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Huntsville Center

Bulletin

On the inside ...

Engineer's distinguished career comes to end

■ Page 6

Engineer Day recognizes employees

■ Page 8

Developing viable Army energy projects start to finish is a team effort

■ Page 10

Contracting chief takes new post at RSA

■ Page 12

Agency chief commends Center's contribution to Army medical mission

■ Page 14

Munitions disposal a Huntsville Center priority as U.S. departs Afghanistan



Courtesy photo

Joint Munitions Disposal-Afghanistan personnel build an ammunition shot box and place C-4 over the unserviceable ammo scheduled to be destroyed, paying particular attention to the continuity of the explosives and ammo. It is then taped in place for extra security from movement to the range for demolition.

**By Julia Bobick
Public Affairs Office**

As U.S. units prepare to depart Afghanistan, military leaders must determine whether to send their excess munitions home or if it is safer and/or more cost effective to destroy them in country.

Huntsville Center's Joint Munitions Disposal - Afghanistan (JMD-A) team supports those units by disposing of U.S.

and NATO Condition Code H unserviceable and "do-not-return" munitions, as well as captured enemy munitions and explosive remnants of war (ERW).

"Some of the munitions have been out at forward locations for more than 10 years; a lot of times they've been in open storage exposed to the elements or have been rucked around on patrol by the troops," said Chase Hamley, JMD-A project manager, U.S. Army Engineering and Support Center, Huntsville, Ordnance and Explosives Directorate (OE)

See AFGHANISTAN on page 5

Commander's thoughts

Team,
Happy Fourth of July! I encourage all of you to take advantage of the holiday and enjoy some down time. We're going to be ramping up the workload as we get closer to year-end, so it's important to relax while we can. The Center is looking at another banner year and a new all-time high for money obligated in a fiscal year. We'll probably finish above the \$2 billion mark. I'm always impressed with the amount and quality of work you all do on behalf of USACE.

Last month, we celebrated the Corps (June 16) and Army (June 14) birthdays with our Engineer Day Awards ceremony and picnic and a traditional Army birthday cake cutting ceremony (June 20) with the Center's longest serving employee and our newest employee joining me to cut the cake with a sword.

I want to thank the Activities Association and all the volunteers who worked so hard to plan and execute the June 6 Engineer Day picnic. This year we opted to have food trucks on-hand rather than tie up our employees with cooking, serving and cleaning up after lunch. It was unfortunate that one of the food trucks had to cancel at the last

minute. Even with the long wait times, I think the food trucks were a good idea. We're looking at the possibility of having food trucks periodically set up in the parking lot at lunchtime to provide our employees a lunchtime alternative. Based on the results of the picnic survey that was sent out, I think everybody had a good time. More than 93 percent of respondents thought Monte Sano was a good place to have the picnic.

Prior to the picnic, I presented the Engineer Day awards. Congratulations to all the winners, and thank you to the folks who nominated employees in each of the categories. All the winners are pictured on the monitor lobby, on Facebook, on our website www.hnc.usace.army.mil and in this issue of The Bulletin, on page 8.

In August, we will welcome our new deputy commander, Lt. Col. Kendall Bergmann. He's coming to us upon completion of a tour of duty in Afghanistan. Before leaving for Afghanistan, he was the deputy district commander of the St. Paul District in Minnesota. He's also been the senior Army adviser to the National Guard in North Dakota, Minnesota and Wisconsin. I have personally served with LTC Bergmann in the 1st



Col. Robert Ruch

Cavalry Division. He brings a lot of experience, and I'm looking forward to his arrival.

Gina Elliott has been filling in as the acting deputy commander since Lt. Col. William Burruss started his transition to civilian life in May. She's been doing a phenomenal job.

This summer we'll also welcome a new Contracting director. John Mayes left the Center June 12 for a position with Army Contracting Command. During his six years at Huntsville Center, he implemented many ideas that improved our contracting process.

In September we will sign a new long-term lease on 4820 University

See RUCH on page 5

Hails & Farewells

Hail: Jennifer Duskie, James Meade, Douglas Kohns, Haley Elrod, Lesa Harrigan, Scott Sheffield, Engineering Directorate; **John Vandiver, Jeffrey Roberts, Van Pinion**, Center Contracting; **Robert Vineski**, Installation Support and Programs Management.

Farewell: Lt. Col. Jeffrey Hoover, Sharon O'Connell, Ordnance and Explosives Directorate; **Blake Terry**, ISPM; **Amanuel T. Befecadu, William Mote, Samantha Randolph, John Chapman, Keith Martin**, ED; **Darren Sackett, Wanda Hampton, Tom Cohick**, CT; **Jeniece Prince**, Resource Management; **Timothy West**, ISPM; **Ralph Schuler**, Management Review Office.



US Army Corps of Engineers

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BULLETIN

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



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The Bulletin asks:

What would you like to see in the Huntsville Center facility renovation?

“ I would like to see the addition of 1-2 team rooms in each quadrant. These rooms would allow meeting space for 4-6 employees to collaborate on PDT issues. I believe they would reduce the scheduling strain of the larger conference rooms and possibly reduce some of the noise associated with meetings and teleconferences in our cubicle environment. ”



Laura Beth Quick
Installation Support and Programs Management Directorate



“ Cleanliness has been an issue for me since I've been here, so I'd like to see the building cleaned up. Working in a clean environment is important for having sensible health, safety and welfare measures. Putting in new flooring (not carpet) and replacing counter tops in the common areas would be a plus. ”

Paul Wiggins
Center Contracting

“ I would love windows that didn't have tint, but rather relied on blinds, vegetation and/or exterior canopies for harsh eastern, southern and western exposures. Coupled with the tinted windows are furniture panel systems that block light from traveling further into a room. The panel systems should be no higher than six feet, or should at least have glass tiles at the top to allow privacy and noise control without blocking daylight. ”



Andrea Webb
Engineering Directorate



Learn more about where you work

As landlord to the federal government, U.S. General Services Administration manages Huntsville Center's facilities. To learn more about GSA's Facilities Management Overview, surf to: <http://www.gsa.gov/> and click the Public Buildings Service tab.

Wesley Malone

By William S. Farrow
Public Affairs Office

This year's recipient of Huntsville Center Employee of the Year honors is Wesley Malone, a project manager in the Installation Support and Programs Management Directorate's Energy Division.

In FY13 Malone was responsible for 11 of the 16 Energy Savings Performance Contracting (ESPC) projects awarded with a capital investment of more than \$13 million. The projects will save the Army more than 200 million Btu's in energy consumption annually. These projects contributed to the Army exceeding its commitment to the President's Performance Contracting Challenge by \$114 million or 29.7 percent. Malone's supervisor, Will Irby, said Malone is industrious, creative and enjoys finding viable solutions to complex problems.

"His proven competence and unparalleled ability has been recognized by Army and Department of Defense level customers," Irby wrote in the nomination for Employee of the Year.

"He facilitates schedule compression at every opportunity while working to develop and execute complex ESPC projects. Malone's professionalism and his willingness to go the extra mile make him a rising star with boundless potential.

Irby explained that Malone consistently received high praises from his customers. "He facilitates ESPC project completion in a timely manner and makes every effort to accommodate customer requests, no matter how cumbersome or difficult



**Huntsville Center Employee of the Year
Wesley Malone**

the requests may be. He received high praises on his customer surveys and services numerous repeat customers," Irby wrote.

Of his projects executed in FY13, eight were repeat customers. Malone has 72 percent repeat customer rate based on these numbers and his FY14 numbers track in a similar fashion.

Malone is only able to maintain repeat customers by executing in an efficient and professional manner resulting in very high customer satisfaction.

Regarding leadership, Irby said Malone's rare and successful blend of leadership coupled with superior management and administrative abilities have assured his success in virtually every assignment.

Irby wrote: "He is a top notch leader who is well versed in all facets of

project management. He is energetic and resourceful and always plans ahead. Malone is a self starter who looks for professional challenges. He is a firm, fair and unbiased leader who demands high standards of performance from himself and others.

Malone's success is also dependent on volunteering in the local community.

He led Huntsville Center's efforts to support Earth Day activities for local middle school students at Redstone Arsenal, and he is the director of a local youth organization Ready yoUrself For the Future (R.U.F.F) which focuses on building integrity, committing to excellence and leading by example among area young men in grades 5-12.

As a result of his leadership and participation, R.U.F.F. has grown exponentially and currently has more than 700 young men enrolled.

Malone takes every opportunity for self improvement through government training and courses at local colleges and universities.

He exceeds his Continuing Education Unit requirement every year and currently has 213 continuous learning points. His community involvement also allows for further self improvement which results in a tremendous value to Huntsville Center and the Army.

Malone recently received the Army Achievement Medal for Civilian Service for his successes with the ESPC program and has made the E-7 board for Chief Petty Officer in the Navy Reserve. He receives tremendous recognition within his Reserve unit for his willingness to go above and beyond in support of his sailors, mission,

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

AFGHANISTAN

continued from page 1

International Operations (IO) Division.

“Things happen along the way that makes them unserviceable. In addition, there are a lot of situations where shipping the munitions back to the U.S. costs more than the items do in new condition.”

More than 3,575 tons of ammunition have been destroyed in Afghanistan to date as a result of U.S. military forces moving in and out of the country, according to Bob Britton, JMD-A lead program manager in the IO Division.

It is the military leaders and their staffs who identify what munitions are to be disposed of, said Hamley, adding that the list of excess and do-not-return munitions is consolidated and maintained at the Pentagon level.

The JMD-A team coordinates disposal efforts with the military units and manages the munitions disposal contract with Sterling Global Operations Inc., headquartered in Lenoir City, Tennessee, which specializes in demining, clearance of explosive remnants of war and management of ammunition physical security and stockpiles.

The contractor receives the ordnance from the military units at a designated ammunition point and logs all munitions received not only in its database but also in the military’s tracking system.

Once the contractor constructs demolition “shots” out of the items they’ve received, Hamley said military and contract employees execute the movement to a range and conduct the demolition operation – such as open



Courtesy photo

Personnel supporting joint munitions disposal operations in Afghanistan are delinking .50 caliber rounds, or taking them out of their links, and placing them loosely in cans for later burning in the incinerator, the approved method for disposal.

burning or detonation – according to the type of munitions.

Ensuring safety and complete detonation of every shot is a very technical process.

“Our ordnance and explosive safety specialists continually review their procedures, and review the contractor’s demo plans before every shot to ensure compliance and effectiveness,” said Hamley, in Afghanistan on his seventh deployment.

The lead program manager in country, Keith Angles, is a retired lieutenant colonel on his 10th deployment. Working together, contract personnel, safety specialists and JMD-A staff have streamlined the entire process and created operating procedures they strictly adhere to that account for minimum safe distances based on the amount of and type of ordnance being disposed of and

considerations at each location.

The final step: the contractor issues a demolition consumption report capturing each item disposed of and reconciles the database to ensure thorough reporting and accounting for all munitions identified for destruction. Huntsville Center OE teams were first involved in captured enemy ammunition disposal in Iraq from 2003 to 2006, then transitioned their expertise to coalition munitions clearance and disposal programs through 2011, destroying more than 400,000 tons of ammunition in Iraq, according to Britton, who was part of the coalition munitions clearance team in Iraq.

The team brought that experience to Afghanistan in 2009, first performing mine clearance in support of military construction efforts then expanding into joint munitions disposal in 2012.

RUCH

continued from page 2

Square. This puts to rest the ongoing speculation that we will be moving. We’ll be working with the building owners to upgrade and renovate the building. Amber Martin is leading the project delivery team. We’ll experience some growing pains as we work through some of the improvements, but the end result will be a nicer place for all of us to work.

I’ll close out this column by letting

you all know that my tour of duty as the Center commander has been extended through 2016. I look forward to working with you for the additional year.

It seems like it wasn’t that long ago that we were complaining about how cold it was. Although spring ended with a lot of rain, it’s now hot and humid. Keep summer safety in mind when you’re planning your summer

vacations and outdoor activities. I get the USACE safety report, and there are six to eight incidents of people drowning on a Corps managed waterway per week where folks either fall or jump into the water and don’t re-surface. Please be especially careful if you are on the water. Also, wear sunscreen, stay hydrated and don’t drink and drive. Thank you for all you do.

Huntsville Center engineer's distinguished career comes to end

By Julia Bobick
Public Affairs Office

Called one of Huntsville Center's most brilliant engineers by Engineering Director Boyce Ross, Ralph Schuler ended his career April 25 in the conference room where he attended countless meetings during his 32 years with the Army Corps of Engineers.

In the room overflowing with family, friends and co-workers, Huntsville Center Commander Col. Robert Ruch celebrated the career of Schuler, chief of the Center's Management Review Office, where he had been the program manager in support of a classified Department of Defense mission since 1990.

"I'm honored, I'm humbled and I'm very grateful," he said to the group gathered to wish him farewell.

While Schuler joked that his program's mission is "so highly classified that even I don't know what I'm doing," he spoke with pride of the extremely talented, passionate and dedicated people he's had the opportunity to work with on the program.

Schuler, who received the Meritorious Civilian Service Award from Ruch during the ceremony, also earned two Superior Civilian Service Awards during his career at the Huntsville Center, as well as a Service Citation from the Coalition Provisional Authority, Baghdad, Iraq, and the U.S. Army Engineer Association's bronze de Fleury Medal. His wife Nancy pinned on his civilian retirement pin before Ruch presented a retirement letter from President Barack Obama and a flag flown over the U.S. Capitol in his honor at the request of Alabama Sen. Jeff Sessions.

Shortly before his retirement,



Photo by Julia Bobick

Robert E. Slockbower, Army Corps of Engineers Southwestern Division's Director of Military Programs, presents Ralph Schuler with a surveyor's compass during his retirement ceremony April 25, explaining how it is representative of his leadership, vision and contributions across the Army Corps of Engineers.

Schuler was specially recognized by the Army's Chief of Engineers Lt. Gen. Thomas P. Bostick, according to Ruch, which he said is a rarity and speaks volumes about Schuler's contributions to the Army Corps of Engineers.

Robert E. Slockbower, Army Corps of Engineers Southwestern Division's Director of Military Programs, presented Schuler with a surveyor's compass, explaining how it is representative of his leadership, vision and contributions across the Army Corps of Engineers.

"Ralph truly is an exceptional engineer," said Slockbower. "Talk about engineering excellence – if you were going to have a dictionary ... the picture you would see next to engineering excellence is Ralph Schuler. I can't tell you how much you have done for us, providing that engineering excellence.

"There are a thousand challenges that we have met every day to be able to accomplish our mission; you've had that vision – you've laid out the way ahead for us. This compass is really

indicative and representative of that vision and your service to the nation we are all so proud of, and we are going to miss you so much."

A group of Individual Mobilization Augmentee Soldiers who support his program led an effort to have a conference room in a Redstone building named in Schuler's honor, further evidence of the impact he's had on the mission, as well as the Soldiers and civilians with whom he has worked.

The son of Albert E. Schuler, a member of Wernher von Braun's German rocket team who came to the United States after World War II, he earned a degree in mechanical engineering from the University of Alabama in Huntsville and started his engineering career in 1972 with Teledyne Brown Engineering vehicle structures in support of NASA's Apollo space program.

Schuler first came to the Huntsville Center as a lead mechanical engineer in 1982 for a variety of military programs including Army ammunition facilities and chemical demilitarization.

Huntsville Post names Ross SAME Engineer of the Year

By Debra Valine
Public Affairs Office

The Huntsville Post, Society of American Military Engineers, honored the U.S. Army Corps of Engineers, Engineering and Support Center, Huntsville's director of Engineering April 17 with its Engineer of the Year Award, recognizing many years of contributions to both the post and Huntsville Center.

Ross, a registered professional engineer in the State of Alabama, has been a member of SAME for more than 15 years and has worked for the Huntsville Center for 27 of his 31 years of federal government service.

One theme is common in both capacities: training and mentoring young engineers.

Ross, who received the SAME Young Engineer of the Year Award in 1992, is an active member of the University of Alabama in Huntsville's Engineering Industrial Advisory Board and chairs the Civil Engineering Advisory Board.

He helped establish a partnering agreement with Alabama Agricultural and Mechanical University through the Advancing Minorities in Engineering (AMIE) organization and supports AAMU's engineering student mentor program.

In addition, he sponsors six professional development hour (PDH) seminars per year and the SAME Post's PDH program.

Ross ensures young engineers receive the training and guidance they need to succeed. He used the Department of the Army intern program to hire more than 54 interns in the past five years.

Ross has developed experts in blast design and explosives safety, ordnance remediation, medical facility design, electronic security and utility monitoring



Photo by Jo Anita Miley

Boyce Ross, director, Huntsville Center Engineering Directorate, received Huntsville Post's SAME Engineer of the Year Award April 17.

and controls.

"Training and mentoring young engineers is critical to the continuing success of the Corps of Engineers and the nation," Ross said.

John Matthews, president of the Huntsville Post SAME, who nominated Ross for the award, said Ross does an outstanding job of training young engineers citing his work encouraging professional development through technical presentations at brown bag lunches and SAME meetings.

Matthews said Ross also leads one of the most talented and diverse

engineering workforces in USACE.

"This workforce consists of more than 270 engineers, architects, designers, scientists and support personnel who routinely execute more than \$1 billion of work annually."

During his career, Ross supported some of the Army's most challenging missions such as complex programs like Chemical Demilitarization, National Missile Defense, Medical Facilities Design and Construction and a wide variety of Installation Support programs and projects.

Engineer Day recognizes employees



Photo by Rusty Torbett

From left, Huntsville Center Commander Col. Robert Ruch stands with PDT members Jeff Denton, Raven Nall, Debra Valine, Rebecca Vucinaj, Melanie Braddock, Jimmy Haywood, Tonju Butler, Michael Ashworth, Sarah Schlapman, Kay Sommerkamp, John Mayes, Paul Robinson, Kim Meacham, Earl Johnson, Sharon Gresham and Mike Norton. Not pictured are Sharon Butler, Geordelle Charles, Bruce Forsberg, Michael Kempner-Strehlow, Chris Sheperd, Billie Crockett, Lennea Jennings, Arkie Fanning, Joe Pentecost, Preston Kiss, Dan Tobin, John Lushetsky, Erich Kurre, Craig Northridge, Mark Smith, Todd Crawford, Stephanie Clark Rice, Rick Armstrong and Erich Brown.

By Debra Valine Public Affairs Office

Twelve Huntsville Center employees, one project development team and one former employee received awards at the Engineer Day Awards ceremony June 6 at Monte Sano State Park.

Last year, Center leadership decided to not conduct the annual Engineer Day Awards ceremony due to furlough and sequestration.

Each year, the Corps of Engineers celebrates Engineer Day with the awards ceremony and an organization day picnic. The day celebrates the beginnings of the Corps of Engineers when on June 16, 1775, the Continental Congress organized an army with a chief engineer and two assistants. Colonel Richard Gridley became General George Washington's first chief engineer; however, it was not until 1779 that Congress created a separate Corps of Engineers.

The event also serves as a

celebration of the 239th Army Birthday and Flag Day, which is June 14. Flag Day recognizes the adoption of the U.S. flag.

Recognized at the ceremony:

John Matthews, former deputy for Programs and Technical Management, was inducted into the Gallery of Distinguished Civilian Employees for the work he accomplished during his 33-year career with the Huntsville Center.

Before becoming the DPTM, Matthews served as program or project manager for more than 15 of the Center's current product lines from February 1977 to June 2000.

He is noted for his program management skills related to being the director of Ballistic Missile Defense for Huntsville Center and the worldwide deputy for Missile Defense for USACE and Missile Defense Life Cycle Program Manager for USACE. Matthews retired in 2010 and is still serving the engineer community as

the president of the Huntsville Post, Society of American Military Engineers.

Employees are encouraged to submit nominations for awards in each category. Nominations received are reviewed and ranked by the Center's Incentive Awards Committee, and a winner is selected.

"This is a great opportunity to recognize individuals for the hard work they do every day on behalf of the Center, the Corps of Engineers and the United States," said Col. Robert Ruch, Huntsville Center commander.

"While we are an Army organization, we do work for many government agencies," Ruch said.

"We couldn't be successful in our mission areas without employees like these employees who are receiving the Engineer Day awards. My thanks to each of you."

Individuals received a trophy, and the 39 members of the PPA MATOC PDT received a medallion.

2014 Huntsville Center Award Winners



*Distinguished Civilian
Employee – John Matthews*



*Contracting Professional
of the Year – Alan Fearn*



*Project Manager of the Year
– Sarah Coleman*



*Engineer of the Year – Kim
Meacham*



*Program Manager of the
Year – Dennis Bacon*



*Resource Management
Employee of the Year –
Jennifer Peete*



*Volunteer of the Year –
Melissa Kelly*



*Innovator of the Year –
Jordan Miller*



*The Commander's
Diversity Leadership Award
– Suzanne Murdock*



*The Commander's
Diversity Award – Jeffrey
Davis*



*The Commander's
Leadership Award – Jason
Polk*



*Administrative Support
Employee of the Year –
Tracy Helmick*

Developing viable Army energy projects start to finish is a team effort

By Julia Bobick
Public Affairs Office

It's been a learning process for the past few years to ensure every new Army Energy Conservation Investment Program (ECIP) project has what it needs from start to finish – from the first photovoltaic module installed to the last foot of cable that securely ties the system into the installation network.

Part of the appropriated fund military construction (MILCON) program but funded separately by the Office of the Secretary of Defense, ECIP projects are designed to dramatically change energy consumption at an installation or joint base, implement renewable energy technologies and generate and store energy to improve supply resilience for critical loads.

Despite it being a requirement to build information technology (IT) needs and associated cost estimates into all MILCON project plans to produce a “complete and useable facility,” it has been an often overlooked requirement for ECIP projects – primarily because they don't look like normal MILCON projects.

Program managers used to dealing with actual buildings have to rethink network solutions for wind turbines and solar arrays in the middle of an open field that still require cabling and communications systems to relay energy data to a central meter and make them secure, according to Karen R. Moore, the ECIP and Resource Efficiency Manager programs manager for the Army Corps of Engineers' Engineering and Support Center, Huntsville.

The initial planning process requires good communication and thorough coordination between the command or garrison energy manager – the individual who typically initiates an



Courtesy photo

The solar array at the alternative energy corridor at Tooele Army Depot in Utah is a Fiscal Year 2012 Army Energy Conservation Investment Program project. Pictured here in May 2013, the 429 solar dishes are expected to provide 1.5 megawatts of electricity, approximately 30 percent of the depot's annual electric energy need.

ECIP project – and the Directorate of Public Works, the Network Enterprise Center and the U.S. Army Information Systems Engineer Command (USAISEC), according to Thomas B. Delaney Jr., the Army's ECIP program manager in the Facilities Policy Division of the Office of the Assistant Chief of Staff for Installation Management at the Pentagon.

The Huntsville Center – which provides technical assistance for and validates all Army ECIP projects before they can be submitted to OSD – hosted its first MILCON Information Systems Planning, Programming and Cost Estimation Workshop specifically for ECIP projects in March. Representatives from the Army Reserve, National Guard Bureau, Army Corps of Engineers and the Installation Management Command participated in the three-day workshop designed to enhance ECIP project planning coordination across the Army and improve cost estimates submitted for ECIP project IT requirements. Tracy Sebold, who validates ECIP project IT

requirements for USAISEC at Fort Detrick, Maryland, also participated in the training to help explain the current process for validating the sufficiency of requested IT support for ECIP projects.

“It's hard for a garrison energy manager to be an expert in wind, solar and geothermal technologies, and develop a really thorough [DD Form] 1391. We provide them a team of experts who can help them develop a robust plan for a project that will accomplish their goals,” Moore said.

The DD Form 1391, the automated form used to document all MILCON project requirements, is part of the package submitted through Army to OSD for approval and funding.

Beginning with those being submitted for fiscal year 2016 funding, ECIP projects are being looked at with a more holistic approach to ensure every aspect of the project is accurately documented on the 1391 – to include Tab F, which details the information systems cost estimate – and all

See *ENERGY* on page 11

responsible parties are involved in the planning and development process.

Understanding that technologies might change from the initial plan to the actual building phase – especially when it comes to IT requirements, Moore emphasized the 1391 is a living planning document with cost estimates for what will be needed for the project at completion – a sort of placeholder with funding.

“The ultimate goal – after all FY 16 projects are installed – is that we can push a button and tell exactly what the energy savings are for the entire program,” Moore said. “To make that a reality, we’ve got to get the fiber cable to the wind turbines to collect the data, and that cabling – and all associated cost estimates – to connect it from point A to point B need to be part of the initial plan.”

How well the Army is executing current projects is vital to securing future funding, Delaney said. “Bottom line is that when an ECIP project is complete it should either be saving

energy or generating energy, but there should be some number coming out. Right now for too many of them there is just no number at all.”

Moore and Delaney also emphasized the importance of focusing energy conservation program efforts on mission critical projects so the right projects receive funding.

“It’s critically important for installations and agencies to develop an energy plan with defined and measurable goals, and then determine where their projects fit in that plan and how they help meet your energy conservation goals, like reducing your energy intensity footprint or meeting your 25 percent renewable energy goals,” Delaney said.

The Army competes with all other military services and agencies for a piece of the \$150 million ECIP funding pie appropriated by Congress. Additionally, ECIP projects are prioritized within the four categories: 60 percent of projects are energy efficiency, 25 percent renewable energy, 10 percent energy security and 5 percent

water conservation.

For the past three years the Army has had just under \$50 million in ECIP projects funded by DOD – about half of what was submitted. The typical ECIP project is about \$4 to \$5 million, with projected energy savings greater than \$750,000 and a savings-to-investment ratio of greater than 1 for renewable energy and water conservation projects and 1.25 for energy efficiency projects.

“We’ve got to strategically develop our projects across the Army – not only to forecast and meet the needs of our agencies and installations, but to secure the funding from OSD to move forward and continue reducing energy consumption and improving energy security,” Moore said.

The Huntsville Center ECIP team not only validates Army ECIP projects, they also share their expertise with Army, Army Reserve and National Guard command and garrison energy managers and staff to help develop the most robust projects to meet their energy conservation program goals.



Celebration

Huntsville Center celebrated belated Army and Army Corps of Engineers birthdays June 20 when Col. Robert Ruch, Huntsville Center commander, was joined by Bob Britton, left, the Center’s longest tenured employee, and Robert Meekie, the Center’s shortest tenured employee, in the traditional cutting of a birthday cake. Britton has been with the Center since 1979 and Meekie has been a Center employee since June 18.

Photo by Rusty Torbett

Contracting chief takes new post

By Jo Anita Miley
Public Affairs Office

After more than six years as Huntsville Center's Contracting Directorate chief, Alabama native John Mayes is departing for a new position with Army Contracting Command at Redstone Arsenal, Alabama.

Since 2009, Mayes has been responsible for overseeing acquisition services and solutions in support of the Huntsville Center's mission which consists of executing and managing programs and projects that are not normally accomplished by the Headquarters, U.S. Army Corps of Engineers divisions or districts.

Prior to becoming Huntsville Center's chief of Contracting, Mayes served as the chief for the Huntsville Center Contracting's Directorate Business Operations Branch where he was responsible for policy and compliance implementation, oversight and management.

Charles Ford, Huntsville Center's programs director, said Mayes created a high standard of execution and quality within the Contracting Directorate.

Under Mayes' leadership, Huntsville Center Contracting has grown and diversified significantly, Ford said.

For his new assignment, Mayes is transitioning to the Army Contracting Command, Redstone Acquisition Center, a major contracting center that provides support to the Army Materiel Command; Aviation and Missile Command; Redstone Garrison; Test, Measurement and Diagnostic Equipment Activity; and Space and Missile Defense Command.

In addition, ACC-R also provides contracting support to several program executive offices and program managers supporting the Army's major acquisition programs.

Mayes said although he is excited about this new career opportunity, he will miss being a part of the Huntsville

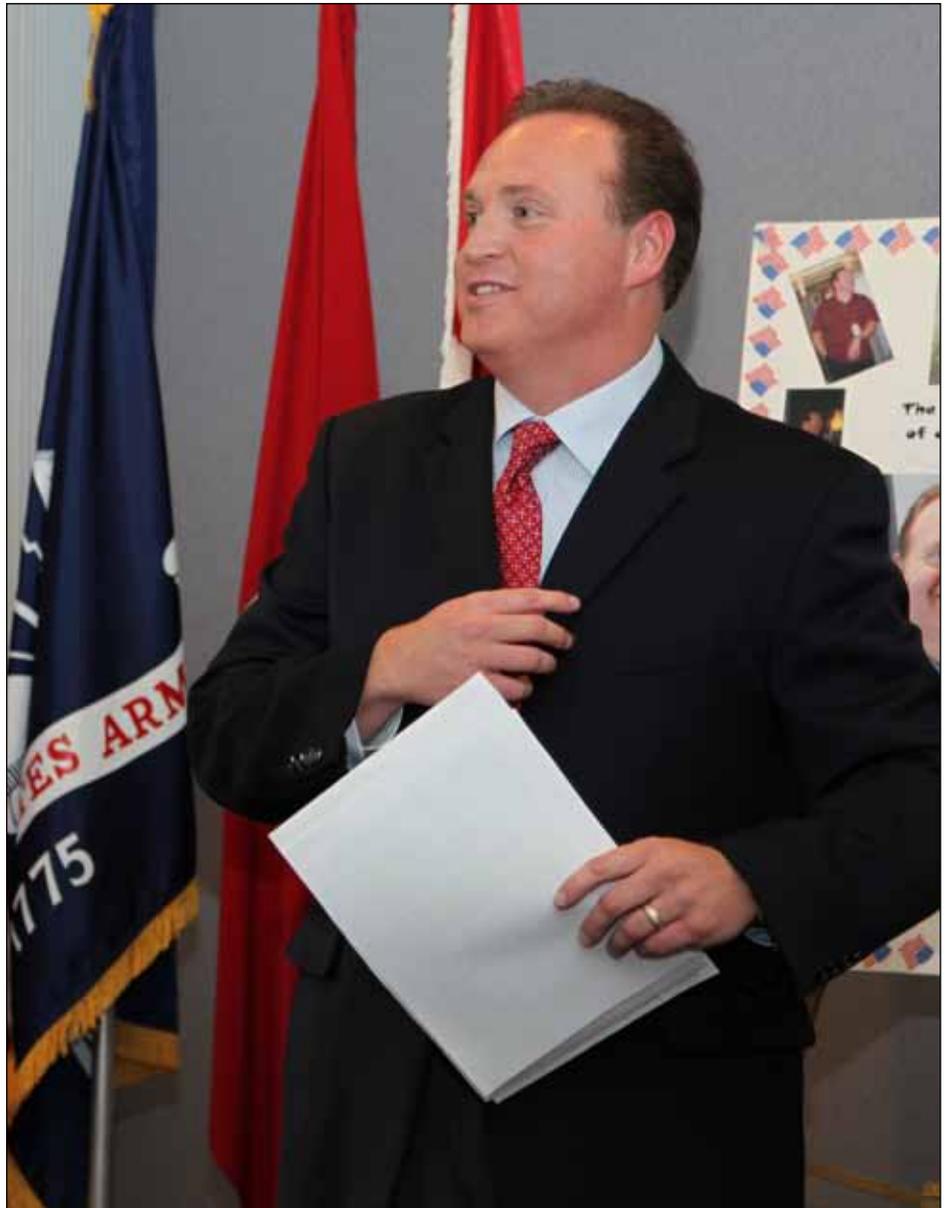


Photo by Rusty Torbett

John Mayes speaks to the audience at a farewell party at Huntsville Center June 11. Mayes served as the chief of the Huntsville Center Contracting Directorate's Business Operations Branch before taking over as chief of Contracting in 2009. Mayes' new position is with Army Contracting Command.

Center family.

"I have thoroughly enjoyed my time with the Huntsville Center," Mayes said.

"Over the past six years, we have experienced many significant accomplishments. Serving as the Center's chief of Contracting has been very rewarding because when you support more than 40 programs, there is always something new and exciting every day," he said.

"I've had the privilege of seeing

us break new ground on many new Department of Defense and Army level initiatives; and more importantly, I've had the honor of working with many superstars in the contracting field while watching them grow in the profession," he said.

"There is no doubt that Huntsville Center has a bright future ahead of it, and I'll be watching from afar as its successes continue to rise."

Center attorney recognized as a “Superstar Contracting Professional”

By Jo Anita Miley
Public Affairs Office

The employees at the U.S. Army Engineering and Support Center, Huntsville are widely respected by government and industry for their expertise in numerous engineering fields and related disciplines. To prove the point, one of our long-time employees, Steve Feldman, general counsel, Office of Counsel, was featured in the May issue of the National Contract Management Association’s flagship publication, *Contract Management*, as a “Superstar Contracting Professional.”

The article explores the attributes, motivations and talents of a select number of superior contracting professionals in industry, government and academia. The editors selected Feldman for this designation because of his numerous books and articles on federal acquisition law that are widely used throughout the United States.

Because of Feldman’s dedication to continuous learning and personal



Steve Feldman

improvement, the editors concluded that he exemplifies the qualities of a “superstar contracting professional.”

Mona Neal, chief of the Huntsville Center Contracting Directorate’s, Business Operations Branch agrees. She said Feldman is definitely a valued contributor to the Contracting team because he does research above and beyond the basic statutes

and regulations.

“Steve provides some valuable insight into what it takes to be a contracting professional superstar by including constant research into daily his routine,” Neal said.

“He is definitely an example of this. His exceptional research abilities have benefitted the Contracting cadre here at Huntsville Center. He comes to the table with nuggets of information which have shed new light on a situation and helped the project delivery team to fashion a workable solution.”

When asked for the key to his success, Feldman stated in the article he “always tries to step back from the regular cycle of contract reviews” to take the time to study newsletters, case summaries and journal articles on recent procurement developments.

“Constant research is critical to strategic success. A superstar contracting professional is dedicated to continuous learning and always scans available sources for new knowledge,” Feldman said.

Field trip

Center Hill Dam resident engineer Bill Debruyn explains how they store the equipment used to repair the dam to Phyllis Watson, a Huntsville Center contract specialist who supports the energy team. Participants in Huntsville Center’s Leadership Development Program II toured Nashville District’s Center Hill Dam in Lancaster, Tennessee, June 17. Watson, who was an electrician in the Army and cross-trained as a carpenter, found the tour very interesting and a bit nostalgic.

Photo by Julia Bobick



Agency chief commends Center's contribution to Army medical mission

By William S. Farrow
Public Affairs Office

Col. Mike Brennan, U.S. Army Health Facility Planning Agency commander and G9 Facilities at U.S. Army Medical Command, visited Huntsville Center May 13 to meet with leadership and discuss the Center's acquisition support to the Army medical mission.

The Center's Initial Outfitting and Transition (IO&T) Program supports the HFPA-G9/MEDCOM Medical Military Construction Program in Korea, Japan and here in the U.S. with new Army hospitals at Fort Irwin California, Fort Benning Georgia, Fort Riley, Kansas, and Fort Bliss and Fort Hood Texas.

Accompanying Brennan were Lt. Col. Ross Davidson, HFPA Project Execution Division director and Maj. Lorenza Peterson, HFPA Sustainment/Program Management Division deputy director.

During the visit, Brennan presented a former HFPA employee, Gladston Hall, with the Army Meritorious Civilian Service Award. Hall is now a project manager with the Center's IO&T program. Brennan also presented awards to some of the Center's employees who supported actions in fiscal year 2013.

Addressing more than 40 IO&T team members, Brennan said his visit was a great opportunity to recognize their contributions to the Army medical mission.

"For me, it's a big deal to come down and recognize the people that do this work," Brennan said. "You're kind of the unsung heroes because people just think that it all magically happens — a lot of people think it's easy and they don't know how much work it takes at this level."

Brennan then briefed the IO&T



Photo by William S. Farrow

Col. Mike Brennan (center), U.S. Army Health Facility Planning Agency commander and G9 Facilities at Army Medical Command, speaks with Huntsville Center leadership during his May 13 visit.

team about current HFPA and MEDCOM G9 Facility organization and status and what he sees for the programs in the future.

"When I talk about environment of care, it's not just about building the project capital investment, it's all the other things we rely on you to help us do, which is the initial outfitting and the transition, the maintenance through the contracts you sustain and maintain," he said.

"We couldn't keep our accreditation in these facilities without these programs and these tools and the help that you all provide."

Brennan went on to say future business for the IO&T Program is encouraging.

"As long as we have troops we will provide healthcare and maintain these facilities; we're going to have a requirement to continue this relationship in the future," Brennan said.

Brennan also touched on the operations of the new Defense Health Agency, which was established in 2013 to make military medicine more efficient, more effective and more affordable, and how the Center and

other USACE divisions and districts around the nation will work under DHA.

"In the DHA there are nine shared services — like facilities, logistics, pharmacy, healthcare information technology — things that make sense put under DHA for economies of scale and execution of support for all the services. So when DHA looked at facilities they looked at us (HFPA) because we are already there — I like to think of it as we are a sophisticated customer and we've spent years building relationships with all of you here and all the divisions and districts across USACE and that's what makes the difference. Because of the relationships and understanding HFPA has with USACE, DHA saw sense in allowing HFPA to continue leading the way of medical facilities construction for the future," he said.

"I'm looking forward to the future because we need you, we cannot do it on our own and we need your help. You've all done a great job of supporting us. Huntsville is our preferred center of expertise for our IO&T, and I'm committed as a customer," Brennan said.

Huntsville Center employee InSPIRESS students to explore STEM, space

By Jo Anita Miley
Public Affairs Office

The Innovative System Project for the Increased Recruitment of Emerging STEM Students is a Science, Technology, Engineering and Math outreach program based at the University of Alabama in Huntsville.

InSPIRESS is a project under UA Huntsville's engineering program.

Participants in InSPIRESS are offered one hour of credit in the College of Engineering at UA Huntsville.

Huntsville Center employee Lori Cordell-Meikle, chief of the Internal Review Office, supported InSPIRESS by participating as a judge for the project's Final Review presentations May 5 and May 15.

Cordell-Meikle reviewed the formal engineering presentations for 11 teams in four divisions.

The InSPIRESS project provides the opportunity for high school students to develop and design a scientific payload to be accommodated on a spacecraft which is designed by undergraduate students in the UA Huntsville Integrated Product Team.

This year's event reached more than 350 seniors in 12 schools statewide.

Cordell-Meikle also participated as an InSPIRESS judge last year. However, she said she was still amazed at how each team approached the challenge this year.

"The teams had 20 minutes to provide us with a presentation on their final designs and the activities they undertook over the semester to develop their payload. They also had to explain what they did once their payload arrived on the planet Venus. We received 10 minutes to ask questions of the student teams," Cordell-Meikle said.



Lori Cordell-Meikle

"My job requires that I be very analytical so participating as an InSPIRESS judge has been a great experience for me. It's amazing to see the level of technical experience the students have. I'm impressed with their projects – every team did a wonderful job."

The competitions are sponsored by the NASA Discovery/New Frontiers Office and coordinated by Dr. Matt Turner and Dr. P.J. Benfield, principal researchers in Modeling & Simulation, and Dr. Phil Farrington, a professor on the Industrial Systems Engineering faculty at UA Huntsville.

Benfield said he was very pleased with the volunteer turnout for this STEM event.

"STEM is very important for those in the private sector and the federal government right now. Our university wants to be at the forefront when it comes to inspiring the next generation of STEM professionals through innovative outreach programs," Benfield said.

"Getting the opportunity to help with InSPIRESS is a wonderful way for STEM professionals to

mentor the next generation of STEM professionals," he said.

"It also gives the students a chance to bridge their engineering knowledge as they prepare for college. They get an added 'edge' that helps them become more competitive and gain more technical knowledge."

Benfield said InSPIRESS is a unique outreach project because of its collaborative element. High school students actually work with the undergraduate engineering students to understand the engineering requirements, the design process and the role a customer plays in design.

InSPIRESS teams compete for selection by the undergraduate engineering teams. There is also an Open House Poster Session where student teams had to come up with a poster display explaining the community engagement activities they conducted during the semester.

Cordell-Meikle said she enjoys participating in the event because it is a great way to inspire students and to re-engage in the STEM initiative.

"The objective of the competition is to give the students some idea of what it is that scientists and engineers do so I'd definitely recommend that employees at Huntsville Center consider helping with InSPIRESS," Cordell-Meikle said.

"It helps the students, the school and our organization because we are making a difference in our community."

Benfield agrees. He said the event's success rests on the efforts of the STEM volunteers like Cordell-Meikle.

"We want to thank you (judges) for being willing to serve as a judge for the InSPIRESS program. Our program would not be the success that it is without volunteers like you," Benfield said. "See you in the fall for another exciting semester of InSPIRESS!"



Contracting Corner:

Contractor Performance Assessment Reporting System merged, standardized

By Jordan Miller
Center Contracting

On July 1, the Contractor Performance Assessment Reporting System (CPARS) reopened for use, having dissolved the Architect-Engineer (A-E) Contract Administration Support System (ACASS) and the Construction Contractor Appraisal Support System (CCASS), merging them into one CPARS module.

The merger created a single performance evaluation reporting tool that standardizes the past performance evaluation process.

The newly merged CPARS provides a streamlined approach, using a distinct evaluation form guided by a universal set of rating elements that is processed through a homogenized workflow. Although ACASS and CCASS disbanded, the requirement to evaluate both A-E and construction contractors did not.

The Federal Acquisition Regulation (FAR), Subpart 42.1502 requires Contracting Officers (KO) to ensure contractor performance under all A-E services contracts valued at \$30,000 or more and all construction contracts valued at \$650,000 is evaluated using the CPARS system.

As a result of the streamlined workflow, all contracts, to include A-E and construction, processed in CPARS must be evaluated at least annually, or at completion if less than twelve months. Additionally, the Reviewing Official (RO) role is no longer mandatory for A-E and construction evaluations.

Regardless of a contract's associated business sector, the RO will only get involved to complete an evaluation if there is a disagreement between the government and the contractor.

Furthermore, the new CPARS workflow will present challenges caused by a 30 - day decrease from the government's cycle time. The overall process time remains 120 days, but is now split evenly between the government and the contractor.

It will therefore be essential that each Approving Official (AO) initiate evaluations early. As such it is advisable that the AO submit a drafted evaluation to the contractor within twenty days becoming due. If delayed, the government's remaining time will be limited to complete the evaluation thereby increasing the risk of becoming overdue.

When the draft is received, the contractor will have 14 days to respond to the evaluation and return it to the AO.

If by day 15 the contractor has not returned the evaluation, CPARS will send the draft evaluation to the Past Performance Information Retrieval System (PPIRS), where it will reside in "pending" status.

Between days 15 and 60 after the evaluation was sent to the contractor, the contractor may send comments if none were provided during the allotted 14 day period. If during this 45 day period the contractor responds, PPIRS will be updated to reflect the contractor's comments.

Accordingly upon the receipt of the contractor's response, the AO must complete the evaluation as soon as possible. If the contractor has not responded within the 60 day period, the AO must close the evaluation. Upon closure, PPIRS will change the evaluation from "pending" to "final."

As a result of this change, many "pending" evaluations will be visible within PPIRS to source selection teams while conducting evaluations on prospective contractor's past performance.

If no adverse past performance information is pending, there will likely be no problem. However, if there is pending adverse past performance information for which the contractor has not had an opportunity to provide comment, source selection teams must avoid using such information.

However, regardless of whether the information is adverse or not, the source selection team members must coordinate with the Procuring Contract Officer and the office of counsel when confronted with this situation to determine if the pending information can be used.

For more information regarding CPARS, please contact Jordan.D.Miller@usace.army.mil, 256-895-1624.

Center employee accepts AUSA appointment

By Jo Anita Miley
Public Affairs Office

Taking care of people is important to Michael Jackson. During the day, he's an administrative assistant, taking care of employees at the Corps of Engineers, Huntsville Center Engineering Directorate's Structural Branch.

However, in his spare time he does something that is near and dear to his heart.

The 15-year disabled Army veteran serves as a board member for the Redstone-Huntsville Chapter of the Association of the U.S. Army.

AUSA is a private, nonprofit organization that acts primarily as an advocacy group for the Army. Founded in 1950, it has 125 chapters worldwide. Membership is open to everyone, not just Army personnel, nor is membership mandatory for Soldiers.

Jackson took his oath alongside other newly appointed board members June 14 during the chapter's celebration of the 239th Army birthday at the Von Braun Center.

"I like to compare taking care of my Corps teammates to taking care of my Soldiers when I wore the uniform," he said.

"Soldiers are near and dear to my heart. They possess a lifelong commitment to our values. Army professionals conduct themselves consistently with the Army ethic, worthy of our profession. An Army professional strives to adhere to



Michael Jackson

seven essential characteristics of loyalty, duty, respect, selfless service, honor, integrity and personal courage."

Jackson was a sergeant in Germany and a reservist for a few years at Fort Irwin, California, and for several years at Fort Eustis, Virginia, after leaving the military in 1992.

"I'm proud to have worn the uniform. Personally, I will always be a Soldier," he said.

AUSA chapters are located worldwide. In the past, Jackson served in other leadership roles in AUSA. He is a former treasurer and former president of the AUSA Mid Palatinate Chapter in Kaiserslautern, Germany. He served a total of three years in those positions.

Jackson said he loves serving both stateside and abroad. Ultimately, he wants to continue to promote Army family readiness and provide a platform where Soldiers can keep their voice heard.

According to Jackson, AUSA is dedicated to providing Army families the assistance they need to help them manage the challenges of military life.

He said taking on his new post also affords him a great opportunity for professional development.

"Professional development is key ensuring we have a strong Army," Jackson said.

"AUSA provides many venues for our Soldiers to increase their knowledge of where their Army is today, and where their Army is going in the future," he said.

"Attending our meetings ensures that Soldiers, civilians, veterans and their family members will be kept up-to-date on all the latest in equipment, technology and the Army's transformation. We know that it is important that Soldiers continue to keep their voice heard – Hoo-ah!"



It's official

Contracting interns were officially welcomed into the fold of Huntsville Center during a graduation ceremony May 6. From bottom left, Atidya Williams, intern program coordinator; Charles Ford, Huntsville Center Programs Director; Timothy Griffin, Jeffery Byrd, Christina Bott-Lamb, Raven Nall, Michael Ashworth and John Mayes, Center Contracting director. From top left, Joaquin Tucker, Patluke Ragucci, Joshua Clark, Thomas Delaney, Jonathan Brown.

Photo by William S. Farrow

Local students learn ‘renewable energy’ model as part of Earth Day activities

By Jo Anita Miley
Public Affairs Office

Earth Day presented the perfect opportunity to show more than 625 Huntsville area students how the Huntsville Center supports the Army Energy Campaign Plan through specific renewable energy programs and projects.

Energy team members Wesley Malone and Robert Mackey, project managers in the Center’s Installation Support and Programs Management Directorate, talked to students at the First Missionary Baptist Church Child Development Center and Academy about ways to conserve energy and reduce their carbon footprint and judged more than 30 Earth Day science projects April 22.

“The Earth Day science projects were amazing,” Mackey said. “The students had everything from a chair constructed from orange juice bottles, to jewelry art made from old blue jeans and plastic bottles, to a water harvesting wall. They gave me new ideas for recycling things.”

On Redstone Arsenal, fifth-grade students saw how the Earth makes its own energy through solar, wind, biomass and geothermal methods. At the Path to Nature on Redstone Arsenal, the students experienced four renewable energy stations.

Malone guided the students through the 20-minute renewable energy presentations that explained how the Center strives to protect, sustain and improve the natural and man-made environment of our nation.

Other Earth Day team members included Mike Norton and Jason Bray, Installation Support and Programs Management Directorate, and Neal Graham, Chemical Demilitarization Directorate.

Other participants included Lt. Col.



Photo by Jo Anita Miley

Wesley Malone, left, and Robert Mackey, Huntsville Center project managers, look over students Earth Day projects at the First Missionary Baptist Church Child Development Center and Academy April 22.

William Burruss, deputy commander at Huntsville Center; Col. Bill Marks, Garrison commander; Dr. Dee Fowler, superintendent of the Madison City School System; and Madison mayor Troy Trulock.

Trulock spoke to students about the importance of preserving our planet to kick off the day’s activities.

As each group of students arrived at the Huntsville Center activity, they learned to recognize ways to conserve natural resources at home, school and play. Students were then walked through an energy auditing trainer (model house) and asked to find hidden energy “traps.”

Huntsville Center employees monitored the stations and assisted the students as they walked through the demonstration. Malone told the students

about how Corps employees work hard to find Earth friendly solutions when working on projects and gave them environmentally friendly ideas to help keep the Earth clean.

Center volunteers said the Earth Day event was a great way to introduce Earth conservation awareness to young children.

“Our aim was to give them an idea of how we (the Corps of Engineers) think about how to help conserve our natural resources and reduce energy costs when working on projects, and show them how they can apply themselves to conserve energy much in the same way on their level,” Malone said.

“Hopefully, they will make use of this information in their daily lives.”

Educating employees about EEO rights, resources helps create positive climate

By Julia Bobick
Public Affairs Office

Similar to having a toolbox fully stocked with a variety of tools to complete any project, diversity in the workforce better enables the Army to accomplish its missions, according to Angela Morton, Huntsville Center's Equal Employment Opportunity chief.

"There is a distinct advantage in having diversity in our organization; not only is it the right thing to do, but it also enriches our capabilities to get our job done," she said.

Diversity was one of several topics Morton and EEO Specialist Stephanie Caldwell shared with employees this week during its new hire training sessions.

Other areas covered included affirmative employment, employees with disabilities and the reasonable accommodation program, the Center's special emphasis program, and employee discrimination, harassment and reprisal.

The goal is for employees to understand the EEO programs and services available to them in the event they are needed.

"We want employees to know and understand their rights, and always know we are available to assist them," Morton said.

Morton emphasized that Huntsville Center Commander Col. Robert Ruch has a zero tolerance policy for workplace harassment and discrimination, and is committed to "creating a positive work environment, maintaining a workplace free from discriminatory practices or policies, and attempting resolution of workplace disputes at the lowest level."

Caldwell, the Center's complaint resolution manager, explained the Army's EEO complaint adjudication and resolution process, to include who can file a complaint and how. She said that any employee or former employee can file a complaint; step one is to come see her in the EEO office to discuss the circumstances.

"We don't take sides," Caldwell said, emphasizing that EEO professionals are governed by laws and regulations that guide the process, protect employees and hold organizations accountable to do the right thing. We ensure that if the requirements for a valid complaint are met, the Center takes appropriate action to resolve the complaint."

Employees may file an EEO complaint if they believe they have been discriminated against based on their race, color, national origin, religion, sex, age, disability (mental or physical), reprisal, genetic information, parental/family status or political affiliation.

The circumstances must concern a term or condition of employment and the complaint must be filed within 45

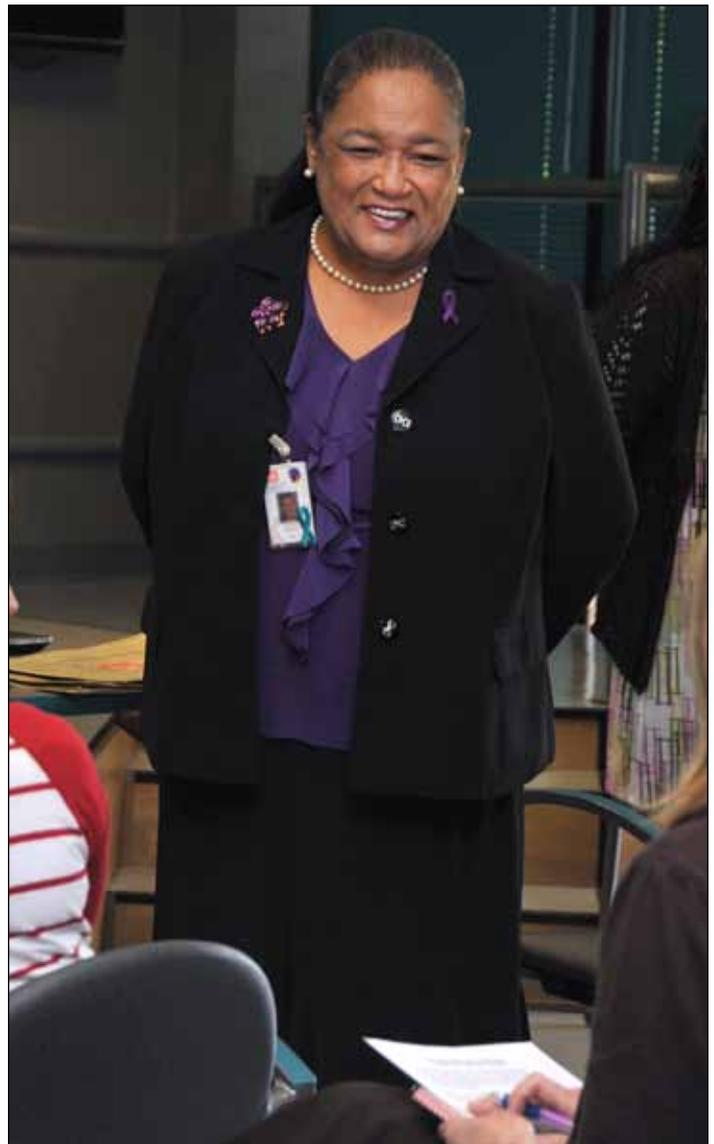


Photo by Julia Bobick

Angela Morton, Huntsville Center's Equal Employment Opportunity chief, learns about new employees as she leads EEO training for new hires in April.

calendar days of the alleged action or discrimination or the employee becoming aware of the alleged discriminatory incident. Caldwell said she will assist an employee through the entire process.

Morton encouraged that before employees even begin the process with an EEO counselor, however, they first talk to their supervisor.

"Oftentimes it's just a communication issue, so talk to them about what's going on first," Morton said.

"It behooves us to resolve every issue at the lowest level and, more importantly, proactively address issues and educate our workforce to create a positive climate and prevent issues to the greatest extent possible."

Engagement key to effective SHARP training

By William S. Farrow
Public Affairs Office

Pentagon officials released a report May 15 that says just under 1,400 cases of sexual harassment occurred in the military last year. The report states of the 1,366 cases reported, 59 percent were substantiated.

It is the Army's policy to use training, education and awareness to prevent sexual harassment/assault; promote sensitive handling of victims; offer victim assistance and counseling; and provide timely and thorough investigation of all reported incidents.

It is also the policy of the Army and the U.S. Army Engineering and Support Center, Huntsville that sexual harassment/assault is unacceptable conduct and will not be condoned or tolerated.

"Sexual harassment/assault is a serious crime that has no place at the Huntsville Center," said Huntsville Center Commander Col. Robert Ruch. "It degrades mission readiness and devastates teamwork. It's not compatible with Army values and it's punishable under the law."

There is an Army requirement for annual Sexual Harassment/Assault Response Prevention (SHARP) refresher training presented in a face-to-face setting, and from May 12-16, Huntsville Center employees received their SHARP training. However, for instructors conducting the training, it's not always easy to connect with the audience.

One sentence brings the need for training home for Huntsville Center employees: There are cases of sexual harassment and sexual assault in the U.S. Army Corps of Engineers, said Kwana Anthony, USACE South Atlantic Division (SAD) Sexual Assault Response Coordinator (SARC). She said that one sentence usually gets the attention she needs to effectively conduct her training.



Photo by Rusty Torbett

Kwana Anthony, USACE South Atlantic Division Sexual Assault Response Coordinator, keeps some of the Huntsville Center workforce involved during an annual Sexual Harassment/Assault Response Prevention training session in May.

"This (SHARP) is a top priority for officials at all levels — from the president on down the chain of command," Anthony said. "Zero tolerance. Acts of sexual harassment or sexual assault will not be tolerated within the Army, whether Soldier or civilian."

The SHARP Program's mission is to reduce, with an aim toward eliminating, sexual offenses within the Army. SHARP training is focused on awareness and prevention.

Anthony said USACE employees sometimes feel the training is superfluous since 98 percent of USACE's 33,700 employees are Army civilians who are rarely physically located on military installations and may have very little contact with Soldiers or the military lifestyle.

"Sometimes it's a challenge to equate training built for Soldiers the Corps' civilian workforce," Anthony said.

"That's why I have to work extra hard to relate the program to them and get buy-in. To do that takes a lot of interaction, and that's what I'm going to get."

Anthony is a 21-year retired Army noncommissioned officer who spent

her last five years of service working in Equal Employment Opportunity offices working sexual harassment and sexual assault issues, and she has learned there are ways to get through to the crowd.

"Engagement," Anthony said. "This course is designed for interaction, so it makes it easy to allow employees to open up and ask questions and become active (in the course) and speak up."

During the training sessions it was apparent that some in the audience weren't too comfortable with the material, but Anthony has to be direct with her engagement, often picking individuals in the crowd to answer specific questions. She said that's one of the best tools she has to get people involved and get that buy-in.

Jonathan Stephens, Utility Monitoring and Control Systems project engineer, admits the material conveyed in SHARP training is uncomfortable. However, he understands it's pertinent to the training.

"She engaged us and got feedback so she's definitely effective," he said. "She got the point across."

Huntsville Center employees stay spiritually fit



Photo by Jo Anita Miley

From left, Willie Wade, Virgil Green, Barbara Tolliver, Cheryl Renz-Olar, Rex McLaury and Willie Stokes share their faith during a group Bible Study/Fellowship at the Huntsville Center, April 16.

By Jo Anita Miley Public Affairs Office

The back corner of Huntsville Center's Life Fitness Center may look like any other gym – weights, kettle balls, jump ropes and other fitness equipment used to keep employees' bodies physically fit.

However, this particular area is also the location where employees can get a "spiritual" workout too.

Huntsville Center's Life Fitness Center's weekly Bible Study/Fellowship was initiated back in 2008 by Dr. Lynn McAllister, Bible scholar and Theology School teacher, and also the wife of then Huntsville Center Commander, Col. Larry McAllister.

The group was formed as a non-denominational, spiritual health and morale booster for employees within the organization.

"Back in 2008, Col. McAllister, established the fellowship/Bible study group as a way to boost morale and relieve stress," said Rex McLaury, Installation Support and Programs Management Directorate.

"He believed that working on the employees' spiritual well-being was

equally important to eating healthy and staying physically fit."

The group started out with 10 members; and an estimated 50 employees have participated in the group at some point over the past six years. Members are responsible for specific tasks that help keep the group going.

Cheryl Renz-Olar, Installation Support and Programs Management Directorate and Willie Stokes, Army Corps of Engineers-Information Technology, are also group facilitators. Everyone who participates in the study/fellowship can lead the discussions and prayers.

"I began facilitating in late 2008 when Dr. McAllister was away, and then full-time in late 2008 after she wanted to turn the study over to us, in preparation for her family's move to Alaska after Col. McAllister's retirement from the military. Then, in 2012, Willie Stokes began to facilitate and has continued up to the present," Renz-Olar said.

Renz-Olar said the first formal topic that Dr. McAllister facilitated was a Spiritual Gifts class in November 2008. McAllister discussed the unique spiritual gifts God gives to individuals

and showed them how to unleash their hidden potential and embrace them.

Center employees who have participated in the Bible Study Fellowship all said they enjoy the experience for different reasons.

"We are trying to stay together as a group to make our organization stronger. Many of us have pretty robust work schedules and need a break from the stress that comes with it. This focus group gives us an opportunity to share our faith and gain strength from others within the Huntsville Center family," McLaury said.

Group members said they appreciate the support of Corps leadership. They would welcome special group sessions with USACE chaplain Col. Phillip Wright in the future.

Col. Robert Ruch, Huntsville Center commander, said he is inviting USACE chaplain, Col. Phillip Wright, to visit Huntsville Center for a Prayer Breakfast sometime this year.

The Bible Study/Fellowship meets each Wednesday from 12:30 - 1 p.m.

For more information about the Huntsville Center Bible Study/Fellowship, contact Willie Stokes at 256-895-1539.

Huntsville Center team participates in National Prayer Luncheon



Photo by Jo Anita Miley

Employees from Huntsville Center sit down to lunch at the National Prayer Luncheon at Redstone Arsenal June 9.

By Jo Anita Miley
Public Affairs Office

Huntsville Center personnel attended Team Redstone's National Prayer Luncheon at The Summit on Redstone Arsenal June 9.

The National Prayer Luncheon is held annually to allow Team Redstone Soldiers, civilians, veterans and community leaders to come together to pray for this nation, leaders, Soldiers and their families.

Retired Brig. Gen. Rebecca Halstead was the keynote speaker for the event.

Halstead spoke to attendees about the importance of hope, prayer and unity and of her experiences as a military leader explaining that she is no stranger to prayer. She said she relied on prayer to get through 27 years of military service as an Army officer and even in her new role as executive director for her private leadership consultancy company.

"The thing I like most about this type event is that no one is forced to attend. So those of you who are in attendance today either believe in the power of prayer and faith or are seeking to believe this," Halstead said. Halstead said she relied heavily on prayer to get her through tough situations throughout her career.

"I prayed for my staff, I prayed for my Soldiers, I prayed for my leaders, I prayed for myself. I trusted God to handle the challenges I faced. My faith has been shaped by the prayers of others," Halstead said.

Halstead is a 1981 graduate of the U.S. Military

Academy and was the first female graduate of West Point to be promoted to general officer. She went on to become the first female in U.S. history to command in combat at the strategic level. In 2006, she became the first female Chief of Ordnance and commander of the Army's Ordnance Center and Schools. Halstead was responsible for the leader development and institutional training for the second largest branch in the Army with more than 100,000 members of the Ordnance Corps. She served in Europe as the deputy commander for the 21st Theater Support Command and the chief adviser to the combatant commander for Southern Command.

Attendees from Huntsville Center said they were delighted to participate in the event.

"This was a great opportunity for fellowship" said Willie Wade, an attendee from Huntsville Center. I was impressed with the speaker and the meal."

Sgt. 1st Class Trevor Rush, chaplain assistant at the Aviation and Missile Command, helped organize the luncheon. Rush said it took a lot of effort to plan the event attended by more than 240 people. Chaplains from various Team Redstone organizations promoted the event, strengthening unity and boosting morale for the Team Redstone community.

Rush said he's proud his organization had the opportunity to lead this year's event.

"We are very pleased with the number of attendees today," he said.

"We look forward to doing the same thing next year. It's an excellent way for us (chaplaincy staff) to bring Team Redstone together. This Army ministry helps to build the faith and purpose of God's people."

Center's Organization Day ICE survey shows success, notes needs for improvements

By William S. Farrow
Public Affairs Office

Although dampened by an afternoon downpour, this year's Huntsville Center Organization Day picnic was well attended and with some in attendance taking their time to respond to a web-based Interactive Customer Evaluation allowing Huntsville Center leadership to receive feedback on services provided that day.

The survey included nine categories and received 60 comments on everything from the service provided by the food trucks to the activities and location of the event.

Gina Elliott, Huntsville Center acting deputy commander, said the ICE survey was instituted to try to find out exactly what attendees prefer, what they don't like and how Center leadership can improve the event in the future.

"This was the first time we've used ICE and we plan on using it in the future for many of our events to gauge employees' contentment with how we are doing in certain areas," Elliott said.

"There's no cost associated to us for using ICE, and it's a great way to get timely data on service quality."

The survey saw more comments regarding the food trucks than any of the other ICE categories. Of the 20 people responding in the food truck category, six were sustained and 14 said there needed to be improvement.

Originally three food trucks were scheduled, however, one of the trucks pulled out at the last minute. It was clear from the survey that although people were happy with the idea of food trucks and the quality of the food served, many comments showed the displeasure with the wait times associated with getting food.

Yet many of the comments included statements regarding the need of food trucks to possibly visit the Center on a



Photo by Rusty Torbett

Badd Newz BBQ food truck was one of two food trucks providing lunch for this year's Organization Day attendees. The ICE survey received many comments from people who would like food trucks to visit Huntsville Center's parking lot.

regular basis.

"I think it would be a good idea to have food trucks periodically stop in the parking lot to provide employees and option for lunch," wrote one survey taker.

Regarding the activities, of the eight people who responded, four were pleased, but four asked for improvement including a wait time for the activities to begin ("I recommend not having any planned activities for at least an hour following lunch.")

The Huntsville Center Activities Committee survey received eight kudos and no recommendations for improvement from the eight people who took that part of the survey.

"The activities committee and volunteers did an excellent job, they are

to be commended for all their hard work and efforts," one survey taker commented.

Safety was the ICE category receiving the greatest percentage of "improve" wanted.

Comments included complaints about the lack of ice, better identification of first aid personnel and the need for a bullhorn or public address system to ensure people were aware of what, when and where events occurred.

Elliott said she estimates about 20 percent of employees who attended the event took the time to fill out the ICE survey, but that she would prefer to have greater participation in the survey to ensure people get their say in how things are done.

Ethics Corner:

**By Clay Weisenberger
Office of Counsel**

Even if you have a good handle on ethics rules, post-government employment can be tricky.

Here are answers to four commonly asked questions.

I may retire next year, and I want to keep my options open. Can I ask to be exempted from working on certain projects or programs to avoid conflicts of interest with contractors that might want to hire me when I retire?

No. You are required to perform your duties as assigned and cannot opt out simply because you might be interested in working for a particular contractor or in a particular field once you separate from government service.

At what point during my employment search does a conflict of interest arise?

Four things to know about post-government employment

The following activities constitute “seeking employment” for purposes of the conflict rules: 1) calling a contractor to inquire about a position, 2) interviewing, 3) receiving an offer, 4) negotiating hiring terms and conditions. Simply posting your resume on a job website or asking a contractor for a job application does not.

What if a conflict arises after I begin seeking outside employment? What about after I accept outside employment?

Take no official action with regard to the contractor in question. If a conflict exists, you **MUST** disqualify yourself from official participation in any matter that has a direct and predictable effect on the financial interests of the conflicted outside employer. Notify your supervisor and the Office of Counsel immediately. You may be required to complete a written disqualification statement.

My last day is next week, and then

I am taking a month off before looking for new work. When do I fill out a post-government employment questionnaire?

When you receive an offer. Because the legal opinion addresses conflicts of interest and work restrictions based on the specific contractor, there is no “blanket” post-government employment letters that would apply to all contractors.

If you decline an offer and receive offers from other contractors, you may need post-government employment restriction letters for those employees as well. However, there is no blanket post-government employment restrictions we’ll specifically address.

If you need a questionnaire, please contact the Office of Counsel.

As always, if you have an ethics question, call me at (256) 895-1140 or email clay.weisenberger@usace.army.mil before you act.

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