



Huntsville Center  
**Bulletin**



U.S. Army Engineering and Support Center, Huntsville

# Center finds new home at Quality Circle

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## Hail and farewell

### Welcome:

**Coretta Parks**, Safety Office; **Curtis Sealy**, Management Review Office; **Marcella Hughes**, **Kevin Breere**, Resource Management Office; **Amy Sullivan**, **Margaret Brand**, **Tiesha Abdul-Rasheed**, Business Management Office; **Catherine Carroll**, Public Affairs Office; **Katrissa Norwood**, Equal Employment Opportunity Office; **Richard Moore**, **Norman Stiegler**, **Julie Haraway**, **Jeffrey Hodge**, **Terry Walker**, **Leisa Miller**, **Joseph Rath**, **Kasheena Brooks**, Installation Support and Programs Management Directorate; **Daryl Donatelli**, **Matt Pasiro**, **Meghan Clardy**, **Whitney Bell**, **Anna Lewis**, **Ruth Torres**, **Daniel Hawk**, **Paul Rhoades**, **Paul Robinson**, Engineering Directorate; **Andrew Thompson**, **Hud Heaton**, Ordnance and Explosives Directorate.

### Farewell:

**Pam Dodd**, **Carol Sargent**, **Miguel Luan**, Center Contracting; **Anthony Fearn**, SO; **Archella George**, RM; **Stephanie Caldwell**, EEO; **Mark Lukey**, ISPM; **Larry Woodroof**, **Donna Lawson** ED, **William Sargent**, OE.

# Commander's thoughts



**H**appy New Year! January is a time when we look forward with refreshed energy and renewed commitment to accomplishing our goals and missions.

It is also a time to reflect on the previous year and assess whether we have realized the objectives and resolutions that we set for ourselves personally and professionally.

Last year was an eventful year for the Huntsville Center. Your commitment to our mission remains unparalleled. What you do makes a difference.

The 2018 Town Hall and Holiday Party were a tremendous success. Thank you to all who participated. A special thanks to the Huntsville Center Activities Association for hosting the party at the Jackson Center.

Bill Sargent is retiring. Bill has been with the Huntsville Center since 1994. He came from Alaska District, having served in that same district as an Army officer until 1992. Bill stayed on with the district as a civilian until 1994 and then transferred to the Huntsville Center to become a part of the foundation of the emerging ordnance program.

Welcome back to Huntsville Center Deputy Commander Lt. Col. Hugh Darville who completed a deployment to Afghanistan. I know the Darville family was happy to have him home, as was his Huntsville Center family.

The Toys for Tots program was a success this year. The Marine Corps Reserve does a great job coordinating

this annual toy drive. However, the people who make the donations are who really make Christmas special for children who otherwise may not have much under the tree. Thank you for your giving spirit.

Hundreds of industry representatives attended the Center's Small Business Forum in October. This is a fantastic annual event that gives our vendors and stakeholders an opportunity to speak with the Center's workforce and get a feel for what the next fiscal year has in store. Great job meeting with the attendees and thanks for all the hard work everybody put in to make this event successful!

I attended the Society of American Military Engineers in New Orleans and was so proud to be on hand when the USACE Small Business awards were handed out. The Center's Office of Small Business Initiatives took many awards including the District by Dollar award (\$818 million). Huntsville Center's small business policy is focused on providing "maximum practicable" prime and subcontracting opportunities to small firms. These awards show the commitment we have to ensure we are inclusive of small business as a stakeholder in all the work we do.

On Jan. 21, we observe and celebrate the life and legacy of Dr. Martin Luther King Jr. He led a historic movement that achieved great national reforms. He believed in nonviolent activism and taught a movement by his example. We will celebrate Dr. King on Jan. 17 in the café. We are honored to have as our keynote speaker Chap. (Col.) Raymond Alford Robinson



**Col. John S. Hurley**

Jr., command chaplain for the U.S. Army Corps of Engineers. Cultural presentations will be performed by the Oakwood University Voices of Triumph Gospel Choir.

Exciting changes are coming up with the relocation of Huntsville Center. Change is good and I know you all will rise to the challenge and this new year in our new location will be nothing short of outstanding!

A big thanks to Gina Elliott, Tamika McDowell, Chris DeMarcus and so many others who have ensured our facility relocation efforts are at long last achieved.

There have been numerous obstacles, but the team has shown us the value of perseverance, commitment, communication and innovation. Many of you had the opportunity to see the new facility - it is going to be a great new home for Huntsville Center!

I wish you all the best during 2019 and I know we will continue to accomplish great things together.



**US Army Corps of Engineers**

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## BULLETIN

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## Employee Spotlight :

# Three selected for special projects program

**By Mark Thompson  
Public Affairs Office**

**T**hree Huntsville Center employees have been selected to participate in the U.S. Army Corps of Engineers' 2019 Special Projects and Professional Development program.

Lisa Hendrix, Center Contracting, Tara Clark, Ordnance and Explosives Directorate, and Marsha Jackson, Engineering Directorate, will work at Headquarters USACE in Washington D.C., for 120 days.

The women will travel to the nation's capital in rotations where they will be able to better understand the USACE organization and culture while working and interacting with senior leadership, according to the position announcement. Their time at headquarters will also include ongoing coordination with Huntsville Center leadership.

They will also perform special studies and projects that may involve complex program functions or missions that contribute to the improvement of the productivity, effectiveness and the efficiency in program operations within Huntsville Center.

Chip Marin, Huntsville Center programs manager, selected the women from a pool of 12 candidates. Marin said he balanced the selections across the Center's directorates and offices to ensure an equitable distribution of participation.

He said he based his criteria on leadership potential, communications ability at the operational and strategic levels and the potential and proximity to the selectee becoming a GS-15 senior leader.



Photo by Mark Thompson

**Three Huntsville Center employees, Marsha Jackson, Engineering Directorate, Tara Clark, Ordnance and Explosives Directorate, and Lisa Hendrix, Center Contracting, have been selected to participate in the U.S. Army Corps of Engineers' 2019 Special Projects and Professional Development program.**

"Each of these professionals earned this honor and I have no doubt will represent Huntsville Center in an outstanding manner," Marin said.

It is envisioned that each selectee will work alongside and with senior staff members in the headquarters and become an integral part of daily operations, according to the selection criteria.

Additionally, selectees will be afforded the opportunity to engage with senior executive service individuals and general officer to develop their own leadership knowledge, traits and characteristics.

The women selected for the assignment are looking forward to learning lessons and acquiring knowledge they can bring back and put to use in Huntsville.

Jackson, sees her selection as an opportunity for professional growth and to become a more valuable

team member.

"I'm sure this assignment will be a challenge and will cause me to grow in ways I cannot imagine, so I wanted to be a part of this experience," Jackson said.

Hendrix said the assignment is a chance to use knowledge from previous USACE work at the tactical level in order to make strategic contributions.

"I'm hoping to leverage my experience gained at the district and center levels so I may tackle strategic initiatives that could ultimately enhance our business execution, project delivery, and mission success at the Center."

Clark said she is excited to learn and grow professionally during her rotation.

"I feel this is an unbelievable opportunity to gain a larger understanding of all the Center accomplishes and how we work within the larger USACE organization," Clark said.

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

# Center finds new home at Quality Circle

By William S. Farrow  
Public Affairs Office

After more than 20 years at its location at University Place in Huntsville, Alabama, the U.S. Army Engineering and Support Center, Huntsville is relocating to another facility.

More than 600 Huntsville Center employees will soon operate at its new location at 475 Quality Circle, situated at the city's Thornton Research Park.

Col. John Hurley, Huntsville Center commander, said the new facility is better suited to accommodate the Center's workforce.

"The health and welfare of our employees is my top priority and the new facility provides a clean, professional workspace for our employees," Hurley said.

The Center's University Place location opened for business in 1995 when the Center employed around 600 permanent employees. However, as the needs of the nation grew, so did the Center's portfolio of missions.

Today, Huntsville Center employs more than 1,000 employees supporting the Department of Defense and other federal agencies. Since Huntsville Center's mission has expanded, it has been forced to lease offices surrounding the 23-year-old, three-story building at University Place.

"Although many employees will remain in the suites for the time being, our ultimate goal is having all our employees under one roof," Hurley said.

The Center's new home at Quality Circle was originally built as a state-of-the-art customer support call center for Verizon Wireless. The facility has more than 150,000 square feet of space, 1,200 parking spaces and the 25-acre property meets many of the security requirements a federal agency must have to keep its employees safe. The Center's command team tasked the Special Projects Program with assembling a project delivery team consisting of project managers, interior designers and architects to assess the building and provide recommendations to improve and optimize the space to suit the Corps of Engineers' business model.

Tameka McDowell, project manager for the PDT, said special alterations to the building will be performed in two phases. She said the first phase will focus on preparing the building for initial occupancy.

"The first phase will consist of short-term accommodations due to the need to vacate 4820 University Square as quickly as possible," McDowell said.

The second phase, McDowell said, will "focus on creating the type of atmosphere at Huntsville Center that we often provide for our customers."

McDowell said plans for initial occupancy include providing adequate file storage, multiple collaboration spaces



Courtesy photo

**More than 600 Huntsville Center employees will soon operate at its new location at 475 Quality Circle, situated at the city's Thornton Research Park.**

to facilitate PDT communication, and privacy zones for employees.

"The main portion of the building at 475 Quality Circle has large, continuous spaces," she said. "The PDT has proposed methods for interrupting the space, as well as ensuring that there are more than enough adequate spaces for people to meet in groups and perform work as teams."

Additionally, McDowell said the command has identified that privacy is lacking due to the open floorplan and the PDT has proposed several solutions that will allow employees to seek and find private spaces within the facility.

Phase two of the transition into the new building will consist of furniture acquisition to replace the majority of the existing furniture in the facility.

"Employees can expect a change from the typical furniture with five-foot-tall panels that they are used to at 4820 University Square," McDowell said.

Because the new facility is bright and lively, McDowell said the command wants to maintain that atmosphere by providing employee workstations with lower panels that don't impede the natural light.

She said the plan for phase two will maintain collaboration spaces, but also include glass-enclosed spaces, such as offices and conference rooms, which provide a functional workspace while minimizing obstructions to the light in the building.

"The overall intent of the phase two changes will be to make the facility an enjoyable environment to work in for the foreseeable future for Huntsville Center employees," McDowell said.

# Center's Cybersecurity Control System MCX stands at forefront of their discipline

By Stephen Baack  
Public Affairs Office

Inhabiting virtually every Department of Defense facility is a hidden world of processes and operations, but like many vital functions, they go unnoticed until the moment they are interrupted.

This is the world of facility automation. These functions run the gamut of automated processes for everything inside a facility envelope, such as timely and accurate heating and cooling, proper electrical distribution, routine elevator operation, automatic lighting, and access measures like badging.

Anything that threatens the security of these systems, by extension, threatens mission readiness and is therefore a significant concern to the Department of Defense, according to Daniel Shepard, chief of Huntsville Center's Information Assurance and Information Technology Branch and the Control System Cybersecurity Mandatory Center of Expertise.

In 2016, Shepard and his team at the Control System Cybersecurity MCX – then called the Industrial Control Systems Cybersecurity Technical Center of Expertise – developed and published the Unified Facility Criteria 4-010-06: Cybersecurity of Facility-Related Control Systems. About a year later, they published Unified Facility Guide Specification 25-05-11, which they are in the process of updating.

“Those were the first two design criteria and specifications focusing on cybersecurity for control systems, and the Corps of Engineers led the authoring and the publishing of that effort for the entire tri-services community – Army, Navy and Air Force,” said Shepard.

These documents put forth the design criteria and project specifications for any project that has control systems in place for the entire defense department, and they tell the DOD's industry partners how to design control systems to meet cybersecurity requirements and measures.

It is this set of standards, requirements and measures that protect these systems against a cybersecurity event. While such an event could be the result of the actions of someone with malicious intent, just as dangerous is a system failure due to a design flaw or inconsistent security measures, said Shepard.

“If I had my HVAC system inside of a critical-data center or a mission facility, and that heating and cooling couldn't keep the computer equipment cool, then I can't access intelligence platforms,” Shepard said. “If our facilities aren't operational and can't support the mission and the people



within those facilities, then having a cyber event in a control system could take down mission readiness, or at least the ability to project force.

“It's not one of those things where the sky is falling, by any stretch of the imagination, but prior to 2016, if anything was done at all, it was done in a very ad hoc manner,” Shepard added.

These specifications address numerous areas such as how to coordinate systems within systems, implementing backup systems, reducing extraneous functionality and dependence on the network, and adhering to the National Institute of Standards and Technology's Risk Management Framework.

“This is going to give some consistency in approach to design and in construction that, when the Corps of Engineers or any DoD design and construction agent turns over a facility, our stakeholders know that cybersecurity has been accounted for and addressed in the design and then in what we do in construction,” Shepard said. “So, that's a good thing.”

Now that Shepard and his team have been designated a mandatory center for their technical discipline – he said they are starting to see a lot more work come in from the geographic districts as they help those districts execute design requirements, work through acquisition issues, and write contractual language.

“It's a 100 percent collaborative effort between design and construction agents, facility owners, directorates of public works – pretty much the entire facilities engineering community play a role in this,” said Shepard. “We're one small wedge of the pie from the Corps of Engineers, but it's more of a unified, collaborative approach.”

The Control Systems Cybersecurity MCX's team includes experts at some of the USACE's research and development laboratories through the Engineering, Research and

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# Communications emphasized at recent project review board meeting

By Catherine Carroll  
Public Affairs Office

Communications is absolutely essential to what we do here, stated Albert “Chip” Marin III, the programs director of Huntsville Center, during his opening remarks at the Project Review Board Dec. 12.

“Twenty nineteen will be the ‘Year of Communications’ for Huntsville Center,” Marin went on to state. “With everything you do, ask yourself, do we have the right information? Are the right people in the room? Who else needs to know and how can it be best communicated.

“Communications is the second most important thing we must do to be successful, second only to taking care of our personnel,” Marin said.

Following Marin’s opening remarks, program managers and Project Development Team leaders spent the day briefing the command team on current projects. From Alabama to Afghanistan, Huntsville Center is working and coordinating projects all across the globe.

“The PRB is the single most important governance board in the Center,” Marin stated. “Because it allows the command team to know when and where senior leader engagement is required to further a project or program.

“These monthly briefings provide situational awareness of the horizontal and vertical functional team members of the PDTs at all levels - from the project and program, through the branch-division-directorate, up to and including the Center’s corporate board,” Marin said.

“This awareness allows for consistent messaging on project and program success and challenges, and allows senior leaders to engage in challenge resolution at an early stage,”



Photo by Catherine Carroll

**Albert “Chip” Marin III, Huntsville Center programs director, listens to project updates during a monthly Project Review Board Dec. 12.**

Marin continued. “Challenges are discussed and a corporate way ahead normally formulated on the spot.”

The PRB also allows the Center to gage itself in the effective performance of delivering quality goods and services to its stakeholders.

Marin stated that it is critical to establishing consistent messaging and strategic communications in and out of the Center. He laid out the importance of communications with internal staff members, stakeholders and with headquarters.

Each presentation concluded with a list of lessons learned, many citing communications as a critical component. Marin emphasized the importance of sharing these lessons learned.

“It’s especially important to communicate the challenges and the failures,” Marin said. “We need transparent, open communications often. It’s critically important even when it’s not something we may want to hear. Being able to identify what needs improvement and what didn’t work is vital to ensuring future success.”

Proactive participation in planning

meetings with stakeholders was cited as a lesson learned by more than one project manager.

Establishing more opportunities and resources for the open flow of communications has been a priority at Huntsville Center.

One recent example of this is Skype for Business, now available for wide use by Huntsville Center employees. Having the ability to communicate face-to-face electronically becomes a significant benefit when your organization operates globally.

“Communications is absolutely essential to our understanding of our stakeholder’s requirements, and in understanding how those requirements fit into stakeholder measures of success,” Marin said.

For Bill Sargent, director of Ordnance and Explosives, the PRB provides oversight on what the Center is doing outside of his directorate.

“When I’m out talking to a stakeholder and questions come up, I know who I can get in touch with for other programs and projects that may assist with a solution.”

## CYBER

Development Center.

These include personnel at the Construction Engineering Research Laboratory in Champaign, Illinois, and at the Information Technology Laboratory in Vicksburg, Mississippi.

Shepard added that the Control Systems Cybersecurity MCX's civil works counterpart is the USACE Critical Infrastructure Cybersecurity Center of Expertise at Table Rock Lake in Branson, Missouri. This team focuses on control systems for anything the Corps owns, operates, maintains

and sustains such as locks, dams, levees and navigational waterways, whereas Shepard's team focuses on facilities the Corps does not own, operate or maintain.

"We design and deliver based upon someone else's requirements, like a child, youth development center, a gymnasium, a barracks, and any kind of headquarters administration building," said Shepard.

"We don't own those. We build for them and turn them over, but we are not in the operations and maintenance

piece of it, unless they come back to us needing support."

Shepard characterizes control system cybersecurity as a growing and rapidly changing technical discipline, which is governed by ever-evolving DoD policy and strategy.

"It's evolving daily," said Shepard. "Things change like courses of action and funding streams. The potential to see growth in just this area – it's exponential how much it could grow."



Photo by Stephen Baack

### Commended

**Lt. Col. Juan Pace receives the Army Commendation Medal Nov. 15 from Col. John Hurley, Huntsville Center commander, in recognition for his work as the Center's interim deputy commander from May through October, 2018. Pace helped cover down as deputy during a significant portion of Lt. Col. Hugh Darville's 10-month deployment to Iraq as part of Task Force Essayons. Pace returned to his position as a general engineer in the Management Review Office.**



# Sargent receives Lifetime Leadership Award

By Catherine Carroll  
Public Affairs Office

The National Association of Ordnance Contractors honored William Sargent, director of Huntsville Center's Ordnance and Explosives, with the NAOC Lifetime Leadership Award at their 2018 Membership Meeting in St. Petersburg, Florida, Dec. 5.

NAOC represents and promotes the interests of its members and the public in all aspects of military munitions response services.

The membership of NAOC promotes efficient, quality project execution and safety for both the workforce and the public.

The 2018 Membership Conference provided an opportunity for munitions and environmental contractors and government personnel to interact and discuss current policies, initiatives and issues.

Each year, the NAOC recognizes industry and government personnel for their efforts to improve the Military Munitions Response Program and their continued participation and support of the partnership between industry and the government.

"It was a big surprise. I was eating hors d'oeuvres, minding my own business sitting in the corner and was asked to come up front," Sargent said. "I was presented with the Lifetime Leadership Award. I wasn't expecting anything like that."

Sargent, who has been with the Huntsville Center since 1994, came from the U.S. Army Corps of Engineers Alaska District, having served in that same district as an Army officer until 1992.

Sargent stayed on with the district as a civilian until 1994 and then transferred to the Huntsville Center to become a part of the foundation of the emerging ordnance program.

He will be retiring from federal service this month.

During his time here at the Huntsville Center, Sargent has had many opportunities to speak at NAOC conferences and events and spoke highly of the organization, its mission and its member contractors.

NAOC's founding members were unexploded ordnance service companies. Their membership has expanded to include companies that provide and perform ancillary services to include geophysical services, detection equipment, analytical laboratories, regulatory support and related environmental/engineering services.

When asked what he was most proud of during his time at Huntsville Center, Sargent said, "I was able to stand up the OE's international operations division that is now a critical asset to the Corps of Engineers and enhances our ability to project contingency-wise around the world.



Photo by Catherine Carroll

**William Sargent, director of Ordnance and Explosives at Huntsville Center, recently received a National Association of Ordnance Contractors Lifetime Leadership Award at their 2018 Membership Meeting in St. Petersburg, Florida, Dec. 5.**

"We have built the contracts. We now have the capability," Sargent explained.

"People from all over the world call us and we are the only entity within USACE that can deploy and do land mine and ordnance clearance in a hostile contingency environment.

"We have a lot of unique challenges come through the ordnance directorate," Sargent continued.

"I've been able to get with the contractor community and they have been able to put together the right teams and produce the solutions the customer needs.

"So it's a great relationship we have had with them. We wouldn't be anything without our contractors."

When asked what his next step after retirement would be, Sargent, whose wife Carol has recently retired from the Huntsville Center as well, didn't hesitate with his response.

"I'm going to the farm," Sargent said. "I have a hundred pecan trees. I work on cars. I have a wood shop and I do furniture repair. And then my wife and I want to travel and just enjoy things.

"My wife said she's going home. And I'm right behind her."



Through an end result approach, Huntsville Center provides stakeholders solutions to their requirements. The Center's 88th Readiness Division Program Management Office assists the 88th RD mission by assessing its requirements and assigning the execution of tasks to the appropriate agent possessing the technical expertise and resources to fulfill the requirement. The 88th RD unit is headquartered at Fort McCoy, Wisconsin, and covers 19 states and 277 locations throughout the northwestern U.S. from the Ohio River Valley to the Pacific coast.

## Center engineers solutions by asking “what’s your vision?”

By Catherine Carroll  
Public Affairs Office

**H**untsville Center does more than provide global stakeholders with programs designed to complete their project goals. It assists organizations in reaching their over arching vision through an end result approach.

By first determining a stakeholder’s vision for their organization, Huntsville Center uses a portfolio of lines of effort to better determine which programs are best for achieving that vision. This also allows for the establishment of new programs to meet unique requirements.

The Center’s portfolio currently contains 43 programs catalogued into five lines of effort: Medical, Facilities and Base Operations, Energy, Operational Technology and Environmental. This approach not only helps stakeholders identify what programs are available for their specific needs but helps the Center determine what programs it may need to design to meet the full spectrum of requirements that may arise before or during a project.

“I started the lines of effort about two years ago,” said

Col. John Hurley, commander of the Huntsville Center.

“It came from a need to tell the story. I was trying to tell the story of why we exist in this unique mission inside the Corp of Engineers. What is it that the Center does for the Department of Defense and the Army? It was very hard to do that using an organizational chart.

“When an organization reaches out to us,” Hurley continued, “they are not generally interested in all the different programs we offer or how they are organized necessarily. They want to know what we can do for them specifically. So the lines of effort are a functional tool we use to determine what we can offer that stakeholder.”

Redstone Arsenal’s Fox Army Health Center, here in Huntsville, is an example of this process in action.

“They had a dream about what they would love Fox to look like - a place where they can really take care of patients and their family members, where people are comfortable waiting, a welcoming space with lots of windows and light” Hurley explained.

“And they want it all based in what the medical

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**EFFORT**

community calls evidence-based design that says if medical treatment is provided in a certain way, it's more likely to be effective," Hurley continued.

"So they have this wonderful dream over there and they say, 'how can Huntsville Center help me achieve my dream.' Through our medical line of effort, we can do medical design, medical renovations, medical outfitting, furniture and information technology," Hurley stated.

"Those are our programs. But that's not really what they care about. They care about their vision. It's up to us as senior leaders to have that conversation with end users, understand their vision and then create the programs that will get them to their vision.

"So programs could come and go," said Hurley. "It's all about that line of effort."

Tracy Lonon, chief of the Facility Management Division at FAHC, said in an earlier interview for an article published at the beginning of the facilities repair and renewal efforts, that customer care is the top priority at his organization.

They are always looking for new ways to improve the quality of life for their patients.

"Our vision for Fox Army Health Center is to become the premier model of organizational and beneficiary wellness. The renovations that have been underway for the last several years are being done to further enhance customer care - we're ready to usher in a new era of patient care here," Lonon said.

Charles Hudson, chief of staff of the Army Reserve's 88th Readiness Division, headquartered at Fort McCoy, Wisconsin, has been very interested in the Base Operations line of effort.

The partnership between 88th Readiness Division and Huntsville Center is through an 88th RD Program Management Office established at Huntsville Center.

"The PMO is our gateway to the Corp of Engineers in support of our virtual base operations mission and has resulted in measurable increases in Soldier and equipment readiness," Hudson stated.

"They have the ability to reach back into various USACE divisions and districts with standard or unique existing technical expertise in support of our mission," Hudson said.

"Their reach-back capability has increased our ability to support units,

Soldiers, and their equipment in our 19 state region, improving their readiness to perform their assigned wartime missions.

"Huntsville Center's unique capabilities have been a great asset in helping the 88th RD not simply execute tasks but to really reach our ultimate vision of ensuring Soldiers are ready and lethal," Hudson praised.

"Their turn-key solutions afford us timely acquisition within budget and professional subject matter experts who take the time to understand the Army Reserve mission and the role we play in the larger National Defense strategy."

"It's about communication that starts with the end user in mind," Hurley said.

"We want to know their vision, not just their needs. I want Mr. Hudson to tell me his vision. If he tells me his vision for how his base operations should run, I'll tell him the programs we can provide.

"But if we start with, 'What program do you want,' and that's the only conversation, he might not know all the options we can make available. The better conversation is 'what is your vision,' Hurley said. "Let us figure out how to get there."



**Let's do business**

**Business representatives meet with Huntsville Center program managers and contracting specialists at the 2018 Small Business Forum, Oct. 23 at the Davidson Center for Space Exploration. The forum featured a general overview of doing business with the Center and covered major regulatory changes and upcoming acquisitions. The Center awarded more than \$800 million to small businesses in fiscal 2018.**

Photo by Catherine Carroll

# Medical Outfitting and Transition team equips Camp Humphreys medical facilities

By William S. Farrow  
Public Affairs Office

**H**untsville Center's Medical Outfitting and Transition program is providing complete turn-key project support for the equipping and transitioning of staff and patients into the Brian Allgood Army Community Hospital and Ambulatory Care Center at Camp Humphreys, Republic of Korea. The new 772,000 square foot facility is set to open in November, 2019.

As the design and construction agent for U.S. Forces Korea, the U.S. Army Corps of Engineers Far East District is at the forefront of the construction processes there.

Huntsville Center's MOT program supports the process by ensuring Camp Humphreys medical community has the right tools to carry out their mission.

J.R. Teer, MOT project manager, said there have been challenges associated with the project.

He said over the years the IO&T has taken on much larger projects like the one-million-square-foot Carl R. Darnall Army Medical Center at Fort Hood, Texas. However, he said the BAACH project demanded more attention due to the challenges of geographical distance and language.

"During the planning portion of the project, we gathered the requirements through coordination with the (Army Medical Command) Health Facility Planning Office there to ensure information relayed to the Republic of Korea-based contractors was translated accurately," Teer said.

"All-in-all, everything is working out well and everybody is on the same page for this stage of preparing the facility to open on time," he said.

For the MOT team, preparation includes the purchase and installation of more than \$45 million worth of furniture, information technology and



Courtesy photo

**Members of the 85th Medical Brigade, Camp Humphreys, Republic of Korea, are briefed on the staging element for equipping and furnishing the new 772,000-square-foot Brian Allgood Army Community Hospital.**

medical equipment required to provide service for the 45,000 servicemembers, their families and other beneficiaries calling Camp Humphreys home.

Teer said more than 95 percent of the equipment and furnishings going into the BAACH is new and the MOT project delivery team of contracting professionals, program and project managers and interior designers have worked tirelessly to ensure every requirement is met.

"We've procured everything from ophthalmology equipment, hospital beds, Radiology Imaging System, to waiting room furniture and even the art on the walls. The preparation has been expansive," he said.

Camp Humphreys has seen massive base expansion since the plans to relocate and consolidate much of the American military presence in the Republic of Korea were signed in 2004. The entire 3,500 acre Army installation has encompassed a wide variety of operational and quality-of-life facilities including the BAACH and its surrounding clinics.

The MOT team isn't just outfitting the main hospital, it's also ensuring the

85th Medical Brigade Headquarters, the dental and veterinary clinics, and even the medical warehouse there are outfitted with the right equipment and furnishings required to ensure the Camp Humphreys medical mission flourishes into the future.

"This is a great opportunity to provide an updated environment to benefit Camp Humphreys' Soldiers, family members and other beneficiaries," said Julia Chlarson, Huntsville Center's Medical Division chief.

"The BAACH has been meticulously designed to comply with U.S. standards and earn the designation 'world-class facility,' and our entire PDT has worked so hard to not only meet, but to exceed that standard. I'm especially proud of our interior design team and medical furnishings project managers whose work contributes to the hospital's healing environment," Chlarson said.

"The beneficiaries of what we do don't know who we are, and that's ok because it's the mission that matters. Our PDT believes in what they are doing and they consider it an honor to support this mission."



Photo by Dennis Franklin

Lt. Gen. Todd T. Semonite, left, and Command Sgt. Maj. Bradley J. Houston, far right, present Huntsville Center's Office of Small Business Initiatives Chief Rebecca Goodsell and Huntsville Center Commander Col. John Hurley with one of several awards and during the recent 2018 Society of American Military Engineers Small Business Conference in New Orleans.

## Center's Office of Small Business Initiative recognized for inclusive policies

By William S. Farrow  
Public Affairs Office

Huntsville Center's Office of Small Business Initiatives was recently recognized for its efforts during the 2018 Society of American Military Engineers Small Business Conference in New Orleans, Louisiana, Oct. 31-Nov. 2.

Aside from earning the distinction as a Small Business Program Team of Excellence, the office made up of Rebecca Goodsell, Nicole Boone, Betty Guillott and Brandy Percell received the Fiscal 2018 Army Corps of Engineers Top District by Dollar award (\$818 million); Small Disadvantage Business Top Dollar award (\$389 million); Small Women Owned Business Top Dollar award (\$123 million) and

Service Disabled Veteran Owned Small Business Top Dollar award (\$106 million).

These awards reflect not just the OSBI's success but also highlight the attention and willingness to include small business in projects across Huntsville Center.

"Huntsville Center's small business policy is focused on providing 'maximum practicable' prime and subcontracting opportunities to small firms," said Col. John S. Hurley, commander, Huntsville Center.

"These awards show the commitment we have to ensure we are inclusive of small business as a stakeholder in all the work we do."

Goodsell said small businesses are the economic growth engine for America.

She said small businesses represent 29.6 million companies in the U.S., create 63.3 percent of new jobs, export 34 percent of all U.S. exports, employ more than half of all private sector employees and generate more than half of the nation's Gross Domestic Product.

Goodsell also noted the direct effect Huntsville Center's projects have on the local and statewide economy.

According to Goodsell, Huntsville Center awarded more than 500 contracts valued at more than \$211 million to small business in Alabama last fiscal year.

"We're proud of the impact we've had globally, but locally as well and we look forward to working with more Alabama-based small businesses in the future," Goodsell said.

# Center's LinkedIn page continues growth

By Stephen Baack  
Public Affairs Office

Not only does Huntsville Center have its own LinkedIn page, its employee network is steadily growing. For those out of the loop, LinkedIn is a social media site that lets users set up an online profile that doubles as a resume and then connect with users inside and outside their own company walls. Much like Facebook, LinkedIn users can follow news feeds, as well as share, like and comment on their friends' updates.

Much like Facebook, it allows users to connect and interact with others. Though much of LinkedIn's design and functionality mirrors that of Facebook on the surface, LinkedIn is not meant to replace it.

Whereas Facebook's defining characteristic is its ability to foster interaction among friends and family, LinkedIn's strength is helping users build professional networks.

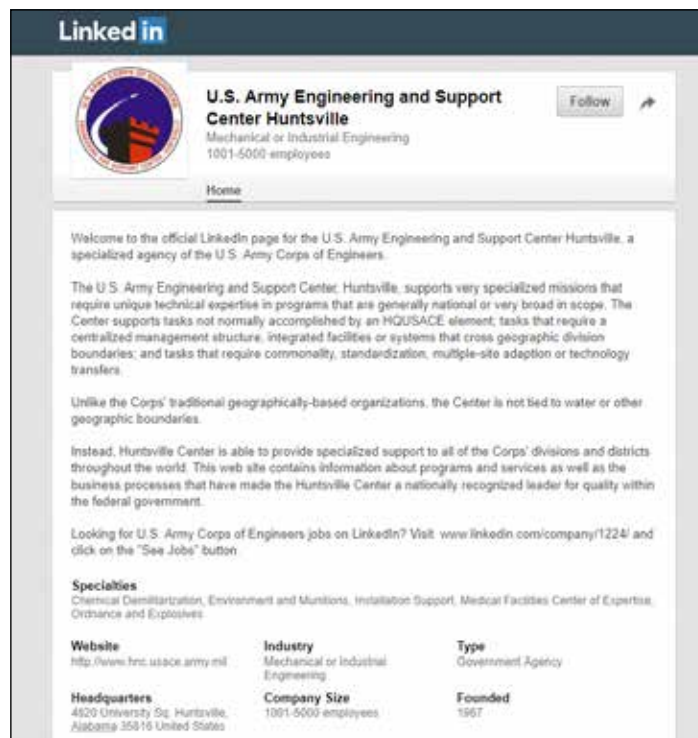
Professional networking can give people a way to find professional development opportunities, keep pace with industry trends and connect with potential stakeholders. In fact, according to a study from the University of Virginia McIntire School of Commerce that has been replicated multiple times, opening up your professional network beyond your own organization is the top predictor of career success.

Huntsville Center's page and accompanying news feed let potential stakeholders and employees learn about Huntsville Center's missions, keep up with the Center's updates, and even learn about the varied skills of its current employees.

Employees can list themselves in the employees section of the Huntsville Center LinkedIn Page and place the icon and add in their profiles. Employees can also use LinkedIn to grow their networks of current and potential stakeholders.

When Huntsville Center employees are featured in stories or photos on the news feed, they can share them with their "connections" and link to them on their profiles.

One LinkedIn feature not found on most social media



platforms is endorsements. This feature lets users showcase a list of skills that people in their professional network can endorse by clicking a simple checkmark. This feature lets anyone looking through a LinkedIn profile to see which skills shine brightest for their professional peers, and it shows which colleagues endorsed them.

LinkedIn gives Huntsville Center a way to post job openings, highlight mentoring and professional development opportunities, stay engaged with other agencies inside and outside the Corps of Engineers, and promote the Center's missions and employees to the world.

Whether looking for a job or simply looking to stay connected to other professionals in your career field, LinkedIn can connect individuals to online professional networking. Visit [www.linkedin.com/company/18266801](http://www.linkedin.com/company/18266801).



**Mission complete**  
Lt. Col. Hugh Darville, fifth from left, Huntsville Center's deputy commander, receives a warm welcome from family and friends Oct. 10 at Huntsville International Airport as he returned from a 10-month deployment to Iraq, where he served as deputy commander for Task Force Essayons.

Photo by Stephen Baack

# Center employees can take advantage of new Redstone comprehensive wellness program

By Amy Guckeen-Tolson  
Redstone Rocket

Whether adopting a healthier lifestyle is a top priority or at the bottom of the to-do list, the Redstone Arsenal Center for Comprehensive Wellness, formerly known as the Fox Wellness Clinic, recently opened its doors Nov. 16 to help individuals get an accurate assessment of their health.

The Center for Comprehensive Wellness is open to all Fox beneficiaries, as well as Department of the Army/ Department of Defense civilians, including Huntsville Center employees.

“Whatever we can do to educate someone on their health today, and what they can do about it, is going to make them a stronger employee. It’s going to reinforce their work ethic and give them better peace of mind,” Fox Commander Col. Anthony Meador said.

“A lot of individuals go day-to-day kind of thinking about their health, but it just goes in the back of their mind. What we really want to do is afford them the opportunity, ‘No kidding, this is how you look on paper.’ What we can do now is take about four hours with a patient and get a comprehensive look at their health.”

Those four hours may be spent in one appointment or broken up into a couple sessions, but will include labs, a flexibility and strength test, fitness testing to measure cardio-respiratory endurance, metabolic testing to determine how many calories a person burns at rest, and body fat measurement via the BOD POD – considered the “gold standard,” for measuring body composition.

A relaxation chair and computerized stress relief system, emWave, will help individuals understand what their body truly feels like at rest.

Through the assessments and out



Courtesy photo

**Col. Anthony Meador, Fox Army Medical Center commander and the Redstone Arsenal Comprehensive Wellness Center staff are providing acute health assessment services to ensure healthy lifestyle.**

brief, individuals can not only get an accurate picture of their own health, but how they stack up compared to the health guidance for individuals their age and gender.

“The idea is at the end of those four hours – whether it’s one, two or three appointments – is you sit down with one of our nurse educators, and they literally go over all of the results,” Meador said.

“It’s not just, ‘Hey, here are your results,’ everything is explained for you – what the numbers mean, your lab results, your calorie count, what your lung efficiency is.

“If there’s something that’s not where you want to be in your health, based on those four hours of testing, what our now certified wellness nurse educators can do is give you all the next steps. That out brief is probably as important as the test themselves, because you don’t just get the results, you get all the next steps.”

The services and technology available at the Center for

Comprehensive Wellness follow the model of other Army Wellness Centers. Fox’s staff of nurse educators went through additional training to become American College of Sports Medicine Certified personal trainers.

The facility will continue to offer those services previously associated with Fox’s Wellness Clinic, such as tobacco cessation and diabetes education.

“It’s the one aspect in our facility that we get a preventive health,” Meador said of the center.

“It gets at all the things we can do to prevent something in you now from becoming a disease or anything worse in the next 10 years. What can you do for yourself today and your body that will sustain you not only in your daily work life, but for the next five, 10, 15 years,” she said.

“What this provides you that we couldn’t give you beforehand is a true peace of mind on your health today.”

To schedule an appointment, call 955-8888 ext. 1440.

## Open space, confidentiality, procurement integrity... Oh My!

**By Melanie Braddock  
Office of Counsel**

**A**s the majority of Huntsville Center moves into a space with a more open configuration, we as a workforce need to be especially mindful about what information we discuss openly with our colleagues.

We must be cognizant of those around us such as contractors that serve as part of our workforce as well as contractor visitors. The new, more-open areas will allow voices – and thus information – to travel more easily to individuals who do not have a need to know.

The Procurement Integrity Act is implemented through FAR 3.104. The act prohibits present and former U.S. officials from knowingly disclosing contractor bid or proposal information or source selection information before the award of a Federal agency procurement contract. FAR 3.104-1 defines “contractor bid or proposal information” and “source selection information” is defined in FAR 2.101.

Accordingly, we need to be careful not to inadvertently disclose information such as prices or pricing, evaluations (technical or cost), competitive range determinations, etc., in our everyday conversations. The inadvertent release of information could be a source of considerable misunderstanding and embarrassment for the government.

Such releases of information can cause a protest or require the government to have to re-do the selection process – wasting precious dollars and time and impacting mission.

Additionally, casual information could provide an unfair advantage or disadvantage might result for one of the offerors.

Accordingly, it is incumbent on all of us to not make any

unauthorized disclosures of information. Below are some Dos and Do Nots for the transition:

### **DO:**

- Maintain information security on proposals, evaluations and discussions during and after completion of selection board
- Ensure source selection activity is separate from your other work activities
- Assure that the selection materials are strictly limited to the actual source selection participants

### **DO NOT:**

- Disclose evaluation information to individuals not serving on the source selection team.
- Deliberate or discuss evaluation outside the SSEB location. This includes open areas, hallways, stairwells, outside on the way to your cars, etc.
- Discuss issues of evaluation, even after selection(s) and announcement of any and all decisions. If there was an issue with an offeror, it should never be discussed except in the board report or a debriefing.

So as you choose how and whether to discuss certain items, remain mindful and vigilant to those around you as well as the status of the information to be shared.

As an acquisition center, we all must ensure procurement integrity and demonstrate that we hold ourselves to the highest standards every day.

If you have any questions, call me at 256-895-7373 or send an email to: [Melanie.L.Braddock@usace.army.mil](mailto:Melanie.L.Braddock@usace.army.mil).

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