



The Bulletin



Recognition, family fun highlight Organization Day

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The U.S. Army Engineering and Support Center, Huntsville, engineers adaptive, specialized solutions across a broad spectrum of global enterprise covering five main lines of effort: Energy, Operational Technology, Environmental, Medical, and Base Operations and Facilities



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HUNTSVILLE**



**Commander: Col. Sebastien Joly
Chief, Public Affairs: Chris Putman
Editor: William S. Farrow**

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Commander's Thoughts

“By the next time I write this column, we will all be in the process of moving our operations to our new home at Redstone Gateway.”



Col. Sebastian Joly

Embracing change can be difficult, but it can also be incredibly rewarding, and Huntsville Center is going through some monumental changes. By the next time I write this column, we will all be in the process of moving our operations to our new home at Redstone Gateway.

Nate Durham and the project development team leading us through this change have done a fantastic job to ensure this change is as seamless as possible. I heard nothing but positive comments since we opened the doors at RG 300 for you all to get a look at your new “work home” and I agree with a lot of you that this is a tremendous upgrade.

There has been a lot of change recently as we’ve seen a personnel shift at the senior-most Center leadership level. Chip Marin, Program Director, Colleen O’Keefe, Contracting Director and John Nebelsick, Environmental and Munitions Center of Expertise Director, and Lydia Tadesse, Contracting Division Chief, are all retiring at the end of the year. We sent them off with a well-attended retirement dinner and ceremony Oct. 18 and I believe everyone who attended had a great evening. With Chip, Colleen and John retiring, we are losing three Directors from the Center’s leadership. However, rest assured their replacements will do a great job.

Arthur Martin, former Installation Support and Programs Management Director, has officially replaced Chip as the Programs Director. Ronnell Booker, formerly the HQUSACE Executive Director of Contracting will

replace Collen, and finally Michelle Lordemann, the EMCX Environmental and Sciences Division Chief, is taking over for John as the EMCX Director. The job announcement for the next ISPM Director has recently closed, so the hiring process will proceed in the coming weeks.

Huntsville Center was once again recognized for excellence at the Society of American Military Engineers’ 2023 Federal Small Business Conference in San Antonio. Huntsville Center took the District or Center Overall Highest FY23 Small Business Award by Dollar (\$918,997,623), District or Center Overall Highest FY23 Small Disabled Business Award by Dollar (\$495,664,757) and District or Center Overall Highest FY23 Women Owned Small Business Award by Dollar (\$203,142,512). The significance of injecting more than \$1 billion into small business and our Nation’s economic engine is admirable. The goods and services our servicemembers, their families, and DOD civilian employees serving around the world receive in support of securing our Nation make a meaningful impact on all of our lives.

Last week we observed Veterans Day to honor the brave men and women who have served in the United States Armed Forces. Celebrating Veterans Day is a way to show our gratitude and appreciation for the sacrifices made by our military personnel. It is also an opportunity to reflect on the values of duty, honor, selflessness, civic responsibility, and passion for our country. By marking the day annually, we reaffirm our

commitment to these values and show our support for the brave men and women who have served our country.

As we celebrate Veterans Day, we also recognize the many civilian workers who serve our country. Many of you have served in the military and are continuing to serve our country in other ways. Your contribution to our nation is invaluable, and I am grateful for your service. Your dedication and commitment to our nation is a testament to the values that make America great. I am proud to stand with you and honor your service.

Each November, we take time to reflect on the lasting contributions that Native American Soldiers, civilians, veterans and family members have made to our nation and our Army. This year’s theme, “Celebrating Tribal Sovereignty and Identity,” provides us an opportunity to honor the rich cultures and enduring contributions of the tribal nations and show our gratitude to the more than 150,000 Veterans of American Indian and Alaskan Native descent. Currently, there are 574 federally recognized American Indian and Alaska Native tribes across the United States. Each has their own distinctive history, beliefs, governance structure and culture. America and its people have changed and grown remarkably during its history, but we can still see the spirit and the culture of the first people to live on this land we all love.

I’m so proud to be part of this winning team, here at the Huntsville Center. Thank you for all that you do, and keep up the great work!



Despite hurdles, year end push sets records

By William Farrow
Huntsville Center Public Affairs

Huntsville Center closed out the fiscal year in record time, ensuring America's war fighters and other federal agencies get the support they need to continue their missions.

At around 7 p.m. Sept. 30, the Center completed its last contract action. By 11 p.m., the Center's Resource Management (RM) Directorate fiscally cleared all programs and was able to run the shutdown of Fiscal Year 23.

In an email to the workforce, Albert "Chip" Marin III, Huntsville Center programs and business manager, gave kudos as the Center completed 3680 contract actions and obligated a total of \$2.421 billion.

He explained that this Fiscal Year was the earliest the Center completed its contract actions and the earliest total completion in the Center's history. However, the end-of-fiscal-year push didn't come without hiccups as IT problems delayed the closeout process with server issues. Employees couldn't access modules to clear year-end reports. With IT technicians working diligently to fix the server problem, employees received word that the issues

had been resolved and the final push to the finish line was on.

As the last hours of the fiscal year ticked away, messages to the workforce kept them updated.

Cynthia Blackmon, RM Finance and Accounting Division chief, sent a Center-wide email explaining that until the IT problem was resolved, no one will be able to access clear year end reports.

"We understand your frustration and are awaiting updates from U.S. Army Corps of Engineers Finance Center," Blackmon wrote in an email to Center employees.

At round 5:21 p.m. Sept. 30, Nathaniel Seo, team lead accountant for RM's accounting operations team, sent a simple four-word email to the Center's employees.

"This is now resolved," Seo wrote.

The Center's the Installation Support and Programs Management Directorate accounted for 88% of the total obligations for the entire Center. Of the six divisions within ISPM, the largest amount obligated was executed by the Operational Technology Division with \$574 million via 650 contract actions, although ISPM's Medical Division was a close second with 626 contract actions valued at \$507.5 million.

Obligations by executing directorates for Fiscal 2023 were \$2.1 billion for ISPM; \$197 million for the Ordnance and Explosives Directorate; \$56.6 million for the Engineering Directorate and \$28 million for the Environmental and Munitions Center of Expertise.

Of the money obligated, the Center exceeded its goals for awarding direct awards to small businesses contracts beating the Center's historical high of \$825 million by almost \$100 million. Of the more than \$1.9 billion awards eligible to small business, the Center's obligations exceeded set goals by 6% awarding more than \$900 million to small business. The Center also exceeded goals set for disadvantaged small business by 1.1% awarding more than \$495 million and 3.2% to women owned small business with more than \$200 million awarded.

In an email to the workforce, Rebecca Goodsell, Huntsville Center's Office of Small Business Programs chief hailed the Center's commitment to awarding small business, which she says is the "lifeblood of the American economy."

"You are the very best in USACE and the entire small business team and I can't thank each and every one of you enough for all you've done to support small businesses," Goodsell wrote.



Photo by William Farrow

Contractors oversee the operation of an Active Vehicle Barrier system at Fort Sill, Oklahoma early last year.

Access Control Program enhances installation security through modernization

By William Farrow

Huntsville Center Public Affairs

More than 20 years ago after the 9-11 attacks, the U.S. Department of Defense directed its installations to adopt closed-post security measures to improve security and prevent future terrorist attacks on U.S. soil.

To lead in the efforts to keep military installations and other federal agency facilities safe and secure, the U.S. Army Engineering and Support Center, Huntsville stood up an Access Control Point (ACP) Program to provide for secure access and prevent unauthorized ground vehicles from gaining entry.

In the years following the terror attacks, Huntsville Center's ACP Program directed its contracting, management, and engineering capabilities to provide design-build construction, procurement and installation of physical security equipment and infrastructure upgrades.

After the post 9-11 surge in military and other federal installation ACP upgrades, the program focused on ensuring the systems performed as intended with maintenance activities tailored to customer's operational needs. Today, Huntsville Center's ACP Program is modernizing to improve installation security.

Lauren Ross, ACP program manager, said the program currently has seven contracts with 10-12 ACP modernization projects ongoing each year.

"The combined efforts of the ACP Program's project managers save the Government millions each year and ensures the safety and security of DoD personnel nationwide," Ross said.

Ross said the ACP Program's modernization efforts provide new or replacement Active Vehicle Barrier (AVB) systems to increase ACP security positions through the continental U.S. (CONUS) including Alaska and Hawaii.

Ross said the ACP Program works closely with the U.S. Army Corps of Engineers (USACE) Protective Design Center (PDC) at Omaha District to ensure that all AVB systems meet the latest and greatest Army standards for safety and security.

"In the past few years, the ACP program has installed upwards of 35 new barriers across the U.S. and improved dozens by leveraging technical expertise within USACE to provide customers the best project value," Ross said.

Technology related to the ACP Program's modernization efforts have slowly but surely improved over the years.

Brecken Bailey, ACP Program project manager, said one key example is improvement to the Active Vehicle Barrier system controls.

During the initial Army push to install AVBs post-9/11, AVB controls were mechanical buttons on a fixed console, she explained.

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Photo by William Farrow

Consultation

Col. Sebastien Joly, Huntsville Center commander, and Albert “Chip” Marin III, Huntsville Center Programs and Business Director, consult before providing a Huntsville Center overview at the Society of American Military Engineers-Huntsville Post Industry Day and Small Business Forum 2023 at the Davidson Center for Space Exploration at the U.S. Space and Rocket Center in Huntsville Oct. 18. The event allowed business representatives to learn about current programs and upcoming contracting opportunities from various U.S. Government Agencies including Huntsville Center. Members of the Center’s program project delivery teams were on hand to answer questions and provide more specific information to interested business representatives. Huntsville Center provides specialized technical expertise, global engineering solutions, and cutting-edge innovations through centrally managed programs in support of national interests around the world.

ACP

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Over the years these controls evolved and interactive touchscreen AVB system control consoles are now readily available and affordable.

“The touchscreens give the installations a more user-friendly system with more features improving the guards’ ability to monitor the systems,” Bailey said.

Another way that technology has improved within the ACP Program is drone technology.

“We are experienced in developing standard compliant solutions for unique and challenging ACP layouts and drones can be -- and have been -- used to scan and help map out the geography at an ACP which assists the engineers with their designs,” Bailey said.

Although Huntsville Center’s ACP program is busy with its modernization efforts, the Center doesn’t work alone. The program partners with many USACE components to provide maintenance and services, design-build construction, and infrastructure

upgrades to ACPs and other facilities worldwide.

“It’s teamwork that make the program successful,” Ross said.

“The ACP Program has an excellent spirit of teamwork with a mission focus. The entire Project Development Team (PDT) understands the importance of the work that we do providing security and safety to DOD personnel and their families who work and live on Installations. We maintain close ties and take care of one another,” Ross said.



Huntsville Center program upgrades, improve efficiency at Fort Stewart central energy plant

By William Farrow

Huntsville Center Public Affairs

Representatives from U.S. Army Engineering and Support Center, Huntsville's Utility Energy Service Contracting (UESC) program met with several energy professionals at Fort Stewart's central energy plant (CEP) Oct. 11 to plan the path forward to improve the installation's energy efficiency.

Huntsville Center's Utility Energy Services Contracting (UESC) program negotiates contracts with local electric, gas and water utility companies that enable the utility companies to provide federal agency customers with comprehensive energy and water efficiency improvements and demand reduction services.

A UESC contract is a method whereby 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.

When project financing is required, the utility company is paid from the resulting savings.

Project development and implementation costs can be fully or partially financed or be completely paid for upon project acceptance.

Aubrey Glynn, UESC project manager, said the project provides several benefits to the customer.

"This UESC will not only contribute to Army's net-zero goals, it will reduce long-term utility cost volatility and uncertainty and will provide a 9,000,000 kWh annual reduction in energy use for Fort Stewart."

Under this UESC project, the installation's Directorate of Public Works (DPW), is partnering with Canoochee Electrical Membership



Courtesy photo

Fort Stewart is using Huntsville Center's Utility Energy Savings Contracting program to improve energy efficiency at the central energy plant.

Cooperative (Canoochee EMC) and Southland Industries to improve the controls on the CEP's chillers and install LED lights at 284 facilities.

The post-award pre-construction meeting between Stewart-Hunter DPW and the contractors to upgrade the CEP and install the LEDs improves energy efficiency, said Brett Cowan, installation energy manager.

"All the chillers right now have controllers but they're going to come in and optimize those controls to make sure that we're always supplying the correct temperature water out to the facilities and making sure that we are getting the most out of the controls on the chiller systems," Cowan said.

Automation of the controls will reduce the installation's electrical load and electrical bill, Cowan said. The projected annual energy savings is \$827,729.

"(We) will save a ton of money when it comes to energy consumption," he said.

Canoochee EMC is the utility

privatization contractor on Fort Stewart-Hunter Army Airfield. It owns and operate the electrical distribution system on post. It is the prime contractor and partnered with Southland to complete the project.

Jeffrey Barnard, project manager for Canoochee EMC on post, said the collaboration between DPW and energy-service company Southland Industries is all about making Fort Stewart's CEP run more efficiently and to reduce energy consumption across the installation.

The plan is to change the variable frequency drives to help the engines and pumps run more smoothly, Barnard said.

"The efficiency rating helps to reduce the wear and tear on what is currently here," he said.

That improved efficiency benefits Soldiers and families in the production of steam that is used to heat and provide hot water buildings on post, Barnard said.

Center's OMEE contract keeps Walter Reed running

By William Farrow

Huntsville Center Public Affairs

In the heart of Bethesda, Maryland, sits the campus of the 243-acre Walter Reed National Military Medical Center (WRNMMC), a bastion of hope and healing for countless veterans and active-duty service members. Its gleaming white walls and towering oak trees conceal a world of dedication and tireless effort required to keep the vast institution running smoothly.

The Operation and Maintenance Engineering Enhancement (OMEE) Program at the Huntsville Center is providing a simplified process to respond to the growing operation and maintenance needs of WRNMMC using streamlined processes that delivers low-cost, quick-response contracts for the operation, preventive maintenance, and repair and replacement of equipment for the sprawling campus.

The OMEE program uses a suite of Indefinite Delivery / Indefinite Quantity (IDIQ) operation and maintenance (O&M) service contracts to execute maintenance requirements across the portfolio of Medical Treatment Facilities (MTF), said Chris Moore, OMEE program manager. WRNMMC is one such customer.

"Our contractor was selected on their ability to perform in medical facilities and are very knowledgeable in The Joint Commission (TJC) facility accreditation requirements," Moore said.

The Base Realignment and Closure recommendations of 2005, the Office of Integration (OI) was formed in November 2005 to oversee the merger of the Walter Reed Army Medical Center (WRAMC) and the National Naval Medical Center (NNMC). Walter Reed National Military Medical Center is the flagship of military medicine, also known as the President's Hospital and the Nation's Medical Center and is the world's largest joint



Photo by Chris Putman

Huntsville Center's Operation and Maintenance Engineering Enhancement Program provides operation and maintenance of these back-up generators that provide power to critical facilities and equipment in the event of a power failure at Walter Reed National Military Medical Center.

military medical center with more than 2.4 million square feet of clinical space, more than 7,000 staff members providing care and services to more than 1 million beneficiaries every year. Moore said since WRNMMC is a major hospital with aging infrastructure, there are challenges every day that the OMEE team must overcome.

For example, Moore said, they recently had an air handler go down that rendered operating rooms unusable.

"The OMEE staff, contractor and WRNMMC site team responded in record time to add funding, scope, award, and executed the work," Moore said.

"The hospital experienced the smallest possible service disruption and returned to full mission readiness very quickly. This work was handled as corrective maintenance (a service order), and it is just one example of many where the project development team serves our servicemembers and veterans with excellence."

OMEE has provided some level of services to Walter Reed for more than 10 years.

However, this iteration of the contract providing Operations and Maintenance (O&M) services for

WRNMMC was awarded in 2022 and as part of Multiple Award Task Order Contract (MATOC) OMEE VI with a total duration of three years and a value of \$40 million.

Moore said the contract calls for preventative maintenance, such as maintaining the electrical and mechanical systems through regular service, and corrective maintenance, such as providing rapid response to unplanned facility related disruptions like generator failures.

Navy Cmdr. Russ Jarvis, WRNMMC chief of facilities, said ensuring the facilities are operational can be quite a challenge due to the magnitude of WRNMMC's mission, but having the OMEE contract gives him confidence that when something breaks down, the contractor is focused on resolving the issues quickly.

"We have a lot of facility equipment and systems to operate and maintain. Part of the challenge is the magnitude of the facility," Jarvis said.

"OMEE and the contractor are an important part of the facilities team to keep this MTF functioning smoothly. Having a dedicated O&M contractor to react to emergencies 24/7 is instrumental to providing an optimum environment of care for patients."



Photo by William Farrow

Chad House, Huntsville Center engineer, speaks to students at Alabama School of Cyber Technology and Engineering Oct. 27. The Huntsville-located charter school is ranked academically in the top 1% of U.S. high schools and is the nation's only high school focused on the integration of cyber technology and engineering into all academic disciplines.

Engineers reach out to local students at cyber, engineering school

By William Farrow

Huntsville Center Public Affairs

Engineers from the Huntsville Center's Engineering Directorate (ED) visited a local magnet school Oct. 23-27 to provide students with insight into the science, technology, engineering and mathematics career fields and the fields importance to filling the rank-and-file of the U.S. Army Corps of Engineers.

Chad House, Patrick Lane, Daniel Cook, and Bryan Merry from the ED's Systems-Cost Division volunteered their time to speak to students at the Alabama School of Cyber Technology and Engineering (ASCTE), the nation's only high school focused on the integration of cyber technology and engineering into all academic disciplines.

Located in Huntsville, ASCTE is a tuition-free, public, residential magnet high school serving students throughout the state of Alabama.

Deanne Boseck, ASCTE career coach instructor, invited Huntsville Center to speak to Field Experience 101 course. She explained that student attending the academy are broken into four specific courses with 101 being for freshmen to hear speakers talk about their careers, how they determined their career paths and to allow the students to gain insight into the organizations they represent.

Following Field Experience 101, sophomores in the 201 class are given tours within STEM industry. The juniors in the 301 course are provided mentorship from STEM professionals, and seniors in the 501 course are involved in STEM internships.

Chad House, Facilities & Systems Sustainment Branch

chief, said he relishes any opportunity to speak and engage with today's youth. He said regardless of their goals and aspirations, the opportunity to share life lessons, failures, successes, and provides a great opportunity to aide in the student's growth and development.

"As career civil servants, most of us feel very strongly about self-less service and the support we provide through mission execution," House said.

"I believe that mission is not complete unless we have developed the next generation to carry the torch forward, improve it, and be there to continue to deliver that mission when faced with tomorrow's challenges."

Sharing career counsel to high school students is a great opportunity for professionals to possibly guide students toward a specific career direction, whether they know what they want to do after high school or not. However, ASCTE isn't a typical high school. Admission to ASCTE is application based with a competitive acceptance process and is ranked academically in the top 1% of U.S. high schools.

House said he believes it is important for U.S. Army Corps of Engineers personnel to share their experiences with those interested in STEM as the STEM fields are diverse and provide many varying opportunities.

"To be able to share our engineering journey to illustrate that these fields are more than sitting in front of a computer and punching a calculator, that they can provide an opportunity to see the world and have a meaningful impact on society is invaluable in further educating them on the STEM fields beyond the classroom in order to feed their passion and drive," House said.

Recognition, family fun highlight Organization Day

By William S. Farrow
Huntsville Center Public Affairs

Huntsville Center's 2023 Organization Day and Awards Ceremony at Carolle Hudson Park on Redstone Arsenal was well attended as hundreds of Huntsville Center employees participated in the day set aside to recognize employees' accomplishments as well as to take a well-deserved "breather" after the end of Fiscal 2023.

Highlighting the day's events was the Award Ceremony as Col. Sebastien Joly presented awards to dozens of employees for Employee of the Year: Eric Horcick; Engineer of the Year: Jeff Denton; Resource Management Employee of the Year: Byron Barlow; Safety Champion of the Year: Karen Gentry; Safety Professional of the Year: Rodney Amacher; Administrative Support Employee of the Year: Tammy

Timbes; Program Manager of the Year: Kimberly Respeliers; Project Manager of the Year: Lamar Heard; Contracting Officer of the Year: Mark Hiscox; Contracting Specialist of the Year: Coronica Maehew; Procurement Analyst of the Year: Gray Rider; Project Management Specialist of the Year: Heather Petty; Technical Specialist of the Year: Anna Lewis Supervisor of the Year: Laura Beth Quick; Innovator of the Year: Safety Office; Program of the Year: Operation and Maintenance Engineering Enhancement-Medical; Project of the Year: High Performance Computing Integration Technical Services – Restricted; Commander's Leadership Award: Brandy Wilkerson; Cornerstone Award: Jerry Richardson; Volunteer of the Year: Martha Cook. The late Steve Feldman was admitted to the Huntsville Center Gallery of Distinguished Civilian Employees.

The event was also an opportunity

to present Center employees with U.S. Army Corps of Engineers national awards. USACE Innovation of the Year: Safety Office Virtual Reality Trainer Project Delivery Team; USACE Contracting Manager of the Year: Jennifer Kelley; USACE Process Improvement Team Excellence Award: Huntsville Center; USACE Interior Designer of the Year: Stephanie Woods; USACE Gil Valla Mechanical Engineer of the Year: Brendan Dingman; USACE Control System Professional of the Year: Robert Renz; USACE Extra Mile Safety Award: Emily White and Kyle Shireman; USACE Safety Award of Excellence (Division Category): Huntsville Center; Lean Six Sigma Excellence Award Program (LEAP) Award: Elizabeth McCullough, Carolyn Harris, Laura Beth Quick, Carlos Reis, Brian Tachias, Kevin Breece, Charmika Merriweather.



Photos by Kristen Bergeson





Ethics reminders while teleworking

By Melanie Braddock
Huntsville Center Office of Counsel

As we wait for the completion of our new building on Redstone Arsenal, most of us find ourselves living and working in the same location daily. However, even as we are all mostly be working from home, the rules and policies that govern us as Federal employees continue to apply.

I wanted to call your attention to four specific ones that might come up in these circumstances.

1. Gifts: Federal employees must remain vigilant for potential ethics violations that crop up. Crowdsourcing fundraising is one example. It could cause a concern where an employee, or their friends or family members on their behalf, may seek financial assistance from crowdsourced fundraising platforms such as GoFundMe.

However, crowdsourced or web-based fundraising poses several ethical issues, such as misuse of position, improper solicitation, and acceptance of prohibited gifts.

Given the potential ethical pitfalls, we encourage employees to consult with their ethics officials before any such campaign begins or immediately upon learning that a friend or family member might be crowdsourcing on your behalf.

Another area of concern is gifts between employees – especially around the holidays. We are an incredibly caring organization, so it is not surprising that employees may also want to help each other. Nonetheless, we have to remember that the ethics rules provide that employees cannot accept gifts from subordinates or from other officials paid less than they are, with very limited exceptions.

Lastly, Department of Defense employees may not accept gifts from a prohibited source or gifts offered

because of their official position.

A prohibited source is any person or group that does, or seeks to do, business with the employee's agency, conducts activities regulated by the agency, seeks official action from the agency, or is an organization comprised of prohibited sources. This includes all the contractor employees assigned to DoD offices. Employees may accept gifts from contractors and their employees, as long as the total amount from each contractor (which includes all its employees) does not exceed a market value of \$20 per occasion or \$50 dollars per calendar year. Employees may not solicit such gifts.

2. Outside Employment: As a reminder, DoD regulations require that employees who file a financial disclosure report must seek prior written approval from their supervisor for outside employment with any entity doing or seeking to do business with the Department or otherwise seeking official action from the Department.

3. Use of Government Resources: Finally, remember to use your work time, equipment, and information only for official purposes, unless otherwise authorized. Most organizations have authorized some minimal personal use of such resources provided that the use does not involve additional cost to the Government, result in significant use of official time, reflect poorly on DoD, or otherwise negatively impact mission.

4. Partisan Political Activities: Federal civilian employees may not engage in political activity (defined as an activity directed toward the success or failure of a political party, candidate for partisan political office or partisan political group) while in a federal workplace; while on duty; while using Government equipment; while wearing a Government uniform/badge; or while in a Government vehicle. Some specific

reminders are:

■ **Political Contributions:** The Hatch Act prohibits federal employees from soliciting or receiving political contributions. This is an absolute prohibition which means it applies all day, every day.

■ **Political Activity While Teleworking:** Your duty location is wherever you are teleworking. If that location is your home, then even at home you may not do any political activities at your home while on duty.

■ **Use of Government Resources:** Even after your duty hours, employees are prohibited from using Government-issued office equipment, email, and smartphones at any time for the purpose of engaging in political activities.

■ **Wearing or Displaying Political Paraphernalia:** While on duty, an employee may not wear or display t-shirts, hats, buttons, posters, flags, coffee mugs, screen savers, candidate photographs, etc. that support or oppose partisan parties or candidates at work.

■ **Political Activity on Personal Time:** A teleworking employee may use personal computer or mobile phone to engage in political activity while on a lunch break during a telework day or after the completion of their telework day. However, if you are in a federal building (i.e., not teleworking), you cannot engage in any political activity even on your lunch break and using your personal device.

This information should help assist you in identifying potential ethics issues, but if you have specific questions or concerns, please reach out to Margaret Simmons, Clay Weisenberger or myself. We are here to help – mostly from home, of course.

BULLETIN FOCUS: People



Grand Tour

Many Huntsville Center employees got their first-look at the new Huntsville Center facility at RG300 on Redstone Arsenal Oct. 20. Employees were given a tour of the new purpose-built, 205,000 square foot building. The new facility allows the Center to consolidate its off-post leases and provide a more secure environment for the Center's workforce.

Photo by Chris Putman



Employee of the Month

Photo by Steve Lamas

Lt. Col. Daniel Segora, Huntsville Center deputy commander, presents Ashonte Fuentes, budget analyst, with October's Employee of the Month certificate. Fuentes works as the primary budget analyst on the Operational Technology Division with a focus on the IT related programs. In September, she worked one-on-one with project managers to review fiscal policy and regulations of their funding sources during this busy time frame. Fuentes raised her concerns to her supervisor, spent much time reviewing documentation to validate financial records were in order, and held meetings with project managers to train staff on policies. By the end of the fiscal year, she processed \$147.4 million in funds and \$134.2 million in contract certifications -- \$40.1 million more than their planned program budget.



BULLETIN FOCUS: People



McClellan recognized

Courtesy photo

Melinda McClellan, a chemist with Huntsville Center's Environmental and Munitions Center of Expertise, was recognized at the Environmental Data Quality workshop in Orlando, Florida and presented a commander's coin by Navy Environmental Data Quality Workgroup Principal Dr. Jordan Adelson and Department of Energy Principal Debbie Rosano for her involvement in a multi-year project to develop the new Department of Defense/DOE Quality Systems Manual for Environmental Laboratories. This manual sets baseline requirements for laboratories performing environmental analysis for the DoD and serves as the requirements document for the DoD Environmental Laboratory Accreditation Program.



An oath

Col. Sebastien Joly, right, Huntsville Center commander, swears in Lt. Col. John Crutcher as a commissioned officer in the Army Reserve Nov. 7 at Huntsville Center. Lt. Col. Crutcher's career has been with the Alabama Army National Guard and he is in the process of transferring to the Army Reserve where he will be promoted to the rank of Colonel and assume duties as a Senior Observer Controller/Trainer at Fort Jackson, South Carolina. Crutcher's civilian job is as a civil engineer within Huntsville Center's Engineering Directorate.

Courtesy photo

BULLETIN FOCUS: Leadership

By Lydia Tadesse

Chief, Contracts Management Division-A

As most of you may know, I will be retiring at the end of this year after close to 35 years of service with the U.S. Army Corps of Engineers' Huntsville Center. I was honored to be among three of our directors that are also retiring at the end of this year: Mr. Chip Marin (Programs Director), Ms. Colleen O'Keefe (Chief of Contracting) and Mr. John Nebelsick (EM-CX Director), with a Retirement Dinner/Celebration on the evening of Oct. 17.

After the celebration ended that evening and at the Society of American Military Engineers Huntsville Post Small Business Industry Day the next morning, I was asked if I would share my remarks with our CT employees. With that said, I decided to share with the Center's workforce through this leadership article.

Yes, all my 35 years of Government experience has been with Huntsville Center. I never thought in a million years that when I started as a young intern in 1989 with the Huntsville Division (now the Huntsville Center), that I would be retiring in the capacity that I am in today as the Contracts Management Division-A chief, and I am humbled.

God has truly blessed me to have had the support of my husband who I thank for always being there to help with our children as I was traveling and working long hours over the years and supporting me in a multitude of ways to make sure that I was able to nurture and enhance my acquisition career. I am grateful for our partnership which created the necessary balance between my personal endeavors and professional commitments. I thank my children for their understanding and support when I couldn't always be there for them physically. It is my hope that I



Lydia Tadesse

have been somewhat of an example of how to make meaningful contributions professionally, while remaining engaged with family. I also thank my local family support system which gave me a sense of peace.

I would not be at this stage in my career if it wasn't for the great Huntsville Center leaders who demonstrated more faith and confidence in me than I had in myself. They willingly invested in my professional development by affording me with challenging opportunities and providing a sound support system.

Starting right out of the gate as a Department of the Army Intern Contract Specialist, I was assigned to work with the Contracting Officer (KO) Mary Dowling on what was the highest visible acquisition and the first to use formal source selection procedures. Knowing so little about contracting, I learned so much in such a short period of time. Although still

green, I was keenly aware that I was positioned for success as a valued member of the Huntsville Center team. I can honestly say there is "No Place Like the Huntsville Center." The diverse portfolio and mission-focused culture offer unique opportunities over a multitude of product lines. I have worked with a great number of programs at Huntsville Center over the years starting through rotational assignments as a contract specialist intern in the Contract Services/Construction, Medical Acquisition, and Special Concepts Divisions. I later supported the U.S. Army Corps of Engineers' Training Program as Contracting Team Leader; Ordnance and Explosives Directorate as senior contract specialist/KO; OE Military Munitions & Response (MMR) Program as Contracting Team Lead; and the Worldwide Environmental Remediation Services Contracting Missions for MMR, Coalitions Munitions Clearance Program (formerly Captured Enemy Ammunition Program), International and Special Operations, Environmental and Munitions Center of Expertise (EMCX), Utility Monitoring and Control Systems (UMCS), and Chemical Demilitarization Program as the Chief of the Environmental Contracting Branch.

For over the past 11 years, I have been serving as the Division Chief for Contracts Management Division-A, supporting program such as: Cybersecurity, High Performance Computing Modernization (HPC), ACE-IT, Facilities Technology Integration- General and Medical, Base Operations, Access Control Points, Fuels, Secure Facilities, Facilities Repair & Renewal, Facilities Reduction, Medical Repair and Renewal and other medical programs.

I am very grateful for all these

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LEADERSHIP

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opportunities. There were other leaders and colleagues along the way whose investment and trust in my capabilities catapulted me from tactical roles requiring technical competencies to strategic roles requiring extensive leadership capabilities. J.R. Richardson and John Mayes (former Center Chiefs of Contracting) were instrumental in my advancing to leadership positions and giving me great opportunities, such as briefing the \$2.1 billion Worldwide Environmental Remediation Services acquisition strategy to Headquarters USACE, Deputy Assistant Secretary of the Army (Procurement) and Defense Department. It was again, the largest and most complex acquisition within the Center at the time and the first acquisition to be briefed at the Defense Procurement and Acquisition Policy level.

I didn't understand why the Contracting Chief would not be the one to brief at that level, but because I was the Environmental Contracting Branch Chief, I was being given the "opportunity to excel." I nervously but willingly accepted the challenge and was successful with the PDT support team at that time, specifically Bill Sargent, OE Program Branch Chief, and Margaret Simmons, Chief Counsel.

It is critically important in any career field that you give back in a way that is positive. As my career progressed, I had the privilege of developing others, influencing the Center across functional areas and building a Contracting Division positioned for unprecedented growth. My successes were not my own alone, but rather collective successes along with my superiors, counterparts, peers, and employees.

Working with Program Management and Lillian Fox, one of my former Branch Chiefs who is now our Alternate Senior Contracting Official -Alexandria

(SCO-ALX), we gained approval to stand up a new IT Program and Contracting Branch in my Division to centralize support for the ACE-IT Program, DoD's High Performance Computing Modernization Program Management (HPCMP) Office, Defense Health Agency, and others. This was one of the most challenging but rewarding endeavors, which resulted in the execution of \$1.4 billion in obligations over 10 years, just for the HPC and ACE-IT Programs alone. Another one of my most rewarding opportunities was supporting the Puerto Rico Power Grid Restoration effort as the Procuring Contracting Officer.

I worked alongside so many outstanding acquisition, engineering, and legal professionals, to acquire and manage contracts to provide power restoration to the citizens across Puerto Rico after hurricane Maria destroyed the island's power grid and shut down all cellular communications.

Having the top cover support of Chip Marin, Colleen O'Keefe and Margaret Simmons in dealing with such a challenging situation was instrumental in our many successes in supporting this effort.

As the Huntsville Center's Contracting Co-Chair for the Federal Women's Program for several years, it has been a wonderful and meaningful experience working in partnership with the Co-Chair Crystal Echols, and the former Director of Engineering Boyce Ross, and the Wade Doss, current Director of Engineering, as the Program's Champions.

It has been tremendously rewarding supporting Huntsville Center's recruitment and retention efforts in Contracting and across other functional areas. Many thanks to Chip Marin, the ISPM & Engineering Directors and their Division Chiefs, and the EM-CX

Director and the Public Affairs Office and Safety Office chiefs, for trusting me to serve on so many of their personnel selection panels.

It has been a great experience leaning about your processes, the various disciplines in your area of responsibility and meeting and getting to know many of the great people that support your divisions, branches and offices.

I thank my boss, Colleen O'Keefe, for many opportunities such as selecting me as one of the 10 Huntsville Center leaders to participate in a six month Coaching for Leaders Certification Program. As a result, I gained additional tools to help employees throughout Center grow their careers.

As you can see, I've had the opportunity to work with some Great people in my career in support of Huntsville Center's mission. It has not all been "easy peasy" there have been many personnel and program challenges over the years, but it helped me develop both professionally and personally. Also, the mentorship and leadership support I received was equally beneficial in my commitment to do the same for others.

I hope that I have demonstrated that showing empathy, sharing knowledge, investing in people by empowering them to take on the hard challenges and acknowledging their efforts, is the key to success.

My heart and thoughts remain with each one of you, and many of us have shared the common experience of being part of the Army Civilian Corps! For those who still have time remaining in your careers, continue to reach for greater heights by always doing your best and serving with integrity.

If you try, and you want it, you will find success! After all, "Let us Try" is the USACE way! ESSAYONS!

About Huntsville Center

HNC

Unique to the U.S. Army Corps of Engineers,

Huntsville Center provides innovative engineering solutions to complex, global missions. Our team of professionals engineer adaptive, specialized solutions across a broad spectrum of global enterprise covering five main lines of effort: Energy, Operational Technology, Environmental, Medical, and Base Operations and Facilities. Our portfolios comprise 43 program areas, as well as nine mandatory and six technical centers of expertise, and 17 centers of standardization. Through partnership with Department of Defense agencies, private industry and global stakeholders, we deliver leading edge engineering solutions in support of national interests around the globe.

FY2023 40+ Programs

8 Mandatory Centers of Expertise,
6 Technical Centers of Expertise
and 17 Centers of Standardization

\$ 2.5B

**“HNC Delivers
Innovation”**

In fiscal 2022, Huntsville Center awarded contract actions totaling more than \$2.5 billion in obligations for its stakeholders.



The U.S. Army Engineering and Support Center, Huntsville, engineers adaptive, specialized solutions across a broad spectrum of global enterprise covering five main lines of effort: Energy, Operational Technology, Environmental, Medical, and Base Operations and Facilities