



# The CHALLENGE



SIAD does 'monumental' task for AMC, page 3

Union- page 3  
Town Hall Q&A- pages 4-5  
Purple Up!- page 7

# Commander's View

Team Sierra,

First of all, I want to thank you all for the important work you've done over this past spring and summer. From supporting multiple Presidential Drawdowns, to answering the call on multiple taskers -- often from the 4-star level -- and doing so with very little notice and requiring a very short turnaround time, your performance and resilience has been nothing less than impressive.

I enjoyed my time meeting with you at our recent Town Hall sessions. For those of you who submitted a question through SharePoint or notecard, you will find some of the answers on pages 4 and 5 of this edition. I truly appreciate the discussion at our Coffee with the Commander engagements and look forward to the upcoming sessions scheduled for August and September. Personnel participating in these forums set the agenda. In previous sessions topics such as training, resource shortfalls, Leadership Academy and CPI events have been discussed. If you have the opportunity to attend, I encourage you to do so.

I want to extend a heartfelt thank you to everyone who helped make Purple Up! a reality and



Lt. Col. Amy M. Cory

who advocated for Suicide Prevention Awareness within their work centers for an entire month. This is a difficult topic albeit an important one and we

cannot afford it to be taboo any longer. Many of you shared personal stories and took the time to look up facts, myths and statistics about suicide and suicide prevention. Please continue to look out for one another, your concern for someone might make all the difference.

Additionally, we look forward to the opening of the community Wellness Center located on Tamarack Street. The Wellness Center will provide additional mental health resources for those residing in the local area. Thank you again for your continuous support for Soldier Readiness; you are making a difference!

Again, I thank you for everything you do, and encourage you to keep up the great work you are doing every day for our nation. I am looking forward to my second year of leading this great organization. And am excited for what the coming months have in store -- which I trust will include another deep playoff run for my Kansas City Chiefs -- hopefully another Super Bowl --- and undoubtedly two more wins over the Raiders.

LTC Amy M. Cory  
Commander

**SIERRA ARMY DEPOT**  
**HERLONG 500 STORE SALE**  
**QUALITY Under Armour product line DEALS**  
**SIERRA SWAG**  
**A VARIETY OF STYLES AND COLORS CALL FOR MORE INFO: #4669**  
**ORDER YOURS TODAY**

*The*  
**CHALLENGE**

Depot Commander/Publisher \_\_\_\_\_  
Editor-in-Chief \_\_\_\_\_  
Graphic Design/Photographer \_\_\_\_\_

Lt. Col. Amy Cory  
Doug Magill  
Lloyd Gubler

**On the Cover:** (Lt. Col. Amy Cory and Barabara Evans help kickoff the SIAD Purple Up! observance)

**Centerspread:** (photo credits: Lloyd Gubler and Doug Magill)

Graphic design by Lloyd Gubler

This is an authorized publication for members of the Department of Defense. Contents of *The Challenge* are not necessarily the official views of, or endorsed by, the U.S. Government or the Department of the Army. 400 copies are printed by Folger Graphics, a private firm in no way connected with the U.S. Government, under exclusive written contract with Sierra Army Depot. The editorial content of this publication is the responsibility of the Sierra Army Depot Public Affairs Officer. It is published monthly by the Public Affairs Office, Sierra Army Depot, Herlong, CA, 96113. Telephone (530) 827-4343. Email: douglas.lmagill.civ@army.mil. Unless otherwise noted, all articles and photographs are provided by the editorial staff. Letters to the editor and classified ads must include a name, signature and telephone number to be considered for publication. Letters may be edited to fit space.



# New union president introduced to workforce

Greetings Fellow Union members and SIAD employees:

My name is Ricky Gotcher and I would like to take a moment to introduce myself as your Local 1808 Union President. It is with great honor that you have elected me to serve on your behalf for the next 3 years. I have been an employee and union member here at SIAD since December of 2004 and my background is in the Maintenance field but have served time in C & A and in the Lean (six sigma) department as well. I severed in the Army from 1986 to 1991 and spent time in Germany and was part of Operation "Just Cause" in Panama. Altogether, I have more than 24 years of Federal service. On a personal note, I have been married to my lovely wife Janice for almost 27 years and have 4 daughters, Kandance 27, Sarah 22, Nicole 17 and Katlin 11. I

enjoy all sports and I am diehard LA Dodgers, Miami Dolphins, Phoenix Suns and San Jose Sharks fan! I enjoy golfing, outdoors and tinkering around the house and spending quality time with the wife and kids.

Since being elected, I have had the opportunity to meet most of the senior leadership and many union members and fellow employees here at the Depot. It is without a doubt that you as employees are the "boots on the ground" and are the backbone of our success. I personally want you to know that your hard work and efforts do not go unnoticed by your Union and by Management. I want to personally say THANK YOU for all of your hard work and efforts you put forth to keep the wheels turning. As your President my philosophies are simple:

Ensure EVERY employee, whether they are

a union member or not, is treated fairly by their supervision, provide and promote a safe and non-harassment working environment, and promote employees moral so they actually enjoy coming to work.

Work with management to gain fair and reasonable agreements that benefit the employees and promote our mission at SIAD so as to better serve our Soldiers who depend on our success as Federal workers.

In closing, I again want to thank you for your trust in me. If you ever need anything from advice, due process, direction or just to chat, please do not hesitate give me a call.

In solidarity  
Ricky Gotcher  
AFGE Local President  
Ex: 5375  
Cell: 831-214-6809



AFGE Local 1808 President Ricky Gotcher

# SIAD completes 'monumental' task for AMC



The Abrams Tank and Bradley Fighting Vehicle restored by Sierra Army Depot were delivered and installed, July 18, at the U.S. Army Materiel Command headquarters in Redstone Arsenal, Alabama. They are being used as static displays marking the entrance to headquarters building. Photos are courtesy of Army Materiel Command.



# Sierra Army Depot holds first in-person town halls since 2020

HERLONG, California – Sierra Army Depot held its first in-person town halls in more than two years, as the depot command team and leadership met with the Sierra workforce during a series of one-hour sessions held over two weeks in May 2022.

Sierra Army Depot had been holding town halls via video addresses since early 2020, due to precautions towards the COVID-19 pandemic. Sierra Army Depot had last held an in-person town hall, January 13, 2020. Sierra Army Depot held a series of 14 sessions, each approximately an hour long with no more than 100 employees attending each session.

“Holding town halls in person enables the workforce and depot leadership to connect on a level that would simply be impossible in any other way,” Lt. Col. Amy Cory, Sierra Army Depot commander, said. “We’re still very cautious and very aware of the threat that COVID-19 presents to our readiness. The current threat level allows us to pursue opportunities that we haven’t had in the recent past.”

The town hall served as an opportunity for Cory to introduce herself and take questions from members of the workforce. The sessions touched on topics such as the financial health of the depot, recent achievements, current initiatives, and depot programs and services.



TOWN HALL – MAY 2022  
QUESTIONS & ANSWERS

- With employee rights positions being relatively high-ranking positions, is there any way we can get programs to allow employees to train with EEO, SHARP or CHIP?



Due to the sensitive nature of the issues these departments work on, opportunities are often very limited. However, you are encouraged reach out to these offices directly to see what training is available.



TOWN HALL – MAY 2022  
QUESTIONS & ANSWERS

- Why are different areas storing the same material, instead of consolidating material to one location/directorate per type of material? Couldn't all like-material be one directorate's responsibility to store and maintain?



Material is stored in a specific locations based off of what customer we are storing it for, and what system it is accounted for.

Retrograde material is available through AJ-1 and can be ordered by wider army through GCSS-A.

Wholesale material already belongs to a specific organization. SIAD is simply storing that material for that organization until they request it. This material is accounted for under LMP.

This is why similar types of material is stored in separate locations.

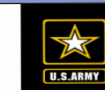


TOWN HALL – MAY 2022  
QUESTIONS & ANSWERS

- The new ridership measure is unreasonable: “by quarter” worked. “by month” does not.



The standard is monthly per MTBP Program Policies, Procedures and Guidance. It was only temporarily relaxed to quarterly due to the decline in MTBP usage due to the COVID pandemic. The monthly standard has been reinstated as we return to normal operations.



TOWN HALL – MAY 2022  
QUESTIONS & ANSWERS

- Looking at other base's job postings – most, if not all, are perms, not terms. Will there be more perm positions in the future?



Several permanent positions will be advertised on USAjobs over the next few months. Be sure to keep checking USAjobs!

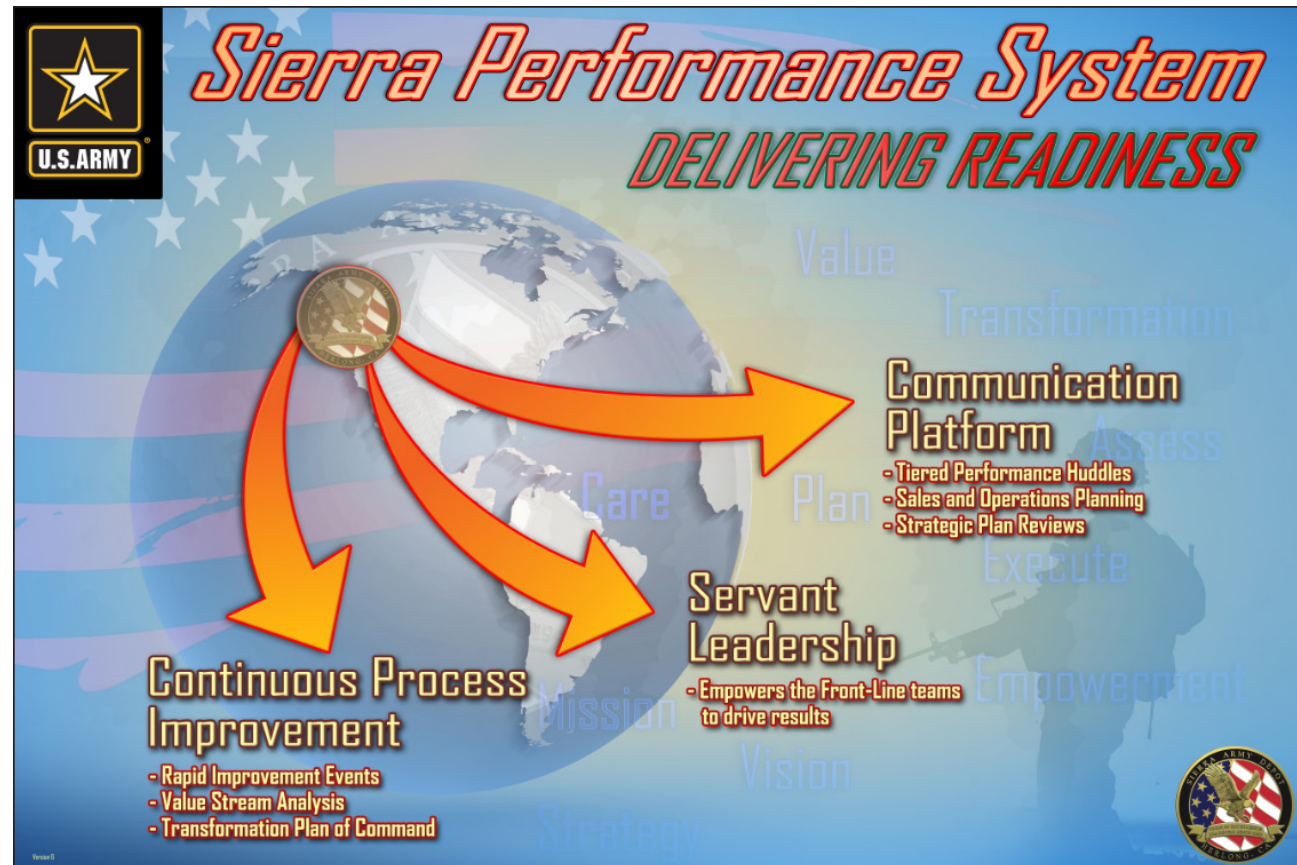
# The Sierra Performance System transforms the way Sierra Army Depot does business

By Laurence Rose, Strategic Planner

Located in Herlong, California, Sierra Army Depot (SIAD) performs a wide variety of long-term logistics and sustainment missions, ranging from equipment receipt and asset visibility to long-term care, storage and sustainment, to repair/reset of all Army fuel and water systems. In February 2020, SIAD launched the Sierra Performance System (SPS). The SPS is an interconnected system and methodology that is transforming the way the depot does business.

Used in the private industry as well as in the government, including at some other Organic Industrial Base (OIB) sites, it empowers the workers on the floor to achieve breakthrough results connected to strategy. The model uses an enhanced communication platform, the concept of Servant Leadership and continuous process improvement events to ensure that employees have the tools they need to be successful.

First, the SPS offers deliberate communication with a purpose. People are our most critical asset and valuable resource, and every team member is an integral part of Team Sierra. Daily tiered performance huddles (at Tier 1 on the shop floor) help depot personnel pass critical information up the tiered huddle system, all the way up to Tier 5 at the command team level if relevant. The system disseminates timely and accurate information both horizontally and vertically across the depot. The huddles also enable every employee to share their ideas and truly make a difference in the daily execution of the strategy through small improvement suggestions. Additionally, in each Tier 1 section, the associated huddle boards allow the employees to see their value by clearly displaying and measuring their performance against what they planned to achieve. Teams can track their daily production goals and status on their boards, and identify areas that need improvement or problem solving at the appropriate level. This transparency and collaboration allows anybody along the chain to make informed decisions. It helps the organization accomplish its day-to-day operations more efficiently by making it easy to implement changes that better meet customer requirements. Another component of the SPS communication platform is/are the Sales & Operations Planning (S&OP) reviews. These forums synchronize the functions of the depot and the implementation of its Strategic Plan. They help sustain operations, improve communication and foster an environment of teamwork and accountability. During the meetings, quantifiable metrics provide information on how the depot is performing, as well as insight that guide future actions. Finally, Strategic Plan



The Sierra Performance System business transformation model

reviews focus SIAD's efforts toward establishing operational and strategic conditions that enable the installation to implement its long-term plan and reach its goals.

The second component of the SPS is the concept of Servant Leadership. All supervisors are following this cultural model as it provides the foundation and support for each aspect of the SPS. The concept is that all levels of leadership exist to serve the front line teams and to empower them to drive results that enable the strategy. The Servant Leadership model enables the removal of barriers between tiers. Each level of leadership is here to resource the next level down for success - the command group supports the managers by listening to their concerns and providing help to solve problems quickly. The managers do the same for the directors; the directors for the supervisors; and the supervisors for the employees. The model ensures that employees have the tools they need to be successful and to become better problem solvers. Furthermore, leaders are required to emphasize follower development and act as coaches. They help and encourage people to grow and to perform as highly as possible.

Third and last, the SPS relies on breakthrough improvements to gain efficiencies. Recipient of the FY18 Lean Six Sigma Excellence Awards Program (LEAP), SIAD has been generating positive changes throughout the organization for many years. Continuous Process Improvement (CPI)

and its Lean Six Sigma and Value Engineering principles are part of the culture. Once a year, managers and directors identify specific areas for needed improvement and generate an executive level roadmap: the Transformation Plan of Command (TPOC). The TPOC is critical to the implementation of Lean concepts and the successful transformation of the depot. Supporting the TPOC are Rapid Improvement Events (RIEs), Value Stream Analyses (VSAs) and other types of process improvement projects; and continuous daily improvement activities. VSAs and RIEs identify, remove or optimize wasteful activities, and maximize the flow of value produced for customers. Since the people who do the work have the best ideas, employees at every level of the organization get the opportunity to be actively involved in the improvement events, and to share their ideas: How they can do more of what's working, and fix (or stop doing) what's not serving the mission.

Through an effective communication platform, a culture of Servant Leadership and breakthrough improvements, the SPS connects everyone to the strategy, empowers all personnel to participate in advancing effectiveness, and moves SIAD closer to achieving its vision: Be the Army's premier facility dedicated to asset reutilization, regeneration, and redistribution... the Army's End of First Life Center!

**Got a news tip?**  
Wanna brag about the good work  
your team is doing? **Tell PAO!**

**x4343**  
email: douglas.l.magill.civ@army.mil

# SIAD employee provides assistance for first responders in traffic accident



Roger Arauzo, general supply specialist, accountability-north branch, long-term storage and SIAD employee for six years, rendered vital assistance to First Responders at the scene of a serious accident during the evening commute on 20 July 2022. Mr. Arauzo helped to remove broken glass from the windshield and pull the driver out of the vehicle. The driver did not speak any English. Mr. Arauzo translated for the injured driver and First Responders, allowing the driver to receive the appropriate care. Mr. Arauzo remained on the scene until an ambulance arrived and EMTs were finished taking the driver's vitals.



# Purple Up! raises awareness to Suicide Prevention

Top right: Lt. Col. Amy Cory, Sierra Army Depot commander, addresses attendees of the Purple Up! luncheon, June 23 at the Skedaddle Inn.

At Bottom: Sierra team members dressed in purple throughout June to raise awareness to suicide prevention. Participants were given the opportunity to share what they had learned about suicide prevention and were awarded with the chance to win prizes.

Photos by Lucrezia Peterson, special staff admin and Lloyd Gubler, audio/visual specialist



## Pride in Excellence ....

SIAD Employees receive awards for length of service, outstanding performance and retirements.



Ken Estabrook, Length of Service



Thomas Burns, Length of Service



Karla Holmberg, Performance



Gil Lipman, Retirement



Emeka Rouse, Length of Service



Steve Balmer, Retirement



Ken Holmes, Length of Service



Jennifer Howard, Performance



Lynn Goddard, Retirement



Erinn Reed, Length of Service



Steven "Ziggy" Pernot, Service



Melissa Phelps, Retirement



Richard Chase, Retirement



Norma Sierra, SES Note



Mike Winters, Length of Service



Nathan Nicholas, Performance



Dan Lindsey, Performance



Jordan McRiley, Performance