential functions of his/her job; or (4) for any qualifying exigency arising out of the fact that a spouse, son, daughter, or parent is a military member on covered active duty, or has been notified of an impending all or order to covered active duty. The most common serious health conditions that qualify for FMLA leave are conditions that require an overnight stay in a hospital or other medical care facility; conditions that incapacitate you or your family member for more than three consecutive days and require ongoing medical treatment; chronic conditions that cause occasional periods when you or your family member are incapacitated and require treatment by a healthcare provider at least twice a year; and pregnancy.

Under certain conditions, you may use the 12 weeks of FMLA leave intermittently. For example, if you have a medical condition that flares up and requires you to recover for a day or two, you may use intermittent leave if you have provided proper documentation from your physician.

You also may choose to substitute annual and/or sick leave for any unpaid leave under the FMLA so that you continue to get paid. You must, however, submit all proper documentation (i.e. annual leave request, sick leave requests, and voluntary leave transfer requests) in advance. The amount of sick leave that may be used to care for a family member with a serious health condition, however, is limited to 480 hours each leave year. This amount includes 104 hours of sick leave for



general family care or bereavement purposes.

So, if you are eligible, how do you take FMLA leave? You must provide notice of your intent to take FMLA leave not less than 30 days before leave is to begin or, in emergencies, as soon as you are able. In the event an employee and his or her personal representative are physically or mentally incapable of invoking the employee's entitlement to FMLA leave during the entire period in which the employee is absent from work for an FMLA-qualifying purpose, the employee may retroactively invoke his or her entitlement to FMLA leave within 2 workdays after returning to work. In such cases, the incapacity of the employee must be documented by a written medical certification from a health care provider. You must follow normal call-in procedures unless you are unable to do so. Additionally, you must provide medical certification for your serious health condition, or for the health condition of your spouse, son, daughter or parent, if you wish to take leave to care for that person. In an emergency situation, you do not have to specifically ask for FMLA leave for your first leave request, but you do need to provide enough information so your employer is aware it may be covered by the FMLA. Once a condition has been approved for FMLA leave and you need additional leave for that condition (i.e. recurring migraines), your request must mention that condition or your need for FMLA leave. Although you do not need to reveal your diagnosis, you will need to provide enough information indicating that your leave is due to an FMLA-protected condition.

Ongoing communication will ensure that the

FMLA process runs smoothly. If your need for FMLA changes while you are out (i.e. doctor determines you can return to work earlier than expected), you must inform your supervisor. You may also be required to provide periodic updates on your status and your intent to return to work. Your supervisor must inform you whether you are eligible for FMLA within five business days of your first leave request. If you are told that you are not eligible, you must be given at least one reason why.

If you are told that you are eligible, then you must also receive a notice that advises you of the following: (1) the definition of the 12-month period being used to track your FMLA usage; (2) whether you will be required to provide medical certification from a health care provider (if you have not already done so); your right to substitute paid leave; your right to maintain your health benefits; and, your right to return to your job at the end of your FMLA leave.

The 12-month period referred to above, begins on the date an employee first takes leave for a family or medical need specified in the FMLA request, and continues for 12 months. An employee is not entitled to 12 additional workweeks of leave until the previously approved 12-month period ends and an event or situation occurs that entitles the employee to another period of family or medical leave (this may include a continuation of a previous situation or circumstance).

In the event of a birth or placement of a child, the entitlement to leave shall expire 12-months from the date of the actual birth or placement. In such cases, leave for birth or placement must be concluded within this 12-month period. If leave is initiated prior to the birth or placement for adoption or foster care, the 12-month period of entitlement starts on that date.

What can you expect when you return to work from your approved FMLA period? The agency is required to return you to the same position previously held when the leave commenced OR an "equivalent position with equivalent benefits, pay, status, and other terms and conditions of employment". What does this mean to a TERM employee? If your term is coming to an end prior to the 12-month period of entitlement ending, you may or may not be extended, depending where you are in your TERM. Please note that pending adverse actions will not be affected by your FMLA entitlement.

Term appointments extended

Sierra Army Depot, along with several other depots and arsenals made the pitch to extend the term appointment longer than the current 4-years.

The National Defense Authorization Act signed in February of this year, made that happen.

Authorities we have to make Term appointments for period up to 6 years - all employees on a current Term Appointment are eligible for the

6-year Term Limit.

Modification of current Office of Personnel Management (OPM) regulations for temporary and term appointments in the competitive service will allow such appointments to be made for longer durations. Specifically, temporary appointments may be made up to a total of 3 years (current regulations provide a 2-year limit), and

term appointments may be made for up to a total of 6 years (current regulations provide for a 4-year limit).

Correction

The author of the article last month on Trip Tickets, was Ron Lackey, who works in the Directorate of Public Works at Anniston Army Depot.

Meet and greet with commander's spouse

Sierra Army Depot's Community Services, Family Advocacy Program Manager hosted a meet and greet luncheon with Debbie Johnson, spouse to Lt. Col. Benjamin Johnson, depot commander, on Aug. 24, 2017.

A random selection of employees, along with their spouse or significant other, had the opportunity to meet Mrs. Johnson, and talk about

the area they work in and briefly describe what they do here. At the conclusion of the luncheon, Ms. Lindsey Jones, business development manager, presented a photo from the depot to Mrs. Johnson. In addition, Mrs. Johnson was presented with t-shirts, bags, and other items from MWR, Safety, Union, and ADCO.



During the meet and greet luncheon, Mrs. Debbie Johnson, above photo, took the opportunity to tell the audience about her time in the military and as the wife of a commander. Below, Ms. Lindsey Jones, right, presented a photo of the depot to Mrs. Johnson.



2017 Em



Employee Appreciation Day



Understanding Your TSP Contribution

If you are a FERS employee:

You can elect to contribute to or stop contributing to the TSP at any time. If you were hired after August 1, 2010, you were automatically enrolled into TSP at 3% of your basic pay. You may elect to contribute any dollar amount or percentage (1% to 100%) of your basic pay.

However, your annual dollar total cannot exceed the Internal Revenue Code limit, which is \$18,000 for 2017.

FERS employees are also eligible for Agency matching to their TSP. The Federal Government will contribute to your TSP account each pay period, an amount equal to 1% of your basic pay. This is called the agency automatic 1% contribution, and happens regardless of whether you contribute your own money or not. In addition, FERS employees who contribute up to 5% of their own money will receive agency matching contributions. The first 3% of pay contributed is matched dollar-for-dollar; the next 2% is matched at

50 cents on the dollar. Thus, the full agency match is 4%, for a total agency contribution of 5% when the agency automatic 1% is added in. Any amount a FERS employee contributes over 5% is not matched. However, the entire amount contributed is in "before-tax"

dollars if contributing to Traditional TSP, reducing your taxable income.

TSP is an integral part of a FERS retirement package, along with the FERS basic annuity and Social Security. If you stop making regular employee contributions to TSP, or if you reach the Internal Revenue Service (IRS) annual maximum before the end of the year, agency matching contributions will stop. You will, however, continue to receive the agency automatic 1% contribution.

If you have additional questions, feel free to contact ABC-Civilian by calling (877) 276-9287 or logging into <https://www.abc.army.mil/TSP/TSP.htm>.



New Hires at SIAD

Below is a list of employees who joined our team since the last edition of The Challenge was printed:

Beans, Joshua
Boteler, Cory
Runnels, Devin
Winters, David



Farewell message from Public Affairs

As I put this edition of The Challenge together, it is with bitter sweet emotions that I know it is my last one. For 13 years, I have enjoyed being the Public Affairs Officer for Sierra Army Depot, along with the editor of this newspaper.

During my 33 years here at Sierra, I have had the opportunity to meet so many people within the different organizations and outside this depot. I have seen the highs and lows, good times and tough times, happy and sad

times; but through it all, Sierra has maintained a great reputation - which made my job a little easier.

Just as I began my career with the understanding "Your job is only as good as you make it", so do I go into retirement with that same understanding. I am so looking forward to this new adventure I am about ready to embark on.

Thank you Team Sierra!

Lori McDonald, PAO

CYSS Monthly Update

August was a very busy month for the Child Development Center! On August 2, we celebrated National Ice Cream Sandwich Day. The event was a great success! Several parents joined us as we celebrated and enjoyed ice cream sandwiches.

In our preschool classroom, two of our children transitioned to the YS program and will be starting Kindergarten in the Fall. On

August 17, we celebrated Journey and Kirra's preschool graduation at the YS. We celebrated with a PowerPoint presentation, presented diplomas and enjoyed cake with friends and family. We would like to give a farewell to Journey Bounds and Kirra Robbins as they start their new adventure into Kindergarten! They will be greatly missed by their friends in the preschool classroom.



In the above photo, parents enjoy ice cream with their child during the National Ice Cream Sandwich Day. Below Journey Bounds and Kirra Robbins are on their way to Kindergarten.



What is Productive Yield?

**By Robert M. Sanders
Resource Manager**

One of the most asked questions, and most understood concepts at SIAD, revolves around Productive Yield. Since the calculation of this affects our GAP Award, it seems that everyone has an interest.

Productive Yield is a measurement of how many hours in a year

that a Direct Labor employee works on a Program during normal business hours. There are typically 2080 working hours in a year. (52 weeks x 40 hours/wk). However, we receive 10 holidays per year, either 4, 6, or eight hours of Annual Leave per pay period and we also receive 4 hours of Sick Leave per pay period. This total up to 100 hours Holiday,

See PRODUCTIVE on Page 7

How to shed 1,000,000 pounds of excess in two weeks!

By Capt. Michael Smith
62nd QM Commander

A Department of the Army coordinated campaign to remove excess property by integrating strategic partners identified in this paper would result in measurable readiness gains for the Army Enterprise and improve the Army's capability to rapidly deploy.

From March 27 to April 7, the 1st Cavalry Division and nine separate brigades on Ft. Hood freed their motorpools of over 750,000 pounds of scrap metal, electronic waste and antiquated communications gear.

Additionally, 250,000 pounds of serviceable secondary items, such as repair parts valued at over \$30,000,000, were collected for return to national level accountability.

The 13th Expeditionary Sustainment Command (ESC) developed streamlined turn-in procedures along with utilizing the strengths of many strategic partners to save at least 12,225 person-hours which equates to at least \$1,116,000 in labor costs by eliminating paper work generation and inspection time compared to SSA (supply support activity) turn-ins. The lean turn-in procedure enabled more lines or unique parts

regardless of quantity to be processed in two weeks than six months of US Army Forces Command's (FORSCOM's) Supply Support Activities excess turn-ins.

Make it easy!

Operational planning focused on minimizing the number of person-hours Soldiers spend preparing and inspecting paperwork. The leaner processes eliminated a paperwork requirement for approximately 90 percent of a unit's excess, resulting in readiness gains at the tactical, operational, and strategic levels of the Army.

The priority of excess distribution was as follows: Sierra Army Depot received serviceable repair parts without paperwork; the installation Qualified Recycling Program (QRP) received unserviceable metal items that did not require demilitarization; the landfill then received items the recycling center refused and then DD-1348-1As, Turn-in Documents, were prepared to transfer remaining equipment to DLA - Disposition Services. Sierra Army Depot and the III Corps Property Assistance Team provided expert assistance identifying and preparing the DD-1348s which decreased

See **EXCESS** on Page 8

PRODUCTIVE (From Page 6)

Annual Leave 104-208 hours, and 104 hours of Sick Leave. When you subtract that from the 2080 hours available you only have 1772 to 1668 hours available to work on Programs.

The Department of Defense expects that we work 1615 hours during normal business hours on revenue earning Programs each year. SIAD uses this figure to calculate how many Direct Labor workers that we need. For example, if our workload for a year requires 1,615,000 hours in order to accomplish our mission, we know that we will need 1000 Direct Labor employees (1,615,000/1615 hours).

All throughout the year, the Productive Yield is calculated on a pro-rata basis, letting us know what our Productive Yield would be if we continue at the same rate that we have been working.

There are numerous things that affect Productive Yield. When you take time off during your normal

business hours, Productive Yield is negatively affected. We have already shown that the use of Holidays, Annual and Sick Leave still leaves us with some hours to play with. However, things such as Compensatory Time and Administrative Leave negatively affect the Productive Yield. When we are given 59 minutes before a holiday, or we take time off to give blood or go to a Change of Command or Employee Appreciation Day, we lower our Productive Yield. Other things that can negatively affect Productive Yield include working indirect hours, re-work that is charged to indirect overhead, direct labor employees borrowed to an indirect job, training and attendance at meetings.

Productive Yield is complicated, but it is a good measurement of how well management is keeping their work force busy and it is a good measurement of how well the work force is doing to accomplish our mission.

Depot concludes VPP audit, minor work still required

By Mr. Robert DeMartini
VPP Coordinator

From 14-16 Aug., Voluntary Protection Program (VPP) Auditors visited Sierra Army Depot (SIAD). The team of four (4), led by Mr. Ed Jerome, was here to audit the VPP Program and the accomplishments here at SIAD.

On the first day, an in-brief was given by the VPP Auditors to the Command Group, Mission Group, and Garrison. The in-brief consisted of why the VPP Auditors were here and what they were auditing. Chief of Staff, Mr. Manner, provided an overview of the depot's mission at SIAD.

During each day, the audit consisted of: interviews with both stakeholders and employees (both formal and informal), reviewing of supporting documents, area walk arounds, daily out-briefs with SIAD safety team, and working lunches with SIAD safety team and VPP leads. On the final day of the audit the VPP Audit Team conducted an out brief to the Command Group, Mission, Garrison, and employees. The

leader of the VPP Auditors, Mr. Ed Jerome, provided the out brief which consisted of the highs and lows discovered during the VPP audit. High praise was given to SIAD employees for how the VPP Program was functioning and their performance levels for the program. SIAD does have some minor work to do prior to submitting our VPP application to OSHA for their inspection. The VPP Audit Team is providing SIAD with a punch list of items that will need to be corrected prior to our application submission. The VPP Audit Team will return in December 2017 to verify that we have completed the items annotated on the punch list and help us prepare for our application and Star Status.

The VPP Manager would like to take this time and thank all the VPP Leads and their representatives for doing such a fine job with the VPP Program. Without your help we wouldn't even be close to being able to submit our Application to OSHA. Thank you to all the employees at SIAD for being a part of the VPP Program.

Employees recognized for length of service



Lindsey Jones
15-years of federal service



James Jenkins
30-years of federal service



Dylan Hamilton
35-years of federal service



Michael Hewitt
45-years of federal service

EXCESS (From Page 7)

errors and enabled Soldiers to spend less time frustrated by paperwork.

Chief Warrant Officer 3 Karen Parsons, 62nd Expeditionary Signal Battalion, and 11th Theater Tactical Signal Brigade led a team of three to ten Soldiers that disposed of a 20-foot container and a Tri-con worth of materials over the course of three days. "We didn't have to do any paper work on some of the items, which made it so much easier," Parsons said. "It is a bit of a process to be able to turn it into the Supply Support Activity (SSA), and would take more manpower."

Get Strategic Partners!

We wish it was always this easy to do the right thing was a common theme provided in after action review comments. Strategic partners take the overwhelming tasks of divesting iron mountains of accumulated gear and make them manageable. They have years of experience identifying, retrograding, and disposing of equipment which eliminates a steep learning curve for Soldiers and saves precious time.

The Army Enterprise's stressed supply system benefited because serviceable parts were added to national level accountability and were made available for worldwide distribution without having to be purchased again from a vendor.

Sierra Army Depot

Sierra Army Depot located in Herlong, California "offers a unique capability to receive, identify, classify, bring to an accountable record, store, manage, and rapidly ship assets world-wide. These reclamation activities clearly provide a readiness and operational value to the Army and the nation through management and controlled redistribution to meet urgent demands."

Sierra Army Depot provided a team of six Material Examiners and Identifiers that received 208,000 pounds of serviceable repair parts in just nine days. By not requiring paperwork, Sierra saved units at least 7,275 person-hours or at least \$642,000 in labor costs.

Sierra enabled one company to empty two 20 foot containers and shed 2,376 serviceable lines over the course of a week. Their technical supply officer, CW2 Mathew McMillan, stated, "For a year, I've recognized that my Tech Supply

section has a problem with excess but it's so hard to find the time to do the right thing and turn it in. Our #1 priority is putting parts in the hands of mechanics to repair aircraft and get them back in the air. After that we balance recoverable turn-ins and all the other mission or training requirements, so serviceable excess often takes a back seat. It's a huge relief to not have to inventory those lines again and sort through them as we prepare to deploy to Europe."

Items received and redistributed by Sierra Army Depot result in an Army Working Capital Fund (AWCF) surplus. As of article publication, equipment is still being added to record with an estimated total to exceed 20,000 lines and \$30,000,000.

DLA – Disposition Services

"DLA Disposition Services disposes of excess property received from the military services. The inventory changes daily and includes thousands of items: from air conditioners to vehicles, clothing to computers, and much more. That property is first offered for reutilization within the Department of Defense (DoD), transfer to other federal agencies, or donation to state and local governments and other qualified organizations. Certain property is demilitarized (i.e. rendered useless for its originally intended purpose). Surplus property with inherent military characteristics must undergo "demil." (DLA, 2017)

During the Surge Event, all unserviceable property requiring demilitarization and serviceable property Sierra Army Depot did not claim was turned-in to DLA-DS using a DD 1348-1A, turn-in document. Supply personnel were encouraged to use DLA's automated 1348 generating capability known as Electronic Turn-in Documents which significantly reduced the amount of time required to generate and inspect turn-in paperwork.

Qualified Recycling Program and DLA – Disposition Services

Fort Hood's Qualified Recycling Program and DLA – Disposition Services and partnered during FT Hood's Surge Event to collect over 250,000 pounds of scrap and save units at least

4,500 person-hours in documentation prep time.

Prior to the surge, the 13th ESC worked with FORSCOM and DLA-Disposition Services headquarters to clarify what constituted QRP eligible material and bust the well-established myth that recycling centers cannot accept any tan or olive-drab (OD) or green military equipment. The myth had been codified in local Standard Operating Procedures (SOP) and resulted in units wasting time preparing paperwork. Critical criteria for an item to be QRP eligible: it must be from an Operations and Maintenance Unit, unserviceable, non-repairable and not requiring demilitarization (DEMIL Code A).

Since Soldiers and the FT Hood recycling center were unfamiliar with demilitarization codes, the Surge Event placed DLA Service Representatives at the QRP collection site to ensure all regulations were followed. Andre Robins, the McAlester Demil Center Supervisor stated that "by doing this process, it saves the Army time on unserviceable property and is a win-win for everybody."

In addition to saving \$374,000 in unit labor costs, the event generated \$22,583 for FT Hood's Morale Recreation and Welfare (MWR) program because "DOD regulations allow the Services to directly sell Qualified Recycling Program material without assistance from DLA and retain the proceeds at the installation level." If the installation recycling center cannot reutilize the raw material than they can direct the equipment to be disposed of in the installation landfill. Installation SOPs will dictate if units are given landfill passes or use collection containers

Property Accountability Team

FT Hood's Logistics Readiness Center (LRC) director Mr. Robert (Bob) Bishop stated, "Turning in excess is a skill set that has to be exercised." During FT Hood's Surge Event, the installations' Property Accountability Team provided Soldiers with critical one-on-one training and assisted by quickly generating turn-in documentation.



The photo on the left, team members from Sierra Army Depot with Capt. Michael Smith are (l-r) John Berrier, Riley Junk, Capt. Michael Smith, Stacey Raffleson, Janet Smylie, Latham Furman, and kneeling is Dustin Radey. Photo on the right shows Sierra Army Depot employees working with Soldiers to separate excess property. (Photos submitted by Army)