



US Army Corps
of Engineers ®

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Huntsville Center

Bulletin

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Huntsville Center sees service order contracts increase in FY 2015



Photo by Amy Newcomb

Project manager Matthew Morelan watches as contract specialist Jennifer Letson rings a bell after the Utility Monitoring and Control Systems program team awarded the first of the last 75 task orders for the fiscal year. To help build morale, the UMCS team bell rang after each task order was awarded.

**By William S. Farrow
Public Affairs Office**

Fiscal year 2015 saw a shift in customers' requirements resulting in the growth of the smaller service order contracts Huntsville Center provides for customers.

Charles Ford, Huntsville Center programs director, said he believes as installations are beginning to

feel the effects of budget cuts, they have been more focused on centralized management at the enterprise level.

"We're seeing an increase in the service contracts installations want in place to provide recurring and preventative maintenance to a lot of their mechanical control systems," Ford said.

As of Sept. 24, Ford said most of the Huntsville

Center programs with service contract increases exceeding last year's orders were under the Installation Support and Programs Management Directorate.

Arthur Martin III, ISPM Directorate deputy director, said many of his directorate's programs have seen an increase in business this fiscal year. Martin said Information Technology

See **YEAR END** on page 5

Commander's thoughts

For some reason, this year-end seemed calmer than previous years. Our obligations were a little lower than last year's, but that's OK. In fact we knew that we needed to get some more resources in place to serve our customers properly, and I believe we have done just that.

We awarded all the contracts and task orders that needed to be awarded, and set in motion FY16 projects. I am extremely proud of the entire team. As of Sept. 29, Huntsville Center had completed 4,730 contract actions and obligated \$1.48 billion. Of that amount, nearly \$544 million and 2,095 actions were Small Business. Overall, Huntsville Center exceeded each Small Business category, except HubZone.

Our goal was 36 percent; as of Sept. 29, we had reached 48.05 percent of our obligations going to small businesses. As I write this I am certain that we will finish with obligations well above \$2 billion again this year.

With the start of the new fiscal year, how the Center manages contract actions will transition from the Huntsville Tracking System to the Corps Acquisition Management system. We've been conducting a pilot of the program for the past couple of months,

and it's been very successful.

The two programs are similar and the transition should be fairly easy. Formal workforce training will be conducted Oct. 1 through Nov. 20. HTS will be cut off Oct. 23, and CAM turned on. The Business Management Office will work with you through the transition. Everyone who has touched this program has told me that it is a great improvement and that is why we are moving forward.

As you may know, Huntsville Center's non-professional employees recently voted in favor of having a union and selected American Federation of Government Employees, AFL-CIO, as the exclusive representative of all non-professional employees of Huntsville Center with a permanent duty station of Huntsville, Alabama.

Huntsville Center management and union officials intend to develop a mutually respectful, pragmatic working relationship that acknowledges management's need to effectively execute the mission as well as the significance of you, the employee, in meeting that objective. We will be working out a collective bargaining agreement that will govern terms



Col. Robert Ruch

and conditions of employment of bargaining unit members.

You've probably seen the men in the building working on the wiring and cabling. The building lease and renovation projects are moving along, and you will start seeing some activity in that regard. Thank you for your patience as we work through this.

In December we will hold our strategic off-site where one of the items we'll discuss is transition.

Lt. Col. Kendall Bergmann will be retiring this month after a 25-year

See **COMMANDER** on page 5

Hails & Farewells

Hail: Gloria Harris, Eric Horcick, Brandon Lee, Tondra Madison, Margaret Maine, Noryem Maldonado, Jason Parker, Bobby Sawyer and Matthew Urbanic, Center Contracting; Michael O'Sullivan, Chemical Demilitarization Directorate; Jennifer Haapoja, Business Management Office; Kimberly Fisher, Marsha Jackson, and Amy Jo Talton, Engineering Directorate; Robert Snow, Environmental and Munitions Mandatory Center of Expertise; Lisa Albert, Stacy Freeman, Matthew Harris, Wesley Johnson, and Benjamin Peet, Richard Poirier and Carl King, Installation Support and Programs Management Directorate; Karl Kuhn, Office of Counsel; Joseph Conley, Management Review

Farewell: William Allen, Michael Alexander, Jennifer McClure, Robert Meekie, Sarah Schlapman, David Shores, Karen Spanier, Bobbie Sawyer and Curtis Wilson, CT; Tiffany Atkins, Dennis Mayton, Gerald Weber, ED; Jimmie Jackson, Kristi Javins, Robert Mackey, Gary Robinson, Robert Vineski and Reginald Williams, ISPM; Nancy Vaughn, OC; Sophia Crumpton, Ordnance and Explosives Directorate



US Army Corps of Engineers

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BULLETIN

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



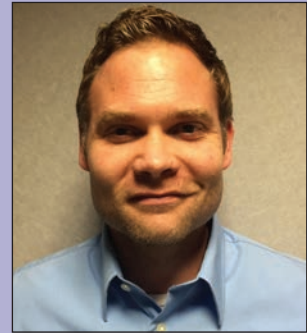
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The Bulletin asks:

How will implementing Corps Acquisition Management (CAM) enhance Huntsville Center capabilities?

“There are so many benefits to be excited about. For me, the most exciting is the custom reports and charts feature which gives users, management and leadership the ability to see data in a more visual format.”

Loren Norgren
Business Management Office



“CAM (Corps Acquisition Management) is a true PDT tool that can offer invaluable status/information sharing across the PDT as well as throughout the chain of command. While this tool in its current state is remarkable, it’s only going to get better as more users have the opportunity to explore the system and offer improvements.”

Jennifer Kelley
Contracting Directorate

“CAM will provide a significantly more user-friendly system for our project development teams to process pre-award contract actions. Unlike other systems previously used, CAM offers speed, a reliable platform (Oracle), and a tracking mechanism that provides automatic daily reports to each user’s in-box.”



Gina Elliot
Installation Support and Programs Management Directorate

Learn more about Corps Acquisition Management



Corps Acquisition Management is replacing Huntsville Tracking System in October. Download the latest CAM user guide by visiting the CAM login page at <https://cam.usace.army.mil> The user guide explains CAM capabilities, how to request access and reviews all CAMS functions.



Employee Spotlight

Jerad McIntyre

By Amy Newcomb
Public Affairs Office

As a Special Projects Program (SPP) project manager, Jerad McIntyre has worked for the Engineering and Support Center since October 2014.

The SPP provides the right tools and resources to meet Huntsville Center's various requirements on unique projects and can support all districts and their customers as part of the command's one door to the Corps policy. It is also a program that leverages experts within U.S. Army Corps of Engineers (USACE) or the Department of Defense for any given task.

McIntyre's expertise was recently put to the test while on a mission in Angola this past summer.

"I was sent to Angola on behalf of U.S. Africa Command, USACE Headquarters, and as an invited guest of the Angolan embassy, to assess the capabilities and interests of the Angolan military engineers for the purpose of developing coursework for specialized military construction courses," he said.

"These courses would be for both enlisted and officers in the Angolan Army."

The overall goal of the mission, which was to garner favorable relations between Angola as a growing, prospering country and the United States, was a success, McIntyre said.

After returning from Angola, he was named the Huntsville Center's 2015 Emerging Leader.

"I was honored that out of more than 800 employees, the Center's leadership thought enough of me to name me as the Emerging Leader," McIntyre said. "I am continually awed at



McIntyre

the amount of support I have been given since I started working for the Center last October."

McIntyre came to the Center from the Mobile District Construction Division in Mobile, Alabama, where he served as an intern from 2009 until 2012. During his internship, he worked as a Quality Assurance Representative and later became a Project Engineer on multiple phases of the Special Forces Project at Eglin Air Force Base, Florida.

As a Corps emerging leader, McIntyre represented Huntsville Center at the Executive Governance Meeting in Washington, District of Columbia, Aug. 3-7.

The theme of the meeting was "Leading Agency Change," which included seminars on planning for the future, successful partnerships, and emerging innovations. McIntyre, with 14 other emerging leaders from across the Corps, were given the opportunity to discuss current Corps issues with top leaders.

"We were able to ask questions and talk with Lt. Gen. Thomas Bostick

(U.S. Army Chief of Engineers and Commanding General of USACE) and Maj. Gen. Richard Stevens (Deputy Chief of Engineers and Deputy Commanding General), who gave us insight into the Corps on many issues including leadership," McIntyre said.

"They also answered questions we had about the Corps itself, where we were going, and what some of the issues are."

One issue discussed during the meeting that hit close to home, McIntyre said, was leadership acknowledging the additional skill sets and value of employees who have deployed with USACE.

"I have been deployed, so I understand the difficulties faced by those returning from a deployment. Leadership wants to ensure a full one-year reset for those coming back," he said. "They also discussed acknowledging the accomplishments of those who had deployed, as well as acknowledging those who had covered for their jobs while they were away."

While at the Mobile District, he deployed to Afghanistan from June 2012 to April 2014, where he served in various positions including Project Engineer, Lead Project Engineer and Resident Engineer, as well as the Contracting Officer Representative on approximately \$385 million in total construction.

His projects ranged from a hospital in Shindand to multiple Afghan National Police and Afghan National Army bases across western parts of the country.

McIntyre has a Bachelor of Science degree in Civil Engineering from Auburn University, and he is currently pursuing a Master of Engineering in Construction Engineering Management from the University of Alabama at Birmingham.

The **Employee Spotlight** is intended to let Center employees shine for positively impacting the organization through mission achievements. Employees are featured quarterly in the Huntsville Center Bulletin. If you'd like to nominate someone within your office for this recognition, please contact William S. Farrow, Public Affairs Office, at 256-895-1694, or email: william.farrow@usace.army.mil.

Support, Base Operations and DLA-Fuels programs have increased in the volume of contracts with Facility Repair and Renewal and the ITS programs seeing noticeable spikes in business in the last quarter of FY 2015.

“Overall, ISPM is seeing potential in a number of our programs,” Martin said. “We expect ISPM to continue staffing to the current requirements as well as the new opportunities that continue to develop. The Cyber Security, Energy Information Management, Information Assurance and Information Technology areas are leading the charge, but there are many others—like our Base Operations Program—that have the opportunity for future growth.”

Under ISPM’s Facilities Division, the Base Operations program is a relatively new program that grew from the ISPM Special Projects Program after the Army Installation Management Command leaned on the U.S. Army Corps of Engineers to support smaller service order contracts to maintain facilities and infrastructure at certain installations. Huntsville Center stepped in to fill the need and the Base Operations Program is currently supporting National Defense University at Fort McNair, Washington, District of Columbia; Fort Riley, Kansas; Special Operations Command South, Homestead Air Reserve Base, Florida; and Fort McCoy Garrison and the 88th Reserve Support Command, Fort McCoy, Wisconsin.

Base Operations Program Manager, Laura Lokey-Flippo, said the real growth came to the program when the 88th RSC came to Huntsville Center with a need for an acquisition strategy to maintain operations at its more than 300 locations in 19 states in the upper Midwest.

The Base Operations Program provides operation and maintenance engineering support and contract acquisitions for our customers for everything from snow removal to grounds upkeep to whole facility maintenance, Lokey-Flippo said.

“There’s been a great need at Army Reserve sites for base operation services. Because we structure contracts to best suit our customer’s needs and analyze our acquisition approach

for efficiencies and optimization while fostering partnerships with the customer to allow ownership in execution of the contracts, I anticipate this program will grow exponentially in the future,” she said.

Not only has there been an increase in smaller service order contracts at the Center this year, there has also been an increase in contracts with small businesses.

As of Sept. 29, Huntsville Center had obligated \$1.6 billion with 4,360 actions. Of that amount, nearly \$544 million and 2,095 actions were with Small Business. Overall, Huntsville Center exceeded each Small Business category goal, except HubZone.

“Our (Huntsville Center) goal was 36 percent and as of Sept. 28, the Center reached nearly 44 percent of its obligations going to small businesses,” said Rebecca Goodsell, Huntsville Small Business Office chief.

“Small businesses are the engine for economic growth in America. Small businesses provide jobs, innovation and competition in industry. Huntsville Center policy is a catalyst for economic growth,” Goodsell said.

“By providing ‘maximum practicable’ prime and subcontracting opportunities to small firms, we know we are having a direct impact not only on the services we provide for the Soldiers and their families, but also on the women-owned small businesses, small disadvantaged businesses and service disabled veteran-owned small businesses and that in turn helps strengthen the economy.”

At the end of the day, Huntsville Center’s mission and functions are centered on engineering and technical services, construction management, programs and project management and innovative contracting efforts, and the Center’s customers recognize the Center can help fulfill their needs no matter what’s in the budget.

“Although our customers may have changing priorities, we’re still delivering quality products, on time and under budget, with a focus on superior customer service,” Ford said. “That’s why we’re seeing our customers coming back for our services year-after-year.”

Commander

continued from page 2

military career, and I wish him well.

Charles Ford, our programs director, will be retiring at the end of the year; we’re recruiting for his replacement now. I will be retiring in the spring. As you can see, Huntsville leadership will be undergoing some changes, but this is only part of the transition piece. A lot of attention is being given to Baby Boomers retiring and Millennials

becoming the largest portion of the workforce. Our challenge is how to recruit, hire and retain a vibrant and diverse workforce.

We were all saddened to learn of the passing of Lee Roberts who was a contract employee supporting our facilities maintenance team.

He was at work when he suffered a seizure. Our Safety team responded

and 9-1-1 was called. Lee, who was 38, died Sept. 19 after 10 days in the Huntsville Hospital Intensive Care Unit. Survivors include his wife, three sons, one daughter and a grandson.

I ask you all to practice safety in everything you do, and, as always, thank you for the great work you do on behalf of Huntsville Center, the Corps of Engineers, the Army and the nation.

Huntsville Center helping Buffalo District develop innovative approach to facility system safety

By Andrew Kornacki
Buffalo District

With such a robust portfolio of projects ranging from hazardous toxic and radiological clean up to dredging federal navigation channels, how does the U.S. Army Corps of Engineers (USACE), Buffalo District identify safety risks that keep the people who work on the project safe?

Using outside the box thinking, the Buffalo District safety team is applying a safety program that is usually applied to vertical buildings and construction projects, known as Facility System Safety (FASS).

“What we do in the Buffalo District is apply the underlying principles of FASS to our different projects,” said Bill Pioli, USACE Buffalo District acting safety officer.

“FASS looks to identify and control safety risks and hazards in all stages of projects, and that is exactly what we are looking to do within our dredging, hazardous toxic and radiological waste, breakwater repair, and beryllium decomposition programs. It is a natural fit.”

Recently, experts in FASS Victor Taylor and Will Eggleston with the Huntsville Center visited the Buffalo District to evaluate the effectiveness of how FASS principles are being applied to non-vertical structure projects.

“The Huntsville Engineering and Support Center is a FASS Technical Center of Expertise (TCX) and Taylor and Eggleston are the top-guns in assessing safety risk, documenting it, mitigating it and then inspecting construction sites for safety compliance,” said Pioli. “They promote



Photo by Andrew Kornacki

Facility system safety principles look to identify and control safety risks and hazards in all stages of projects, and that is exactly what Buffalo District is looking to do within its civil works programs.

safety involvement at all levels of work, so it was only appropriate that they were the ones to evaluate our FASS program as we continually look for improvement.”

The visit from the TCX experts to the Buffalo District has helped to develop the FASS program.

“Overall the TCX experts were impressed at how we were applying FASS principles that have helped us to identify ways of preventing illness or injury on our civil works projects,” said Pioli.

“Their visit pointed out to us that we should expand on the initial FASS training we offer our employees, and potentially offer refresher training for applying the principals to our projects.”

The visit from the TCX experts is just the start for the Buffalo District safety office to improve and share the innovative way of applying the FASS program to civil

works projects.

During a meeting at the end of September, Pioli will have an opportunity to present the program to safety officers across the Corps of Engineers.

“From the meeting I would love feedback from my counterparts in other districts. I want the program to be criticized and scrutinized so that it can be made better,” said Pioli. “If other districts like what we are doing and want to try to apply it to their civil works projects, even better!”

“I could not be prouder of the Buffalo District safety office,” said Maj. Jared Runge, USACE Buffalo District deputy commander.

“It is the constant push for improvement that ensures the Buffalo District will keep its project sites safe and raise the standard for safety within the U.S. Army Corps of Engineers.”

Army Corps of Engineers supporting ‘Every Kid in a Park’ recreation initiative

By U.S. Army Corps of Engineers Public Affairs

President Obama, with the support of the Federal Interagency Council on Outdoor Recreation to include the U.S. Army Corps of Engineers, launched a new initiative Sept. 2 giving children in the United States the chance to explore and learn about America’s great outdoors.

The Every Kid in a Park initiative provides all fourth-grade students and their families with free admission to more than 2,000 federally managed sites nationwide for a full year.

Fourth-graders can visit the “Get Your Pass” section of the Every Kid in a Park website at www.everykidinapark.gov and complete a fun educational activity to obtain and print a personalized voucher for unlimited use at federal lands and waters for one year. Passes are valid from Sept. 1, 2015 through



www.everykidinapark.gov

Aug. 31, 2016. The paper voucher can be exchanged for a more durable interagency annual fourth-grade pass at certain federal sites.

The Every Kid in a Park website also provides information on trip planning and how parents and educators can get involved.

A primary goal of the Every Kid in a Park initiative is to bridge the growing disconnect between the next generation and the great outdoors, and to inspire children to become future stewards of our nation’s natural and historic

treasures.

“The Every Kid in a Park initiative will connect kids to their local parks, so they can continue to take advantage of all that our outdoors has to offer,” said Honorable Jo-Ellen Darcy, Assistant Secretary of the Army for Civil Works.

“Millions of children visit Army Corps of Engineers parks with their families and classrooms each year, and this initiative will help introduce millions more to the joys of recreation, education and our nation’s water resources.”

The Army Corps of Engineers is the nation’s largest federal provider of outdoor and water-based recreation, managing more than 400 lake and river projects in 43 states. While the U.S. Army Engineering and Support Center, Huntsville does not manage any recreation areas, there are seven in Alabama. A map of all the Army Corps of Engineers’ recreation sites is available at www.CorpsLakes.usace.army.mil



Historical perspective

Col. Robert Ruch, Huntsville Center commander, provides Tommy Marks, Army Office of Small Business Programs director, with a look at Huntsville Center’s history over the years while passing by the Center’s history timeline wall Aug. 19. After meeting with Huntsville Center leadership, Marks received a command overview briefing followed by an acquisition overview briefing before meeting with the Huntsville Center Small Business Office staff.

Photo by William S. Farrow

Robots clear site for future aerial gunnery range at Fort Bragg

By William S. Farrow
Public Affairs Office

From the safety of a 40-foot-long, 8-foot-wide truck-drawn mobile command center parked on a gravel and dirt road, four 20-something technicians sip soft drinks while fixed on their individual computer screens. Using video game controllers connected to laptop computers, the technicians maneuver heavy forestry equipment up to a mile away. Viewing the terrain via cameras mounted on the equipment, they safely maneuver around obstacles, as the equipment they control cuts and clears vegetation growing in areas littered with potentially dangerous unexploded ordnance.

The U.S. Army Engineering and Support Center, Huntsville is using this innovative robotic range clearance process at Fort Bragg, North Carolina, before construction can begin on the installation's new \$40 million live-fire aerial range that will soon provide Army rotary wing aircraft aerial bombing and target practice.

Huntsville Center has been a leader in the development of robotics for work at ordnance cleanup sites around the country and at installations worldwide since 2005, and Bob Selfridge, Huntsville Center chief geophysicist and robotics technical lead for the vegetation clearance program, said newly developed second generation robotics equipment is certainly the safest and most economical way to clear the 80-year-old munitions range.

"We're removing and cutting the vegetation to improve the line-of-site for the pilots and observers who will use the range. Because of the potential risks associated with UXOs in the ground, removing the trees, shrubs and woody vines from the range target areas is a daunting task. Our solution is to utilize remotely operated forestry mulchers, tree shears and feller bunchers to do the job," Selfridge said.

"We've been working closely with the Environmental Chemical Corporation (ECC) team, which includes their three key subcontractors: Applied Research Associates Inc. (ARA), QinetiQ of North America, and Explosive Ordnance Technologies Inc. (EOTI), and the improvements in the reliability and robustness of the newly developed robotic kits have significantly increased ease of use, reduced training time and substantially increased production. The robotic systems we developed are efficiently performing the work at Fort Bragg while reducing risks associated with buried UXOs," Selfridge said.

According to Spencer O'Neal, Huntsville Center vegetation clearance project manager for the Fort Bragg



Photo by William S. Farrow

Ray Velazquez (left), ECC senior project manager, describes operation of a "MOOG" Pan/Tilt/Zoom Thermal and Visible Imaging System to Spencer O'Neal, Huntsville Center's vegetation clearance project manager. The "MOOG" is a camera mounted on the "robots" used for a vegetation removal project at Fort Bragg, North Carolina. The camera allows for daylight and night time operations.

project, there's certainly a lot of risk associated with personnel driving equipment while clearing the area, and using the robotic equipment to do the job is the sensible thing to do.

"Manual removal methods are dangerous and expensive to implement and armored equipment can only protect the operator from fragmentation, but not the overpressure from larger munitions that could possibly explode during the cleanup operations. Using the second generation remotely controlled heavy equipment to clear the dense vegetation covering the impact area here at this Fort Bragg range has been highly successful and is potentially saving lives," O'Neal said.

Charles Pregeant, lead engineer of the Huntsville Center team, said the equipment used in the line-of-site clearance process is typical state-of-the-art, track-based utility machines used in the timber harvesting industry, and each piece can be leased locally from suppliers at any specific location.

However, the modular control kit – the brain that maneuvers the machines' steering, acceleration and braking and hydraulic lift boom (or arm) operation – is mobile and can be mounted onto most of the heavy equipment in less than half-an-hour. Pregeant said this allows technicians to move operations from one project location to another location without having to transport the heavy forestry removal equipment.

"You just lease the heavy machinery at the new site and attach the modular control kit onto the newly leased

See ROBOTS on page 27

Program helps installations with fuel operations, repairs

By Jesus Ramirez
DLA Fuels Program

In 1980 the Defense Logistics Agency (DLA) approached the Huntsville Center to award contracts for the creation of Operations and Maintenance manuals for its Defense Fuel Supply Center. The DLA-Fuels Recurring Maintenance and Minor Repairs Program initially rolled out for Army installations in Europe in 2001. Based on that success, DLA Energy asked Huntsville Center to develop a continental United States program to provide program management and contracting support in 2009.

DLA-Fuels, administered by Huntsville Center, provides vital maintenance inspections, repairs and emergency response actions for DLA capitalized petroleum facilities at Army and Installation Management Command installations worldwide in compliance with federal, state and local code, criteria and regulations. In addition to the Army, the DLA-Fuels Program supports Navy and Air Force service components.

The DLA-Fuels Program provides maintenance support to more than 225 installations to assist fuel managers, Directorates of Public Works and Defense Logistics Organizations maintaining the DLA capitalized investment of fuel facilities while assisting in extending their usable life.

DLA-Fuels Program is divided into two major areas: Recurring Maintenance and Minor Repair. Recurring maintenance contractors provide maintenance inspections typically at a quarterly, semiannual and annual basis, identifying possible deficiencies that can contribute to the deterioration on the fuel system affecting the site operation. These visits generate a deficiency list. Recurring Maintenance is the

backbone of this program and focuses on maintaining the capital investment. Minor Repair (Service Orders) is used to repair deficiencies identified during the recurring maintenance visit using the service order procedure, initiated by the quality assurance evaluator (QAE). The QAE is a government representative who validates that the government has a valid requirement and manages the service order priorities requested of the Recurring Maintenance/ Minor Repair contractor. Service order is either routine or emergency. Minor Repair sustains equipment operational readiness.

Three of the major keys to success for the DLA-Fuels Program are: 1) This contract allows installation fuel operators the ability to customize their recurring maintenance frequency and allows a single contract vehicle to be used for repairs and maintenance. Previously, each site would need to spend time and effort for single contracts to repair a valve or pump. 2) The ability to address emergency minor repair issues in a timely manner, via the use of service orders. The DLA-Fuels Program executes 24-hour worldwide support for emergency situations involving DLA capitalized fuel equipment/facilities. This service provides essential assistance to sites that have critical situations, often affecting the mission. 3) Using expert fuel contractors that are evaluated based on their past performance in the field of petroleum fuel systems and minor repairs but also in complying with federal and local regulations.

An example of the type of fuels support provided occurred recently at Fort Hood, Texas. A vehicle hit a fuel dispenser, causing damages to it. The QAE requested an emergency service order to assess/survey the damages and complete the required repairs. The contractor responded within 24 hours



Courtesy photo

After a vehicle hit a fuel dispenser at Fort Hood, Texas, the quality assurance evaluator requested an emergency service order to assess/survey the damages and complete required repairs. The contractor responded within 24 hours and installed a new dispenser, and returned the fuel dispenser to its normal operation.

and completed the assessment, cut and capped electrical and fuel lines, installed a new dispenser, and returned the fuel dispenser to its normal operation.

“The recurring maintenance contract provided by DLA-Energy has been a great asset to the DLA mission here at Fort Hood,” said Arrick Price, the Fort Hood QAE. “The recurring maintenance contractor has responded to the needs of this facility with a great sense of urgency – in most cases after explaining the problem that we are having, the contractor shows up with the right parts to not only diagnose the problem, but fix it while on-site.”

DLA-Fuels Program is an effective recurring maintenance and minor repair program that increases the reliability and safety of facilities, systems and components. This increases the useful life of facilities and equipment resulting in optimizing the life cycle of the fuel system and components, thereby increasing the duration between required re-capitalized investments.

Access Control Points meet Army standards through partnerships

By Amy Newcomb
Public Affairs Office

The U.S. Army Engineering and Support Center, Huntsville's Access Control Points (ACP) program partners with many U.S. Army Corps of Engineers (USACE) components to provide maintenance and services, design and build construction, and confer infrastructure upgrades to ACPs and other facilities worldwide.

The USACE Omaha District Protective Design-Mandatory Center of Expertise (PDC), collaborates with Huntsville's ACP program to provide specialized technical expertise. The PDC is the subject matter expert for access and entry control in all operational environments and provides various types of support to all Department of Defense services and components, and other federal agencies to include design and construction services, vulnerability assessments and criteria development.

The PDC composed the Army Standard for Access Control Points and works closely with the Office of the Provost Marshal General and Office of Assistant Chief of Staff for Installation Management to ensure their interests and requirements are reflected in the standards, said Steve Carter, PDC's chief of Security Engineering.

"We assist all Department of Defense (DOD) services with all matters pertaining to ACPs," Carter said. "[And], we have partnered with Huntsville's ACP program to ensure the executed mission is of the highest quality and in compliance with safety and security requirements of the Army and DOD standards."

Providing technical, construction and maintenance support for installation ACPs is important to ensure the gates meet, and continue to meet, Army standards for ACPs, said Ronald Brook,



Photo by Amy Newcomb

Redstone Arsenal gate 9 is an Access Control Point that has active barriers. The active barriers can be deployed by ACP security to ensure threat vehicles are stopped before they enter the installation.

Huntsville Center's ACP program manager.

Redstone Arsenal gate 9 is a good example.

"Gate 9, along with other Redstone gates, has [active vehicle] barriers, so that if a [threat] vehicle attempts to access the installation, these barriers are designed to stop the vehicle when a guard activates the system," he said. "The PDC has partnered with us to perform technical reviews, provide assistance in developing the [scope-of-work] and commission or re-commission the [active vehicle] barriers to ensure compliance with the Army standards."

The barrier commissioning process provides a stringent check of the program logic, control sequences, safety devices and system timing during the barrier deployment procedure to ensure that threat vehicles can be stopped without resulting in damage or injury to personnel in non-threat vehicles, Brook said.

During the commissioning process, the PDC is physically testing the barriers and the associated control system so that inconsistencies are identified and corrected.

"Systems that pass the physical testing are commissioned by the PDC for safety and security," Carter said. "If systems fail for safety in any manner, the PDC will not commission until the safety concern is resolved."

The success of ACPs is dependent on how well the systems are constructed and operated.

"Both HNC's and PDC's missions are focused on executing the mission, but if improperly done, the mission could be fatal," Carter said. "Most active vehicle barriers are normally below the roadway surface and traffic will freely traverse them."

In the event of a barrier deployment, the barriers protrude from the ground and block the roadway to deny vehicle access to the installation.

"To do this properly, it must be sequenced and timed in accordance with the criteria and standards set forth by the services and the Surface Deployment and Distribution Command Transportation Engineering Agency (SDDCTEA)," Carter said. "The SDDCTEA sets forth the safety requirements that regulate the use of active vehicle barriers to ensure

See **PARTNERSHIP** on page 27

Energy Division teams up with DeCA to reduce energy, water consumption

By Julia Bobick
Public Affairs Office

The U.S. Army Corps of Engineers Engineering and Support Center, Huntsville Energy Division is assisting the Defense Commissary Agency (DeCA) in developing a comprehensive energy reduction plan that delineates the path DeCA must take to achieve mandated energy reduction goals for its West Area sites.

DeCA, which consumes about 1 percent of the total Department of Defense energy, needs a roadmap in order to achieve the newly mandated energy reduction goal by 2025, according to Clyde W. Reynolds, DeCA's Director of Engineering.

The March 2015 executive order 13693 (Planning for Federal Sustainability in the Next Decade) directs federal agencies to ensure 25 percent of their total energy consumption is from clean energy sources by 2025; reduce energy use in federal buildings by 2.5 percent per year between 2015 and 2025; and reduce water intensity in federal buildings by 2 percent per year through 2025.

"We intend to meet the new energy reduction goals," Reynolds said.

"DeCA hired the Army Corps of Engineers' Huntsville Center to develop for us a comprehensive Energy and Water Management Plan and associated energy management organizational structure based on their familiarity with how military installations operate and their expertise in all areas associated with installation energy."

The Huntsville Center Energy Engineering Analysis Program (EEAP) team will be looking at a total of 71 of DeCA's West Area commissaries in the continental United States.

"We are developing a strategy that will enable DeCA to plan and execute sustainable initiatives to achieve their goals," said Raúl E. Alonso, Energy Engineering Analysis Program (EEAP) program manager.

"We are recommending the steps they should take, and how to go about implementing them." He expects to complete the project by February 2016.

"We will be developing a structure for DeCA to effectively implement energy conservation measures and address any renewable energy opportunities at facilities, including solar panels and geothermal energy," said Mark Allen, the Huntsville Center project's lead electrical engineer who is also a certified energy manager.

"It is also important we address staffing and training of the existing workforce to improve energy efficiencies and sustainability across DeCA facilities."



Photo by Julia Bobick

Huntsville Center mechanical engineer Scott Sheffield, left, and Energy Engineering Analysis Program Manager Raúl E. Alonso discuss HVAC system features detailed in the building plans for Redstone Arsenal's Commissary. Huntsville Center's EEAP team is preparing a comprehensive energy reduction plan for the Defense Commissary Agency's West Area sites and toured the Alabama commissary to get a better understanding of commissary operations and typical energy consumption.

Huntsville Center has an integrated energy program portfolio to help agencies develop and execute a comprehensive strategic energy portfolio.

The Energy Division can execute a capital investment strategy for organizations through the use of one or more of the Center's applicable energy programs. EEAP is one of various tools in the Huntsville Center toolbox to assist federal customers in meeting their energy and water reduction and generation requirements, Alonso said.

In addition to the EEAP, the Huntsville Center team taps into programs and contract management expertise within Energy Division and across the Center that provide customers a comprehensive and customized solution, to include the Commercial Utilities Program (CUP), Energy Conservation Investment Program (ECIP), Energy Information Management (EIM) Program, Energy Savings Performance Contracting (ESPC) Program, Power Purchase Agreement (PPA) Program, Resource Efficiency Manager (REM) Program, Utility Energy Services Contracting (UESC) Program, Facilities Reduction Program (FRP), Utility Monitoring and Control Systems (UMCS) and Meter Data Management Systems (MDMS).

Huntsville Center's furniture team committed to nation's military forces

By Jennifer McDowell and Sara Cook
Huntsville Center

Through millions of square feet worked and decades of experience between them, the interior designers within the U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville continually demonstrate their commitment to our nation's men and women in uniform.

This commitment began 13 years ago when a single designer was sent out on loan from Kansas City District to aid on a special assignment. Not only did this assignment flourish, it also evolved into a multifaceted, multimillion dollar program. We have 27 interior designers on staff who support our armed forces in three specialized areas. The Unaccompanied Housing (UH/Barracks), Integrated Medical Furniture (IMF and IO&T) and Administrative Office (ADMIN); each program supports not only the Army but all branches of the armed services.

Recognized as the furniture experts for the Army, we not only provide a valuable technical service for our customers, but through our expertise and established buying power we save the government money. Since 1998 we have had a cost avoidance of \$335,520,006.95, an average of 17 percent total program savings. In the Base Realignment and Closure years, FY07-FY11, our cost avoidance was \$109,353,323.57, a total program savings of 31 percent. In FY14, our administrative team awarded multimillion dollar contracts over several installations and multiple buildings for the 8th Army in Korea, which included Camp Casey, Camp Jackson, Far East District, Yongson and K-16. We were able to save the government \$4,088,474.42.

The UH interior designers provide the war fighter with a residential environment. Barracks facilities undergo heavy use and have regular occupant turnover. Our UH interior designers specialize in procuring durable quality furniture that will endure along with finishes that are easy to maintain. Recognizing it as a way that we can enhance our military personnel's quality of life, Huntsville Center has made it our mission to provide our Soldiers with comfortable and adequate housing.

The IMF interior designers support Army medical facilities worldwide in a variety of ways. In addition to designing integrated modular systems products for the health care environment, our designers also develop medical furnishing packages that include accessories and artwork.

By incorporating Evidence-Based Design principles into our design solutions, the IMF design team creates healthcare interiors that are informed, aesthetically-pleasing, and positively impact the health and well-being of our nation's Soldiers. Once the Furniture, Fixtures & Equipment package is finalized, the IMF designer then provides procurement support. This



Photo by Jo Anita Miley

Huntsville Center has more than 25 interior designers on staff who support the U.S. armed forces in three specialized areas: Unaccompanied Housing, Integrated Medical Furniture and Administrative Office.

ensures the design intent of the deliverable is preserved. We also provide assistance to the project manager and contracting specialist. Our designers are involved throughout the design and procurement continuum, resulting in seamless transitioning and improved timelines across the project process.

The interior designers who support our administrative office furniture program provide our end users with a myriad of services. Some of these services include: furniture design/layout, coordination of electrical/data, technical writing and furniture procurement. Our furniture program has the ability to provide our customers with a comprehensive office furniture package to help them get the most out of their workplace environment. Our furniture performance specifications ensure consistent quality and longer life cycle. Today's workers require variety and agility to get the job done and with ever shrinking real estate, interior design is more important than ever. Our ADMIN interior design team specializes in designing functional and ergonomic workspaces that optimize office environments. A true test to our success is seeing people inhabiting the spaces we have created, making them their own and functioning in them as they were designed.

Design may be the single most unleveraged tool in the business world. As designers, we are wired to notice things that others take for granted such as ergonomically designed products, building codes, relative spatial requirements and construction of furniture. In this culture where so many are moving toward a "one-size fits all" design approach, our designers recognize the danger of losing authenticity in design. At Huntsville Center, we specialize in providing design and quality furniture at a competitive price while meeting our Soldiers' very detailed and specific mission.

Employees build strong ties with community

By Jo Anita Miley
Public Affairs Office

While most U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville projects usually take weeks or sometimes even months to complete, some Huntsville Center employees helped demonstrate how a home can be built in a weekend.

Huntsville Center's Installation Support and Programs Management Directorate's professionals were asked to participate in a Science, Technology, Engineering and Math event with the Alabama Center for Sustainable Energy and Foundations for Tomorrow for the Tiny Home Build weekend Aug. 8-9, at Sci-Quest in Huntsville, Alabama.

The ISPM Energy Team was the solar lead for the construction event. ISPM STEM professionals Raul Alonso, Dominic Ragucci and Jeffery Watts installed solar panels for a pre-existing tiny home and for the home that was built on site.

The team showed area students and the community how to build and power a tiny home in just two days. Tiny houses are often mobile houses of less than 500 square feet and feature multifunctional living spaces, energy efficiency and use of vertical space. During this free community event, visitors were able to see this transportable tiny home being built from start to finish and learn about what it takes to make the tiny living spaces.

Event organizers said the Corps' contribution was important.

"Huntsville Center's participation was incredibly vital to this project. Their energy expertise is what allowed us to add solar to the tiny home but more importantly that expertise also taught many people in the community about how clean, sustainable energy really works," Daniel Tait, chief executive officer at the Alabama Center for Sustainable Energy said. "The best part is that someone in desperate need of



Photos by Jo Anita Miley



Jeffery Watts (above), chief of Energy Planning Branch, Energy Division, and Raul Alonso (left), a program manager for the Energy Engineering Analysis Program, volunteer during a Science, Technology, Engineering and Math event with the Alabama Center for Sustainable Energy and Foundations for Tomorrow for a Tiny Home Build weekend Aug. 8-9, at Sci-Quest in Huntsville, Alabama.

shelter will have a roof over their head and basic electricity."

Corps' STEM professionals said they were thankful for an opportunity to give back to the community.

Jeffery Watts, chief, Energy Planning Branch in ISPM's Energy Division said he was pleased the team came together to support the effort. This was a great chance for Huntsville Center workers to do something that has an impact on the quality of life for those within the local community. He said he also brought along his wife and three children to help out.

Raul Alonso, program manager, said

participating in the outreach event gave him a different perspective on his career.

"I'm an engineer. This was a good opportunity to work alongside my peers and others in an outreach project. Having to perform the work versus hiring a contractor to do the work gives a perspective we cannot get sitting in our cubicle. I recommend doing this type outreach to others," Alonso said. "We're making a difference here."

There were also special educational stations to learn about construction and energy and self-sufficiency as the home was built. When completed, the tiny home was donated to an Alabama homeless citizen showing that a life can be changed in one weekend.

The purpose of the event is to promote STEM career fields and raise awareness on Huntsville Center's mission.

Huntsville Center welcomes new deputy commander

By Amy Newcomb
Public Affairs Office

The U.S. Army Engineering and Support Center, Huntsville welcomed its newest deputy commander, Lt. Col. Burlin L. Emery July 20.

A native of Huntsville, Alabama, Emery has been visiting Huntsville Center's numerous directorates and small offices since his arrival to gain insight and a greater understanding of the Center's diverse mission.

"So far, my impressions of the organizations are that this is a very educated and highly trained workforce," Emery said.

"It's really impressive how many specialty missions this organization is involved with – it's unlike any other organization you see out there."

The Center is viewed as an asset to other districts and divisions as it is relied on as a center of expertise for a multitude of missions, Emery said.

"My focus will be to continue to enhance the reputation of the Center and support the commander's vision," he said.

Emery came to Huntsville Center from the U.S. Army Space and Missile Defense Command, Huntsville, as the deputy to the deputy chief of staff, Engineer.

Emery enlisted in the Army in April 1996. He was commissioned into the U.S. Army Corps of Engineers following his graduation from Officer Candidate School at Fort Benning, Georgia, in September 1996.

He holds a bachelor's degree in electrical engineering from The University of Alabama in Huntsville and a master's degree in engineering management from Missouri University of Science and Technology.



Photo by Amy Newcomb

Lt. Col. Burlin L. Emery, deputy commander of the U.S. Army Engineering and Support Center, Huntsville met with Albert "Chip" Marin, director of the Huntsville Center's Installation Support and Programs Management Directorate and ISPM division chiefs, for an inbrief on ISPMs mission. Emery has been visiting Huntsville Center's numerous directorates and small offices since his arrival to better understand its diverse mission.

He is a graduate of the Engineer Officer Basic and Advanced Courses.

His previous assignments include: intelligence officer and platoon leader, 2nd Engineer Battalion, Camp Castle, Korea; platoon leader, company executive officer and logistics officer for 84th Engineer Battalion, 45th Corps Support Group, Schofield Barracks, Hawaii; assistant operations officer, civil engineer, company commander and plans officer, 864th Engineer Battalion, 555th Engineer Brigade, Joint Base Lewis-McChord, Washington; chief of operations for 36th Engineer Brigade, operations officer and executive officer, 62nd Engineer Battalion, 36th Eng. Bde., and deputy commander, 36th Eng. Bde., Fort Hood, Texas.

His deployments include: assistant S-3, 864th Eng. Bn., in support of Operation Iraqi Freedom; company commander, 864th Eng. Bn., in support of Operation Enduring Freedom;

chief of operations, 36th Eng. Bde., Operation Iraqi Freedom; and Advisory Team Leader, 62nd Eng. Bn., Operation Enduring Freedom.

His awards and decorations include: Bronze Star (two oak leaf clusters), the Army Meritorious Service Medal (two oak leaf clusters), Army Commendation Medal (two oak leaf clusters), Army Achievement Medal (two oak leaf clusters), National Defense Service Medal, Afghanistan Campaign Medal, Iraqi Campaign Medal, Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, Korean Defense Service Medal, Army Service Ribbon, Overseas Service Ribbon (five tours), and North Atlantic Treaty Organization Medal.

He also earned the Valorous Unit Award, Joint Meritorious Unit Award, Meritorious Unit Commendation (two commendations) and the Airborne badge.

Fort Campbell solar array's first phase 'plugs in'



Photo by Megan Locke Simpson

Jim Duttweiler, Directorate of Public Works; Sandy Grogan, Pennyriple Rural Electric Cooperative; John Davies, Kentucky Department for Energy Development and Independence; and Rick McCoy, DPW, join Garrison Commander Col. James "Rob" Salome and Maj. Gen. Gary J. Volesky, 101st Airborne Division, and Fort Campbell commander, for the ribbon-cutting for Phase One of the installation's solar array.

By Megan Locke Simpson Fort Campbell Courier

Fort Campbell, Kentucky, officials marked a huge accomplishment in renewable energy Sept. 21 with a ribbon-cutting ceremony for Phase One of the installation's solar array.

The project is supported by the U.S. Army Engineering and Support Center, Huntsville Utility and Energy Services Contracting and Power Purchase Agreement programs.

With Phase One of the 5-megawatt solar array completed and now operational, Fort Campbell is taking a major step toward achieving goals outlined in the installation's renewable energy plan. The plan, which considers alternate forms of energy such as solar, biomass and gasification, is designed to meet the directives outlined in the American Renewable Energy Act. The legislation requires federal installations to obtain 25 percent of their energy by renewable means by 2025.

"Now this is truly a significant milestone as we move toward achieving that and implementing a total renewable energy plan," said Garrison Commander Col. James "Rob" Salome. "But it's not just about making power. It's about making a difference that will be felt for many years. In addition to this being a renewable energy source, this project will save about 4.7 million tons of carbon dioxide emissions annually."

Construction on the largest solar array in Kentucky began in May. The system officially went on "the grid" Sept. 18, according to Garrison Energy Manager Rick McCoy.

"We did some serious checkout last week ... Sure enough, the transformer was humming and the meters are

turning and everything is working the way we would expect it to," he said. "Almost right down to the calculated value, so it really worked [well]."

McCoy said the solar power is one of the most cost-effective ways to bring renewable energy options to Fort Campbell. Other options, such as hydro and wind, are not as feasible here. The plan is to operate the solar array continually for three weeks so that the Directorate of Public Works can see it in action.

"We're thinking past this," McCoy said. "We've got actually more landfill on the other side of those trees. A footprint big enough to probably put another 3 to 5 megawatts. We're not going to limit ourselves. We'll see how this works." Even with cloudy skies, the solar array still generated some 1.5 megawatts of power, McCoy said.

"Right now, it's great," he said. "We're making energy at the time of the day when we need it the most."

Phase One of the project, which sits on a landfill capped in the 1980s that is now topped with thousands of solar panels, will provide up to 1.9 megawatts of energy to the installation.

The completion of Phase Two will fulfill the full 5-megawatt plan.

"When Phase Two is completed [in] 2016, it will produce enough energy to power 463 homes here on Fort Campbell, which is really quite an accomplishment," Salome said.

The two-phase plan is the culmination of a planning process that began in 2012. Phase One was made possible by a \$3.1 million grant awarded by the State of Kentucky to Fort Campbell and Pennyriple Rural Electric Cooperative Corp. Fort Campbell and PRECC established a 10-year utility services contract to qualify for the grant.

Third-party acquisition tools allow agencies to do more with reduced budgets

By Debra Valine
Public Affairs Office

Using a Utility Energy Services Contract to leverage third-party financing for energy conservation infrastructure upgrades is paying big dividends for the Intelligence Community Campus in Bethesda, Maryland. The ICC-B is a 29-acre site in the Washington National Capital area that dates back to World War II. The Defense Intelligence Agency is the executive agent for the Campus renovation project.

The U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville's UESC program is working with DIA and the USACE Baltimore District to integrate a UESC project with a recapitalization project to centralize the heating and air conditioning systems in four buildings into a central utility plant; upgrade heating, ventilation and air conditioning systems; chillers; boilers; water heaters; and other equipment using a four-phase execution award time line. The combined capital investment for the design, labor and hardware systems awarded in the first three phases is approximately \$51 million.

"By incorporating the UESC, DIA is able to accomplish more with less upfront capital than they could have with just the construction budget," said Michael Norton, chief of the Energy Implementation Branch at Huntsville Center. "This says a lot about the integration and synchronization of third-party financed acquisition tools with conventional construction acquisitions being managed by another USACE district."

Luis Ayala, the senior technical expert (facilities/construction) of the project for the DIA, attributes the project's success to two Huntsville Engineering and Support Center employees.

"Without Lisa Harris (UESC program manager) and Barbara Osterkamp (contracting officer), this project could not have been a success," Ayala said. "We have been working this a long time, Equipment installation is nearly complete, and commissioning is well underway. It's been a long, slow fight, but victory is in sight.

"Nearly 20 percent of the construction cost of the Intelligence Community Campus is being provided by the UESC contract that the Huntsville Engineer Center awarded," Ayala said. "This is the future of federal construction and MILCON projects in particular. Once completed, Huntsville can be very proud of the fact that you folks completely changed the formula – and the expectations of the Intelligence Community in dealing with the new budget reality.

"Without the UESC, we could not have delivered the scope desired by the Office of the Director of National Intelligence (ODNI) and certainly not at the budget



Courtesy graphic

authorized," Ayala said. "This entire recapitalization is still under \$250 per square foot – and all buildings at the ICC-B are being constructed so they are either Zero Net Energy or Zero Net Energy-capable! This formula will be repeated again and again in the future. Public Private Partnerships is the new normal."

Phase 1 of the UESC project kicked off January 2014; work is expected to be complete in October 2015.

"We recently awarded Phase III of the project, but we are already working on the award for Phase IV," Harris said. The same contractor, Washington Gas Light Company in Washington, District of Columbia, will perform work under all four phases.

UESC is one of the third-party financing tools Huntsville Center uses to meet customers' needs. UESC negotiates with local utility companies to provide various energy conservation measures, such as system upgrades and commissioning, deep retrofit projects, renewable energy, cogeneration plants and microgrids, at no up-front costs to the customer.

Under the contract, a selected local electric, gas or water utility company assesses the energy savings opportunities, fronts the capital costs, and designs and installs the equipment in the project. The utility company is paid from the resulting savings from the energy conservation measures.

Project development and implementation costs can be fully or partially financed or be completely paid for upon project acceptance. UESC also has a fast-track process to expedite awards for those energy projects with a short list of specific ECMs.

The UESC program provides several benefits to the federal customer:

- Measurement and Verification (M&V) is optional for projects
- Annual performance assurance inspections are mandatory for all projects
- Older equipment can be replaced with newer more energy-efficient systems
- Operations and Maintenance effort is optional for projects

"No one expected this to be easy," Ayala said. "The Huntsville Engineer Center helped make this project a success, and for this you folks have a lot to be proud of."

Mentoring helps Huntsville Center employees grow professionally

By Jo Anita Miley
Public Affairs Office

Traditionally, mentoring is a one-on-one connection between a younger worker and an older mentor who meet regularly in person; however, modern mentoring occurs in a variety of forms. Some of the most familiar approaches to mentoring are: peer mentoring, group mentoring, virtual mentoring, flash mentoring and reverse mentoring (younger employees mentor older ones).

The Corps of Engineers, Engineering and Support Center, Huntsville's Installation Support and Programs Management Directorate's deputy director, Arthur Martin III, has adopted cross-cultural, cross-gender and cross-generational strategies to increase the exchange of knowledge and information and train new leaders.

Martin, formerly the chief of ISPM's Military Integration Division, has been with the federal government and the Corps for almost 29 years. Since 1999, Martin has worked in positions as an engineer, technical project manager, project manager and branch chief at Huntsville Center. Martin said his success is largely due to mentoring.

"I have had some great mentors from all levels of the organization and continue to be mentored every day," he said. "Mentoring is not just about being a great professional, but about being a great friend, husband, father and co-worker. I learn something about one or more of these areas every day from someone – not the same person all the time. Each time I have a conversation that teaches me something, I feel mentored. From the moment I walk in the door until I depart for the day there are potential mentoring moments (to give and receive mentoring). Therefore, I have hundreds of mentors."

Martin said his mentors have given him some great advice.

"Those who mentored me gave me proper guidance that has helped me along the way, and they gave me good counsel. For instance Bobby Starling, now a Huntsville Center retiree, once told me success is measured by concrete in the ground. Translation: Stop talking about it and do it. Sharon Butler's word of advice was, no is not the right answer. You just haven't figured out how to say 'yes' quite yet. David Shockley reminds me that people are our most important asset and Lester Hooker (Mobile District) always reminds me to never forget the source of your blessings. I'm also mentored by those up my chain of command."

Martin mentors six Huntsville employees on a regular basis. He said becoming a mentor was a great way for him to pay it forward.

"My mentees can choose their own goals – anything from work/life balance to specific industry acumen – and

individuals define what topic could best help them achieve their professional goals. There is no limit for the number of mentoring sessions, and the mentors and mentees meet individually for a couple of hours each month as needed. This is my third group of mentees," Martin said.

Mentees said the opportunity for mentoring is invaluable. It helps employees grow as leaders and professionals.

"The mentoring is helpful. I have a subject matter expert available to provide advice and help solve problems whenever the need arises," said Jimmie Jackson, former program manager, ISPM's Base Operations Program.

Martin's mentoring also crosses traditional boundaries and directorates.

Tiffany Torres, value engineering officer, Engineering Directorate, has been mentored by Martin for more than seven years now. She said Martin's mentoring motivates her.

"Arthur was my first supervisor when I started work in Engineering Directorate's Operations Division in May 2008," she said. "He became my mentor and helped me grow professionally. A few years later, he moved to ISPM Directorate. Shortly afterward, my position was moved from ED to ISPM, so he became my supervisor again. I've faced many challenges as the VEO and he has always been very supportive. He's also been very approachable and honest with me. I think mentoring should be standard for those who are starting their careers. It's very beneficial having someone to talk to who is knowledgeable about every aspect of your professional development. Arthur is always willing to help and lending an ear."

Robert Jackson, a mechanical engineer also in ED, said he approached Martin for a mentoring opportunity because he wanted to learn what was necessary to grow professionally.

"Arthur has given me advice and strategies on how to approach new opportunities presented to me within my work assignments," Jackson said.

According to Martin, Chip Marin, director of Installation Support and Programs Management Directorate, is very supportive of his mentoring. He said Marin is also his mentor.

"Mentoring is an essential part of being a leader and is imperative to the development and growth of the workforce to ensure we have qualified, motivated personnel to both execute today's mission and develop our future leaders," Marin said.

"It not only helps the person being mentored to grow and develop, it also helps the mentor by instilling a reflective thought process on one's career and through deliberate contemplation determining what worked, what may not have worked so well, and ways of self-improving."

Marin said he encourages others at Huntsville Center

See **MENTOR** on page 25

Huntsville Center employee named USACE's Interior Designer of the Year

By Amy Newcomb
Public Affairs Office

The U.S. Army Corps of Engineers recently announced an Engineering and Support Center, Huntsville professional as the 2015 Interior Designer of the Year. Patricia Mooneyham, a chief in the Interior Design Section, was presented the award in August here at the Center.

Mooneyham receives the award for her initiatives within the Corps while serving as Interior Design Section chief since 2014 and Senior Project Manager for the Centralized Furnishing Program since 2011. This annual award is given to a Corps employee who demonstrates professional excellence, as well as exceptional achievements and performance.

Receiving the award is an honor, as well as being able to represent Huntsville Center and the interior design profession, Mooneyham said.

"Initially ... it was very difficult because I know there are a lot of worthy candidates out there," she said. "For me to even be nominated for the award was a huge honor. I'm very appreciative to Todd (DuVernay) for all the kind words he had in the nomination and even taking the effort to nominate me."

DuVernay, chief of the Architectural Branch, said while there are many great designers to choose from, Mooneyham's proactive efforts to make things better for those she works with and for Huntsville Center customers made his selection much easier.

"(Mooneyham) is absolutely stellar," DuVernay said. "Not only is she an excellent Interior Designer, but she has led efforts in project management, Base Realignment



Photo by Amy Newcomb

Patricia Mooneyham, a chief in the Interior Design Section, was named the U.S. Army Corps of Engineers 2015 Interior Designer of the Year. Through a consolidated effort, Mooneyham and her team completed more than \$50 million in acquisitions during 2014.

and Closure (BRAC) and others as a supervisor in the Engineering Directorate and special projects for the Center and community."

Mooneyham will be recognized for her excellent leadership on some of the most difficult furniture acquisitions and installations, her team building successes within the command, and providing continuing education and other professional opportunities to interior designers and other building professionals within the local community.

"It is very rewarding to be given the opportunity to be a proponent of the development and growth of this workforce and their professional careers, whether they work as an interior designer or otherwise," Mooneyham said.

"I am so grateful to others who took the time to do this for me and now I get to pay it forward."

Mooneyham led a design team at Huntsville Center through an aggressive and atypical procurement schedule, which resulted in the successful execution of one of the largest furniture contracts in Huntsville Center history. The contract, valued at \$7 million, provided more than 8,100 items of replacement furniture for 82 U.S. Army facilities across the South Korean peninsula.

As the senior project manager for the Centralized Furnishings Program, Mooneyham was responsible for overseeing the procurement of furniture for 60 plus projects valued at more than \$14 million for Army installations worldwide. She successfully managed the project's design team in the development of customer requirements into final furniture plans, and specifications for the purchase of \$3 million of casegoods, seating and systems furniture for Redstone Arsenal, Alabama, which generated 71 more workstations than Redstone officials thought possible.

Mooneyham provided oversight for more than \$500,000 of furniture for Goodfellow Air Force Base, Texas, as well as purchasing \$3.8 million of casegoods, seating and systems furniture and relocation of Army Test Evaluation Command headquarters in Aberdeen Proving Ground, Maryland, to a Leadership in Energy & Environmental Design Gold facility. She was instrumental in putting in place Huntsville Center's first ever Architectural-Engineering Contract that opened the door to become the Army's primary design agent.

With the consolidated effort of Mooneyham and her team, more than \$50 million in acquisitions were completed in 2014.

Huntsville Center's ESPC team to receive Department of Energy – USACE awards

By Amy Newcomb
Public Affairs Office

The Department of Energy's Federal Energy Management Program recently announced the U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville's Energy Savings Performance Contracting team as a 2015 Federal Energy and Water Management Award winner for its work using third-party financed acquisition projects that support the Army in meeting energy and water reduction mandates, the President's Performance Contracting Challenge (PPCC) and renewable energy mandates.

Team members Jason Bray, Priya Desai, Lisa Harris, Robert Mackey and Wesley Malone are scheduled to receive the award on behalf of the ESPC team during a ceremony in Washington, District of Columbia, later this year.

The Department of Energy's Federal Energy Management Program (FEMP), in conjunction with the Federal Interagency Energy Policy Committee annually recognizes individuals and organizations for significant contributions to energy and water efficiency within the federal government.

According to Michael Norton, the chief of the Energy Implementation Branch, this is the second consecutive year the Energy Division ESPC team has been presented with a Federal Energy and Water Management Award.

"It has to do with our standardized and streamlined acquisition processes and our dedicated and experienced project delivery team (PDT)," Norton said. "The thing that makes us, Huntsville Center and the Army, different from the other organizations



Photo illustration by Amy Newcomb

Energy Savings Performance Contracting (ESPC) team members, from left, Jason Bray, Lisa Harris, Robert Mackey, Priya Desai, and Wesley Malone, will receive a 2015 Federal Energy and Water Management Award, on behalf of the ESPC team, during a ceremony in Washington, District of Columbia, later this year.

that award ESPC projects is that we have a centralized project management 'one-stop-shop.'"

The Huntsville Center's ESPC process is recognized throughout the federal government as an efficient and streamlined acquisition process.

In FY14, Huntsville Center's ESPC program awarded 16 projects with a capital investment of \$243 million for Army and Navy projects that will have an annual savings of \$39 million. Down 31 percent from the previous year, this is a guaranteed energy savings of 984,104 British Thermal Units (MBTUs) and 73 million gallons of water.

During FY14, two ground breaking projects for the Army were developed by Huntsville Center's ESPC team. A \$44 million project at Letterkenny Army Depot (LEAD) was the largest ESPC task order ever awarded by Huntsville Center. The LEAD project has a guaranteed energy savings of 130,438 MBTUs and 25,654,000 gallons in water savings.

This means the ESCO has guaranteed, based on the Energy Conservation Measures they implemented, these savings will be met annually for the life of the contract, said Jason Bray, ESPC project manager.

"Letterkenny was one of those installations ... the facilities were relatively old, so when you think of those 1950s, 1960s buildings ... it's been a long time since they have been upgraded," Bray said. "They needed a lot of improvements and they are finally getting that opportunity and its showing with the amount of savings they are going to see."

Additionally, the Mobile District project on the Tennessee-Tombigbee Waterway was the first USACE civil works ESPC awarded by Huntsville Center. The Mobile District project has a capital investment of \$2.5 million, and it broke the barrier for Huntsville Center to perform more USACE civil works projects in the future.

Center efforts in FY14 contributed to the Army exceeding its goal of \$384 million by \$114 million, or 29.7 percent, for a total of \$498 million. Huntsville Center's ESPC team, which includes Project Management, Contracting, Office of Counsel, Engineering, and the Department of Energy ESPC PDT, will also receive the USACE Sustainability Green Dream Team Award for their strategic partnership with the DOE FEMP.

See AWARD on page 25

Online tool streamlines employment verification

By Jo Anita Miley
Public Affairs Office

If you're applying for a loan or seeking employment, you will probably need to provide employment verification information. At one time, lenders or potential employers could call a personnel office for the needed information. Now, employees can provide information such as job title, tenure and salary through an online employment verification tool.

Although the Employment Verification Tool replaced Worknumber for Everyone Feb. 11, 2011, many employees are not using it. EV is a self service My Biz tool that allows current Department of Defense employees to send employment and salary information to an external organization or person directly from the Defense Civilian Personnel Data System in a password-protected document via email.

Vanessa Midgett, director of the Civilian Personnel Advisory Center, said the change is an improvement that is saving the government both time and money because it eliminates middle people and gives employees direct access to their personal information. The Self Service My Biz EV tool enables employees to securely and conveniently release, via email, employment and/or salary information to an external organization or person. The information consists of employment only or employment and salary information. Employees can preview information on the screen before they complete the transaction. The recipient receives a password protected attachment, and the employee receives the password. The employee must provide the password to the recipient.

"The Army is transforming and is affecting continual decreases in human resource authorizations which intensify the need to ensure that Human Resource Automation tools work properly and effectively," Midgett said. "In tandem with Army transformation, the goal of Redstone CPAC is to continually move towards being the best customer-focused and technologically advanced human resources activity in the Army. We lead by developing and instilling a culture of continuous improvement principles and concepts while employing state of the art technologies that are designed to enhance our customer service to Soldiers, families, retirees and DOD civilians and contractors."

Midgett said one of the things they are doing at the Civilian Human Resources Agency South Central Region and all over the Department of Defense is to find ways to save time and money. All of DOD has been going through a transformation toward automation enhancement.

"Employees now have direct access to their own work history and can provide it to employers. Having them validate their own personal information also frees up CPAC employees from doing employment verification," Midgett said. "All you need is the recipient's email address along with your work or personal email address to use as a confirmation and validation



Courtesy photo

Vanessa Midgett

of your employment verification. There is no limit to the number of verifications an employee can submit."

Midgett said proper training is essential to avoid employees having problems with getting an employment verification done. It's left up to every government agency to ensure their employees are familiar with the EV tool. Her staff is still available to assist employees whenever needed.

The Employment Verification Tool is available to all Army civilian employees via links through the Civilian Personnel On-Line, Army Benefits Center for Civilians and the Civilian Human Resources Agency websites.

The following links will direct employees to MY Biz in the Defense Civilian Personnel Data System:

CPOL website: Access Benefits and Entitlements, which leads to the Employment Verification link, cpol.army.mil/library/benefits/2013-EV.html. This will direct the user to the Employment Verification information.

ABC-C website: Via the www.abc.army.mil/link under Quick Links on the left-hand side of the page, users will find Employment Verification. Users can then access the link that will lead them to cpol.army.mil/library/benefits/2013-EV.html.

The direct link for employees to log into My Biz, via DCPDS Portal is: cmpp.dcpds.cpmosd.mil/.

For more information about employment verification, contact CPAC. To submit Employment Verification comments and/or suggestions, log into My Biz, select the Self Service Interactive Customer Evaluation tool and the ICE My Biz link.

Huntsville team provides expertise in delivering customers cyber secure facilities, systems

By Julia Bobick
Public Affairs Office

The need to secure federal facilities and systems against a wider range of cyber threats has become much greater in recent years. Target's well-publicized cyber attack in late 2013 was traced back to a smaller network breach using network credentials stolen from a regional heating, ventilating and air conditioning subcontractor that received access to Target's network for HVAC system project management and billing.

Building automation and industrial control systems (ICS) – like HVAC, utility monitoring, fire and natural gas control systems – have in the past been physically isolated systems that only communicated locally, such as within a building. Those systems are more and more frequently being integrated into installation networks so data can be remotely monitored, aggregated and analyzed at higher levels. This increases the vulnerability and cyber security risks of not only the individual systems, but also the entire network.

The challenge: information technology (IT) and ICS systems – while they share similar characteristics – have very different priorities and risks. In addition, IT technicians and facility engineers speak different languages, according to Stacey Hirata, chief of the U.S. Army Corps of Engineers' Installation Support Division in the Military Programs Directorate.

"We need technical experts who understand industrial control systems, what they are and the unique risks associated with those systems," Hirata said. "And we need USACE IT network experts who understand the engineering dialect and can translate the IT language into something our USACE project managers and engineers can understand."

To ensure consistent delivery of efficient, cyber secure facilities and systems to its customers, the Engineering and Support Center, Huntsville established an Information Assurance and Information Technology (IA/IT) Branch in its Engineering Directorate in January. Shortly thereafter, Huntsville Center was also designated the USACE Industrial Control Systems Cybersecurity Technical Center of Expertise (TCX).

"We are holistically looking at our programs and customer needs, and we bring it all together with a facilities engineering background and cybersecurity focus to ensure our customers receive systems with the integrated security solutions required to operate facility and installation related systems on government networks," said Dan Shepard, who is chief of both the TCX and the IA/IT Branch.

In June Hirata hosted a USACE-wide webinar on delivering cyber secure facilities to customers. He said every



program and project manager should be asking themselves, "Are we delivering cyber secure facilities? Are we applying the appropriate standards and criteria in our facility design, and do our contracts have the right specifications?"

With seven information technology (IT) specialists assigned to the IA/IT Branch supporting Huntsville Center project delivery teams (PDTs), Shepard said his goal is to have one IA cybersecurity specialist assigned to each PDT to ensure program managers understand cybersecurity requirements for their project(s) and contracts contain the appropriate cybersecurity language. The TCX provides expertise and guidance for military programs and customers across the Corps of Engineers and the Army.

Shepard said his team collaborates a great deal with the USACE Critical Infrastructure Cyber Security Center of Expertise at Little Rock District (focused on civil works infrastructure like locks, dams and levees) and USACE laboratories, as well as Huntsville Center's Energy Division and the USACE Utility Monitoring and Control Systems (UMCS) and Electronic Security Systems (ESS) Mandatory Centers of Expertise at Huntsville Center, to identify ways to support those missions and enhance cybersecurity efforts across USACE. He said they also participate on several Army and Department of Defense cybersecurity and information assurance working groups to assist with policy development.

"While there's a ton of expertise in cybersecurity for traditional IT platforms across the Army, there is not yet a lot of expertise in our niche area of cybersecurity for facilities," Shepard said.

"We are trying to be that voice with a facility engineering focus for the Army. The Corps of Engineers brings that to the Army; no one else in the Army does that."

Shepard said that as garrisons and installation directorates of public works have experienced budget and manpower cuts in recent years, many have lost critical on-site expertise

See **CYBER** on page 25

Marin at the helm of Center's installation support directorate

By William S. Farrow
Public Affairs Office

Albert “Chip” Marin is the new director of the U.S. Army Engineering and Support Center, Huntsville's Installation Support and Programs Management Directorate.

Marin took the helm of the directorate June 1.

Prior to taking the position, Marin was the ISPM Facilities Repair and Renewal/Energy Execution Program/DLA Fuels Branch chief from 2013 to May 2015.

“Chip Marin was selected for this position because of the breadth and depth of experience as demonstrated by his performance in his previous assignments,” said Col. Robert Ruch, Huntsville Center commander.

Marin said the transition into the position is going well, while gaining a firm understanding of the 31 ISPM programs has been arduous.

“The directorate is so vast,” Marin said. “We are into all aspects of installation support, across most all functional areas on a given Department of Defense installation. From the access gate, to the facilities, to the medical infrastructure, to Information Technology and Cyber-Security, to the planning of what the installation will look like 10 years from now, understanding the totality of all programs individually, and then collectively as the Programs complement each other, has been challenging.”

As the director of ISPM, Marin said he believes in centralized control and guidance and decentralized execution.

“Give people a mission, ensure they understand it, and then get out of their way and trust they will get it done. Along the way check to ensure all is on track and that the teams have been properly resourced to accomplish their

“... take care of the people, and the mission will happen.”

*Chip Marin,
ISPM director*

mission,” he said.

A career Army officer with more than 25 years in uniform working in the engineering field, Marin said his career as a Soldier certainly shaped his management skills and how he will manage the more than 200 people carrying out the directorate's day-to-day business

“Soldiering takes teamwork, and only through teamwork is the mission accomplished. Soldiering mandates care and compassion of your fellow teammates. When Soldiers (or any employees) know the boss really cares for them, they are much more apt to perform well, take prudent risk and know that the boss will support them through thick and thin,” he said.

Marin said the bottom line is that his people should know he is genuinely concerned about their welfare and professional development.

“The one thing that bothers me the most is when someone does not treat other people with dignity and respect. This is a non-negotiable for me. Everyone deserves to be treated with dignity and respect – period. Missions are important, but missions do not get accomplished without people. Therefore, my philosophy has always been ‘take care of the people, and the mission will happen.’”

Looking toward ISPM's future, Marin said he envisions the directorate will



Photo by William S. Farrow

Albert “Chip” Marin is the new director of the U.S. Army Engineering and Support Center, Huntsville's Installation Support and Programs Management Directorate.

become both the Installation Support and Program Management Center of Expertise, and he said he strives for the directorate to be a place where all the employees are not only valued, but value added.

“We will garner a reputation in which people genuinely like to come to work, and where our customers know we will fulfill their requirements professionally and at the best value to the government. Our new ISPM motto is “Building Strong – Making a Difference.” That is our vision – making a difference each and every day to better prepare our installations for mission success.”

Marin said he wants current and potential customers to know ISPM will be open and transparent every step of the way through the planning, acquisition and execution of their requirement.

“We will be honest and will set expectations from the get-go,” he said. “Our delivery and communications will be professional and everything we do will be executed through the boundaries of being morally, ethically and legally correct.”

Center employees urged to register, update ADPAAS for accountability

By William S. Farrow
Public Affairs Office

When multiple tornadoes ripped across Alabama April 27, 2011, hundreds of thousands of Alabamians were left without electricity and communication was at a standstill. Traditional land lines were down for more than a week and cellular service was extremely spotty.

These were dire circumstances, recalls Jeffrey Davis, Huntsville Center emergency management specialist. Hours after the last tornado passed, Huntsville Center leadership and supervisors were tasked with accounting for the Center's employees, and they were doing so the best way they could.

Davis said he believes if Center employees had used the Army's Disaster Personnel Accountability and Assessment System (ADPAAS), a method of accounting, assessing, managing and monitoring the recovery process for personnel and their families affected by a wide-spread catastrophic event, the process would have been more streamlined.

ADPAAS is a secure, web-based system developed by Headquarters, Department of the Army, G-1, which provides personnel location information and accounting report status, allowing commanders to make strategic decisions that facilitate a return to stability.

"If ADPAAS had been in place, and with the proper training on how to 'self account' we could have easily accounted for all of our employees in a responsible amount of time," Davis said.

Following a natural or manmade disaster, ADPAAS allows commanders to account for their personnel in a matter of minutes, not days, and alleviates reporting problems by allowing individuals to log in and account for themselves and their family members.

"That is why it so important for each employee to log into ADPASS and verify and update their contact information. To access and verify or update information on the ADPAAS, go to <https://adpaas.army.mil/>," Davis said.

After the tornadoes of 2011, Huntsville Center was at a loss for command and control. Power was out throughout the region. There was only enough electricity from an emergency generator to operate a few offices and bring up a selection of required servers for communication. Within 12 hours after the last tornado touched down in the area, Center leadership began the arduous task of determining if its employees were safe. Then-Deputy Commander Lt. Col. David Bailey recalls that he was mostly relying on supervisors to up-chain personnel status reports.



"If supervisors hadn't been able to contact a person, they were relying on driving out to people's homes to check on them," Bailey said.

Bailey said oftentimes those supervisors found the homes empty.

"There was no electricity and some of people's homes were damaged, and many people were leaving the area to go stay with family or friends elsewhere in the region," he said.

"But a big problem we had was that some people had previously moved residence and not updated their current addresses with their supervisors. So we had some supervisors out there trying to piece together a person's location by talking to neighbors or emergency officials, which was quite frustrating."

Bailey said as people got to wherever they were going and as communication began to flow again, people were good to call their supervisors and let them know their status.

"Finally, after about 48 hours we were able to account for everybody and report to headquarters," he said.

"But the situation in 2011 is a good example of why ADPAAS is a valuable tool," Bailey said.

Davis said the bottom line is that after an emergency, all Army-affiliated personnel (Soldiers, family members and civilian employees) are to report their status to their command at the first available opportunity.

"In some cases, the Secretary of Defense will direct all DOD-affiliated personnel in the affected area to report their accountability status as soon as possible," Davis said.

"When this happens, if you have access to the Internet you are to report your status online through ADPAAS so the commander has a means to assess the impact of the disaster and to provide assistance where needed. But if the situation is as ugly as it was in 2011, at the earliest available opportunity, call or text your supervisor to account for yourself."

Corps employees reinforce STEM

By Jo Anita Miley
Public Affairs Office

While many students in Huntsville and surrounding areas are taking time off from their studies this summer, Engineering and Support Center, Huntsville's Science, Technology, Engineering and Math professionals helped administrators at a local summer enrichment program show students how summer downtime is a perfect opportunity to reinforce STEM.

Huntsville Center employees Erin Hamilton, Stacey Sapp and Juan Pace from the Engineering Directorate and Wesley Malone, Installation Support and Programs Management Directorate, acted as STEM mentors for kindergarten through eighth grade students in the Indian Creek Primitive Baptist Church Summer Enrichment Program June 19 and July 10.

Mentors helped students develop problem-solving skills with fun exercises and interactive design competitions. There were opportunities for students to generate drawings, choose fabrics, build a Corps tower, test solar panels and observe a windmill that is powered by the sun.

Indian Creek's Summer Enrichment Program director Sarah Drake said she implemented the STEM platform for the students due to the Obama administration's initiation of the Educate to Innovate Program in 2009, to make STEM learning a high priority – particularly to underrepresented populations.

"STEM is very big right now," Drake said. "Our curriculum allows us to invite guest speakers from local universities and government organizations to give our students information on their careers. We want to use speakers who can inspire our students to pursue careers in engineering and on different platforms to help young minds analyze data, see patterns and recreate computer-based solutions."

Drake said she seeks out presenters



Photo by Jo Anita Miley

Daniel Tait, left, of the Alabama Center for Sustainable Energy, and Wesley Malone, of the Engineering and Support Center, Huntsville, talk with students about renewable energy during July 10 event.

who can provide STEM education in diverse formats.

"Students may also be attracted to some STEM careers for obvious reasons like the salaries associated with certain STEM fields, but we want to show the students some different reasons for pursuing a career, she said. "Scientists, engineers, mathematicians – we get those careers. But an architect, interior designer, project manager or military engineer? The Corps of Engineers employees have raised our awareness on some very diverse civilian and military STEM careers that are off the beaten path."

Huntsville Center employees said they enjoyed having the opportunity to interact with the students.

"The outreach was a good way for me to take what I do in my profession and share it with the local community," said Hamilton, an interior designer at the Center.

"I enjoyed sharing interior design concepts and interacting with the children through hands-on activities. The opportunity to interact and communicate with others also helps strengthen my abilities and skills as a designer."

"Since our section has proven to be vital to our organization, I think raising awareness about interior design is important," she added. "Most people don't realize that interior design is a STEM career, so educating young people about future opportunities with the government is a win for the school, USACE and Huntsville Center."

Malone, another mentor and a project manager at the Center, partnered with Daniel Tait, chief executive officer at the Alabama Center for Sustainable Energy, a local nonprofit organization, to give an interactive renewable energy presentation.

The presentation showcased different types of renewable energy, their impact on society and the future outlook for renewable energy sources. Malone and Tait discussed green concepts project managers use worldwide and challenged students to "take their school off the grid," by becoming better stewards of our natural resources.

Drake said this year marks the first time Huntsville Center has come to the school. She looks forward to more mentoring opportunities with the organization.

CYBER

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in cybersecurity. They now have to not only manage their installations, but also understand infrastructure and network cybersecurity requirements for acquisitions and contracts.

“We can help fill that knowledge gap; we’re a resource for the entire Army,” Shepard said.

“We take great pride in delivering sustainable, secure systems for our customers and sharing our expertise to make the entire Army and DOD more secure as it relates to the facilities and systems we deliver.”

Two key drivers for the increased emphasis on ICS cybersecurity are Department of Defense Instructions 8500.01 “Cybersecurity” and 8510.01

“Risk Management Framework for DOD Information Technology,” both released in March 2014, as well as the National Institute of Standards and Technology (NIST) Special Publication 800-82 Revision 2, Guide to ICS Security, dated May 2015.

The DOD risk management framework replaces the Defense Information Assurance Certification and Accreditation Process (DIACAP) and applies to all industrial control systems – those that are connected to the Army network as well as those that are isolated. Army implementation guidance has not yet been published.

In conjunction with the Army, Air Force and Navy, the ICS Cybersecurity

TCX is developing a Unified Facilities Criteria (UFC) that will address cybersecurity requirements for facility related Platform Information Technology (PIT) systems, expected to be published in fiscal year 2016.

These PIT systems include but are not limited to ICS, UMCS, ESS, Building Automation Systems (BAS), Supervisory Control and Data Acquisition (SCADA) systems, and similar control systems. USACE is also developing a cybersecurity Unified Facilities Guide Specification (UFGS) expected for release in FY16 that will document all execution requirements and contract submissions.

AWARD

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The collaboration between Headquarters, USACE and the DOE FEMP in FY14 resulted in a Memorandum of Understanding that provided the framework to better support federal agencies in meeting the PPCC.

The partnership resulted in an improved generation of Huntsville’s ESPC Multiple Award Task Order Contract that was awarded in May. The immediate and long term outcomes include: Process improvements such as combining the feasibility study and proposal into one singular effort, standardized contract language for third generation ESPC MATOC and third generation DOE FEMP Indefinite Delivery Indefinite Quantity, and added cyber security requirements into the base contract.

Editor’s note: ESPC team members scheduled to receive

the 2015 Federal Energy and Water Management Award for their third-party financed acquisition projects that support the Army in meeting energy and water reduction mandates, the PPCC and renewable energy mandates, were supported by other PDT members of the Engineering Division, Contracting and Office of Counsel.

These members who made the ESPC program a success include: Jason Bray, Priya Desai, Lisa Harris, Robert Mackey, Wesley Malone, Bruce Forsberg, Andy Long, Earl Johnson, Barbara Osterkamp, LaSheena Vaughn, Scott Sheffield, Dave Aldridge, Margaret Simmons, Kay Sommerkamp, Jason Batey, Steve Lambert, Patricia Coates, Cathy Daly, Kathy Norton, April Rafael-Adams, Arkie Fanning, Preston Kiss and Jan Robinson.

MENTOR

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to consider mentoring, especially those within his directorate. He said mentoring helps build strong leaders.

“There is no greater reward from being a leader than watching an employee gain confidence and become successful. In any business, success or failure hinges on people, and being a part of developing those people is an absolute, magnificent privilege,” Marin said.

Martin said he thinks he will always

mentor others.

“What’s there not to like about mentoring? It can improve employee satisfaction and retention, enrich new-employee initiation, make an organization more appealing to new personnel and help build strong leaders,” Martin said. “It’s a win for everyone involved. I’ll always mentor in some way.”

Mentees said they anticipate new mentoring opportunities with Martin.

Janie Nabors, an interior designer in the center’s Engineering Directorate, summed up the sentiments of all the mentees best.

“Arthur is a leader and encourager. He has equipped me to do well in my job and helped me prepare for future work assignments,” Nabors said. “He is also helping me grow as a Corps leader and as a professional.”

Huntsville Center engineer prepares for third bodybuilding competition

Amy Newcomb
Public Affairs Office

For about an hour in the morning and an hour in the evening, Robert Jackson dresses in his workout clothes and hits the gym. He trains to compete in local bodybuilding competitions, and what began as a hobby has turned into a lifestyle.

A Dothan, Alabama, native, now currently a mechanical engineer at the Huntsville Center, competed in his third competition this year: the NPC Alabama State Championship Aug. 29 in Gadsden, Alabama. In that competition, Jackson placed 5th in the Mr. Etowah County Physique category.

“I’ve recently started having some tangible success,” Jackson said.

Jackson placed second at the Rocket City Classic in July and then first in his class at the NPC City of Champions Aug. 1.

Each competition has several categories, and within those categories there are height classes. Jackson competes in the physique category, which is for those who pursue a leaner, fit, aesthetic look, he said.

“The whole goal is really to just be in the best shape that you can be in, be the best you that you can be and be a better you than you were last year – that is the mindset and the focus,” Jackson said.

“It’s not really about winning per se, because you are still being judged by people, which is kind of subjective,” he said. “However, it’s still a competition so you want to do well as a competitor, but you have to keep it in perspective.”

Getting started

Always wanting to be fit, Jackson remembers watching ESPN during his youth.

“I grew up watching Mr. Olympia and bodybuilding shows on ESPN,” Jackson said. “Then when Sportscenter



Courtesy Photo

Robert Jackson, a Dothan, Alabama, native, now currently a mechanical engineer at the Huntsville Center, prepares for his third competition this year: the NPC Alabama State Championship Aug. 29.

would go off, they would have about three or four workout shows that came on afterwards. I always tried to sit there and do the workouts with those guys.”

He continued to live an active lifestyle.

“I played football, basketball and ran track in high school, so I was always working out to be ready for the season of whatever sport I was preparing to play,” Jackson said.

After being accepted to Alabama Agricultural and Mechanical University, he no longer played sports competitively but still continued to work out while earning his degree.

“Even after college I stayed with it though, working out at a local gym or on campus,” Jackson said. “But, it was a few years ago when I really took it up to another level and started competing in bodybuilding shows.”

Jackson wanted to maintain a level of fitness that would allow him to play basketball all day if he wanted or throw a football without being out of breath, so

he started working out with a friend, he said.

“I really started seeing more gains and made more and more progress in my workouts, so it kept motivating me, which is why I stuck with working out,” Jackson said. “It got to a point where I had been working out and wanted to do something more because I was used to playing sports and being competitive.”

Needing to find a way to satisfy his competitive nature, Jackson saw an opportunity in bodybuilding.

“I wanted a different challenge, and I heard that one of my friends (Porscha Porter, Energy Savings Performance Contracting program manager) was doing a bodybuilding show,” he said. “I talked to her and said, ‘Show me what your diet is and let me see if I can stick with it and then we will see.’”

After two months of following Porter’s strict diet, Jackson decided to take it to the next level.

“It was a challenge, but it was so much fun,” Jackson said of working with his trainer. “I enjoyed every rep because it took my workout to a level I had never been on before. The results were very rewarding.”

Lessons learned

While Jackson has enjoyed much of his training over the past few years, he has learned that discipline is key.

“I’ve learned that you have to stay disciplined pretty much the whole year as far as your diet goes,” he said. “If you don’t stay somewhat disciplined you will put on more weight, and then you have to work that much harder to get it off when you start preparing for a competition.”

In order to stay disciplined, Jackson varies his routine.

“I hit the weights at least three days a week for 30 minutes straight,” he said. “I teach Insanity twice a week at the

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COMPETITION

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Alabama-Huntsville, and I also do it at home about four or five days a week. I also participate in boot camp classes, so I probably spend 10 to 12 hours a week working out.”

Jackson also tries to eat as clean as possible year round, but especially while training for a competition.

“My diet is very high protein and a lot of good fats like almonds and a lot of green vegetables like green beans, spinach, asparagus and salad,” he said.

“The only carbohydrates I get are from an apple I eat in the morning, and very low to no sugar. So, no sugary drinks, no bread, no pastas.”

Jackson also drinks only water.

“Something that I learned, once I got into bodybuilding was your body acts as a sponge,” he said. “In the off season

you can have more cheat meals, but you still need to stay within reason, so if you are going to cheat more you need to do more cardio.”

Some of Jackson’s favorite cheat meals include barbecue ribs, peach cobbler, strawberry shortcake, crunch n munch and barbecue potato chips.

“I have to constantly think about what I am eating,” he said.

Workplace encouragement

Jackson, who is the lead engineer for plumbing design and a lead engineer for the DLA - Fuels program and Centers of Standardization program, often discusses his workout strategies and eating habits with his coworkers.

“A lot of people will ask me what I do for my workouts or how I eat so, I talk to them about that and what my suggestions would be,” he said.

One person Jackson has discussed health and fitness with is Tiffany Torres, Huntsville Center’s value engineering officer.

“I expressed to him on one occasion that I needed some help with getting off some of the weight that I had gained because of pregnancy,” Torres said.

“Knowing how informed he is about fitness in general, I was happy when he offered to help me reach my goal.”

Torres said Jackson helped her design a workout routine that benefitted her, and he is a continued source of encouragement for his friends and coworkers.

“He’s definitely the person I go to whenever I have a fitness related question,” she said. “And his motivation has absolutely helped me make more healthy decisions.”

PARTNERSHIP

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they are safe.”

There are 41 Army sites with more than 200 ACPs covered under the program’s maintenance and service contract.

“The PDC monitors and evaluates onsite testing with the contractor during the commissioning process and then provides a commissioning report and letter,” Brook said. “A successful commission lets the garrison commander know his guard force has the capability to stop a threat vehicle before it can enter a post. Locally, Redstone has had a barrier deployment that stopped a vehicle from attempting to enter

the Arsenal while fleeing local law enforcement.”

The Huntsville Center’s ACP program and PDC’s joint relationship is critical to completing the mission.

“This is a collaborative effort and it takes both parties recognizing that our separate, but similar programs overlap and complement each other not compete with each other,” Carter said. “As previous Chief of Engineers, Lt. Gen. Robert L. Van Antwerp Jr., put it ‘there is only one door to the Corps.’”

The “one door to the Corps” concept is essential for team building and executing the Army’s and DOD’s ACP mission with quality and compliance for safety, which is what he and Brook have strived to do, Carter said.

ROBOTS

continued from page 8

to the project when transportation costs of these large machines are over \$10,000 each,” he said.

Pregeant said to operate the equipment once the control kit is installed, a signal with a reach of up to a mile is sent from an antenna to a receiver mounted atop the field equipment. For remote areas, the Huntsville Center team designed and fabricated two mobile command centers that are located on heavy-duty pickup trucks capable of driving deeper into forested areas. In both the mobile trailer and mobile truck mounted command centers, there are

work stations set up for the machines’ operators. Each forestry vegetation removal machine has multiple mounted cameras so the controllers have up close, first person views of their equipments’ operations via the laptop screen or attached TV monitors. T He said each machine also has a wide selection of attachments available and the attachments used depend on the specific work required.

O’Neal said the range vegetation clearance systems typically clear more than an acre per-day per-machine in difficult areas and up to 2 acres per-day, per-machine in areas with brush and

small trees. The Fort Bragg contract calls for clearance of more than 900 acres and the project is ahead of schedule.

Wolf Amarack, Fort Bragg Range Control chief, said he is discovering just how valuable and efficient Huntsville Center’s newly developed tools are for a very important training range set to begin construction in December 2016.

“Attack helicopters need large areas to maneuver in and this AGR gives them that distance and all the targets they need (to train). Once we have this range cleared of vegetation and construction completed, we will finally have the aerial gunnery training capabilities here.”

Don't let ethics violations take the "fun" out of CFC fundraising

By Clay Weisenberger

Office of Counsel

Prior to the 1950s, fundraising in the federal workplace was an uncontrolled free-for-all, and charity designations were not allowed.

In 1964 the first "combined" campaigns were conducted as experiments in six cities, consolidating all drives into one. The result was a substantial increase in contributions, and employees were pleased with having to deal with fundraising only once a year. Today, Combined Federal Campaign affords all employees an opportunity to contribute to one or more charitable, humanitarian or medical research organization at a local or national level. CFC is the largest and most successful workplace philanthropic fundraiser in the world. Federal employees have raised more than \$28 million dollars for charitable causes around the world!

Despite being a sanctioned fundraising activity, CFC is subject to ethics rules and restrictions. Key

workers and senior leadership may encourage participation in the CFC but may not set individual donation goals, ask for specific donations, or endorse a particular charity. Those who choose not to participate may not be singled out or coerced.

During CFC it is common to award prizes and incentives to generate participation in fundraising activities. While anyone may voluntarily donate prizes or contribute to CFC, it is not permissible to ask a contractor or business to donate prizes or incentives, or to make contributions. Neither appropriated funds nor campaign proceeds may be used to purchase food, beverages, or entertainment for CFC events.

Games and activities used to generate participation can cross the line into gambling, which is strictly prohibited. Creativity in developing fundraising efforts can help avoid this problem. For example, lottery-type games, door prizes, and similar events are not gambling as long as they do not include: 1) the furnishing of

consideration (money or something of value), 2) in a game of chance, 3) that offers a reward or prize. Events that do not include all three of these elements are not gambling. TIP: It should be clear that contributions are not required.

Lotteries and raffles are permitted when in compliance with gambling regulations and approved by agency head in accordance with agency rules. Chances to win must be disassociated from the amount of contributions. Raffle prizes should be modest (under \$50) in nature and value.

Examples of appropriate prizes are lunch with agency officials, special parking spaces for a limited period, and gifts of minimal financial value. Special CFC fundraising events, prizes and gifts should be approved in advance by the commander and an ethics official. Fundraisers like car washes, bake sales, and contests are permitted, subject to some further restrictions.

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

DEPARTMENT OF THE ARMY
ENGINEERING AND SUPPORT CENTER, HUNTSVILLE
P.O. BOX 1600
HUNTSVILLE, AL 35807-4301

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