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Huntsville Center

Bulletin

On the inside ...

**USACE names
Dominic
Ragucci IS
Professional of
the Year**

■ Page 6

**Post award
conference
informs
contractors**

■ Page 7

**Navy's SPAWAR
sees reduced
energy costs**

■ Page 8

**Real-time
feedback goal of
new customer
comment card**

■ Page 9

**Outsmart
dangers
during "100
Critical Days of
Summer"**

■ Page 20

Huntsville Center presents annual Engineer Day awards

By Debra Valine
Public Affairs Office

Annually, Huntsville Center, conducts an Engineer Day awards ceremony to recognize the organization's best. The awards ceremony is part of an all-day event that also recognizes the Army's Birthday, June 14 and the beginning of the Corps of Engineers, June 16.

This year's event, June 5, at Monte Sano State Park, included awards, food trucks, board games, softball and volleyball tournaments, horseshoes, face painting, culinary herbs and many other activities, all organized by the Huntsville Center Activities Association and the many volunteers needed to plan and execute the day.

Individual and team awards presented in 12 categories were:
Employee of the Year: Teresa A. Peterson-Evans, Internal Review
Commander's Leadership Award: Terri Llewellyn, Installation Support
Innovator of the Year: HNC Quality and Performance Improvement

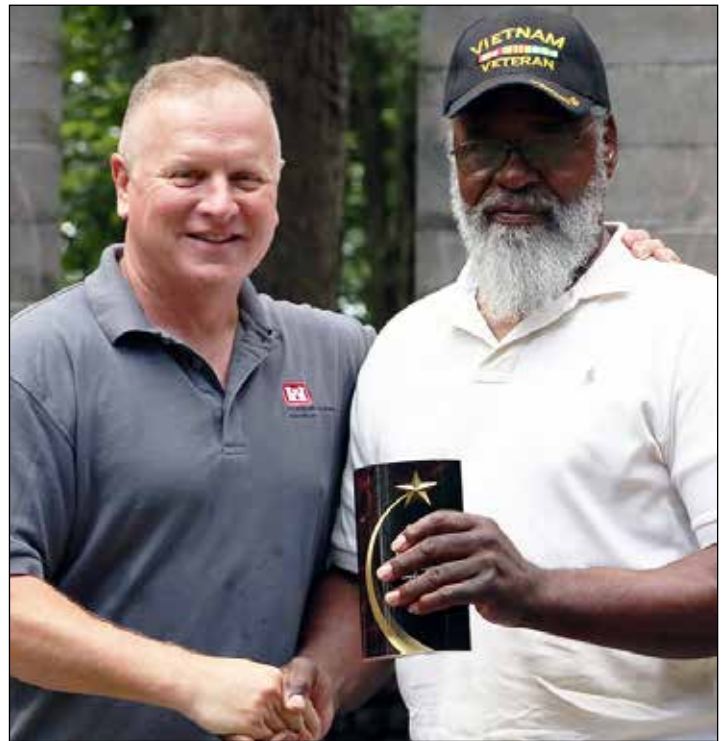


Photo by Russell Torbett

Col. Robert Ruch, left, congratulates William Strong on his selection for the Gallery of Distinguished Civilian Employees.

(QPI) Team made up of Alden C. Neva, Quality Manager; Nicole Boone, Small Business; Kevin Coats, Environmental and Munitions Center of Expertise; Linda Cook, Security Office; Fermin Feria, Logistics; Lisa Gayman, Office of Counsel; Carolyn Harris, Business Management Office; Audra Hessler, Resource

Management; Gary Hettler, Safety Office; Nicholas League, Management Review; Warren LeMay, Medical Facilities Center of Expertise and Standardization; Plyler McManus, Ordnance and Explosives Directorate; Angela Morton, Equal Employment Opportunity Office; LuAnn Poniatowski, formerly with Internal

See AWARDS on page 5

Commander's thoughts

The Huntsville Center remains busy and there has been a lot going on since my last column.

We had the Engineer Day awards ceremony and organization day picnic June 5 at Monte Sano State Park. I think it went very well and send out a big thank-you to the Activities Association and all the folks who helped plan and execute the many activities. The weather was beautiful all day with only a little rain toward the end.

Congratulations to all those who won Engineer Day awards and those who received other recognition for jobs well done. If you have any feedback on the location or activities make sure to let us know.

Last month we had the cyber attack on the OPM website and the subsequent confusion over phishing scam emails employees were receiving HQ USACE helped get the real message out through a message in red at the top of each organization's intranet site. The link can be accessed through the Huntsville Center intranet page at: <https://intranet.usace.army.mil/centers/hnc/pages/home.aspx>. The link goes directly to the official page where you can safely check your

credit scores and sign up for identity protection if you received the letter that your information was potentially compromised. The best advice I can give you is to let your supervisor know if you have any questions. Ignoring this issue is the worst possible approach you can take.

This month brings us a new deputy commander. Lt. Col. Burlin Emery will be taking over for Lt. Col. Kendall Bergmann, who is retiring. Lt. Col. Bergmann has done an exceptional job during his time with Huntsville Center.

Lt. Col. Emery is coming to us from the U.S. Army Space and Missile Defense Command on Redstone Arsenal where he was the engineer on staff. I hope you join me in saying farewell to Lt. Col. Bergmann and in welcoming Lt. Col. Emery to the team.

You may not realize it, but Huntsville Center is coming up on its 50th anniversary. The Center was established as the Huntsville Division in October 1967. I bring this up because we will be putting together a 50-year history of the Center to mark the occasion, and you may be asked for information, documents, recollections, etc. If you have historically important



Col. Robert Ruch

documents, please ensure they get to Public Affairs.

I know it's probably not what you think about while you're outside enjoying the summer weather, but the last quarter of fiscal year 2015 has started. Start looking down the road to Sept. 30 and do whatever you can ahead of time to make year-end less stressful.

Since I mentioned summer weather, I would like to remind everyone to take it easy outside. Stay hydrated, wear sunscreen. In June it was already reaching the 90s with a heat index higher than that.

Thank you for all you do.

Hails & Farewells

Hail: Robert Radtke, Tyler Yell, Lydia White, Installation Support and Programs Management Directorate; Oksana Joye, Jennifer Kelley, Ben Vernon, Sharonda Grandberry, John Alderman, Tony Bell, Linda Peay, Mathew Urbanic, Kim Wheeler, Center Contracting; Brandon Talbot, Richard Grabowski, Valerie Herron-Reese, Courtney Thompson, Brooke Ratliff, Beth Norris, Engineering Directorate; Loren Norgren, Randy Barbour, Randy Uselton, Business Management Office; Jerry Monroe, Mattie Tolbert, Executive Office; Carol Campbell, Ordnance and Explosives Directorate; Marie Hyman, Frank De Boar, Jeniece Prince, Resource Management Office; Staff Sgt. Patrick Henry, Internal Review Office

Farewell: Michael Ashworth, Zalerie Moore, CT; Gary East, Vance Williams, James Langford, Brandon Groh, Robert Hnessee, ISPM; Harry Shatto, OE; Bettie Doss Linda Sisk, RMO; Randy Burney, Management and Review Office



US Army Corps of Engineers

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BULLETIN

Commander..... Col. Robert Ruch
 Chief, Public Affairs..... Debra Valine
 Editor..... William S. Farrow



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The Bulletin asks:

What did you like most about Engineer Day?

“ I like sitting outside and enjoying nature, spending time with my husband and co-workers and the food. I especially liked that I got a chance to see William Strong receive the Distinguished Civilian Award because he was one of my mentors. ”

Kim Edwards

Installation Support and Programs Management Directorate



“ This is my first time attending one so I really like the games and activities. I’m having a great time meeting new people and enjoying spending some time outdoors. ”

Audra Hessler

Business Management Office

“ I like having an opportunity to talk with other people in the Corps and Huntsville Center. My group worked in the Corps building that had a fire a couple of months ago. We all were moved to a different location so this gives me an opportunity to interact with people I don’t normally get a chance to see. ”

Shawnkia Patterson
Engineering Directorate



Enjoyed Huntsville Center’s Engineer Day at Monte Sano StatePark?



The Alabama State Parks Division operates and maintains 22 state parks encompassing approximately 48,000 acres of land and water in Alabama. The parks range from Gulf Coast beaches to Appalachian Mountains providing opportunities and facilities from basic day-use activities to resort convention lodging, restaurant and golfing areas. For more information, visit www.alapark.com.

Employee Spotlight

Vin Cene McClain

By Jo Anita Miley
Public Affairs Office

Florida native Vin Cene McClain was welcomed as the new chief of Security and Law Enforcement for the Huntsville Center March 30. She replaces Lori Byrd, who retired last December.

McClain comes to the Center from the U.S. Army Corps of Engineers' Washington Aqueduct Division in Washington, District of Columbia, where she served as the chief of Security and Law Enforcement since 2011.

Before that, McClain worked as an anti-terrorism force protection officer at the Corps' Middle East District for two years. She also served 26 years in the Army's Military Police Corps, retiring as a chief warrant officer 4/ special agent at the U.S. Army Criminal Investigation Command.

McClain has a bachelor's degree in psychology from California State University – Sacramento, California and a master's degree in counseling and guidance from Bowie State University,

The **Employee Spotlight** is intended to let our Center employees shine for positively impacting our organization through mission achievements. Employees are nominated and are featured quarterly in the Huntsville Center Bulletin. If you'd like to nominate someone within your office for this recognition, please contact Jo Anita Miley, Public Affairs Office, at 256-895-1585, or email: JoAnita.Miley@usace.army.mil.



McClain

Bowie, Maryland.

She is currently pursuing a doctorate in Public Service Leadership and Criminal Justice from Capella University.

McClain said she has a positive attitude about her new position, and she is confident about being at the helm of the Security and Law Enforcement Office at Huntsville Center. She explained that her focus is on ensuring her staff is trained on current security standards, and ensuring best practices,

as appropriate for the Center, are adopted and carried out by her office.

McClain said she also wants make sure her office is an intricate part of the Huntsville Center team and it is extremely important the Huntsville Center workforce knows her goal is to keep them safe and up to date on changes in security.

"I'm proud to have been given an opportunity to be a part of this organization and a chance to continue supporting the USACE mission. This is also a chance to help build the culture of a growing organization and to continue building upon the safety and security initiatives that help keep Defense Department employees safe worldwide," McClain said.

"I will be updating and implementing unique innovations to help meet Huntsville Center's unique security requirements. We have to be able to raise the level of assurance so that we can actually prevent security issues instead of just always responding or reacting to them. This will require a team effort."



Photo by Megan Locke Simpson, Fort Campbell

Digging it

Greg Grisson, Pennyrile Electric Cooperative Corp. President/CEO, Tony Dotson, University of Kentucky Veterans Resource Center coordinator, Kenya Stump, assistant director for renewable energy for the Kentucky Department for Energy Development and Independence, Fort Campbell Garrison Commander Col. David "Buck" Dellinger and Director of Public Works Jim Duttweiler break ground May 27 at the site of a new Huntsville Center - supported solar array project that will eventually provide 5 megawatts of renewable energy.

AWARDS

continued from page 1

Review; Laura Beth Quick, Installation Support; Diana Rodenas, Contracting Directorate; George Sledge, Chemical Demilitarization Directorate; Debra Valine, Public Affairs; and Todd Wood, Engineering Directorate.

Contracting Professional of the

Year: Sarah Schlapman, Contracting Directorate

Resource Management Professional of the Year: Eric South

Engineer of the Year: David J. Braidich, Medical Facilities Center of Expertise and Standardization

Administration Support Employee of the Year: Rachel Ray, Engineering Directorate

Volunteer of the Year: Lequita Byrd-Craig, Contracting Directorate

Project Manager of the Year: Lynn Daniels, Installation Support

Program Manager of the Year: Steve Goolsby, Installation Support

Project Delivery Team of the Year: International Operations, which included Ordnance and Explosives Directorate employees Plyler McManus; Keith Angles; Bob Britton; Kirk Baumann; Bruce Railey; Chase Hamley; Pam Draper; Mary Lou Blackburn; Carol Beane; Rhonda Marbury; Shannon Robbins; Anna Nebelsick; Darlene Davenport; Bill Sargent; Mike Fields; Brian McComas; Wayne Galloway; Frances Reilly; Ken Barnett; Troy Orender; and Greg Parsons; Nick Stolte, Environmental and Munitions Center of Expertise; Contracting Directorate employees Suzanne Wear; John Cominotto; Monty Spicer; David Shores; Richard Locklair; and Sharon Butler; Kenneth Barnes, Chemical Demilitarization Directorate; Engineering Directorate employees; Jason Burcham; Bob Selfridge; Dustin Ray; Bruce Whisenant; David Horvath; and Charles Pregeant; Margaret Simmons and Nancy Vaughn, Office of Counsel; Donzia King-Clark, Resource Management; and Jerry Haley, Installation Support.

Gallery of Distinguished Civilian

Employees: William L. Strong

In addition to the Engineer Day awards, several commanders' awards were presented. Geordelle Charles, Contracting Directorate, received a Certificate of Appreciation signed by the Honorable Katherine Hammock, Assistant Secretary of the Army for Installations, Energy and Environment; and a letter signed by Amanda Simpson, Office of Energy Initiatives. Amro Habib, Chemical Demilitarization Directorate, received a letter signed by Lt. Gen. Thomas Bostick, USACE Commander and Chief of Engineers. Sheron Belcher, Engineering Directorate, received a Commander's Award for Civilian Service signed by

Lloyd Caldwell, HQ USACE.

Todd Watts, Engineering Directorate, received an Achievement Medal for Civilian Service signed by Lloyd Caldwell, HQ USACE. Richard Himebrook, Contracting Directorate, signed by Maj. Gen. Richard L. Stevens, Deputy Commanding General, USACE.

Six employees received Commander's Awards for Civilian Service signed by Col. Robert Ruch, Huntsville Center commander: Eric South and Regina Segars, Resource Management; Tammy Cinnamon, Engineering Directorate; and Miguel Jose Lang; Mike Trull; Shelly Barnes; and Felicia McBride, Contracting Directorate.



Photo by William S. Farrow

Happy Birthday Corps

Celebrating the Army and the Corps of Engineers' birthdays, Lt. Col. Kendall Bergmann, Huntsville Center deputy commander, is flanked by Staff Sgt. Patrick Henry and Robert Belew to cut the birthday cake with a ceremonial sword in the Center lobby June 12. Henry, the Center's most recent employee, processed into the Center June 10. Belew, the Center employee with the longest tenure, began his Corps career in 1984.

USACE names IS Professional of the Year

By Debra Valine
Public Affairs Office

When the U.S. Army Corps of Engineers Executive Governance Board meets in August, Dominic Ragucci will receive the Installation Support Professional of the Year Award.

Ragucci, a native of Huntsville, Alabama, is a project manager in the U.S. Army Engineering and Support Center's Facilities Repair and Renewal and Base Operations programs. He currently manages five projects in the FRR Program valued at more than \$13 million, and nine projects valued at \$11 million in the BASEOPS Program.

He said while he is honored to receive the award, it is really his team and their contributions that get the work done.

Ragucci said he read in a management book, "If you get a pat on the back from your higher leadership, you remember it for a month; if you get a pat on the back from your supervisor, you remember it for three months; but, if you get a pat on the back from your peers, you never forget it."

"It is truly a blessing to be awarded this distinction," Ragucci said. "I'm excited. It's great to be nominated by your peers. I have a very good team; that is what makes me achieve success. Every time I would get up on a mountain, my team would bring me back down. It is a team effort for me; I wouldn't be successful without them."

The FRR Program provides direct support to Army and other Department of Defense installations by managing projects that refurbish and renew facilities to extend their useful life and bring the facilities into compliance with the latest life-health-safety codes and provisions. The BASEOPS Program provides a suite of installation support services such as: facility maintenance, roads and grounds, environmental operations,



Photo by William S. Farrow

Huntsville Center's own Dominic Ragucci was recently named the 2015 U.S. Army Corps of Engineers Installation Support Professional of the Year Award.

waste management, pest control, snow removal, and tree and shrub management. Both programs support a diverse customer base of Army installations and support all other services in both the active and reserve components.

"Mr. Ragucci's support to our installations is noteworthy and is making a positive impact on the installation's ability to achieve mission success," said Col. Robert Ruch, Huntsville Center commander. "His efforts allow our installations to better operate day in and day out and directly impact the ability of the installation to thrive and accomplish its mission."

In an era of declining Directorate of Public Works resources and capability, the Huntsville Center receives numerous requests for installation support in a variety of BASEOPS areas. Ragucci, who has been with the Center seven years, started the entire BASEOPS endeavor with a single facility at the National Defense University at Joint Base Myer-Henerson Hall, Washington, District of Columbia. He forged a cohesive Project Delivery Team (PDT) with all required disciplines and developed comprehensive and executable performance work statements that ensured sustained facility mission

readiness. His success has led to ever-increasing project size, complexity and responsibility – from one building to an entire installation to a soon to be 19-state region consisting of nearly 350 installations and sites.

As an FRR project manager, Ragucci has led cradle-to-grave project management life-cycle actions on more than 50 projects valued in excess of \$100 million. He served as project manager on small projects such as a \$300,000 administrative facility renovation for the Defense Logistics Agency at Susquehanna, Pennsylvania, up to a \$7.5 million Research, Development and Engineering Command Headquarters repair and renovation at Aberdeen Proving Ground, Maryland.

"In every endeavor, Ragucci's project management skills result in successful project execution and satisfied customers," said Chip Marin, director of the Center's Installation Support and Programs Management Directorate.

"His success is hinged directly to his professionalism, outstanding project management skills and second-to-none communication skills. There is simply no more deserving and no better qualified person to be recognized as the USACE Installation Support Professional of the Year."

Post award ESPC conference provides contractors information, direction

By William S. Farrow
Public Affairs Office

More than 30 representatives from companies selected as the 14 Energy Service Contractors (ESCO) for the third Energy Savings Performance Contract (ESPC) met with U.S. Army Engineering and Support Center, Huntsville representatives June 17 at the Training Conference Center on the University of Alabama Huntsville campus.

An ESPC is one of the acquisition vehicles a military installation can use to meet the Army's 30 percent energy and 15 percent water reduction goals without up-front capital costs.

The one-day-long post award conference allowed Huntsville Center representatives an opportunity to review the terms of the Energy Savings Performance Contract Multiple Award Task Order Contract (MATOC) with the ESCO representatives.

"This was a long time in the works," said Porscha Porter, ESPC program manager. "We had an original MATOC that was \$900 million, and now this MATOC increases our capacity for awards up to \$1.5 billion, which means we can get out and get more work done in the field for the installations and agencies needing the service."

Porter said the greatest benefit of the conference is bringing the entire team together to begin working out the details of the MATOC.

"Today we have the ESCO representatives here with the Huntsville Center ESPC team—the engineers, the contracting officers, the project managers, the office of counsel—to gather additional information and go over Huntsville Center's expectations. The conference also provides the ESCO representatives an opportunity to ask specific questions of us," she added.

American Development Institute LLC of Smithfield, Rhode Island, is the sole small business receiving a contract under the ESPC III MATOC. John Rizzo, one of the ADI representatives attending the conference, called it very useful as the company begins its processes to meet contract requirements.

"Our roots are in (previously) helping a lot of the larger ESCOs, and it's important for us to step out and be recognized as a small business that can be recognized in this industry," Rizzo said.

"As Huntsville Center representatives went through the details of the contract, from legal issues to monitoring and verification to safety and training, they have been very informative and very accommodating, and I think we will see that same support as we get more involved in the



Photo by William S. Farrow

Robert Mackey, Energy Savings Performance Contract project manager, reviews contract terms and expectations with representatives of the 14 Energy Service Contractors at a post award conference June 17

projects," he added.

Porter said ESCOs are key partners in the ESPC program as they provide the capital and expertise required to make comprehensive renewable energy and water efficiency improvements on installations or facilities supported by the MATOC in exchange for a portion of the generated savings. That business model allows the installation or facility to then focus appropriated funds on other mission critical requirements.

"Agencies often don't have funding for upgrading facilities. The real benefit of ESPC is that we have this tool available to partner with these companies for third party financing. In today's fiscal environment, many installations are seeing declining budgets and upgrading facilities to meet federal energy reduction goals is quite challenging," Porter said.

"Third party financing through the ESPC provides a viable solution for the installation and is a win-win solution for the government."

Under terms of the ESPC MATOC, implementation and development costs are financed for up to 25 years, allowing for the replacement of older systems with newer, more efficient systems. The ESPC MATOC also provides savings guarantees through mandatory measurement and verification and the savings guarantees must exceed payment each year.

Huntsville Center is the Army's leader in ESPC, awarding more than 80 percent of the total ESPC contracts servicing customers at more than 30 installations around the world. As the program continues to grow, Porter said more customers are coming to Huntsville Center looking to the ESPC as a solution to meet energy reduction requirements.

"Huntsville Center has proven itself a leader in the ESPC realm for getting these projects implemented in the field," she said, "resulting in not only more recognition for the center but additional interest from other agencies and organizations."

Navy's SPAWAR sees reduced energy costs with Energy Savings Performance Contracts

By William S. Farrow
Public Affairs Office

It's been more than three years since the first of three task orders were completed under a Huntsville Center \$12 million Energy Savings Performance Contract award and the customer, the U.S. Navy's Space and Naval Warfare Systems Command Systems Center Pacific, couldn't be happier with the results.

Randy Peacock, SPAWAR Systems Center Pacific Facilities Operations and Energy Manager, said his expectations have been exceeded.

"I've been working energy programs for the Navy since 1992, and this is by far the best energy reduction program I've seen the government come out with," Peacock said.

Located in San Diego, California, SPAWAR Systems Center Pacific is a research, development, test and evaluation laboratory for the Navy's command, control, communications, computers, intelligence, surveillance, and reconnaissance, or C4ISR.

The ESPC model used at Huntsville Center is an agreement between the government and an energy service contractor. In consultation with the customer, the contractor provides capital and expertise to make comprehensive energy and water efficiency improvements on facilities or implements new renewable energy capability and maintains them in exchange for a portion of the generated savings.

Huntsville Center awarded the \$12 million ESPC for SPAWAR Pacific in 2011 with task order work by energy service company and prime contractor AECOM Technical Services Inc., completed in 2012.

After performing energy audits, analyses and upgrades in the 3 million square foot, 225 building campus, AECOM footed the bill for up-front



Courtesy photo

Huntsville Center awarded a \$12 million Energy Savings Performance Contract to save energy and funds spent on energy at the U.S. Navy's Space and Naval Warfare Systems Command Systems Center in San Diego, Calif.

refit costs of replacing and upgrading older systems to meet energy savings requirements and will receive a percentage of that cost paid back over time by the energy savings.

Highlights of the work included water conservation measures, chilled water air conditioning upgrades, a heating and hot water retrofit, upgraded air handlers, electronic control systems and lighting upgrades.

The total expected energy cost savings is \$23 million during the 19-year term of the contract.

However, the full benefit isn't just about energy savings, Peacock said, as he's seen a satisfied workforce spending more time focusing on the SPAWAR mission.

"Prior to 2012 our facilities maintenance call center was averaging about 200 calls a week, and since the task order was completed, we've seen a drop in service calls down to an average of about 20 per week," Peacock said. "Now the lab technicians have dependable air conditioning temperatures in their areas crucial for the type of environmentally sensitive work they perform."

Although most ESPC work Huntsville Center has performed has been for Army customers, Jason Bray,

Huntsville Center's project manager for the SPAWAR ESPC, said the Center is looking to expand its services to all branches of the Department of Defense and using the Center's relationship with the Navy is a premiere marketing tool for future ESPC customers.

"Through a multitude of energy projects, SPAWAR had a vision on how to obtain the Presidential Goal of Energy Reduction by 30 percent by the year 2015," Bray said. "That plan included the ESPC program, and once the three ESPC task orders were implemented, Peacock started seeing energy reduction with 2012-2015 being the largest drop Peacock has ever seen."

One of the best marketing tools in any industry, be it private or federal, is customer satisfaction and word of mouth, and Peacock said he's certain Huntsville Center's ESPC program will catch on with other Navy commands due to the success seen at SPAWAR.

"We've had a lot of high-ranking visitors come through, and we always like to spotlight that through the ESPC we have new or refit controls and equipment with no cost to us. I tell them about the phenomenal savings we've seen through the ESPC, so obviously there's a great amount of interest," Peacock said.

Real-time feedback goal of new customer comment card program

By Julia Bobick
Public Affairs Office

Customer satisfaction is one of the key indicators of the health and success of Huntsville Center, which operates as a nearly 100 percent cost-reimbursable organization. Getting feedback from customers more than once a year to better assess their satisfaction is the goal of a new customer comment card program launched at the end of April.

Huntsville Center customers can now simply click on the feedback link at the end of each program and project manager's email signature block to give real-time feedback.

While Huntsville Center had a good response rate (42 percent) and overwhelmingly positive feedback (91 percent overall satisfaction) on the 2014 External Customer Survey conducted Oct. 29-Dec. 11, an end-of-year survey is not always the best indicator of how well the Center is performing to meet customer expectations, according to Charles Ford, Huntsville Center's Programs Director.

"That's just one snapshot in time; it might not accurately reflect customer opinions or satisfaction for a project that might have finished several months before," he said.

Ford said he wants customers to be able to provide feedback immediately following an exchange with a project manager, a milestone achievement or completion of a project, or any time they have something they want to share with the Center – positive or negative.

The Interactive Customer Evaluation system, commonly called ICE, provided the convenient, user friendly, flexible tool to solicit immediate feedback from customers at the point of interaction, according to Ford.

The web-based Department of Defense tool enables agencies to monitor the customer service satisfaction levels through reports and customer comments.

Using ICE, Huntsville Center's Process Improvement and Survey Manager Carolyn Harris developed the short survey asking customers to rate Huntsville Center project managers

HOW ARE WE DOING?

on teamwork, communication, timeliness of service and overall satisfaction. There is also an optional field for customers to provide more detailed comments and/or recommendations for improvement.

"One good thing about the ICE program is that there is a follow-up response tool," Harris said. "Customers simply check a box if they would like for someone to get back with them.

In addition, there is a tab within the ICE system that enables each program's ICE manager to record follow-up conversations and dates for full-circle reporting."

All the programs currently use the same comment card format, but each program has

a separate URL and its own service provider manager who monitors and tracks responses. Harris said as the program evolves she would like to tailor the comment card questions for each program to elicit even more specific feedback.

"Are we meeting customer needs and expectations?" Ford questioned. "These ICE comment cards are a great tool to help us determine that at every level of our organization."

Just over a month into the program the more than two dozen customer comment cards received have all rated the Center's service as excellent.

Word of the customer comment card program is also spreading throughout the Corps. Both Ford and Harris have received calls from other USACE organizations interested in taking advantage of the Army's ICE tool for immediate customer engagement.

"I think it's critical for any organization – regardless of whether they are government or private, or who their customers are – to always have some sort of customer satisfaction measure in front of them when discussing the performance, health and service quality of the organization," Ford said.

"Customer satisfaction and return customers are part of the equation for success in our organization and USACE as a whole."

Huntsville Center ECIP projects inching Fort Hunter Liggett toward Net Zero energy use

By Julia Bobick
Public Affairs Office

This summer Fort Hunter Liggett is in the design phase of a \$22 million Energy Conservation Investment Program (ECIP) project that, when complete, will get the California installation to Net Zero energy use.

Submitted to and selected by Department of Defense (DOD) as part of the fiscal year 2016 ECIP program, the project includes 5 MW of photovoltaic (PV) power generation and a 3MW hour Battery Energy Storage System (BESS). Combined with the 2MW PV array already operating and 1MW PV array under construction, the 5MW of solar will enable Fort Hunter Liggett to produce all the energy it consumes, according to Todd Dirmeyer, the installation energy manager.

One of the nine Net Zero Initiative pilot installations selected by the Assistant Secretary of the Army for Installations, Energy and Environment, Fort Hunter Liggett has been inching its way toward its 2020 Net Zero goals through a myriad of small projects.

“The past few years we’ve been putting in projects 1MW at a time, so we decided to develop a strategy with Fort Hunter Liggett to put together one project that would enable them to achieve Net Zero energy,” said Karen R. Moore, ECIP validation program manager at Huntsville Center. The Center ECIP team validates all the Army, Army Reserve and Army National Guard project requests – more than 200 a year – to ensure packets are complete and determine the strongest projects (based on the DOD ECIP criteria) that will move forward for potential funding.

Moore said they were thrilled when DOD selected the Fort Hunter Liggett project for funding, calling it “the poster child” for the FY 16 ECIP. “This



Photo by John Prettyman, Sacramento District

Solar panel arrays form a canopy at Fort Hunter Liggett, California. A Fiscal Year 2016 ECIP project with additional rooftop solar panels, as well as a second battery energy storage system, will bring the installation to Net Zero energy once operational.

is the first installation that will achieve Net Zero through an ECIP-funded project,” she said.

The unique thing about the 5MW solar project is that it will include some 500,000 square feet of roof-mounted PV, according to Dirmeyer. He estimates about 50 buildings will end up being Net Zero buildings, because when the roof-mounted PV is operational those buildings will produce at least as much energy as they consume.

This will be the second BESS project for Fort Hunter Liggett; the first 1MW hour system has been operational for about eight months, according to Dirmeyer.

“The battery storage is part of the Net Zero equation – right now we charge it during the day with any excess solar we have, and we discharge it at night to help meet our off-peak loads – but it’s also part of our energy security solution,” Dirmeyer said. “We are working parallel paths toward Net Zero and energy security.”

Other FY 13-16 projects helping the 165,000-acre Army Reserve installation along the Net Zero path

include LED interior lighting upgrades; advanced electric meters; electrical substation upgrades; solar panels with Enhanced Microgrid Control Systems; and heating, ventilating and air conditioning system improvements.

New housing units completed in March were designed to Leadership in Energy and Environmental Design (LEED)-Silver energy efficiency standards and the operational readiness training complex currently under construction will be LEED-Silver certifiable when complete. In addition, the waste water treatment plant is being upgraded to not only improve efficiency but also prepare the building to house a waste-to-energy system that will generate electricity through gasification of waste products, according to the Sacramento District, which manages these facility and renewable energy construction projects on the installation.

Dirmeyer has also sought out a variety of incentive programs and funding sources to achieve its goals. In addition to ECIP funds, the installation has also taken advantage of funds and grants from DOD’s Environmental Security Technology Certification Program (ESTCP), the Army Energy and Utility Program, the California Energy Commission and the Department of Energy Federal Energy Management Program, as well as Utility Energy Services Contracting with the local energy company.

“I have a great team and a great network of people who have enabled us to get where we are,” said Dirmeyer, the Army’s 2014 Energy Manager of the Year.

“I would like for us to be a model for this country and the world to follow. I think energy – to include the direct effects such as climate change – is probably the No. 1 issue we have on this planet right now.”

Huntsville Center supervisors gain knowledge of internship, fellows program

By William S. Farrow
Public Affairs Office

Director and division supervisors from throughout Huntsville Center gathered May 20 to hear Kristi Crear, U.S. Army Corps of Engineers program manager for Civilian Career Program (CP) 18, discuss development and training opportunities, as well as programs to hire new employees in the construction engineering and science fields.

During the session, Crear spoke in depth and answered questions focused on Pathways Internship Program and the Presidential Management Fellows (PMF) Program.

Dan Heinzelman, Huntsville Center business manager, said face-to-face time with Crear is important because the Center's mission demands a specialized and highly technical skill set.

"Our history has shown that utilizing a mixture of these programs is the optimal method for our managers to develop the specialized skills and grow well rounded employees," Heinzelman said.

"As the headquarters representative, Crear is at the tip of the spear for these programs and is the best person to pass on the latest information to our managers, field questions and share our challenges and most importantly carry our message back to headquarters in order to potentially impact these programs for the future."

One of the programs Crear intently focused on during the session is the Presidential Management Fellows program.

"The USACE CP 18 program is tasked to hire 50 PMFs in fiscal year 2016, and I believe because of the



Photo by William S. Farrow

Kristi Crear, U.S. Army Corps of Engineers program manager for Civilian Career Program (CP) 18, takes questions from Huntsville Center supervisors regarding the Presidential Management Fellows program May 20 at the Center.

highly technical work performed here at Huntsville Center, the program is perfect for gaining the right employees that the Center needs," Crear said.

The program, established by Executive Order in 1977, attracts graduate students from a variety of academic disciplines and career paths into federal service.

Agency supervisors and hiring officials can hire fellows at the GS-9 level (although agencies can initially hire at the GS-9 thru 12, or equivalent).

As a fellow, the individual is an established student performing graduate-level academics or a recent graduate with a master's degree. A great benefit of the program is that, once hired, they perform a two-year fellowship within the career field and often stay on with the agency that hired them.

This is an advantage in succession planning as opposed to the popular Pathways Program, which takes undergraduates from entry level to

mid-level management positions, but also requires the person fill in other Armywide positions after graduation.

Bernard Givan, Commercial Utility Program (CUP) program manager, said the PMF Program is exactly what he needs to bring someone on board who will grow with the CUP.

"It's hard to get people from the private utility sector to work for the government," Givan said.

"The PMF program is perfect because that way we can hire them, train them and keep them and that's exactly what the CUP needs."

For more information regarding the Presidential Management Fellows program or to begin the application process, visit the PMF website at www.pmf.gov.

For information on the Army Pathways Internship Program, visit <http://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/>.

Quality nomination packages critical to effective, valuable awards program

By Julia Bobick
Public Affairs Office

Award programs are a valuable tool leaders have to recognize individuals and teams and help tell their stories to the rest of the world.

Preparing quality nomination packages – for both local and national awards – is critical to a successful program, according to Huntsville Center Deputy Commander Lt. Col. Kendall Bergmann.

“I like to think everyone is humble and doesn’t want to be nominated, but we owe it to that person or team to ... recognize outstanding work,” Bergmann said during a lunch-and-learn workshop on preparing winning award packages presented by Huntsville Center’s Federal Women’s Program April 9 at the Center.

As an introduction, Gina Elliott provided an overview of the different types of awards Department of the Army civilian employees can receive – from annual performance incentive and time-off awards to honorary, national and Center-specific awards. Chief of the Facilities Division in the Installation Support and Programs Management Directorate, Elliott stressed the importance of knowing award deadlines and planning submissions well in advance to ensure each packet is as complete as possible.

Individuals making the award nomination should not only help write them, but also talk to the individual or team being nominated. It doesn’t have to be a surprise, in fact, letting the individual know you are nominating them can be just as important as the individual receiving the award, Elliott said.

“The most important thing you need to do in order to create an award-winning package is first – and this sounds really, really simple – read the evaluation criteria before selecting the



Photo by Julia Bobick

Huntsville Center Deputy Commander Lt. Col. Kendall Bergmann discusses the importance of quality award nomination packages during an April 9 lunch and learn workshop sponsored by Huntsville Center’s Federal Women’s Program.

nominee,” said Valerie Clinkenbeard, a civil engineer in the Engineering Directorate. Make sure the nominee has the requirements to meet the criteria and truly be competitive in all the categories before proceeding.

Having written close to 100 award packages in her career with a high rate of success, Clinkenbeard said she has heard fellow employees say, “If you want to win, get Valerie to write it for you.”

While she appreciates the confidence in her skills, she said the comment bothers her. “That takes away from the candidate.” She also discourages supervisors from having the nominated employee write and complete his or her own nomination package.

It is very difficult for a person to brag about themselves. It is much easier for someone else to interview the person, get all the information and write it for them,” Clinkenbeard said.

“If you really want the employee to win the award, you are going to have to interview the person.

“Don’t waste your space on a lot of flowery adjectives that really don’t say anything – just be very direct

and specific,” Clinkenbeard said. “Be clear and concise about technical examples; don’t assume [the review panel] will know our acronyms.”

One of the most important traits to demonstrate in an award package, according to Clinkenbeard, is how the employee has had an impact on others and the organization. Include examples of how the employee acts as a role model

or mentor, as well as anecdotes from colleagues and customers.

Don’t tell the award committee the candidate is a really good hard-working person, Clinkenbeard said. Using the actual words from peers and customers has a lot of power. “Generalities carry no weight and they just take up space.”

The final tip: have someone – or several people – proofread the nomination.

Employees can find details in the Army’s Incentive Awards Regulation (AR 672-20 dated April 1, 2014) and local guidance in Huntsville Center Regulation 690-1-4 (a new version is scheduled to be published soon). The Army Corps of Engineers headquarters posts an annual award calendar on the Intranet at <https://cops.usace.army.mil/sites/hr/at/Lists/Calendar/calendar.aspx>.

While the information presented focused on civilian award nomination packages, the preparation tips would also apply to award nominations for Soldiers. Military award guidance can be found in AR 600-8-22 Military Awards RAR dated June 24, 2013.

Questions answered regarding new Project Management Business Process Manual

The Huntsville Center Project Management Business Process (PMBP) Manual was signed by Col. Robert Ruch, Huntsville Center commander, and published and distributed to all Center employees on May 28.

Al Neva, Huntsville Center quality systems manager, answered the following questions to help Huntsville Center's workforce understand how the PMBP manual assists the project management process.



Al Neva

Q: So what exactly is the Center's PMBP manual?

A: The Center's PMBP Manual is a more detailed document than the USACE PMPB that was published in 2009. The Center's PMBP manual provides much more detailed information concerning project management processes. The Center manual follows the four standard project phases (initiation, planning, execution and control, and closeout) and adds an additional operations and maintenance phase. The document is a consolidated guide to the PMBP. Its intended use is for both the seasoned professional and persons new to the Huntsville Center.

Q: What are the benefits of the Center's PMBP manual?

A: The benefit of this manual is in providing a standardized baseline for all involved in project management. The intended outcome is a standardized product or service for our customers.

Q: Who will be using the Center's PMBP manual?

A: Any Center employee who is involved in projects and project management. This manual is especially useful for Program Managers (PgMs), Project Managers (PMs) and Project Delivery Team (PDT) members. The manual can be read or downloaded from the Center QMS Share Point site (<https://apps.usace.army.mil/sites/QMS/default.aspx>), printed out and used as a desktop reference, or saved on the desktop as a digital file and reviewed as needed.

Q: Does this manual fill any document gaps for Center personnel?

A: Yes. The Center's PMBP manual bridges the gap between the Headquarters USACE PMBP and the Center's directorate processes and procedures found in the Center's QMS SharePoint site. The Center's PMBP manual is not

directorate-specific and can be used throughout the Center for personnel involved in all phases of project work. The manual does not take the place of policy and guidance found in Army Regulations (ARs), Engineer Regulations (ERs), the USACE Acquisition Instruction (UAI) or Engineering and Construction Bulletins (ECBs).

Q: How do you intend to further communicate the use of the new manual to CENTER personnel?

A: The Center PMBP has been published and placed on the Center's QMS SharePoint site. Pinpoint distribution has been completed to all Huntsville Center personnel. In addition, we plan to provide information on the Center's intranet home page (<https://intranet.usace.army.mil/centers/Center/Pages/Home.aspx>), on the monitors throughout the Center, during PDT University sessions and re-emphasized during internal Quality Management System (QMS) audits.

Q: Are Center supervisors involved in communicating the existence and use of the Center's new PMBP manual?

A: Absolutely. Supervisors can communicate the importance of using the manual to all PDT members. Supervisors can inform new employees of the need for using the manual. Various aspects of the manual can be emphasized during periodic directorate, division, branch or program meetings.

Q: Are there any revisions planned in the future for the manual?

A: Yes. We are already receiving comments and will be incorporating the changes for the next revision. Comments and recommendations are welcome anytime so we can continue to improve the Center's PMBP manual.

Q: Do you have any additional comments for Huntsville Center personnel concerning the Center's PMBP manual?

A: Absolutely. I would invite any and all Huntsville Center personnel who are involved with programs, projects or who are PDT members to review the Center's new PMBP manual and see if it can be a "tool in your toolbox" for all phases of project management. Please review the manual with a critical eye and provide comments to me about what you like, don't like and changes that you would recommend to further enhance the manual. There is no benefit to the manual if it is not used.

For more information contact Al Neva at 256-895-1412 or send email to: Alden.C.Neva@usace.army.mil.

Center's Information Technology Services branch growing, projects \$500 million in FY15

By William S. Farrow
Public Affairs Office

What began as a one-person-deep special projects program capturing unusual requests from customers seeking to purchase information technology, Huntsville Center's Information Technology Service Branch is one of the fastest growing branches within Huntsville Center.

Prior to November 2012, various Huntsville Center branches were seeing a surge of IT projects surface as customers were seeking technological solutions.

Customers now have a centralized place where they can get their support, said Terry Patton, ITS chief and the initial member of ITS.

"Our branch has grown rapidly thanks to the support of management; every time we've requested to add additional members to our branch, we've been given approval. We've justified our growth by our rapidly expanding customer base and in two-and-a-half years we've been able to expand from one person to a staff of 21 people," Patton said.

ITS was established in November 2012 when Patton left the Engineering Directorate to stand up ITS as a branch under the Installation Support and Programs Management Directorate.

Initially, ITS was solely supporting the Department of Defense High Performance Computing Modernization Program, started by DOD to modernize its supercomputer infrastructure.

"During the branch's initial phase, we were supporting mostly acquisition requests from ERDC (U.S. Army Engineer Research and Development Center) in Vicksburg (Mississippi). We're still supporting ERDC, but now we have four programs and business is great. Our FY13 obligations were \$117 million, FY14 obligations were \$305 million, and our FY15 projected obligations are more than \$500 million," Patton said.

The four distinct programs under the ITS fold are: High Performance Computing program (supporting the DOD HPC modernization program; ACE-IT program (supporting



Courtesy photo

Technicians install information technology equipment at the new U.S. Army Corps of Engineers Western Processing Center in Hillsboro, Oregon. Due to weight limitations at the Western Processing Center's original location, all equipment had to be moved out by March 19 and in its new location and operational by March 22. Huntsville Center's Information Technology Services ACE-IT branch supported the requirement awarding a single \$1.3 million Firm Fixed Price contract to a Portland, Oregon area IT firm on Dec. 24. The work was completed within the allotted timeline and met all operational requirements.

U.S. Army Corps of Engineers IT requirements), MED-IT (supporting the medical community's IT needs) and GEN-IT (supporting various DOD organizations general IT requests).

"Scott Barnhart, the GEN-IT program manager, was the first member to join our team, and Tracy Phillips, ACE-IT program manager, and Edward Nixon, MED-IT program manager, joined the branch in the spring of 2013. Alonzo Andrews, HPC program manager, later joined the branch in the summer of 2013. We've grown from that initial team to where we are now approximately two-and-a-half years later," Patton said.

What led to ITS' fast growth is the program's composition of project delivery teams well versed in IT criteria, regulations and requirements.

"We all know IT," Phillips said. "We all have IT backgrounds — we're dedicated to IT acquisition and therefore our customer relationship is focused on program and project management and technical expertise. Our customized services are scalable and available when and where customers need them. It is so much easier for a customer to get what they want when we know what it is they

Facilities Reduction Program safely completes project at Aberdeen Proving Ground

By Jo Anita Miley
Public Affairs Office

Figuring out the best, safest way to demolish an old water tower at Aberdeen Proving Ground, Maryland, proved challenging for Huntsville Center's Facilities Reduction Team.

The water tower was originally part of an old boiler plant used to make steam for heating purposes. It was particularly challenging due to numerous safety concerns.

"The water tower demolition was unique due to the many safety aspects relative to its location," said Anthony Gibson, FRP project manager.

"Generally we like to see a short time frame in completing projects. However, because of safety and other work plan requirements, it took a bit longer to complete this project. Since our main goal is to ensure safe and efficient demolition methods are used, we want to use innovations that are environmentally friendly to avoid using any methods or procedures that will put human lives at stake."

Gibson said this project had safety concerns like asbestos abatement, the presence of unexploded ordnance and threat of white phosphorous in the area. Aberdeen's Directorate of Public Works and UXO environmental teams provided the support the team needed to get the project completed.

Donnie Butler, safety engineer with the Center's Safety Office, said his office will not approve a demolition and disposal plan if methods and procedures don't meet strict safety guidelines. It takes lots of coordination with other entities on a military installation to get the job done.

According to Butler, the FRP team was totally committed to making safety an integral part of the project and their entire program. He said the unwavering support he gets from the program

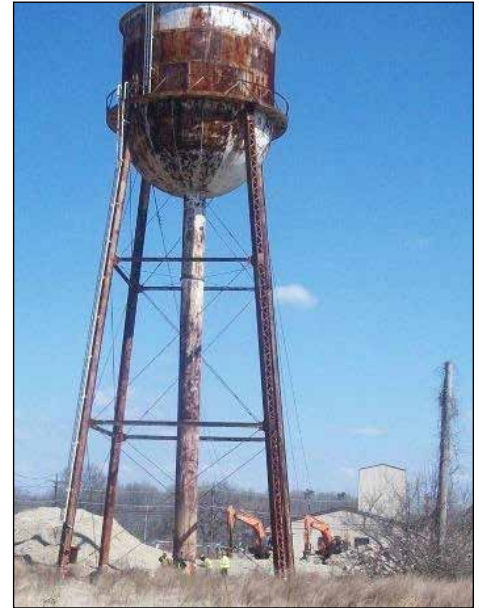
manager and project managers makes doing his job easier. He also works closely with other technicians at the project sites worldwide. For this particular project, he worked with the FRP team, Edgewood's DPW staff and the Corps' Baltimore District's field representative to come up with the best plan for removing the structure.

"I am the safety point of contact for review and acceptance of the FRP's Contractor's Accident Prevention Plan. A contractor cannot begin work on a project without an approved APP before a contracting officer giving a Notice to Proceed," Butler said. "I also do periodic safety audits at some of the site locations and resolve any safety questions and concerns throughout the lifecycle of a project. The entire team was focused on what is most important, human safety and environmental stewardship."

Dale Duncan, Baltimore District's field representative and project engineer, said she and Gibson worked together to find an innovative way to meet the needs of the customer and maintain optimal project safety.

"The initial work plan was to make cuts on the structure's legs and simply allow the tower to fall," Duncan said.

"After taking a closer look, some team members weren't comfortable with making cuts to the structure's legs because the structure was unstable based on the contractor's analysis. So we all agreed to allow the contractor to tip the tower instead of tripping the tower. This is a much safer way to fell the structure with fewer cuts to do, and most importantly the structure remains stable during the process. Also, the center steam pipe of the tank receives a set cut instead of a section removed because once you remove the section the steam pipe is hanging from the tank so you have the pipe stressing the connection below the tank. We were able to avoid any of these issues."



Courtesy photo

Huntsville Center's Facilities Reduction Program safely demolished a water tower that was originally part of a boiler plant at Aberdeen Proving Ground, Maryland.

Demolition ended April 1, and workers recycled uncontaminated concrete and asphalt, stone, steel, grass and soil from the water tower and surrounding area. The contaminated materials will be disposed of in the proper manner.

Allen Shelvin, the FRP program manager, stresses the impact of choosing the correct destruction method for the customer and the Huntsville Center. "Following the strict safety guidelines set forth by our safety staff plays an important role in the successful completion of our mission," Shelvin said.

"We're always going to opt for demolition methods that focus on safety over meeting deadlines. Sometimes we have to adjust a project delivery date due to safety issues. There is also a significant focus on recycling and reusing materials on projects, which allows us to reduce our project costs. Reducing our project costs allows the program funds to go further, and we get more done with less."

Army's first resource efficiency manager workshop filled with passion for energy

By Julia Bobick
Public Affairs Office

The Army's resource efficiency managers come with a variety of skill sets and experience, but one thing they all have in common is a passion for energy – energy efficiency, energy management, energy conservation, renewable energy and pretty much anything energy-related.

That passion ignited lively conversation and information exchange during the Army's first Resource Efficiency Manager (REM) Workshop April 15-17 on Redstone Arsenal, Alabama. Huntsville Center, which manages the REM program, hosted the event to enhance the knowledge base of the growing network of REMs across the Army and Army Reserve.

"We have to be passionate every day about energy; if we are, we'll get our installations where they need to be on the path toward – and ultimately achieving – Net Zero," said Karen R. Moore, Huntsville Center's REM program manager for the past year and a half.

The workshop highlighted various tools in Huntsville Center's Energy Division toolbox, as well as the many other resources available within the Army Corps of Engineers, Department of Defense and the Department of Energy to help installations achieve federal energy reduction mandates.

"The Huntsville Center manages execution for various Army energy programs and has the unique perspective of seeing how these programs interplay and how to leverage them optimally – these programs are really synergistic," said Paul Robinson, Huntsville Center Energy Division chief.



Photo by Julia Bobick

Todd Dirmeyer, the energy manager at Fort Hunter Liggett, California, and the Army's 2014 Energy Manager of the Year, talks about his passion for the job and the importance of networking and using all available resources to help improve energy management.

"I envision REMs as the 'tip of the spear' and as a critical set of eyes and ears in direct support of Army units and DPWs. It was our intended purpose to educate and empower REMs to understand the various energy programs and tools available and how to leverage them. Meeting the Army's challenging energy goals and getting to Net Zero will require a holistic and multi-dimensional approach."

Energy conservation isn't new to installations. However, to get installations to the next level of energy management, they must move past the initial "low-hanging fruit" projects that were easy to identify and complete, and tackle more impactful projects, according to Jeff Watts, energy planning and outreach branch chief in Huntsville Center's Energy Division. But it can be complicated to navigate through all the options to identify the best opportunities without a holistic approach to planning.

A big challenge for a new REM can be deciding where to begin. "You can't always start with the big, fun sexy projects like solar arrays," said Sean Svendsen, the REM since 2010 at Dugway Proving

Ground, a U.S. Army Test and Evaluation Command installation southwest of Salt Lake City, Utah.

In the eight months since becoming a REM for the U. S. Army Aviation and U.S. Missile Research Development and Engineering Center (AMRDEC), Steve Chaffin has been establishing the baseline steam and electricity consumption for the command's approximately 1.9 million square feet of facilities on Redstone Arsenal. "You can't do projects on what you can't measure," he said.

Chaffin, whose background is in utilities, said the command is defining

several bundled energy upgrades for its facilities and implementing Utility Energy Services Contract projects for three AMRDEC buildings expected to save about \$106,000 a year.

"This workshop has been a big help in developing a path forward for AMRDEC," Chaffin said.

Huntsville Center developed the workshop to not only share best practices among the REMs, but also help them better understand the wide variety of tools available to assist them in achieving their goals. Workshop topics ran the gamut from third-party financing, utility cost reduction and energy audit programs to cost engineering, energy security, energy information management and measurement and verification. Presenters came from the Army Reserve, Army Materiel Command, Huntsville Center, Sacramento and Fort Worth Corps of Engineers districts, Fort Hunter Liggett, Pojoaque Pueblo Service, Idaho National Laboratory, and the Corps of Engineers Construction Engineering Research Laboratory.



Contracting Corner:

GateKeeper – “Better Buying Power” for the Warfighter and the

By Tonju Butler and Sarah Schlapman
Center Contracting

Huntsville Center successfully used a gatekeeper factor in several recent high dollar acquisitions.

A gatekeeper is an evaluation factor (or factors) used to narrow down the number of proposals that are fully evaluated by the government.

The gatekeeper screening process identifies offerors that do not meet a critical requirement of the acquisition. As with any two-phase method, those offerors not down-selected are notified that their proposal is no longer under consideration during the evaluation period.

The government benefits from this Better Buying Power acquisition streamlining method in five significant ways:

- The Project Delivery Team (PDT) clearly identifies to the vendor community the critical elements the government believes are necessary for successful execution of the requirement;
- Scarce technical resources are relieved from full review of proposals that do not pass the gatekeeper;
- The time period for proposal review and documenting source selection is compressed;
- The vendor community understands they will be competing with only highly qualified candidates and will therefore ensure they propose highly competitive pricing; and finally
- The potential for a less qualified candidate to “buy in” through unrealistic pricing is reduced.

The gatekeeper process combines lower risk, more meaningful competition, and a shorter flash-to-bang time. The vendor community benefits from this acquisition streamlining in at least four ways:

- The vendor clearly understands the gatekeeper requirement and may self select out, saving valuable resources for acquisitions for which the firm is better suited;
- If the vendor fails to pass the gatekeeper, it knows early

in the acquisition cycle and can refocus resources for acquisitions for which the firm is better suited;

- The vendor may challenge the government’s gatekeeper or evaluation method if it believes it to be unfairly restrictive, thus opening a dialogue which identifies aspects that may not have been captured by the government’s market research; and most importantly
- The faster evaluation and award time frame helps vendors plan for staffing and execution – long delays during which success or failure is not known make any planning on the vendor’s part extremely difficult.

Recently, Huntsville Center’s Preaward Branch completed all awards under the \$7 billion procurement for Renewable and Alternative Energy which was the first contract vehicle of its kind across the Army and the largest contract ever awarded by Huntsville Center.

In response to the numerous challenges presented by the acquisition (substantial competition expected, multiple technologies to award, and an unusually long ordering period that could be prohibitive to future competition), the Preaward Team developed several new Better Buying Power (BBP) acquisition streamlining tools that resulted in a successful procurement and have been deployed across the Center as best practices.

Huntsville Center has expanded the tools to many of its new acquisitions, documented the processes and shared the results with other organizations throughout USACE and the Army. These innovative processes include the gatekeeper process, staggered awards process and the on ramp/off ramp process.

The first tool to be documented by the Preaward Branch was the gatekeeper process. The team recently drafted an information paper on gatekeepers after soliciting feedback from industry.

The purpose of the information paper is to standardize the process and provide guidance for other members of the acquisition community interested in employing this tool.

The gatekeeper approach will have a direct impact on saving Huntsville Center both time and money in complex acquisitions where scarce technical resources will be relieved from full review of proposals which do not pass the gatekeeper factor, and the time period for proposal review and source selection documentation will be compressed.

Center honors Class of 2015 emerging leaders



Photo by Jo Anita Miley

U.S. Army Corps of Engineer's Huntsville Center's Leadership Development Program Level II graduates take a photo with Huntsville Center Commander Col. Robert Ruch during program April 14.

**By Jo Anita Miley
Public Affairs Office**

A year of leadership training culminated April 14 as 24 Huntsville Center employees graduated the Leadership Development Program Level II.

Huntsville Center Commander Col. Robert Ruch presented graduate certificates to Nancy Book, Kerri Daniels, Mark Fisher, Daniel Gaston, Carrie Gilmore, Rhett Graves, Carolyn Harris, Paula Henderson, Robert Jackson, Eldric Jefferson, Melissa Kelly, James Kiesling, Patrick Lane, Robert Mackey, Michelle Maxson, Stephanie McCaul, Carla McNeal, Zalerie Moore, Alfonso Santa, Kelly Stell, Wesley Trammell, Phyllis Watson, Amy Webb and Paul Wiggins.

The Leadership Development Program II program includes on-the-job assignments and cross-training which encompasses classroom study, outside reading assignments, local field trips and brown bag seminars. The program is open to anyone at the Center who is interested in developing their leadership skills.

Margaret Simmons, chief of the Office of Counsel, and Dr. Michelle Crull, Engineering Directorate, are role models and mentors who guide Huntsville Center's LDP Level II participants through the various leadership classes and activities.

Crull said participants come from all areas of the Center so they get to know people they might not have met otherwise and learn what some of the other programs do.

"LDP Level II is predominantly about knowing yourself and your preferred leadership styles and how to change those styles as necessary. Good leaders must know themselves well

and be honest about both their strengths and weaknesses," Crull said.

In her welcome and opening remarks, Simmons told the graduates they reached this point through their hard work, determination and individual commitment.

"The tenets to becoming a great leader include facing challenges, pursuing goals with passion, self-improvement and a positive attitude. The training you have received not only helps to develop the skills necessary to lead effectively, understanding the leadership roles also helps you become a better team member. Every great leader has learned to be an avid follower at some point in their career. You can make a difference at Huntsville Center. Remember, we expect great things from each of you as leaders – and as followers," Simmons said.

Dorothy Tiller, Human Capital Management Office, said although participating in LDP Level II is not mandatory for Center employees, everyone should consider utilizing this valuable leadership tool. She added the program is not sequential and employees should sign up for the leadership program more appropriate for their responsibilities, regardless of their grade level or having completing any lower levels. Dan Heinzelman, director of Huntsville Center's Business Management Office, said he agrees the program helps grow new leaders and brings qualified individuals into leadership roles.

"You've seen the culmination of lots of hard work here. One of the biggest things you can take away from this LDP Level II is that you've learned how to become a better follower and team member. This information is applicable whether you're in charge or not," Heinzelman said.

Huntsville Center loses a jewel

By Jo Anita Miley
Public Affairs Office

When Jewel Nelson, service support specialist, Executive Office, retired in 2004 and returned to the U.S. Army Engineering and Support Center, Huntsville to help out as a rehired annuitant employee, she said she didn't know she'd end up sticking around for more than eight years.

Huntsville Center's Deputy Commander, Lt. Col. Kendall Bergmann presented Nelson the Commander's Award for Civilian Service and a Huntsville plaque during a reception at the organization April 17.

In 1992, Nelson began work as an information technology specialist within what was Huntsville Center's Information Technology Division at the time. Prior to this, she held a position as a computer operator tape cleaner and programmer at another federal government agency for more than 15 years. She is also a military veteran who served in the U.S. Air Force.

Nelson said she's enjoyed her years at Huntsville Center. She's ready to embark upon a new stage in her life with her family.

"My first assignment with Huntsville Center was a very long time ago. I've worked in many different jobs as a government employee and a rehired annuitant since that time. I've also worked in other branches and performed different jobs as a government employee and a rehired annuitant since



Photo by Jo Anita Miley

Cutline Huntsville Center's Deputy Commander, Lt. Col. Kendall Bergmann presented Jewel Nelson the Commander's Award for Civilian Service during a reception at the organization April 17.

1992. What I will miss most about Huntsville Center is the people and their spirit. So it's like I'm leaving family," Nelson said. "There are so many people within the Huntsville Center that I have to say thank you to for your encouragement, patience, prayers and support during my time here. I know that I would not have been able to make it through my challenges during the past few years without all of you. I really appreciate everything you have done."

Martha Cook, executive officer at Huntsville Center said Nelson will be missed at the organization.

"Every castle has its own treasure chest of jewels. Today our (Corps) treasure chest is a little lighter," Cook said.



Photo by Russell Torbett

Days of Remembrance

Rabbi Elizabeth Bahar, Temple B'nai Sholom, and Irene Freedland, Engineering Directorate, light a candle during the Team Redstone Days of Remembrance Observance, April 29 at Bob Jones Auditorium. The Huntsville Center hosted the event which featured "The Seasoned Performers," a touring group of actors based in Birmingham. The group presented, "A Slippery Slope: The Consequences of Hate," an original drama with musical accompaniment that uses personal testimonies to chronicle the escalating restrictions Jews have experienced from the 1930s until now.

Safety team provides ways to outsmart dangers during “100 Critical Days of Summer”

By Jo Anita Miley
Public Affairs Office

The Army’s “101 Critical Day of Summer” campaign is well underway, and everyone needs to think about safety while enjoying all summer activities, such as taking a road trip, grilling out in the backyard, enjoying a day at the beach or visiting a local park.

With warmer weather here and travel and outdoor activities expected to increase over the summer, it’s important for our office to place a heavier emphasis on summer safety and risk management, said Victor Taylor, chief of Safety at Huntsville Center.

“It’s that time of year again, school is out and everyone wants to take advantage of the great weather and fun summer activities,” Taylor said. “For instance, Fourth of July is one of the biggest events of the summer – but celebrating it can bring an increase in injuries. In 2010, fireworks caused an estimated 15,500 reported fires, including 1,100 structure fires.”

“Summer is officially here. We all love the hot summer months, because they provide the perfect opportunity to spend lots of time outside,” said Will Eggleston, a safety engineer in the Safety Office. “Whether it’s swimming in the pool, hiking through the woods, enjoying fireworks displays or going for a bike ride, there is something for everyone, no matter how young or old. We hope everyone enjoys this time of year, but we want to also remind our workforce there are potential dangers during the summer months. It’s important to be aware of what they are. The more information an individual learns about how to prevent illnesses and injuries, the less likely they will occur.”

Taylor and Eggleston said although there are many areas to cover when it comes to summer safety, their team wants to review just a few here to help Center employees avoid common off-duty hazards.

Driving Safety:

Don’t drink and drive. Alcohol is the leading cause of fatal Army personal vehicle accidents. Also, impaired judgment leads to poor vision and delayed reaction time. Buckle up – it’s a law! Make sure all parties in your vehicle wear seat belts. Use age-appropriate child safety seats. Beware of distracted driving. Don’t text and drive and don’t multitask when you’re behind the wheel.

Chainsaw Safety:

Wear proper personal protection equipment (gloves, helmet, safety glasses, boots, and long-sleeve tops and long pants).

Follow manufacturer’s safety requirements for maintenance and operation of equipment.

Know your surroundings (slips, trips, falls and directional landing area).

Lawnmower Safety:

Store fuel containers and lawn equipment separately in appropriate containers.

Wear proper personal protection equipment (safety glasses, ear protection and closed-toe shoes).

Follow proper manufacturer’s safety requirements for maintenance and operation of equipment.

Bicycle Safety:

Wear proper protective clothing (helmet, reflectors, knee pads, elbow pads, closed-toe shoes).

Know the proper signal requirements for operating bicycles on public roadways.

Make sure children from toddler to 12 years of age are being supervised at all times.

Swimming/Boating Safety:

Ensure everyone in your party uses life jackets when around water.

Know your limits when it comes to water. Never swim alone; use the buddy system.

Don’t boat and drive.

Fireworks Safety:

Never allow children to use fireworks without adult supervision.

Have necessary safety equipment (fire extinguisher, water and solvents) on hand when using fireworks.

Follow manufacturer’s instructions when using fireworks.

Motorcycle Safety:

Don’t drink and drive.

Wear proper personal protective equipment (helmet, gloves, jacket, long shirt and pants, and helmet with shield).

Know the proper signal requirements for operating a motorcycle on public roadways.

Heat-Related Injuries:

Wear appropriate clothing, including a wide-brimmed hat and apply sunscreen with an SPF of at least 15.

Take frequent water breaks.

Never leave children or pets unattended in a vehicle.

Taylor said his team can’t stress enough the importance of employees being able to recognize heat-related illness during the summer months. “Whether an individual is working or playing outside in the summer, anyone not accustomed to the heat is at risk for heat-related illness. This is especially true for young children and the elderly,” he said.

For more information, call the Huntsville Center Safety Office at 256-895-1583.

Center volunteers teach students safety, environmental protection at Earth Day event

By Jo Anita Miley
Public Affairs Office

As people around the world did their part by finding innovative new ways to sustain our natural resources on Earth Day 2015, Huntsville Center volunteers, focused on teaching more than 250 fifth-graders how to be good stewards of the Earth.

Center volunteers Charles Rollins and Kellie Williams, Safety Office; Juan Pace, Engineering Directorate; Russell Dunford, Executive Office and Brandy Wilkerson, Chemical Demilitarization Directorate, set up an environmental cleanup station for students from the Huntsville and Madison City School districts during Team Redstone's Earth Day April 22.

Celebrating Earth Day with Team Redstone has been an ongoing effort at Huntsville Center since 2006. In the past, Ordnance and Explosives, Engineering and Installation Support and Programs Management directorates have all put on stations to showcase how the Corps practices environmental stewardship on programs and projects worldwide.

Today, environmental safety and recycling to meet green standards were topics of discussion at the Center's station. Students learned about methods the Corps uses to address environmental concerns on projects, allowed students to try on actual safety equipment and handed out a variety of unexploded ordnance literature.

In addition, Sgt. Woof, a mascot for the Army Environmental Command, mixed and mingled with the children, emphasizing the 3Rs of unexploded ordnance safety: Recognize, Retreat, Report.

Rollins also spoke during the opening ceremony. He told students how the Corps wants to be a model for the nation by placing environmental stewardship at the forefront of all its



Photo by Jo Anita Miley

Sgt. Woof, a mascot for the Army Environmental Command, mixes and mingles with the children, emphasizing the 3Rs of unexploded ordnance safety: Recognize, Retreat, Report.

projects and programs.

"Earth Day is a day to inspire awareness and appreciation for the earth's environment. Since that first Earth Day, Americans have raised awareness of the need to be 'green'. That goes for the Corps as well," Rollins said.

"For those of us who are part of the Corps, it's one more day in our journey toward ensuring that our actions are sustainable, and that we are the very best stewards we can be of this country, of this planet," Rollins said. "We have been looking at the environmental impacts of our work for more than four decades. We have placed environmental values on an equal footing with fiscal and engineering concerns in support of environmentally sustainable expansion."

In Huntsville Center Commander Col. Robert Ruch's Earth Day message he talked about what Earth Day means to the organization.

"At Huntsville Center, every day is Earth Day," Ruch said.

"Our program areas support a healthy, sustainable environment in

a variety of ways across the globe. For instance, our Ordnance and Explosives Directorate is working in Afghanistan to clear land mines; our Facilities Reduction Program recycles 70-75 percent or more of facilities being demolished, which means that 75 percent of the debris does not go to landfills; when possible, our Furnishings Program buys sustainable, green products to outfit new barracks and administrative spaces for our Soldiers; and our renewable energy efforts are phenomenal," Ruch said.

"Through our energy programs, we use third-party financing to install solar energy arrays, wind turbines, improved lighting and HVAC; we review utility invoices to ensure the Army is getting the best prices on utilities, and we conduct energy audits that identify measures installations can take to reduce the consumption and cost of energy and water. We take our Earth very seriously. At Huntsville Center, we take pride in our sustainable solutions for customers that help protect our environment year-round."

Corps subject matter experts showcase careers

By Jo Anita Miley
Public Affairs Office

Huntsville Center participated in Career Day at Monte Sano Elementary School March 31.

The event was geared for elementary school students who are interested in knowing what careers are available to them in the federal government. More than 400 students in first grade through fifth grades participated in the event held at the school.

Huntsville Center employees Dominic Ragucci, project manager, Installation Support and Programs Management Directorate, and Juan Pace, architect, Engineering Directorate, volunteered to teach the students about their respective careers.

Ragucci told the students he is a product of the Huntsville City School District.

He attended Williams Elementary, Westlawn Middle and S.R. Butler High schools. After graduation, he stayed local and graduated Athens State University.

"I am a Huntsville native. I stayed in the Huntsville area because I've always wanted to give back to my community. Coming here to talk with you is one of the ways I can pay it forward," Ragucci said.

"You may wonder why I'm here dressed like Bob the Builder (hard hat, safety vest and goggles, boots). Well, there's a reality aspect to Bob because he and I have something in common. Bob and I are both project managers who wear this outfit at project sites. So I get to manage a team of civilians, contractors and other subject matter experts. Juan and I work on the Facilities Repair and Renewal Team at our organization. We work on projects that improve the quality of life for our service members worldwide. I think we are very fortunate to be part of the Corps of Engineers and Huntsville Center's mission. I've loved it from day one as an intern."

Pace told students how he took



Photo by Jo Anita Miley

Huntsville Center employees Juan Pace and Dominic Ragucci speak to Monte Sano Elementary School students regarding Science, Technology, Engineering and Math career options during a visit to the school March 31.

a different path and worked in the private sector for a while before coming to work with the federal government. He said he's not from the local area, but the Corps mission was also what brought him here.

"I graduated from Auburn University with a bachelor's degree in architecture, worked several years in the private sector and came to work for the federal government as an Army civilian at Fort Drum, New York. I also serve as an engineering officer for the Corps in the U.S. Army Reserves," Pace said.

"My aim today is to introduce you to my career. An architect is a person who plans, designs and oversees the construction of buildings. To practice architecture means to provide services in connection with the design and construction of buildings and the space within the site surrounding the buildings that have as their principal purpose human occupancy or use. We (architects) are the people who design the structures you see worldwide,"

Pace said.

"I also wear the military uniform as an engineering officer and Army reservist. I get the best of both worlds because as an architect I design and build things. As an engineering officer in combat engineering, I get to tear things down. I like that both my career fields allow me to help people have better living conditions."

Monte Sano career counselor Julia Ansley said she was pleased with the event's outcome. The students got a chance to learn about some interesting careers and begin thinking about their own hobbies, talents and skill-sets to determine if they are a fit for a certain career field.

"The Corps speakers provided some great visuals during their presentations. Having our budding 'artists' draw for an actual architect, and see what project managers wear when they are out at projects sites was an added plus. Thank you so much," Ansley said.

Fun, food, family abundant at Engineer Day

By William S. Farrow
Public Affairs Office

Huntsville Center's Engineer Day awards ceremony and picnic June 5 at Monte Sano State Park in Huntsville, Alabama, wasn't just about handing out hardware and recognizing employees for their hard work. It was also an event full of activities for employees and their families.

Good weather, food, sports (softball/volleyball), and children's activities (face painting, ring toss, playground equipment) kept the youngsters occupied while activities like bingo were set up for the adults.

Thanks to the Huntsville Center Activities Association for all the coordination and hard work to make this annual event memorable.



Photo by Julia Bobick

Mary Vaughn, daughter of Nancy Vaughn in the Huntsville Center's Office of Counsel, meets "Elsa" at the Engineer Day awards ceremony. "Harry Potter" also was available for photographs.



Photo by Russell Torbett

Above, Russ Dunford, Operations chief, Huntsville Center, prepares for the spike during a volleyball game. Above right, ring toss was just one of the many activities for children. Right, Derek Lazarus, husband of Jami Lazarus, Logistics Office, eyes the ball as he prepares to hit during a softball game



Photo by Russell Torbett



Photo by Julia Bobick

Ethics Corner:

**By Clay Weisenberger
Office of Counsel**

Reservations for a rental car when going on temporary duty (TDY) must be made through Carlson Wagonlit Travel. When picking up and paying for your rental, use your official government travel card.

Q: Why should I decline insurance or collision damage waiver offered by the rental agency?

A: Government employees are self-insured by the government. These are unnecessary expenses and are not reimbursable to the traveler.

Q: I just finished dinner and when I got outside to my rental I noticed damage to the vehicle - what do I do?

A: In order to protect yourself, contact the local police and insist upon a police report. You must immediately notify the rental car company to report any damage the moment it's noticed.

Q: My family came with me on TDY.

Questions answered regarding government rental cars

Can they drive my rental car?

A: No. Only the authorized government employee on official travel orders is authorized to drive the car.

Q: My family came with me on TDY. Can they ride in my rental car?

A: Individuals may be transported with a government employee only when there is available space, there is no additional government cost, there is no deviation from the route that the vehicle will take for the official business, and the size of the vehicle authorized must be no larger than that required for the performance of the official business.

Q: I was just involved in an accident and asked by the police officer for a copy of my insurance - what do I provide?

A: You need to provide a copy of your rental agreement papers.

Q: The officer doesn't understand that the rental agreement papers are my insurance papers after I explained I'm

on government travel and covered by the U.S. Rental Agreement, now what? **A:** Call the rental company. Do not provide your personal insurance.

Q: Under the rental agreement do I have to be a certain age to rent a car? Government employees who are age 18 or older and have a valid driver's license may rent and operate vehicles when on official business.

Q: If my name is on the rental agreement, and a co-worker is also TDY with me can they drive the vehicle that I rented?

A: Yes, if properly licensed, on official TDY, and acting within the scope of their employment duties, they can drive your rental under the rental agreement without additional charge. Such additional drivers need not be listed on the rental agreement.

If you have any questions, contact Clay Weisenberger at 256-895-1140.

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ADDRESS CORRECTION REQUESTED