



U.S. ARMY ENGINEERING AND SUPPORT CENTER, HUNTSVILLE



The Bulletin

November 2022



Small Business Industry Day draws large crowd

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



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AND SUPPORT CENTER,
HUNTSVILLE**



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Commander's Thoughts

“ The end of the fiscal year 2022 was another banner year for the Center as we awarded more than 4,300 contract actions totaling more than \$2.7 billion in obligations for our stakeholders.”



Col. Sebastien Joly

Team,
Although the end of fiscal year is over, it's clear the Center is still as busy as ever. I hope you all have taken some time to unwind, relax and recharge the batteries.

The end of fiscal year 2022, was another banner year for the Center as we awarded more than 4,300 contract actions totaling more than \$2.57 billion in obligations for global stakeholders.

Over the last few years, we've had to deal with Covid and most of the year-end efforts were done virtually and with great success. This was the first time the Center completed a fiscal year in a "hybrid" posture, with some of you working in the office and others working from home, or a combination of both. You showed dedication and professionalism as a team and rest assured, leadership is proud of the effort and will continue supporting the ideas and innovation we have taken on as a normal way of doing business. I thank each of you for your hard work in making Huntsville Center successful.

The Chief of Engineers, Lt. Gen. Scott Spellmon, echoed the same sentiment during his visit to the Center Nov. 15. General Spellmon's visit to the Center was his first since he assumed duties as the 55th Chief of Engineers and Commanding General of the United States Army Corps of Engineers (USACE) in 2020. During his visit he presented awards to the work force and presided over the GS-14/15 leadership forum. The Chief also spent time with members of our Energy Program and Jon Winkler and his team provided

an overview of how they are keeping pace with new energy requirements and priorities. As the largest institutional consumer of energy in the world, the Department of Defense has a critical role in fulfilling commitments to climate action and clean energy consumption, and the Center's Energy Program is leading the Corps of Engineers' efforts in making meaningful progress on climate goals.

In October, the Center held its Small Business Industry Day 2022 at the U.S. Space and Rocket Center's Davidson Center for Space exploration. The event featured a general overview of doing business with the Huntsville Center and covered major regulatory changes and upcoming acquisitions, followed by an opportunity for attendees to interact directly with our program managers and contracting officials. As always, the event was well received. Industry in particular thanked all of the project managers and contracting professionals who engaged in dialogue at the tables that morning.

Congratulations go out to Huntsville Center's Planning and Programming Support team for receiving national recognition at the American Planning Association's National Federal Planning Division Conference. During the 2022 event, held in June, the team received the Citation Award for Outstanding Federal Planning Program for their work on the Joint Base Langley-Eustis F-22 beddown project.

Congratulations also go out to Ryan Strange who received the Order of Prometheus Medallion and Award from

the Association for Uncrewed Vehicle Systems International (AUSVI) for the development of the U.S. Army Corps of Engineers Unmanned Aircraft Systems (UAS) program. Ryan is a pioneer in USACE's aviation program.

Mike Norton, Energy Execution Branch chief, was honored at the Energy Exchange 2022 held at the Duke Energy Center in Cincinnati. Mike was presented with the Individual Exceptional Performance Award for leading the Army's transformation of energy saving contract requirements. Great job Mike!

October was Breast Cancer Awareness Month and thanks go out to Tara Payne, a Huntsville Center safety specialist. Tara is a breast cancer survivor, and she shared her story while urging everyone to get their recommended screenings.

I also want to send out a thank you to all the people behind the scenes that made our Engineer Day a success. We had a great turnout at Monte Sano State Park for the award ceremony, and congratulations go out to all our award winners. The event was an opportunity to relax and enjoy each other's company outside of the office environment. The weather was great, the fellowship was much needed, and it felt like we are getting back to normal after the events of the last couple of years. The holidays are coming up and I hope each of you takes the time you deserve to relax and enjoy friends and family. You all do such a wonderful job and I couldn't be prouder of all you do. Essays!

Huntsville Center closes out FY22 with \$2.57 billion in contract actions

By Kristen Bergeson
Huntsville Center Public Affairs

In fiscal year 2022, Huntsville Center awarded more than 4,300 contract actions totaling more than \$2.57 billion in obligations for global stakeholders.

According to Chip Marin, Huntsville Center Programs and Business Director, the Center saw a substantial increase of more than 200 contract actions and over \$600 million in obligations compared to the previous fiscal year.

Marin noted that this was the first time the Center completed a fiscal year in a “hybrid” posture, with some employees working in the office and others working from home. The Center moved from an emergency telework status, during which most employees were required to work from home, to a regular telework status, in which employees can telework up to three days a week, in June.

“We have ended the fiscal year all in-person, all virtual, and now with this hybrid approach, and each time, we have delivered the program with outstanding success,” Marin said.

“Huntsville Center’s ability to adapt no matter the situation shows once again that our workforce is committed to achieving the mission.” Rebecca Goodsell, Huntsville Center Office of Small Business Programs chief, said the Center increased its small business awards by \$117 million and exceeded its overall small business goal for fiscal 2022.

“At Huntsville Center, we consider small business to be the heart of the U.S. economy and a vital part of the U.S. Army Corps of Engineers procurement process,” Goodsell said.

“We had a phenomenal year in FY22 and awarded a total of \$825 million in awards directly to prime small

business firms.”

The Center’s contract awards establish the framework required for thousands of projects supporting military and government agencies globally through the sustainment, maintenance and upgrading of existing facilities, utilities and infrastructure and create solutions to support the nation’s toughest engineering challenges.

According to Jennifer Peete, Huntsville Center budget officer, the Center’s breakdown shows that of the \$2.57 billion obligated, 86% went to support the Army, 10% was dedicated to the Office of the Secretary of Defense, and 4% was earmarked for Civil Works.

At any given time, Huntsville Center’s 1,000-plus employees manage nearly 3,000 ongoing projects that fall into five portfolios: Medical, Facilities and Base Operations, Energy, Operational Technology and Environmental.

The portfolios comprise 43 program areas, as well as 14 centers of expertise and 17 centers of standardization. Marin highlighted six of the Center’s programs that experienced significant growth in fiscal 2022.

The Facilities Technology Integration-General Program, which provides quality oversight and technical engineering solutions for facility-related communications distribution systems, more than doubled their obligations from \$30.1 million in fiscal 2021 to \$72.4 million in fiscal 2022.

The Furniture Program had its biggest year ever with \$144 million in fiscal 2022, up \$46 million from fiscal 2021. The program procures administrative, barracks, lodging and educational furnishings for federal agencies worldwide.

The Facilities Reduction Program, which provides a fast-track method

for the demolition of excess buildings on U.S. military installations and other federal agency locations, saw an increase of \$33.2 million in total obligations from fiscal 2021 to fiscal 2022. Part of that increase came from a \$15.5 million task order for the demolition of barracks at Fort Bragg, North Carolina.

Huntsville Center procured the task order in a record time of six weeks. Under the Center’s Medical Division, both the Medical Repair and Renewal (MRR) and Operation and Maintenance Engineering Enhancement (OMEE) programs experienced substantial growth. MRR executed 123 contract actions valued at \$306.2 million in fiscal year 2022, an increase of \$216.2 million from the previous year. OMEE executed 263 contract actions valued at \$251 million in fiscal year, up \$29 million from fiscal 2021.

The program experiencing the largest percentage increase was the Facilities Repair and Renewal Program, which ended fiscal year 2022 with \$145 million in obligations, up \$118.8 million, or a whopping 453%, from fiscal year 2021. The FRR program offers an efficient method for design and execution of all types of facility repairs, renovations and minor construction.

Recent projects include awards totaling \$46.4 million for electric vehicle charging stations for U.S. Army Installation Management Command, Army Materiel Command and Corps of Engineers civil works locations. All six of these programs fall under the Center’s Installation Support and Program Management directorate led by Arthur Martin, ISPM director.

“There are many others of our 29 programs that saw increases with the net effect being an unprecedented year for ISPM,” Martin said.

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Center hosts RCWM quarterly meeting

By Elizabeth Canfil
Public Affairs Office

Huntsville Center hosted members of the Recovered Chemical Warfare Materiel Program (RCWM) for their quarterly meeting Nov. 2.

The meeting, led by Bryan Frey, Director for Munitions and Chemical Matters at the Office of the Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health, and Kelso Horne, Director of the Chemical Materials Directorate, brought together U. S. Army Corps of Engineers (USACE) employees and contractors from districts across the country.

The RCWM comprises various organizations who are tasked with supporting the location, removal, and disposal of munitions on past and current military installations and the emergency responses to suspected chemical warfare materiel.

Attendees shared their progress on cleanup operations across their various sites, product improvement projects, funding challenges, and assessment and destruction updates.

The meeting was the first hybrid meeting to happen since the pandemic and the benefits of returning to the in-person model were clear, said Rob Snyder, CMD Integration officer at the U.S. Army Evaluation Center.

“Having (participants) in the room has led to great conversations that otherwise may not have happened over virtual platforms,” Snyder said.

Horne commended the impressive accomplishments of the RCWM team and noted the importance of presenting collected data in a cohesive way both internally and externally to illustrate the teams’ many accomplishments.

Frey discussed the benefits of additional technology that will enhance the RCWM program and noted that the “continued research in the field will open the door to additional improvements.”

Allyn Allison, Huntsville Center program manager, was presented with a 3-star note and a Commander’s coin and was recognized for his contribution to the RCWM Program.



Photo by Steve Lamas

During their quarterly Recovered Chemical Warfare Materiel program meeting at Huntsville Center, Rob Snyder, U.S. Army Evaluation Center integration officer, presented Huntsville Center employee Allyn Allison a Commander’s coin and 3-star note in honor of Allison’s 21 years of service.

Allison has been an employee at Huntsville Center for more than 21 years, and is retiring soon.

“The Center has provided me a lot of opportunities to grow in my professional life. I have had a chance to work with many talented people and be involved in very interesting work that has resulted in a safer and cleaner environment for the public,” Allison said.

After the conclusion of the quarterly meeting, attendees participated in a site visit to MSFC-003-R-00, one of the largest cleanup sites on Redstone Arsenal.

Project managers for the site shared their expertise of their cleanup process that has contributed to their progress.

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“I could not be prouder of a group of professionals across the Center as we executed this large workload with unmatched precision and efficiency. Things flowed very smoothly, and that is a direct reflection of the project delivery teams and their leadership working together and effectively communicating.”

The Center’s Resource Management

(RM) directorate ensures proper stewardship of all funds coming into the Center and assists with the maintenance of balance, economy and efficiency in the accomplishment of the Huntsville Center mission.

Liz McCullough, RM director, said her team was unfazed by the increased workload.

“Of course, we felt the volume, but we have the tools and data-driven

processes in place to handle it, and we started working potential challenges early on,” McCullough said.

“My team considers it an honor and a privilege to provide a successful financial-management framework to Huntsville Center, which allows us to provide quality service to our customers. The pride they have in their work, combined with their experience and expertise, is key to our success.”



Photo by Elizabeth Canfil

Chief's visit

Lt. Gen. Scott Spellmon, U.S. Army Corps of Engineers (USACE) commander, discusses leadership opportunities with directors and branch chiefs during a brief visit to the U.S. Army Engineering and Support Center, Huntsville on Nov. 15. During his visit, Spellmon also met with Huntsville Center Energy Division experts to discuss continued growth and opportunities and presented Commander's Coins to four employees.

Safety qualification course improving USACE aviation

By Elizabeth Canfil
Huntsville Center Public Affairs Office

Aviators from across the country attended a Small Unmanned Aircraft Safety Qualification Course (SUASQC) at the U.S. Army Engineering and Support Center, Huntsville Oct. 28.

Completion of the course qualifies attendees to operate Small Unmanned Aircraft Systems within the standards of U.S. Army Corps of Engineers aviation policy.

Prior to their acceptance into the SUASQC, attendees were required to complete the Basic Unmanned Qualifications course (BUQ) and hold an unmanned pilot's license for flying public use, non-standard unmanned aircraft systems.

The course covered key elements to piloting unmanned aircraft systems such as eliminating risk when flying, accidents and mishaps, aviation cyber safety, special use airspace coordination, weather and aeronautical knowledge, emerging capabilities, platform management, and aerial mapping capabilities.

Attendee Christopher Knight, an Army Geospatial Center geographer, said the training will improve his ability to collect, analyze, manage, and deliver geospatial data and products.

"The training helped me be more prepared to operate safely to meet the demands of high-resolution mapping for the Army," Knight said.

The course also covered the new Management Information System for Aviation and Remote Systems

(MARS), a software program used for aviation mission planning, records inventory management, maintenance recording and forecasting, aircraft mission capability and flight training records. The software can get an Unmanned Aircraft Systems (UAS) work unit mission ready from task to mission approval in as little as three hours, replacing the legacy method which relied on paperwork and took more than three months to get approvals to fly.

Upon completion of the SUASQC, attendees are qualified to fly 55 pound or less, public use, nonstandard, unmanned aircraft systems. Students graduating with these skills are then prepared to receive specific mission training, as necessary.

Course graduates will take their newly acquired skills back to their respective Districts to use in various missions such as the completion of vegetation surveys, analysis of construction areas, thermal inspections, breakwater and dam surveys, and disaster relief and blue roof programs.

Attendee Daniel Taylor, Louisville District natural resource specialist, said the course applies directly to his work for Louisville District's Operations Division.

"This course will help us conduct inspections of critical infrastructure, fee and title property, and assist during emergency situations," Taylor said.

Huntsville Center has trained close to 200 students in the SUAS qualification course and due to the success of the class, it is now offered monthly.

Although most participants are USACE employees, the course is now also available to contractors.



Photo by William S. Farrow

Albert “Chip” Marin III, Huntsville Center Programs and Business manager addressed Small Business Industry Day 2022 attendees by explaining the important role private industry plays in the Center’s mission success. The event was at the Davidson Center for Space Exploration at the U.S. Space and Rocket Center and featured a general overview of doing business with the Huntsville Center.

Small Business Industry Day draws large crowd

**By William S. Farrow
Huntsville Center Public Affairs**

More than 200 representatives of businesses large and small attended the U.S. Army Engineering and Support Center, Huntsville Small Business Industry Day 2022 Oct. 20 at the U.S. Space and Rocket Center’s Davidson Center for Space Exploration.

The event featured a general overview of doing business with the Huntsville Center and covered major regulatory changes and upcoming acquisitions, followed by an opportunity for attendees to interact directly with program managers and contracting officials for the Center’s more than 40 programs.

Other than small businesses, large

businesses also attended the event looking for potential subcontractors, protégés or teaming partners.

Col. Sebastien Joly, Huntsville Center commander, welcomed attendees with opening statements.

“We’ve got a lot of great speakers lined up for you and tons of opportunities across all of the Corps of Engineers to meet our stakeholder’s requirements.” Joly said.

During the overview portion of the event, Albert “Chip” Marin III, Huntsville Center Programs and Business manager, addressed attendees by explaining the important role private industry plays in the Center’s mission success.

“Huntsville Center gets zero work done—none—without you (private industry),” he said. “The partnership

HNC (Huntsville Center) has with industry is very important to us. It’s that collective partnership we have with each other that makes us successful and it’s that collective partnership that helps us solve the nation’s toughest challenges.”

Over the last decade, Huntsville Center has awarded more than \$6 billion in contracts to small businesses. Huntsville Center awarded more than \$825 million in contracts to small business.

Rebecca Goodsell, Huntsville Center Office of Small Business Programs chief, said this past fiscal year the Center awarded more than \$800 million to small businesses.

“We had a phenomenal year in Fiscal 2022 and awarded more than \$117 million more to small business concerns over FY 21’s achievements,” she said.

Customer survey results for 2022 released

**By Kristen Bergeson
Huntsville Center Public Affairs**

Eighty-eight percent of customers were satisfied with their overall experience and 92% would recommend Huntsville Center to other organizations, according to the Center's annual customer satisfaction survey completed in June.

The overall satisfaction rate was down from 96% in 2021, but still in line with the Center's five-year trend and in the band of excellence. In 2020, 85% of customers reported being satisfied with their overall experience.

Chip Marin, Huntsville Center Programs and Business Director, said he does not believe the Huntsville Center's products and services have decreased in quality and the Center's workforce is as committed to the mission as ever.

Notwithstanding, Marin said, the Center always has room for improvement in delivering quality goods and services, safely and on time.

The survey included questions addressing stakeholder relationship dynamics and general characteristics of services such as safety, quality, cost and timeliness.

When asked to weigh the

importance of scope, schedule, cost, quality and safety, respondents in previous years have consistently ranked quality the most important factor.

This year was no exception, with quality ranked at 81%. Scope and safety were close behind at 76% and 75% respectively. Cost was the lowest ranked factor at 69%.

"Our customers have shown us time-and-time again that they care about quality, and they come to us because they know we will deliver the quality they expect," Marin said.

"When your job is to better enable service members to accomplish their mission, you take that very seriously. We hold ourselves to a high standard because we know how much it matters."

Highlights from the survey include:

■ All core scale questions received an average rating of 4 out of 5 or higher.

■ Overall satisfaction with product planning and acquisition delivery was reported by 85% of respondents, down from 94% on the previous year's survey.

■ The following questions received the highest positive ratings: "The

importance of jobsite safety is evident" (4.66 out of 5, or 93%); "I felt treated as an important member of the PDT" (4.48 out of 5, or 90%); and "HNC delivers quality products and services" (4.46 out of 5, or 89%).

■ The following three questions received the lowest ratings but were still in green status: "Products and services are provided at reasonable cost" (4.27 out of 5, 85%); "I was kept informed, and the frequency of communication I received was adequate" (also 4.27 out of 5, or 85 %); and "I was satisfied with the overall product or project planning and acquisition delivery." (4.26 out of 5, or 85%).

■ Of the 94 customers who returned completed surveys, 38 gave the highest possible rating (5 out of 5) on all questions.

■ Twenty-seven percent of customers said they will require more services from Huntsville Center in the next five years; 46% indicated they will require the same services from HNC in the next five years; and 11% said they will require fewer services in the next five years.



Courtesy photo

Well deserved recognition

The Hon. Rachael Jacobson, Assistant Secretary of the Army for Installations, Energy and Environment, and Brig. Gen. Joseph Ricciardi, Director of Operations, Office of the Deputy Chief of Staff U.S. Army (G-9) present Mike Norton, Huntsville Center Energy Execution Branch chief, with the Individual Exceptional Performance Award at the Energy Exchange in Cincinnati Oct. 27. The award was presented to Norton for his efforts transforming Army's Energy Savings Performance Contracting and Utility Energy Services Contracting requirements into projects filling the pipeline. The ESPC program currently has a pipeline of projects with a capital investment value of over \$240 million, and likewise for UESC, the pipeline is over \$500 million.



Photo by Kristen Bergeson

Business Management Division chiefs from across the U.S. Army Corps of Engineers enterprise met at Huntsville Center in September for the annual Business Management Chiefs Face-to-Face Meeting.

Center hosts USACE business directors

By Kristen Bergeson
Huntsville Center Public Affairs

For the first time ever, business directors from across the U.S. Army Corps of Engineers (USACE) convened at the Huntsville Center in September for the annual Business Management Chiefs Face-to-Face Meeting.

The meeting brings together USACE business leaders to maximize their collective talents to support enterprise efforts, advance best practices and enhance district execution, said Phillip Johnson, BMD chief, USACE Great Lakes and Ohio River Division.

“We want to make sharing our work a habit because there’s no point in coming up with seven, eight, nine solutions to the same problem,” Johnson said.

“We keep thinking we’re special or unique, but we all do the same things,

we’re in the same business, and we have the same problems. It just makes sense to share our solutions.”

Prior to this year, the annual meeting has been held at Headquarters USACE in Washington, D.C.

Moving the meeting to new locations allows Business Management Division chiefs from each district to grow their understanding of other USACE agencies, and Huntsville Center was the perfect place to start, said Russ Dunford, the Center’s then-BMD chief.

“This is the first time in the nine-plus years of my tenure here and working with BMD that many of these senior leaders have ever visited Huntsville Center, but we do work in all of their backyards,” Dunford said.

“They were astounded by the magnitude of what we do here.”

Unlike most USACE organizations that are defined by geographic boundaries, Huntsville Center

supports the rest of USACE and other Department of Defense agencies by providing innovative engineering solutions to complex missions around the globe. The Center’s more than 1,000 employees manage nearly 3,000 ongoing projects at any given time.

The business leaders’ three-day visit to Huntsville also provided an opportunity for them to tour the Army’s state-of-the-art Software, Simulation, Systems Engineering and Integration (S3I) lab and the Prototype Integration Facility at Redstone Arsenal, where they learned about innovative tools that could help them in the areas of recruitment, training and modernization.

Thanks to the success of this meeting, the BMD team is already planning to hold next year’s in a new location -- the North Atlantic Division’s headquarters in Brooklyn, New York.

Planning and Programming team takes national awards for Air Force project

By Kristen Bergeson
Huntsville Center Public Affairs

Huntsville Center's Planning and Programming Support team received national recognition at the American Planning Association's National Federal Planning Division Conference for the second year in a row.

During the 2022 event, held in June, the team received the Citation Award for Outstanding Federal Planning Program for their work on the Joint Base Langley-Eustis F-22 beddown project.

Following the devastation from Hurricane Michael in 2018, the Air Force ordered the 43rd Fighter Squadron, which handles F-22 training, out of its home at Tyndall Air Force Base, Florida, to Joint Base Langley Eustis, Virginia.

The move required finding space on the already busy flight line for new functions, as well as the construction of six new facilities, said Diondra Nichols, Planning and Programming Support Team's Master Planning program manager.

"This project required interaction of people and integration of processes that don't typically work together," Nichols said.

"But even more important was the short time frame – less than three years from notification to the arrival of F-22s. That meant we had barely over a year to complete our part, which was just the first pillar in a several-step process to get those aircraft to Langley."

Despite the numerous challenges, the JBLE project has remained on schedule and within budget. This success is due to the combination of an Area Development Plan with Customer Concept Documents and efficient use of DD1391 forms to expedite the funding process, Nichols said.

In collaboration with multiple agencies, including the 633rd Civil Engineering Squadron at JBLE and U.S. Army Corps of Engineers' Norfolk District, the Huntsville Center Planning and Programming Support team completed a Flight Line Area Development Plan and multiple Customer Concept Documents, administered the project award, participated in site visits, provided detailed deliverables reviews, and conducted the close-out of the project.

This is the second year in a row that the Center has been recognized by the APA's National Federal Planning Division for their work on the JBLE project. In 2021, the Planning and Programming Support Team received the organization's Merit Award for Outstanding Technical Plan or Study for the Customer Concept Documents created for the



U.S. Air Force photo

An F-22 is parked on the flightline on a foggy morning at Joint Base Langley Eustis, Virginia. Huntsville Center's Planning and Programming Support Team received national recognition for their work on the Joint Base Langley-Eustis, Virginia, F-22 beddown project.

beddown, as well as the Merit Award for Outstanding Area/Site Development Plan for the Intelligence Surveillance and Reconnaissance Campus Area Development Plan. Nichols, who joined the Planning and Programming Support branch in 2018, has been leading the Center's efforts on the JBLE project from the very beginning.

She said her military experience has helped her lead the team to success.

"My background is Air Force, so I speak their language, understand their wants and requirements, and know who to contact when we need something," she said.

"Those things were vital on this project because we didn't have any time to waste."

The Federal Planning Division is one of 22 divisions under the Chicago-based, 40,000-member American Planning Association, a promotion and support organization for the community planning profession.

The APA's Federal Division is a worldwide network of planning professionals dedicated to protecting and enhancing federal properties while improving the quality of life for people using federal lands and facilities.



Contract provides for fit, healthy Soldiers

By William S. Farrow
Huntsville Center Public Affairs

Huntsville Center is helping ensure Soldiers are healthy and fit for duty with a \$9.4 million Medical Outfitting and Transition program contract developed to provide equipment and materiel to 43 Army Brigades around the world transforming to the Army's Holistic Health and Fitness, or H2F, campaign.

In 2017, the Army rolled out the H2F campaign focused on improving Soldier's selection process, physical performance, performance education, and transforming and improving Soldier fitness and training centers.

The overarching goal of the new H2F initiative, created by the U.S. Army Training and Doctrine Command's Center for Initial Military Training, is total Soldier readiness. One of the main characteristics of H2F is the integration of physical training at the unit level resulting in TRADOC reaching out to the Center's MO&T program to develop the contract. Huntsville Center originally stood up the MO&T Program to support large Army replacement hospitals like Fort Bliss at a cost of \$100 million.

However, MO&T has outfitted medical projects as small as \$400,000, and routinely provides medical outfitting support for all project sizes in between, said Brian Bezilla, MOT project manager.

"The MO&T Program's contract structure allows them to 'right size' the services for each customer's requirement," Bezilla said.

After almost a year of planning and procurement, the first H2F materiel delivery went to Fort Huachuca, Arizona Aug. 24.

According to Lt. Col. Cecilia Najera, Occupational Therapy Consultant to the Army Surgeon General, that first delivery set the tone for the entire project.



Courtesy photo

Fort Campbell, Kentucky, Soldiers inventory equipment delivered under a Huntsville Center contract developed to provide equipment and materiel to 43 Army Brigades around the world transforming to the Army's Holistic Health and Fitness, or H2F, campaign.

"Each pallet was labeled accordingly, included an inventory sheet, and each item was labeled with its JSN, expediting the inventory process significantly," Najera said.

The \$9.4 million task order included \$8.6 million in equipment purchasing, with contractor services accounted for 8.25% of task order value. "That's comparable to what we consumers pay in state tax on things we purchase at the store," Bezilla said.

For more than 100 years, the Army used an industrial scale approach to physical training with cavernous fitness centers dotting garrison landscapes. Soldiers were expected to fit in physical training around the Army mission.

To meet physical fitness standards annually, Soldiers were expected to spend time at the "gym" and unit training was conducted without regard for an individual Soldier's status or needs.

Under the new H2F program, assets are embedded in active-duty brigades resulting in an H2F operations order tasking Huntsville Center to support the effort as a Working Group member. When the H2F program was being developed, Department of Army

Headquarters engaged with Army Health Facilities Planning Agency, Training and Doctrine Command (TRADOC) and Forces Command (FORSCOM) to improve instructions and orders related to standing up the initiative.

Before the Defense Health Agency assumed management of all military medical facilities, MOT's primary customer was Army HFPA, Bezilla said.

"HFPA approached MO&T and explained the requirement and got MO&T concurrence that we could support with current available contract capabilities," he said.

"TRADOC asked us about putting a contract in place next Fiscal Year too with three options out to FY26, so they can outfit roughly 18 brigades a year with equipment for the embedded Holistic Health and Fitness Initiative," he said.

In addition to equipment purchasing and delivery like H2F, Bezilla said MO&T services can include equipment and transition planning, physical relocation, and equipment disposal.

"The full range of services can be as much as 30% of the equipment cost for a large medical facility," Bezilla said.



Photo by Chris Putman

Soldiers wash an M1 Abrams tank at Fort Riley, Kansas' Installation Vehicle Wash Facility, a tactical vehicle wash and treatment system, Sept. 15. Under a Huntsville Center's Base Operations program contract, Skookum Contract Services maintains the IVWF daily use schedule, coordinates drive ins and briefs units on wash facility usage requirements.

BaseOps program supports Big Red One

**By William S. Farrow
Huntsville Center Public Affairs**

A Huntsville Center project development team stepped up their game in June to quickly award a \$78 million contract to prevent a gap in service that would have been detrimental to the more than 30,000 Soldiers, family and Army civilians living and working at Fort Riley, Kansas.

The contract calls for the preservation and maintenance of systems such as elevators, lifts, hoists, cranes, generators, air compressors, pumps and mass notification and fire suppression systems.

The Huntsville Center Facilities Division's Base Operations (BaseOps) Program Project Development Team's challenge was getting the current contract awarded before the former contract expired, said Darren Mulford, Huntsville Center BaseOps program manager.

"It was important to prevent a gap in service that would have been

detrimental to Fort Riley's mission. However, we (PD'T) pulled together, quickly answered questions, and resolved issues," Mulford said.

He said the Huntsville Center contracting Pre-Award team was very proactive and communicated with stakeholders throughout the whole process, resulting in reduced review times and the contract being awarded 20 days ahead of schedule.

Huntsville Center's BaseOps program provides a full spectrum of installation operations support using contracted manpower.

The BaseOps program consists of executing defined services structured around preventive and corrective maintenance. The objective is to preserve and maintain systems in such a condition that they may be effectively used for their designated functional purpose. Preventive maintenance activities can be tailored based on the customer's operational needs and budgetary constraints. Customers also may fund corrective maintenance

incrementally using current year appropriations.

This creates a budget friendly process for customers to pay for maintenance as it is needed and/or as additional funds become available.

David Klahn, BaseOps Program Engineer, said the work at Fort Riley includes normal, recurring maintenance activities designed to keep equipment in good operating condition. Klahn said the contractor, Skookum Contract Services, is very familiar with Fort Riley requirements.

He said their ability to provide corrective maintenance, and sustainment, restoration and modernization services, such as replacing or repairing sidewalks, stairs, roofs, doors, windows and even remediating water damage to facilities, are vital to the success of the Fort Riley mission.

"These services are typically

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Strange receives recognition, award

By Elizabeth Canfil
Huntsville Center Public Affairs
Office

Ryan Strange received the Order of Prometheus Medallion and Award from The Association for Uncrewed Vehicle Systems International (AUSVI) for the development of the U.S. Army Corps of Engineers (USACE) Unmanned Aircraft Systems (UAS) program, which began in 2017. An international nonprofit organization dedicated to promoting and supporting the unmanned systems and robotics industry through communication, education and leadership, AUUSI is comprised of distinguished members from government, industry and academia.

Its Pathfinder Board of Directors reached unanimous consent to recognize Stranges' ongoing work with the UAS program at Huntsville Center.

Strange, a research physical scientist for the UAS program, has worked in several areas such as structural inspections, weapons effects, volumetric analysis, geotechnical engineering, videography, and program management, and when small UAS capabilities began to emerge, he realized the time and cost savings these systems and technology could provide.



Courtesy photo

Ryan Strange receives the Order of Prometheus Medallion and Award from AUSVI.

As a commercial pilot, Strange understood the challenges air space management and integration would have on the industry and became an expert on Federal Aviation Administration (FAA) rules, regulations and policies. As a military organization, Strange recognized the difficulties the commercial UAS products would have in obtaining the required airworthiness release documentation necessary for flight operations.

Strange worked with Huntsville Center leadership and Army airworthiness authority to map out the requirements to employ these new capabilities, including developing a training program that would allow his team and other centers across the USACE to employ a wide range of

UAS systems.

"I'm so glad that people recognize the true benefits of what Unmanned Aircraft Systems (UAS) products can do for them not only in civil works, but also on the battlefield. For me the ability to teach someone how to safely operate UAS as a beneficial tool for their projects and missions is where I get the most fulfillment," Strange said.

"Receiving this award means the world to me and I want to thank those individuals for their nominations."

BaseOps **From Page 4**

corrective in nature and required when an item has failed or worn out to bring it back to working order. Because of the nature of our contract, SRM services are limited to non-complex projects that do not require design or other engineering services," Klahn said.

He said the contractor also provides monthly preventive and corrective maintenance in 73 barracks buildings as a firm-fixed price line item.

"Due to this support on our previous contract, Fort Riley was the only installation impacted by the deep freeze last February that didn't need to house Soldiers in hotels," Klahn said.

The barracks maintenance support provided by Skookum, Klahn said,

provided rapid response to heating, ventilation, and air conditioning (HVAC) issues allowing for repair or replacement without having to relocate Soldiers from their barracks.

Another highlight of the BaseOps contract is the customer support the contractor provides at the Installation Vehicle Wash Facility, a tactical vehicle wash and treatment lagoon system.

"The contractor maintains the IVWF daily use schedule, coordinates drive ins and briefs units on wash facility usage requirements," he said.

However, Klahn said more importantly, the contract calls for environmental stewardship.

"To protect the environment, our contractor operates the IVWF Sedimentation Basin to capture

sediment and POL (petroleum, oil, lubricant) removed from tactical vehicles during washing activities," Klahn said.

"They also operate the IVWF, old wash rack reservoir, and treatment lagoons in compliance with Fort Riley's National Pollutant Discharge Elimination System permit as a closed system, meaning no water is released into the environment."

Fort Riley is home to Soldiers and families of the 1st Infantry Division known as "The Big Red One."

There are approximately 15,000 active-duty service members assigned to Fort Riley with more than 18,000 family members, 29,000 veterans and retirees and 5,600 civilian employees living and working at the post.



Photo by Kristen Bergeson

Tara Payne, safety and occupational health manager, Huntsville Center, rings the bell signifying her final cancer treatment at Clearview Cancer Institute.

Breast cancer survivor shares experience, urges others to get screened

By Tara Payne
Huntsville Center Safety Office

Every October, we hear the catchy slogans, wear the pink ribbons/clothing/bracelets, and maybe even participate in a Breast Cancer Awareness community event.

This year, I hope to entice you to participate, spread the word, and do your part to help find a cure for this horrible disease.

Breast Cancer Awareness month has a whole new importance to me. In September 2021, a lump was found in my breast, and after a whirlwind of mammograms, ultrasounds, scans and biopsies, I was diagnosed with two different types of breast cancer.

Unfortunately, it is likely a few

people who are reading this article are going to get diagnosed with breast cancer this year; others will have loved ones and/or coworkers get diagnosed.

The sobering fact is that one in every eight women will get breast cancer in her lifetime. According to the Centers for Disease Control (CDC), an estimated 42,000 women and 500 men die each year because of breast cancer. So, what can you do about it?

We all need to stay up to date on our annual physicals and the recommended tests that come along with them (mammograms, colonoscopies, stress tests, bloodwork, etc.). We need to be proactive and make sure to catch the symptoms early, get diagnosed and begin treatment. Ignorance is not bliss when it comes to your health.

That scary symptom you are ignoring and hoping will go away could be growing and getting worse. Yes, the initial diagnosis can be scary. Many of us know someone who has died due to this disease. Most of us are aware of, and witnessed, loved ones go through the typical breast cancer treatments: chemotherapy, surgery and radiation. However, breast cancer treatments have progressed over the years.

Many types of treatment advances, including immunotherapy and targeted therapies, can treat certain types of breast (and other) cancers without the severe side effects that may occur with chemotherapy.

Breast cancer is highly treatable,

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Henry leads team to a second-place finish at the Army Reserve Small Arms Championship

By Elizabeth Canfil
Huntsville Center Public Affairs Office

Shane Henry, Huntsville Center Internal Review Specialist and Army Reserve Soldier, led the 375th Engineering Company, Huntsville, Ala., team to a second-place finish in the Combined Arms competition at the recent U.S. Army Reserves Small Arms Championship at Camp Robinson, Arkansas.

The competition provides Soldiers with a platform to showcase their unit's marksmanship skills while gaining notoriety for their command.

Henry was invited by 1st Sgt. Todd Month to coach a four-soldier team. Henry's team included Staff Sgt. Ryan Turner, Staff Sgt. Jason Brothers, Sgt. Machaela Jex-Pirtle, and Specialist Tyler Patterson, all of whom had the top rifle qualifications scores in the 375th Engineer Company.

The competition consisted of three rifle matches leading up to the new rifle qualification, three pistol matches leading up to the new pistol qualification, and a combined arms match.

Initially intending on solely filling the role of coach, upon arrival, four more teams were needed, and Henry's name was pulled as one of the coaches to compete. Despite the only training that Henry had recently completed being a five-day hog hunting trip in Alabama.

Henry said the hog hunt provided "a target rich environment" that assisted in preparing for competition.

In the competition, Henry placed 43rd in overall rifle, 58th in overall pistol, and 49th in the overall combined arms event. Henry said each competitor pulled their own weight



Courtesy photo

Shane Henry, center, an Army Reserve Soldier and a Huntsville Center Internal Review Specialist, with his Small Arms team from the 375th Engineer Company at the Combined Arms competition at the recent Army Reserve Small Arms Championship at Camp Robinson, Arkansas.

throughout the competition.

"It was a unique atmosphere where everyone there really wanted to learn, improve, and share their experiences to help others," Henry said.

One of Henry's team members, Staff Sgt. Jason Brothers, took 1st place in the individual competition.

"This was some of the best training of my 18 years in the Army Reserve," Henry said.

"Each of the instructors was excited to talk to you about how to help you improve your own unit's shooting. It was lots of fun, good conversation, and very tiring."

SURVIVOR

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especially when caught early. According to the American Cancer Society, the overall five-year survival rate is 90% for all breast cancers.

If caught early and the cancer stays localized, the five-year survival rate is 99%! As for my breast cancer battle, I was not up to date on my mammogram when I unintentionally came across the lump.

As fate would have it, the scary lump I found was not cancerous; however, two other lumps that I couldn't feel ended up being diagnosed as two

different types of primary breast cancer (Stages 1 and 2).

Luckily for me, after 12 months filled with three biopsies, six rounds of chemotherapy, surgery (double mastectomy), radiation, immunotherapy, blood transfusions, scans and countless medical appointments, I completed my last treatment on September 29, 2022.

Thanks to the doctors, research, and the men and women who have fought for a cure before me, I am now cancer-free.

I have been forever changed for the better by having fought this battle and

will always be a supporter of all things breast cancer related.

Don't make the same mistakes I made and fall into complacency. I assumed my age, lack of cancer in my family history, semi-active lifestyle, etc. were protecting me. That was not the case.

Please join me in supporting this cause. Make sure your loved ones keep up to date with self-exams, mammograms, and other cancer screening options that are available to us.

Huntsville Center Organization Day 2022

By William S. Farrow
Huntsville Center Public Affairs

As the COVID-19 pandemic caused cancellation of the 2020 and an abbreviated 2021 Huntsville Center Organizations Days, it was June's extreme heatwave that caused Huntsville Center leadership to re-evaluate when to have the annual event that recognizes Huntsville Center employees with awards and provides an opportunity to enjoy each other's company and socialize away from the office.

The Organization Day event is usually set to coincide with, or come close to, the June 14 Army birthday and June 16 Army Corps of Engineers Birthday. The 2022 Organization Day was set for June 24 at Redstone Arsenal's Carroll Hudson Park.

However, last June was unbearable to the point of being dangerous. Temperatures were running 5 to 10 degrees above average, and highs were lodged in the mid- to upper 90s with temperatures steadily exceeding 100 degrees.

Instead of outright event cancellation, Center leadership put the vote to the employees with a choice to: A. Move the event to October and hold it at Monte Sano State Park. B. Have the award ceremony at 475 Quality Circle followed by catered lunches or potlucks. C. Have the event June 24 at Redstone Arsenal as planned.

Voters overwhelmingly chose to move the event to October. As the leaves turned color and sweaters were prevalent, the Organization Day had become a Fall event with a good turnout at Monte Sano State Park for the award ceremony and the opportunity to relax and enjoy each other's company outside of the office environment.

It felt like things are getting back to normal after the events of the last couple of years.

Huntsville Center Award Winners

Administrative Support Employee of the Year: Katrina Ward
Commander's Diversity Award: Barbara Whitney
Commander's Diversity Leadership Award: Wade Doss
Commander's Leadership Award: Victor Petty

Cornerstone Award: Charmika Merriweather
Contracting Professional of the Year Award: Kristina Firth
Engineer of the Year Award: Louis Feller
Employee of the Year Award: Doug Hadley
Gallery of Distinguished Civilian Employees: Ray Waits
Innovator of the Year Award: Joseph Dunlop
Resource Management Employee of the Year: Justin Griffin
Safety Professional of the Year Award: Dawn Douglas
Safety Champion of the Year Award: Traci Davis
Volunteer of the Year Award: Angela Copeland-Humlicek

USACE Award Winners

Procuring Contracting Officer of the Year: Doug Hadley
Department of Defense Safety and Occupational Health Management System Individual Achievement Award: Kellie Williams
Chief of Engineer Safety Award: Kyle Shireman
USACE HQ AFFF PDT Team Award: John Wilks, Ryan Bailey, Dawn Carney, Danny Gaston, Leonard Hunter, Savannah Grosch, Richard Locklair, Dorothy Richards, Kelton Pankey, James Steele and Barry Hodges.

Other Awards Presented

Suwon Air Base Repair Telecommunications Facility B2005 In House Design PDT: Josh Umphrey, Steve Wright, John Nevels, Josh Arnett, Richard Olmedo, James Dunn, Jelani Ingram, Carol Elder, Danny Gaston, Whitney Bell, Julie Ange, Robert Renz, Sandy Wood, Savannah Grosch, Leonard Hunter, Robert Jackson, Jim Allison, Rod Bridgeman, Jeff Denton, Stan Sillivant, Arlie Ramsey, Jeff Zysk, Ed Nixon, Bob Zandler, Todd Wood, Justin Colar, Hank Thomsen, Dan Cook, Debra Cosby

American Planning Association Outstanding Federal Planning and Program: Diondra Nichols

National Team Award Civilian Service Commendation Medal: Carolyn Harris





Photos by Kristen Bergeson and Elizabeth Canfil

FOCUS ON LEADERSHIP

Looking for value in others

By Todd DuVernay
Engineering Directorate

I don't know how you feel about empathy. Many articles tout this skill as one of the most critical for leaders, but they don't really connect with my down-home, folksy way of thinking, so I would like to share some of my background, beliefs, and ways of working with others in this article.

I believe that humans are intrinsically good. During interactions, look for the good in them and set a positive tone that builds trust. I believe that an individual's value is complex and confusing. Will we ever be able to figure out each other? I'm not sure, but getting to know people and learning from them and their work has been a great gift in my life.

I have met a lot of people during my turns around the sun. I grew up with a bunch of pseudo-intellectual hippie wannabees in Ohio, New York and Texas before moving on to Maryland, Virginia and Alabama. I have travelled through most of the U.S., been to Mexico, Canada, and multiple countries in Europe. I have lived in urban, suburban, college and rural areas. I have known addicts, artists, farmers, patent-holding engineers from Silicon Valley and Kodak. I worked for the General Motors executive that hired Roger Smith, but I have also delivered flowers (poor people tip the best!), made pizzas and washed dishes. I have learned that people share traits, but everyone has their own unique self.

The most common thing I have found is that everyone has a significant level of inherent goodness, kindness and concern for others. They just vary



Todd DuVernay

in their interests and have different trappings about them. A first step in working well with others is to see that others are special in their own way so you can appreciate them like you want to be appreciated. In any discussion or action, you can welcome them to the table and get on with business.

The Quakers popularized an idea from one of their founders, George Fox, who urged everyone to look for and answer to "that-of-God in everyone." I guess it makes it easier to be empathetic if you believe that all others have a bit of the divine in them. Knowing that there is good in others starts off interactions on an equal, peaceful playing field.

Sometimes you need others even when you don't want to interact with them. An adage goes "many hands make light work." A project becomes easier as you get a team together.

Framing becomes easier with someone else on the other end of a rafter, and even better with another person down below cutting and handing up cut lumber. If you are an introverted

leader, get your battle rhythm going and then when you see what people can do, appreciate the team's work, and maybe even join into a conversation. A little camaraderie during a difficult discussion or a shared task goes a long way for building a great working relationship.

Don't seek perfection in yourself or others. Don't fry a working relationship or burn a bridge over one screw up.

A leader holds people accountable, but they must maintain a sense of the person's potential. This is where perfection is putrid and good is godly.

Most folks are sensitive to the quality of the work they produce and know when they need to do better. A leader will do better to coach, mentor or specifically direct than to blast someone.

The workforce I deal with is highly technical and demonstrates massive skills, but we can all learn a little more about being decent, respectful people and improve how we interact with others. In "*The Education of Little Tree*," a novel by Forrest Carter, the title character's education centers around rural living in a small community. He receives some formal-education books from a merchant named Mr. Wine, who tells him education is more than just expanding technical skills. Little Tree recalls, "Mr. Wine said if you learnt to place a value on being honest and thrifty, on doing your best, and on care for folks; this was more important than anything. He said if you was not taught these values, then no matter how modern you got about the technical part, you was not going to get anywhere at all."

One of the most intelligent people I

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FOCUS ON OPERATIONAL SECURITY

Social media OPSEC reminders

With the holidays approaching, it is an ideal time to offer some reminders on being vigilant when using social media. Social media has become an integral part of the lives of many employees and their families.

Operational Security and personal privacy concerns should be paramount when using these various platforms both personally and professionally.

Social media posts can expose important information to potential adversaries and remains a very common vulnerability. It is more important now than ever to practice good OPSEC when online. With the holiday festivities, you may find yourself posting more pictures and information to your social media, and with that in mind, here are a few tips to keep in mind:

Use caution when posting:

- Names, photos and details of you and your children, such as where they attend school.
- Photos that include Geo-tagging. Geo-tagging provides information on where the photo was taken, disclosing your location, such as your home address.
- Significant dates, such as birthdays and anniversaries. Everyday schedules, which may highlight your routine and offer predictability.
- Travel itineraries noting when you are away from home. Information about your place of employment and any details on your work.

Tips:

- Keep up with the latest security and privacy settings for your social media sites and applications.

VALUE

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ever met described intelligence to me as a graphed function. Essentially, he said, one axis is people, and the other is intelligence, and it takes a whole lot of people to move that exponent over to the most intelligent. He was not so subtly saying he considered himself to be very intelligent. And he was. The dude was smart and a great engineer. However, his wife left him, and he

drank Manhattans like an F-350 at an OPEC soiree. As usual, he was right, but only on one small part of human complexity.

There are many values: intelligence, work ethic, kindness, communication, empathy and so on. Every individual contains their own spectrum of qualities. If we focus on only one quality and think someone is better or worse because of one factor, we have missed part of the equation.

Expand your leadership capabilities by appreciating all the people that you have shared experiences with, look for the great qualities in others and act on the myriad of opportunities working with others brings.

In closing, no matter who you are, what you believe, where you grew up and what specific skills you bring to the table, I value your time and could really use your help.

Let's get some work done.



- Only allow trusted people to view your profile.
- Limit others to search your profile.
- Change passwords frequently and ensure that the passwords are complex.
- Enable two factor authentication.
- Always log out of your account when you are not using it.
- Assume that once something is posted, it will be permanent and searchable.
- Remember that communication over social media platforms is unsecure and unencrypted.

Share these tips with your family. Talk to your children about the Do's and Don'ts of social media, and if need be, monitor their accounts.

If you have any questions about OPSEC and social media, do not hesitate to reach out to your supervisor or the Huntsville Center Security Office. For additional information visit www.dodcio.defense.gov/Socail-Media

Information courtesy Huntsville Center Public Affairs and Security Offices.

FOCUS ON

EQUAL EMPLOYMENT OPPORTUNITY

NATIONAL AMERICAN INDIAN HERITAGE MONTH

CELEBRATING
RESPECT, CULTURE,
AND EDUCATION



November is designated as National Native American Heritage Month. This observance commemorates the history, heritage, and culture of Native Americans and Alaskan Natives. It is during this month we acknowledge the vast achievements of America's original indigenous people.

What started at the turn of the century as an effort to gain a day of recognition for the contributions of the many intertribal cultures, as well as to educate everyone about the rich history, heritage, art, and traditions of the original American peoples made to the establishment and growth of the United States, has resulted in a whole month being designated for that purpose.

In 1914, Red Fox James, a Blackfoot Indian, rode horseback from state to state seeking approval for a day to honor Indians; he was also known as Red Fox Skiuhushu.

In December of the following year, he presented the endorsements of 24 state governments at the White House, however, there is no record of such a national day being proclaimed during that time in our history.

Held on the second Saturday of May 1916, the governor of New York declared the first "American Indian Day" on record. Several states followed with celebrations held the fourth Friday in September of the same year. Several states designated Columbus Day as "Native American Day," but it continued to be a day observed without any recognition as a national legal holiday.

In 1986, the U.S. Congress passed a proclamation authorizing "American Indian Week," and in 1990, President

George H. W. Bush approved a joint resolution designating November 1990 "National American Indian Heritage Month." From 1990 onward, presidential proclamations have been issued annually to celebrate the heritage and culture of Native Americans.

Today, 28 states and many cities, rivers and lakes have names derived from Native American heritage. Native Americans and Alaska Natives are people having origins in any of the original peoples of North, South and Central America, and who maintain tribal affiliation or community attachment.

According to the U.S. Census, there were 5.2 million American Indians and Alaskan Natives living in the U. S. in 2010; 7.1 million American Indians and Alaskan Natives living in the U. S. in 2020; and there are projected to be 10.1 million American Indians and Alaskan Natives living in the U. S. by July 2060.

Additionally, Native Americans and Alaskan Natives have a unique relationship with the federal government due to historic conflict and subsequent treaties. To date, there are 574 federally recognized tribes and 324 Native American reservations, recognized tribes across the U.S. National Native American Heritage Month is celebrated with community gatherings and festivals and government and educational activities.

Information and graphic courtesy Defense Equal Opportunity Management Institute.



FOCUS ON ETHICS

Thinking about a second job? Make it known

By **Melanie Braddock**
Office of Counsel

With prices rising for many goods and services, the topic of outside employment for federal employees has come back to the forefront. If you are considering outside employment, the information below should help you determine your options and any steps you need to take to engage in outside employment.

Can federal employees have outside employment?

Generally, federal employees are prohibited from accepting any outside employment that conflicts with their government job. Also, federal employees are prohibited from using their official position to induce employers to offer them a position. An activity conflicts with an individual's official duties if it is prohibited by statute or by an agency supplemental regulation or would require the individual to be disqualified from matters necessary to the performance of his official duties. See 5 C.F.R. §

2635.802. However, if it is determined that the outside employment is not prohibited, then it can be approved.

I am considering working a part-time job. What are my restrictions?

Department of Defense employees must obtain written approval from their supervisor before engaging in a business activity or compensated outside employment. Outside employment includes any form of non-federal employment or business relationship involving the provision of personal services by the individual, whether paid or unpaid. For example, a DoD financial disclosure filer would need to receive prior written approval from his or her supervisor before beginning employment with a DoD support contractor. See 5 C.F.R. § 3601.107; JER Sections 2-206 and 3-304.

What should I do if I want to work a part-time job in the private sector?

Email your supervisor to request approval and copy Margaret Simmons and Clay Weisenberger in the Office of

Counsel. The email should state the name of the employer, the employer's type of business or line of work, and the specific duties and hours proposed. If the employer is a Government contractor, or you are aware of other potential conflicts, list those as well.

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 company 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.

Summary

Get clearance before you start any outside employment and act immediately if a conflict arises. If you have an ethics question, call the Office of Counsel at (256) 895-1100.

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FACE
OF CHANGE**

CFC
Combined Federal Campaign

Martha Cook
CFC 2022 coordinator for
Huntsville Center

HNC

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

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

FY2022 40+ Programs

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

\$ 2.5B

**“HNC Delivers
Innovation”**

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



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