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U.S. ARMY ENGINEERING AND SUPPORT CENTER, HUNTSVILLE



The Bulletin

Three Centers of Expertise receive recertification

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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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**OFFICIAL PUBLICATION OF THE
U.S. ARMY CORPS
OF ENGINEERS,
U.S. ARMY ENGINEERING
AND SUPPORT CENTER,
HUNTSVILLE**



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The Bulletin is an authorized official publication, published quarterly under provision of AR 360-1, the Huntsville Center Public Affairs Office publishes The Bulletin to provide useful command information to our internal civilian and military employees. Contents are not necessarily the views of or endorsed by the U.S. government, Department of Defense, Department of the Army, USACE or Huntsville Center.



Commander's Thoughts



Col. Sebastien Joly

“...as we engage with small business owners and representatives, they often tell us their businesses are seeing success because of the dedication you all have at including them in Huntsville Center projects.”

Team We are only a couple of weeks from the end of the fiscal year. At the end of August, we had more than 3,000 actions-- valued at more than \$1.3 billion--completed and are on track to meet, if not exceed, last year's numbers. All of you play an integral part in our end of year push, and you are all doing great work that supports the warfighter, the warfighter's families and the civilian employees at installations located around the world.

Over the course of the past two years, many of you have likely noticed the extreme economic difficulty that the nation's small business community is under. Many have had to downsize or shutter their doors due to various challenges. As we have always done, we here at Huntsville Center are working hard to get as many awards as possible and executable into the hands of small business. Many of us attend forums throughout the year, and as we engage with small business owners and representatives, they often tell us their businesses are seeing success because of the dedication you all have at including them in Huntsville Center projects.

Small business is the backbone of our economy and touches so many areas across our nation doing great things for our communities and the people in them. It's important that we continue to support this backbone.

One example of our engagement with small business was the recent Energy Workshop 2023 hosted by our Energy Division in early August.

The focus of the workshop was Huntsville Center's capabilities in the Energy Savings Performance Contracting and Utility Energy Services

Contracting programs. Huntsville Center is the Technical Center of Expertise for the U.S. Army Corps of Engineers in Energy Savings Performance Contracting/Third Party Financing and we are considered the Army's experts. As a leader in the energy arena, we provide a tremendous service assisting the Army's efforts prioritizing resilient energy and water supplies, facilities, and infrastructure that support critical missions.

Huntsville Center's Mandatory and Technical Centers of Expertise (M/TCX) are dedicated to helping grow a stronger USACE by integrating our expertise into projects world-wide.

Their tremendous impact is manifested in the strength of our team of educated, trained, experienced, and certified professionals across the Center.

Headquarters USACE recently recertified our Facilities Explosives Safety MCX and Electronic Security Systems MCX in July, and our Facility System Safety TCX received their recertification in June.

Congratulations go out to our Safety Team who were recognized as this year's USACE Innovation of the Year Award winner for their 'Safety Office Virtual Reality Trainer Project'!

Congratulations also go out to our very own Jennifer Kelley for being named the USACE 2023 Contracting Manager of the Year. This is a fantastic accomplishment greatly reflecting both on her leadership abilities, as well as the entire team that surrounds her daily.

Advancing our priority of investing in people, fourteen employees completed the FY23 Leadership Development Program Level I in July and six employees completed the FY23 LDP

Level II in August and congratulations are deserved for these 20 future leaders.

Our LDP I program provides a foundation for "Leading Self" with the desired outcome for the participants to see themselves as leaders in their organizations.

Our LDP II program provides participants with opportunities to identify, understand, and develop strengths and use those strengths to build teams and relationships. Definitely consider submitting your application into the next round of submissions announced by our Human Capital office.

Heralding the start of a new chapter for some at Huntsville Center, a retirement dinner is set for 6 p.m., Oct. 17 to celebrate the contributions of Chip Marin, Programs Director, Colleen O'Keefe, Contracting Chief, John Nebelsick, Environmental and Munitions Center of Expertise Director, and Lydia Tadesse, Contracts Management Division Chief.

Please consider taking time to send a note of congratulations to Chip, Colleen, John and Lydia or thanking them in person at the dinner.

Finally, this year's Engineer Day awards ceremony and gathering is set for Oct. 23 at Redstone Arsenal's Carroll D. Hudson Recreation Area. The theme for the day is "USACE Space on the Base" celebrating our upcoming relocation to the Arsenal. More information will be delivered as event planning comes together.

However, I can assure you we will have a good time. I look forward to seeing you at the retirement ceremony or the organization day at Redstone Arsenal!

Three centers of expertise receive recertification

By William Farrow
Huntsville Center Public Affairs

Headquarters U.S. Army Corps of Engineers (HQUSACE) re-certified Huntsville Center's Facilities Explosives Safety Mandatory Center of Expertise (FES MCX) and Electronic Security Systems Mandatory Center of Expertise (ESS-MCX) on July 26.

The Facility System Safety (FASS) Technical Center of Expertise (TCX) received its recertification from in June.

Col. Sebastien Joly, Huntsville Center commander, said recertification proves Huntsville Center employs a certified, professional workforce capable of continuing to provide solutions to unique, complex tasks in partnership with the USACE enterprise.

"Huntsville Center CXs are dedicated to helping grow a stronger USACE by setting the standard in our areas of expertise to have a positive impact as evidenced by the strength of our team of educated, trained, experienced, and certified professionals," Joly said.

Centers of Expertise (CX) are designated U.S. Army Corps of Engineers organizations (District, Laboratory, or Center) demonstrating capability and expertise in a specialized area. CXs improve capabilities and management, eliminate redundancy, optimize the use of specialized expertise and resources, enhance USACE-wide consistency, facilitate technology transfer, help maintain institutional knowledge in key areas, and improve service to stakeholders.

A Mandatory Center of Expertise (MCX) is a USACE organization approved by HQUSACE as having a unique or exceptional technical capability in a specialized subject area that is critical to other USACE commands.

Mandatory services to be rendered by an MCX are published in an

Engineer Regulation and identified on the Technical Excellence Network.

A CX receives its designation as an MCX when one or more services provided by the CX are mandatory and used by all USACE elements.

An MCX may provide additional discretionary or voluntary products or services as authorized, like a TCX.

However, its designation remains an MCX based on the mandatory component. A Technical Center of Expertise (TCX) is a USACE organization approved by HQUSACE as having a unique or exceptional technical capability in a specialized subject area that is beneficial to other USACE commands.

Susan Hamilton, FES MCX lead, worked with the FES Team as well as HQUSACE proponent Rich Ludwitzke, to assemble, staff, and route the FES MCX recertification package.

Hamilton said in recent years the recertification process has been greatly simplified. However, the recertification process is "still no small task."

"The most challenging aspect of the recertification process involved locating records from the previous five years of MCX workload and funding to illustrate the support provided and the increased use and support provided by the MCX," Hamilton said.

"We've been working as a team for the past year to institute some processes to improve tracking of projects and potential projects. I couldn't be more grateful for the support of the FES-MCX team in putting together years of records and information needed to document the great things we do in support of USACE and DoD projects."

Per the recertification memo, the FES MCX continues to be productive and has unique and specialized capabilities as required in Engineer Regulation (ER) 1110-1-8169, which is currently being updated by Hamilton and the FES Team.

The FES MCX eliminates

redundancy, optimizes use of specialized expertise, improves services to USACE customers, and enhances Corps-wide consistency.

The ESS-MCX provides direct support to the Army, USACE or through other USACE programs and projects. Services include establishing and maintaining criteria documents, participating in planning activities and design charrettes, performing technical reviews, conducting site surveys, providing technical consulting, performing on-site quality verification and acceptance testing, providing support for contracting activities and conducting training.

The FASS TCX provides highly specialized engineering and safety expertise in facility systems safety and prevention through design (PTD).

TCX personnel provide FASS project delivery team support to the USACE enterprise and training of FASS and PTD awareness, concepts, regulatory requirements, procedures, and Army objectives related to the FASS role, within the Army Safety Program, to reduce facility and system residual hazards and provide processes for life-cycle hazard risk management.

The FES-MCX is Huntsville Center's Structural Branch of the Directorate of Engineering was designated the Facilities Explosives Safety (FES) Mandatory Center of Expertise (MCX) in 2017.

FES-MCX projects involving the design, construction, or modification of facilities that manufacture, store, handle, maintain, develop, demilitarize, test, or dispose of ammunition or explosives (AE), and facilities within the Explosives Safety Quantity Distances (ESQD) of AE facilities require the involvement of subject matter experts in explosives safety. The ESS-MCX is the premier team for quality oversight

See *Expertise*
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Photo by Chris Putman

The Grand Tour

Maj. Gen. Kimberly Colloton, left, U.S. Army Corps of Engineers Deputy Commanding General for Military and International Operations, visited Huntsville Center Aug. 14-15. During her visit, Maj. Gen. Colloton toured RG300 (Huntsville Center's new home under construction at Redstone Arsenal) escorted by Col. Sebastien Joly, Huntsville Center commander, Lt. Col. Dan Segura, Huntsville Center deputy commander, Chip Marin, Huntsville Center programs and business manager and Chris DeMarcus, Huntsville Center logistics chief. While visiting the Center, Maj. Gen. Colloton also met with Center employees, received mission briefs from each Huntsville Center directorate, and received a first-hand look at the chemical warfare materiel remediation efforts on a portion of Redstone Arsenal.

Expertise **From Page 4**

and technical expertise for the design, procurement, and installation of electronic security systems for U.S. Government agencies. The ESS-MCX works with stakeholders to develop requirements and issue a Request for Proposal (RFP), resulting in a task order award to a prequalified contractor, offering the best value to the government. The ESS-MCX also offer ESS design courses and Integrated Commercial Intrusion Detection

System (ICIDS) training courses for the Army and other U.S. agencies.

The FASS-TCX program is designed to incorporate system safety into the facility design process as prescribed in Military Standard 882E (Standard Practice System Safety), Army Regulation 385-10 (Army Safety Program), Department of the Army Pamphlet 385-16 (System Safety Engineering and Management), and new Unified Facilities Criteria 1-200-01 General Building requirements.

The FASS process, also known as

prevention through design, is used in the conceptual, planning, design and construction phases of facilities and facility reduction (demolition) to examine the specifics of the hazards involved, the level of risk, the potential effectiveness of existing codes and standards, and additional design considerations to mitigate hazards.

The FASS program is structured to guide designers toward elimination and control of hazards during criteria development and design of facilities.

BASEOPS continues Army Reserve support

By William S. Farrow
Huntsville Center Public Affairs

The Base Operations Program (BASEOPS) at Huntsville Center uses contracted manpower to provide full spectrum of installation operations support for a vast Army Reserve unit providing Soldiers opportunities to work and train to support the Army's greater effort to become the multi-domain operations-capable force of the future.

The Army Reserve's 88th Readiness Division (88th RD), headquartered at Fort Snelling, Minn., and Fort McCoy, Wis., makes the most out of Battle Assemblies, the monthly training when Soldiers practice and perfect their military skills and maintain individual and unit readiness in the event of mobilization and deployment.

The 88th RD offers units the use of facilities, grounds, and training venues to include convoy operations, organizational maintenance, engineer equipment dig sites, as well as Field Training Exercises.

Huntsville Center's BASEOPS Program executes defined services structured around preventive and corrective maintenance of the 88th RD's more than 750 structures and facilities.

The objective of the Center's support is to preserve and maintain systems in such a condition that they may be effectively used for their designated functional purpose, said Paula White, BASEOPS project manager.

The value of the contracts over a five-year period is upwards of \$90 million and although contractors are used to do the actual maintenance and repair of the facilities, White said it takes the support of engineering technicians (ETs) at U.S. Army Corps of Engineers Districts to ensure the contracted work is completed.

District ETs geographically aligned with the 88th RD's 525 units at 277 sites located in 19 states, from the Ohio River Valley to the Pacific Coast, travel to the facilities and perform as quality assurance that the services delivered meet the expectations of the 88th RD.

"Our preventive maintenance and repair activities are tailored to the 88th RD's operational needs and budget," White said.

"We have nine ETs supporting us with eight working for Kansas City, Chicago and Louisville Districts with one Huntsville Center ET working in Seattle," she said.

"The ETs do everything from ensuring HVAC filters are changed to checking that a facility's emergency lighting works."

Kevin Carse, Electrical Engineering Technician, performs ET duties supporting BASEOPS out of the Louisville District's Indianapolis Resident Office. Carse said he spends a lot of his time traveling to units located in the four states.



Courtesy photo

Kevin Carse inspects a boiler located at the Army Reserve Center at Fort Benjamin Harrison, Indianapolis, Indiana. Carse, Electrical Engineering Technician, performs duties supporting Huntsville Center's BASEOPS out of the Louisville District's Indianapolis Resident Office.

Carse oversees maintenance (preventative and corrective maintenance) on 27 Army Reserve facilities from Indiana to Michigan.

"As you can imagine that keeps me very busy both in the office and on the road trying to get to all 27 facilities. On average I am on the road two to three days a week. Sometimes it is just a day trip and other times there are overnight stays."

Another challenging aspect of the job, Carse said, is keeping track of all the service orders.

"There are typically 500 to 1000 a month and trying to keep track of the status of each one can become overwhelming and confusing at times," Carse said.

He said Huntsville Center BASEOPS, the contractor, and the 88th RD all partner together and work as a cohesive, collective team.

"By building and sustaining a successful value-driven team, we operate as a high performing group to deliver a quality project on time, on budget," and safely.

He said Huntsville Center supplies contracting, program management, engineering, and safety support, and they are just a phone call or email away for any questions or guidance.

"If it wasn't for the support that I receive from both Huntsville Center BASEOPS and the 88th RD, there would be no way I could accomplish all my duties that are needed to assure the facilities are the best that they can be."



Courtesy photo

Solar panels on a building at Naval Air Station Corpus Christi, Texas, show signs of damage following Hurricane Harvey in August 2017. Their restoration is one of many projects resulting from the Navy's expanded partnership with Huntsville Center's Resource Efficiency Manager Program.

Resource Efficiency Managers expand partnership with Navy installations

By Kristen Bergeson
Huntsville Center Public Affairs

Following years of energy-saving successes at Naval Base Guam, the Navy is expanding its partnership with Huntsville Center's Resource Efficiency Manager Program.

The Center's REM program improves installation energy programs by developing site energy and water plans that achieve energy efficiency, reduction, security and resiliency through sustainable and renewable resources.

REMs are contracted energy management experts assisting installation energy managers increase

energy awareness, collect data for reporting site energy use and management and achieve energy goals and mandates.

REMs have been working with energy managers at Naval Base Guam for over six years to conduct building audits, identify energy conservation measures and develop project documentation for third-party financed energy projects, said Russell Moebes, REM Program project manager.

"They saw the energy savings and projects that have come out of Guam, so they shared those success stories within the Navy and wanted to get REMs out to other installations to

help meet their energy goals as well," Moebes said.

Huntsville Center's REM Program now has contracts to provide 16 total REMs to Navy Atlantic, Navy Pacific and Navy Far East. Each contract has four un-exercised option years and additional un-exercised optional REMs if installations need additional support with larger integrated project development.

"Not only are these contracts going to result in cost savings for the Navy, they are also focused on improving energy resiliency, so installations can self-sustain their critical missions," Moebes said.



Photo by Steve Lamas

Col. Sebastien Joly, Huntsville Center commander, welcomes guest speakers Rep. Gary Palmer, Alabama 6th District, to the Center's Energy Workshop 2023. Rep. Palmer serves on the House Committee on Energy & Commerce, Subcommittee on Energy, Subcommittee on Environment & Climate Change and Subcommittee on Oversight & Investigations.

Well-attended Energy Workshop 2023 concentrates on industry trends, innovations

By William Farrow
Huntsville Center Public Affairs

More than 150 people attended Huntsville Center's Energy Workshop Aug. 1-3 at the Jackson Center located in Huntsville's Cummins Research Park.

The focus of the workshop was Huntsville Center's capabilities in the Energy Savings Performance Contracting (ESPC) and Utility Energy Services Contracting (UESC) programs.

This year's theme as "Innovation and New Technology Integration." Jon Winkler, Huntsville Center Energy Division chief, said Huntsville Center holds this annual workshop for customers and stakeholders, utility providers and all Energy Service Companies (ESCOs) holding contracts on the Center's \$1.5 billion Multiple Award Task Order Contract (MATOC).

"Huntsville Center considers events like these essential for 'cross-leveling'

fundamental knowledge of industry trends and innovations to make what we all do better," Winkler said.

Huntsville Center's customers include Army, Navy and Air Force garrisons, Army Material Command (AMC), Installation Management Command (IMCOM), Deputy Chief of Staff of Army (DCS-G9), Deputy Assistant Secretary of the Army for Energy and Sustainment (DASA-ES), Assistant Secretary of the Army for Installations, Energy and Environment (ASA-IEE), Air Force Civil Engineer Center (AFCEC), Washington Headquarters Services (WHS), and Headquarters US Army Corps of Engineers (HQUSACE).

Patty Mooneyham, UESC Program Manager, said Huntsville Center is considered the Army's expert in third-party financing and utility negotiation energy due to its unique ability to provide support world-wide.

"Unlike other U.S. Army Corps of

Engineers Divisions and Districts, Huntsville Center has no geographic boundaries allowing the Center to develop, award, and maintain long-term energy projects worldwide," Mooneyham said.

Guest speakers for the event were Rep. Gary Palmer, Alabama 6th District and member of the House of Representatives' Subcommittee on Energy, Grid Security, and Climate Change, and Brendan Owens, Assistant Secretary of the Department of Defense, Energy, Environment, and Infrastructure.

Other speakers include Christine Ploschke, Acting Deputy Assistant Secretary of the Army for Energy and Sustainability; Susan Call, Department of Defense Installation Clean Energy & Energy Efficiency; William Kidd, Army Installation Management Command G4 Facilities and Logistics director and Drew White, USACE Installation Readiness Division chief.



High Performance Computing program acquisition services move to ERDC

By William Farrow

Huntsville Center Public Affairs

For more than a decade the U.S. Army Engineering and Support Center, Huntsville (Huntsville Center) has maintained acquisition and contract management of the Department of Defense High Performance Computing Modernization Program (HPCMP).

However, changes to the program are underway to turn over the program to the U.S. Army Engineer Research Development Center (ERDC) contracting activity, Vicksburg, Miss., as early as September.

Patrick Parten, Huntsville Center HPCMP program manager, said although the acquisition portion of the program is moving to ERDC, there is no change to the mission of the HPCMP.

“Since the announcement that the portfolio of projects would transition to ERDC, we’ve worked closely with the HPCMP and the ERDC Contracting Office to ensure a smooth transition of all work with little or no impact to customers or the mission,” Parten said.

“The program continues to accelerate technology development and transition into superior defense capabilities through the strategic application of HPC, networking and computational expertise.”

In 2012, Huntsville Center and ERDC created a partnership to procure the follow-on integrated technical services needed by the HPCMP. To meet the demanding, ever-changing, technical requirements of the HPCMP, Huntsville Center’s Facility Technology Integration Division developed a highly skilled, multi-disciplined Project Delivery Team (PDT) solely dedicated to the execution of contracts in support of the HPCMP.

Over the decade under Huntsville Center, PDT managed a portfolio of projects valued at more than \$2 billion and obligated over \$1.4 billion over the life of the program. The PDT includes subject matter experts in the areas of program and project management, acquisition, engineering, contracting, resource management, and legal counsel. Additionally, the PDT has members with vast amounts of experience in information technology, networking, cybersecurity, software, hardware, training (in-person and virtual) and communications infrastructure.

Parten said Angela Wilson, Huntsville Center HPCMP contracting section chief, has been instrumental in the program’s success while handling a portfolio of contracts including Technology Insertion Basic Ordering Agreements, High Performance Computing Integrated Technical



File photo

A scientist at Aberdeen Proving Ground Maryland uses a supercomputer for mathematical simulations instead of mass fabrication, which result in the conservation of human and physical resources. For more than a decade Huntsville Center maintained acquisition and contract management of the Department of Defense High Performance Computing Modernization Program now under the U.S. Army Engineer Research Development Center contracting activity.

Services – Unrestricted, HPC Integrated Technical Services – Restricted, HPCMP Program Administrative Support Services, Navy Business Services and ERDC Business Services.

The HPCMP was initiated in 1992 in response to congressional direction to modernize the Department of Defense laboratories’ High-Performance Computing (HPC) capabilities. The HPCMP was assembled out of a collection of small high performance computing departments, each with a rich history of supercomputing experience that had independently evolved within the Army, Air Force, and Navy laboratories and test centers. The HPC’s tools solve complicated and time-consuming problems with researchers expanding their ability to solve modern military and security problems using HPC hardware and software. The HPCMP operates five DoD Supercomputing Resource Centers (DSRCs) with associated Local Area Networks (LANs) / Wide Area Networks (WANs) and develops HPC software applications and support environments.

The five DSRCs are: Army Research Laboratory, Adelphi, Maryland; Air Force Research Laboratory, Wright-Patterson Air Force Base, Ohio; Navy Oceanographic, Stennis Center, Mississippi; U.S. Army Corps of Engineers’ Engineering Research and Development Center, Vicksburg, Mississippi, and Maui High Performance Computing Center, Hawaii.

New organizational chart built for the 21st Century

By William S. Farrow
Huntsville Center Public Affairs

An organizational chart, or org chart, is a clear visual aid used to communicate structure and show relationships and connections between different departments and employees.

Recently, Huntsville Center revamped its organizational structure documentation by transitioning its Microsoft (MS) PowerPoint-created-and-converted-to-PDF charts to a Microsoft-developed business analytics service.

Click on Huntsville Center organization chart icon on the Center's SharePoint landing page today and a tab opens, providing users with a modernized, aesthetically pleasing presentation. The new org chart has interactive tools allowing users to immediately find who they are looking for instead of scrolling down a PDF. It even updates information and data in real time.

Andrea Smith, Huntsville Center management analyst, said Elizabeth McCullough, Huntsville Center Resource Management director, requested the update of the org chart.

"We knew we needed to structure the org chart differently than what we had been using in PowerPoint so along with Crystal Haywood, management analyst, we began exploring our options.

Haywood had been responsible for updating the org chart and knew the old PowerPoint update wasn't depicting the true structure of the organization.

Haywood and Smith began researching different applications that could replace the PowerPoint model, and brought in Michael May, Business Management Division data visualization specialist, to consult for a new org chart built for the 21st Century.

May said the old PowerPoint-based organizational chart wasn't a model business tool.



"Its cosmetics and organization were not 'ideal' and moreover, there was a great deal of man-hours used as administrative assistants engaged in outreach, collected, and compiled various formats of data from multiple sources just to sustain the tool."

May recommended using MS Power BI (Business Intelligence)-- a service visualizing data and sharing insight by converting data from different sources to build interactive dashboards.

"Really, the only original requirement was to enhance the overall look and feel from the existing tool (organizational chart)," May said.

After May's discussion with Smith and Haywood, the team realized they needed to add additional parameters to really enhance and realize this product.

May and the team began seeking solutions to enhance the visual appearance of the tool and minimize the workload associated with the data collection and upkeep in sustainment of the tool and reduce the complexity of maintaining the tool itself.

May wanted a build-in capability to use and employ metrics related to the tool, allowing for scalability, and bring in a far faster means to navigate through the Center's organizations with the tool and build-in a capability to locate specific individuals.

May said a lot of credit goes to Tommy Tran, management analyst, for all his effort getting the Integrated Manning Document (IMD) built in

with the data set to include positional hierarchies and specific relationships.

Smith said the new org chart is updated during the first week of the pay period after processing gains, losses and Defense Civilian Personnel Data System information allowing the organization structure to be updated quickly, relieving workloads placed on the Center's administration staff.

May said he hopes the look and feel is not merely more attractive, but more functional and structured.

"Rather than wrangling personnel counts, names, and positions (across varied mediums) from administrative assistants quarterly, we now just source from the Integrated Manning Document (IMD), and can track gains and losses weekly," May said.

"Utilizing Power BI, we can construct metrics (personnel counts, total positions, vacancy counts, and staffing levels). The tool is scalable- so it can grow to incorporate other useful information if required or desired," May said.

Rather than sifting through the entire (original) PDF file to locate an organization, users navigate to directorates, divisions, and branches more directly and quickly.

"The old tool (in PDF) did allow for using a find feature to locate names, so we added a people finder page."

The new org chart is also built to assist the workforce with the move into the new Huntsville Center facility currently under construction at Redstone Arsenal and set to open in January.

"While technically ready and operable, though not data populated, we've added a map which allows for charting physical assigned locations of offices, something potentially useful going into a new building."



Student loan repayment program benefits Army's civilian acquisition workforce

By William S. Farrow
Huntsville Center Public Affairs

Recruiting remains a top priority for the Army, not just Soldiers, but also the civilian workforce.

One tool the Army has available to the acquisition workforce is certainly a benefit to those working in contracting as well as an incentive for recent college graduates considering a civilian career with the Army.

The Army Civilian Acquisition Student Loan Repayment Program (SLRP), administered by the U.S. Army Acquisition Support Center (USAASC), repays federally insured student loans as a retention incentive for civilian acquisition employees with critical acquisition skills.

The SLRP is an annually funded program under the authority of the Defense Acquisition Workforce Development Account (DAWDA). This annual program is centrally controlled and announced by the Army DACM office within the USAASC.

Leander Young, Office of Small Business Programs procurement analyst, received his Bachelor of Science degree from Faulkner University in 2015 and his master's degree from Florida Institute of Technology in 2019.

Young said he learned of the program from emails sent out from the DACM Office. He said the program is a great incentive to retain Army

civilian personnel considering the pay difference between GS workers and industry.

"There are a lot of great benefits working for the Army and USACE and the SLRP is another great added benefit, allowing me to take a break from repaying student loan debt for a while and will be a nice, temporary financial boost."

Natosha Matthews, Contracting Directorate contract specialist, was new to USACE when I first learned of SLRP.

"I learned about the SLRP through my colleagues. It's great incentive for recent and upcoming graduate employees and was a topic of the younger, recent graduate coworkers that surrounded me," she said.

"Student loan debt is on almost everyone's plate and a program that allows employees to receive repayment for completing higher level education ultimately enhances their career," she said.

Mathews said the SLRP piqued her interest, and she began researching online and found the program wasn't solely for recent graduates. Although she received her Master's in Business Administration from Columbia College in 2018, she applied in 2022 and was accepted by the program.

"Compared to other benefits, the SLRP stands out significantly because

it shows that the Army cares about education," she said.

"Giving back to those that have worked very hard to complete degree programs says a lot about the Army."

Any civilian Army Acquisition Workforce member who meets the eligibility criteria may apply for the program. The criterion for selection is based on key factors such as hard to fill and retain acquisition functional areas and available funding. These factors are evaluated annually and are made based on attrition analysis and trends, and the needs of the Army acquisition workforce.

Criteria and Eligibility:

- Civilian Army Acquisition Workforce members are eligible to apply under the following criteria:
- Permanent or term (with at least 3 years left in term position) Army Acquisition Workforce member
- Must be certified or within certification grace period for your career field
- Must have a federally insured student loan
- Loans eligible for payment are those made, insured, or guaranteed under parts B, D, or E of title IV of the Higher Education Act of 1965, or a health education assistance loan made or insured under part A of title VII or part E of title VIII of the Public Health Service Act.

BULLETIN FOCUS: People



Achievement

Drew White, right, U.S. Army Corps of Engineers Installation Support Division chief, presents Mike Mollineaux, Huntsville Center acquisition manager, with a Army Civilian Service Achievement Medal for Mollineaux's 120-day deployment to Headquarters, USACE as a participant in the Huntsville Center Fellowship Program. The Fellowship program provides emerging Huntsville Center leaders an opportunity for professional development by being assigned to work closely with our HQUSACE counterparts under the Military Programs Directorate, Installation Readiness Division.

Employees of the month



Nathaniel Seo (July), Resource Management Finance and Accounting Division.



Valerie Murphy (August), Pre-Award Division contracting specialist.



Jennifer McDowell (August), Furnishings Program project manager.



BULLETIN FOCUS: People



Photo by Steve Lamas

Leaders

Flanked by Lt. Col. Daniel Segura, Huntsville Center deputy commander (far Left) and Col. Sebastien Joly, Huntsville Center commander, (far right), members of Huntsville Center's Leadership Development Program Level II Dallas Carlisle, Amanda Baker, Darcy Hackler, Coronica Maehew, Leisa Norman Miller and Joel Williams are joined by Albert "Chip" Marin III, Huntsville Center programs and business director (center front) after completing the program Aug. 14. The LDP II provided the participants with opportunities to identify, understand, and develop strengths and use those strengths to build teams and relationships benefiting Huntsville Center, the U.S. Army Corps of Engineers, and the Army. Congratulations to each participant.

Engineer Day set

Huntsville Center's Engineer Day and Awards Ceremony is set for Oct. 23 at Carroll D. Hudson Recreation Area on Redstone Arsenal. The award ceremony begins at 9 a.m. More information will be made available upon confirmation.



BULLETIN FOCUS: Leadership

By Wade Doss

Huntsville Center Engineering Director

As I mark my 28th year working in the engineering and construction industry (25 of those with U.S. Army Corps of Engineers) I think back on many of the great leaders I have worked with.

I have taken a little wisdom and positive attributes from each one, and probably a few of the negative ones too (smile). I think the top traits I seek in leaders are being likable, approachable, empathetic, and accessible.

As a leader, your time is really not your time anymore – keep the door open; you have to be a people person, remain flexible and keep a positive attitude in the midst of tough times. This doesn't mean you can't be firm or make difficult decisions. Folks are watching how you react in situations and will follow your lead. You must also be self-aware and understand and admit your weaknesses. Then surround yourself with staff that offset those weaknesses – that's the power of diversity.

A personal and professional goal of mine was to become the Director of Engineering for the U.S. Army Engineering and Support Center, Huntsville, and in October 2019, I was honored and humbled to be selected for the position. I don't take it lightly. I said it in the interview but will state it here again: Huntsville Center is the 'Crown Jewel' of engineering resources within USACE. In my opinion, we house and maintain more centers of expertise and niche technical specialty expertise than any other organization in USACE. Time-and-time again, USACE and the nation depend on the Center for the solution to complex problems.

Recent examples include our critical role in the COVID 19 response; the Alternate Care Facility mission. Our dedicated and talented medical design and construction experts developed the concepts the rest of USACE (and some U.S. States) executed to build ACFs all over the country to combat the potential hospital bed shortages. They did it in hours and days, not weeks or months.

If we had not been ready and answered the call to do it, I wonder who would have? The same with the mission to restore power in Puerto Rico after a hurricane destroyed the entire power grid there.

Dedicated Huntsville Center professionals worked around the clock to scope and award the main contract to begin

rebuilding the power grid across the island. Many of them then deployed to the island to perform quality assurance and contract administration in very austere conditions.

I have tried very hard over the years to base my leadership style on two ideals. First is building relationships of trust and credibility with folks at all levels – those equal to me, subordinate to me, and those I work for. The second is I try to be goal oriented. I try to have personal and professional goals, and I encourage my staff and the Engineering Directorate's Project Development Teams to do the same.

The business we operate in and the problems we solve are complex and it often takes years to change or improve the way things are done. I have found in leading organizations you must set a vision and then set short term goals and then stretch goals. You must maintain regular emphasis and azimuth checks to help the team achieve those goals. Webster's definition of leadership is "The art of motivating a group of people to act toward achieving a common goal." Notice it didn't say science. Leadership is simply about providing a purpose and motivation to a group to get results and accomplish a task or tasks. Defining the Why! And there are many ways to do it. As I said before I think great leadership is always rooted in great relationships. It takes time to build good relationships and, hence, trust and credibility with those beside you, beneath you, and above you on the organization chart.

I believe great leaders are also great managers – they keep up with the details and stay on top of administrative tasks too. They ensure the routine gets done 'routinely' so folks can focus on strategic tasks.

I also believe great leaders are collaborative. They build groups and sit with them and listen to the team for a long time before they ever speak or try to influence the situation.

One thing I have tried to do over the years, especially when a group of folks comes in to my office with a conflict, is not to focus on the specifics of the problem or direct a solution to the problem, but listen to understand how the team is functioning. I am thinking about the following questions: Does everyone have a valued voice? Why did the issue get elevated to me to begin with? It could be that they just needed my help to make a call or a decision or leverage my experience or it could be that the PDT is not functioning correctly.

A leader who can be sincerely empathetic and remain quiet will create an environment where folks feel free to speak up; this will allow that leader to gain a lot of info and wisdom about the ground truth in specific situations and organizations. Our leadership focus in engineering must be

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BULLETIN FOCUS: Ethics

By Melanie Braddock
Huntsville Center Office of Counsel

One of the more frequent ethics questions is about whether Department of Defense employees can refer to their government title or position, or display an official government photograph, on their personal social media sites – particularly those sites that are used for professional networking.

The DoD's Standards of Conduct Office issued Advisory Number 23-03 on May 5 specifically addressing the application of the Standards of Conduct to personal social media accounts. The advisory states "the Standards of Conduct for Executive Branch Employees prohibits employees from using their official title, position, or any authority associated with their public office for private gain or in any manner that would create an appearance that the Government sanctions or endorses their activities or those of another."

The Office of Government Ethics (OGE) LA 15-03 explicitly applies these standards to the use of personal social media.

LEADERSHIP

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to predict, acquire, develop, maintain, and improve the niche technical competencies the Center needs now and more importantly what the Center will need 5 or 10 years from now. I tell all the managers that work for me that if we are not doing the deep thinking on the stretch goals 5 -10 yrs out, no one is. Staying in tune with the latest technology in industry and academia ,and then trying to leverage those, are key. Two examples of recent technologies we are working through include Advanced Geophysical Classification methods and Unmanned Aerial Systems. There are more and will always be more (technological

DoDI 5400.17 provides in Section 8 additional guidance on the personal use of social media. This instruction directs DoD personnel to maintain a clear distinction between personal and official social media accounts; ensure that their personal social media accounts are clearly identifiable as personal accounts; and avoid the use of DoD titles, insignia, uniforms, or symbols in a way that could imply DoD sanction or endorsement of the content.

Personnel are strongly encouraged to include a disclaimer clarifying that their social media communications reflect their personal views to prevent any confusion or doubt regarding whether social media activity is personal or official.

Simply identifying your official title or position in an area of the personal social media account designated for biographical information alone does not create the appearance of government sanction or endorsement.

However, beyond this bright-line rule, ethics officials must consider the totality of the circumstances when evaluating whether an employee's reference to their official title or position on a personal social media site

advancements.)

I close by emphasizing that leadership has nothing to do with your spot on an organization chart, it has to do with your knowledge and how you interact with others.

We have junior graded folks in the ED who are considered subject matters experts in their field and successfully provide technical leadership to PDTs across the globe. These SMEs supervise zero staff, and folks really listen to them because they have perfected their technical craft and they have great interpersonal skills. They speak with confidence (not arrogance) and they know how to interject their technical opinion into the PDT without alienating anyone. Sure, it takes some

violates the Standards of Conduct.

DoD's SOCO office states that the display an official government photograph in the profile section of their personal social media site increases the likelihood that a reasonable person would construe this as an officially sanctioned DoD social media account.

To eliminate confusion, if you choose to display an official government photograph as your profile picture, the best practice would be to include a prominent and conspicuous disclaimer on that site.

A disclaimer should be readily ascertainable to the casual viewer. For example, the disclaimer may follow the job title or position, as noted in the example: *Director, Army ABC Program (Views are my own).*

Posting a disclaimer eliminates confusion about whether the social media site is an official DoD site or a personal site; however DoD employees remain responsible for the content published on their personal sites.

Specifically, the posting of a disclaimer does not relieve an employee from their own personal accountability for posting content that does not adhere to the Standards of Ethical Conduct.

time to gain experience and knowledge to be an SME but there is no better time to start than now.

I am super excited about our interns and journeymen-level staff. Each of them are passionate and add value and contribution to a mission. Many of them have great mentors who are helping shape them. My challenge to each of you is to latch onto a mentor, then work hard daily to perfect your craft and hone your interpersonal skills.

Keep your priorities straight – Family first – always. When you are at work, be at work. When you are at home, be at home. Maintain a healthy balance between family and work. Be responsive and relevant! Make a difference! 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.

FY2022 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