



US Army Corps  
of Engineers

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Huntsville Center

# Bulletin



*Faces of Freedom*

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### On the cover:

Ken Criswell, Installation Support Directorate, and his daughter, Michelle, enjoy time together at the annual Engineer Day festivities.

# Commander's column

Our Chief of Engineers, LTG Strock, published the USACE Strategic Directions in conjunction with the Engineer's birthday. This path forward looks remarkably like the Vision and Strategic Direction we've been living and working for the last four years. As the Campaign Plan so clearly articulates, this is by design. In light of our uncertain and very busy future, it is probably good to reflect on our past a bit as we look forward.

This year we will celebrate the 229<sup>th</sup> anniversary of the birth of our Nation. Today, not unlike then, Americans are voluntarily serving as we fight for the freedom that is the very foundation of our American heritage.

Soldiers, Sailors, Airmen, Marines and Coast Guardsmen serving side-by-side with our government civilians and our contractor partners daily make personal sacrifices to answer the call.

We here in Huntsville can proudly look to those who deployed and are deployed with our Coalition Munitions Clearance mission and the volunteers who served with and are serving in both the Afghanistan Engineer District and Gulf Region Division.

We have mobilized reservists who have spent as much as two years away from home. I also want to recognize the Blue Star families from the Center. They have sons and daughters, grandchildren and nieces and nephews serving in harm's way.

The Rivenburgh family says a special prayer for all the Soldiers every night—I'd ask you to remember all these brave war-



**Col. John D. Rivenburgh**

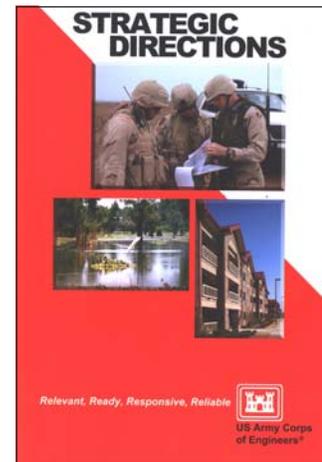
riors in your prayers as well. We are often reminded that Freedom isn't Free—we live it here in Huntsville, just as our forefathers did over 200 years ago.

The Chief is challenging us to diligently satisfy our customers' requirements while working in partnership with others. I believe we do that fairly well as we collaborate with Districts, DPWs, the IMA and the

agencies we serve to deliver our programs and projects; but as you all know, we can do better.

The strength of the Huntsville Center and our Corps is and will always be the extraordinary folks who work here. As we refine and continue to improve our use of P2, complete ISO certification and streamline some of our business processes, we will be even better.

Thank you for all you do and thank you for all you will do. Be healthy and be safe. Essayons!



Visit the Strategic Directions web site at <http://www.hq.usace.army.mil/cepa/vision/vision.htm>.



U.S. Army Corps of Engineers

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## BULLETIN

Commander..... Col. John D. Rivenburgh  
Chief, Public Affairs..... Kim Gillespie  
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# Pyramid pictures quality management program

By Kim Gillespie  
Public Affairs Office

Like the ancient Egyptian structures, the quality pyramid signifies stability. The pyramid is built on a broad supporting base and narrows gradually to an apex. That describes the Huntsville Center's goal for the ISO 9000 program—building a solid, broad base for quality management enabling us to reach the pinnacle of our capabilities.

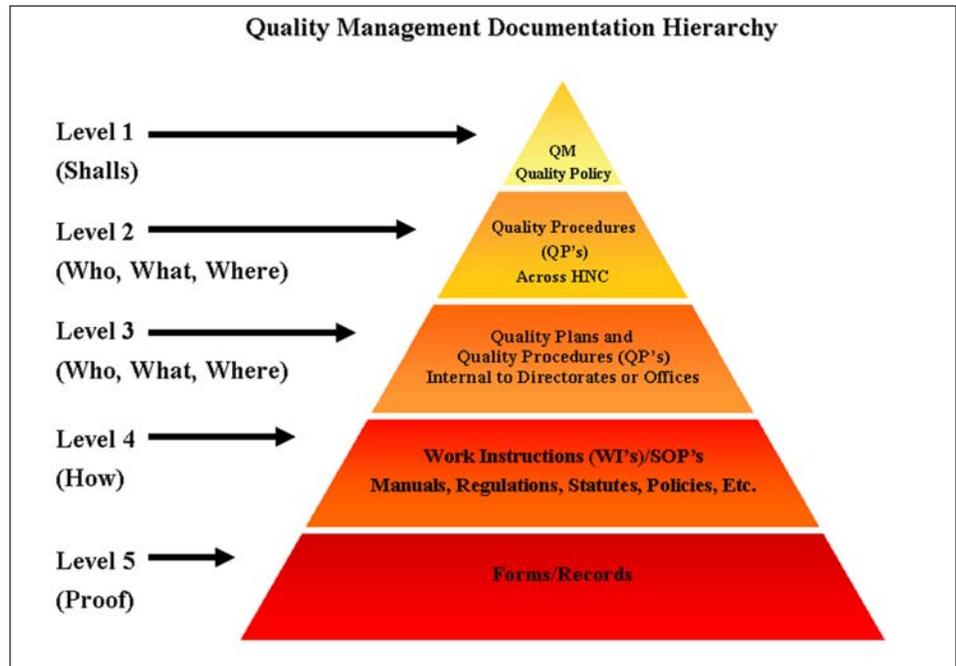
Huntsville Center has almost completed the base of its pyramid. The finalization and approval of quality plans, procedures and work instructions specific to the Center's directorates and offices are nearing completion.

"ISO 9000 is a great structure for improving an organization's quality processes. I've had great experiences with it, and it seems to be a good fit for the way we do business here at Huntsville Center," said Dr. Michael Stovall, deputy for programs and technical management.

According to Stovall, ISO 9000 certification is also a status symbol. "We are already recognized as an innovator and model for business processes within the Corps of Engineers. ISO 9000 certification will just be additional proof of the integrity, consistency and quality of our work force and services," he said.

With the base of the Huntsville Center's quality pyramid established in June, the pace of implementation will quickly accelerate. Starting this month, training for auditors and supervisors will be conducted and will have a "trickle-down" effect.

"Supervisors are expected to pass on instructions and knowledge to ensure the entire work force understands the processes and procedures," said Betty Neff, quality manager. "What we are doing is not hard though. Most of the documentation required for ISO 9000 we have already been doing. We are just formalizing many of the busi-



**The Pyramid image illustrates Huntsville Center's goal for the ISO 9000 program – building a solid, broad base for quality management.**

ness processes the Center already has in place," said Neff.

The next big step will be implementing the processes and conducting internal audits.

"These audits are simple audits to be performed by the designated and trained auditors across the Center," explained Neff.

The implementation will continue in October and will allow the Center and the various teams to identify "gaps" or improvements that need to be made.

Also, Huntington District's quality manager, Bill Miller, will come to Huntsville in December 2005 to conduct a formal gap analysis. Huntington's Engineering and Construction Division became ISO certified two years ago.

"This initial implementation period will let us work any kinks out prior to the arrival of the registrar for our pre-audit," Neff said.

The ISO 9000 registrar is a contractor certified to evaluate an organization for ISO 9000 status. The registrar conducts stringent audits and reviews of the processes and documentation in accordance with ISO 9000 guidelines.

"The registrar is scheduled to perform a pre-audit assessment next April (2006)," said Neff. The pre-audit assessment will be a limited version of the final audit and assessment. It will be followed by a six-month period of "fine tuning" and corrective actions prior to the final certification audit, according to Neff.

The final certification audit is scheduled for December 2006. The final certification is represented as the peak of the pyramid. The term pyramid is also used in a business sense to describe a process that occurs rapidly and progressively, step by step, followed by immediate results or profit. Neff uses this definition in her "Race to Registration" theme.

"We have a very aggressive schedule, and we have established our pyramid base very quickly," she added.

Not only is the Center seeking certification, but the Engineering Directorate is also seeking certification for its individual area of expertise.

"The result of ISO certification," said Neff, "will be a stable base for quality management that says to our customers 'You can depend on us!'"



*Dr. Mike Stovall, Deputy for Programs and Technical Mangement, presents the Administrative Employee of the Year award to Melodie Schroder of Engineering Directorate.*



*Dr. Mike Stovall, Deputy for Programs and Technical Mangement, presents the Commander's Leadership Award to Michael Stahl.*



*Dr. Mike Stovall, Deputy for Programs and Technical Mangement, presents the Engineer of the Year award to David Jacobs, Engineering Directorate.*



*Employee of the Year winner is Andrew Schwartz of Engineering Directorate.*



*Winner of the Contracting Professional of the Year award is Frances Steel, of Contracting Directorate.*



*Innovator of the Year winner is Virginia Mitchell, Contracting Directorate.*



*Team of the Year award winner is the Coalition Munitions Clearance team. Many team members were traveling or were deployed and therefore, were not available for picture.*

Photos by Joan Burns



*David Ghoja receives the Volunteer of the Year award from Dr. Mike Stovall, Deputy for Programs and Technical Mangement.*

# Engineer Day awards announcement blend with family picnic fun

Employees of Huntsville Center and their families enjoyed an afternoon of celebration June 17. Dr. Mike Stovall, Deputy for Programs and Technical Management, announced the winners of the annual Engineer Day awards.

Among winners of this year's awards were Melodie Schroder, Engineering Directorate. Schroder was selected as the administrative employee of the year. The Commander's Leadership award went to Michael Stahl of the Ordnance and Explosives Directorate.

Frances Steel, Contracting Directorate was selected the contracting professional of the year. Employee of the year was Andrew Schwartz, Engineering Directorate. David Jacobs, Engineering Directorate, received the award for engineer of the year. Innovator of the year was Virginia Michell of the Contracting Directorate.

Volunteer of the year award went to David Ghoja of Engineering Directorate.

The team of the year award went to the Coalition Munitions Clearance team. The team members are: *Ordnance and Explosive Directorate employees* Glenn Earhart, Michael Stahl, Roland Belew, Wayne Shaw, Keith Angles, John Coakley, Bob Weis, Doyalle Stidham, Jimmy Walker, Mike Smith, Douglas Rhodes, Tom Knapp, Betty Harrison, Stan Caruthers, Sandy Rudolph, Greg Parsons, Ben Otey, Darlene Stapler, Dennis Lacy, Roger Patterson.

*Contracting Directorate employees* Steve Hamilton, Cheryl Jones, Lisle Lennon, Rebecca Vaughan, Richard Mullady.

*Information Management Directorate employees* Pam Draper, Phillip Mann, Gregg DeMott.

*Resource Management Directorate employee* Georganne Ramsey.

*Contractors* Dennis Hardiman – Spectra Tech, USA Environmental, Zapata Engineering, Parsons Tetra Tech FWI, ECC, International Operations Center – EOTI.

*Engineering Directorate employees* Tommy Hunt, Harshad Patel, Charles Pregrant.

*Public Affairs Office employee* Betsy Weiner.

*Office of Counsel employees* Emily Baine, Margaret Simmons.



**Malia Conway, daughter of Kathyreen Conway, Engineering Directorate, enjoys a sweet treat.**



**Thad Stripling, Engineering Directorate, helps son Dylan make activity choices.**



**Justin Allgood, godson of Bonnie Edwards, Engineering Directorate, enjoys the inflatable slide.**



**Brooke Sillivant, daughter of Stan Sillivant, Management Review, swings the bat in the Home Run Derby.**



**Col. John Rivenburgh's son, Joseph, is happy to spend time with friend, Griffin Peek.**



**Raul Alonso, Engineering Directorate, with sons Gabriel and Raul, Jr.**

Photos by Joan Burns

# People Page



**Dan Long**

Engineering Directorate, has been selected as the chief of the Cost Engineering Division of the directorate. Long has served as the chief of the Cost Engineering Branch of the Cost Engineering Division since coming to the Huntsville Center five years ago from the Louisville District.



**Marilyn Wurtz**

J.D. Halbrooks, son of **Cindy Halbrooks**, Executive Office, graduated from Austin High School in May.

as the new administrative officer for the Engineering Directorate.

**Roxanne Hopple**, Resource Management Directorate, was recently promoted to Budget & Manpower team leader. **Janette Jones** has been temporarily promoted to team leader of Program Team B, Budget & Program Division.



**Katie and Kevin Shelton**

athletic excellence in the seventh grade class at Sparkman Middle School. Katie was elected most valuable player for both softball and volleyball. Kevin was selected all-county for basketball and both received membership in the National Junior Honor Society.

Jennifer Stierwalt, daughter of **Mike Stierwalt**, Installation Support, has been admitted to the Uniformed Services Medical School and will attend this fall. Jennifer has been commissioned a second lieutenant in the U.S. Army through the ROTC program at the University of Alabama, where she received a bachelor's



**Tammie Learned**

degree in Chemical Engineering.

**Tammy Learned**, Chemical Demilitarization Directorate, and **Sherene Opichka**, Engineering Directorate, have been selected to represent Huntsville Center at this year's Emerging Leaders Conference.



**Sherene Opichka**

Adrienne Savage, daughter of **Tommie Savage**, Contracting Directorate, and **Julian Savage**, Missile Defense, received the Excellence in Leadership Award and achieved the highest averages in her class in math, Bible and spelling at Westminster Christian Academy.

Joshua Crocker Waits, son of **Ray Waits**, Safety Office, graduated in May from the University of the South in Sewanee, Tenn. He graduated Summa Cum Laude and Phi Beta Kappa earning a bachelor's degree in biology. Joshua was inducted into the Order of Gownsmen



**Joshua Waits**

as a sophomore and served as community projects vice president for the Sigma Nu fraternity. Joshua will continue his education at the University of Alabama School of Medicine in Birmingham.

**Stan Sillivant**, Management Review, and his wife, Elaine, welcome their 11th child, Gloria Hope Sillivant, born June 7. Gloria was born at home, and like her brothers and sisters, was delivered by her father.



**Gloria Hope Sillivant**

**Pete Brake**, Engineering Directorate, has taught the Electrical Security Systems Design (ESS) course at the Professional Development Support Center (PDSC) for 16 years. Personnel at the PDSC showed their appreciation for his expertise, talent and skills on his last day as an instructor in the training program.



**Pete Brake**

**Gary Andrew**, director of the PDSC, presented Brake with a plaque recognizing his outstanding contributions to the success of the overall Proponent-sponsored Engineer Corps training program.

# Lahoud named to Gallery of Distinguished Civilian Employees

Paul M. LaHoud was named to the Gallery of Distinguished Civilian Employees June 17, 2005 during the Center's annual Engineer Day festivities.

LaHoud was Chief of the Civil Structures Division, Engineering Directorate from 1995 until his retirement in 2002, culminating 28 years of federal service at Huntsville Center. LaHoud joined the U.S. Army Corps of Engineers Huntsville Division (later Huntsville Center) in 1974 following a successful



**Paul Lahoud**

LaHoud contributed greatly to the de-

career in private industry. At Huntsville Center, he became a respected expert in structural design and explosives safety and effects analysis with more than 25 articles published in technical publications.

sign and construction of the prototype facility for destruction of chemical weapons on Johnston Atoll and to the nationwide chemical weapons disposal facilities currently being constructed and operated throughout the U.S.

He has also made outstanding contributions to the design and construction of the facilities required to support the Ground Based Missile Defense Test Bed. His technical and leadership skills helped grow tremendous expertise in ordnance detection and removal and environmental restoration.

# Team Fit Contest participants go the distance

**By Marsha Russell**  
*Live Center*

Life is an individual journey, but when two or more people work together it becomes a team effort. When the recent Life Center contest closed June 17, 14 teams (56 Life Center Members) had participated for the full eight weeks.

Every team performed exercises such as walking 3 miles, an hourlong weight/cardio workout, classes, 50 push-ups, etc. Most of the teams had a variety of fitness

levels, one of the goals of the *Team Fit* contest.

The Life Center *Team Fit* contest illustrated clearly the idea that motivation for exercise and other aspects of life remains higher with encouragement from others.

For example, Willie Mae Wade made the "wall sit" five minutes because team members Bill Johnson, Keshia Appkins, Ketra Rice and others were there cheering her on.

Crystal Bennett may have given up that five-minute jump rope feat had it not been for team members, even from other teams, chanting, "you can do it, Crystal."

Gail Hodge whipped out 50 knee push-ups in 55 seconds because "the girls" in the gym cheered her on.

Would Ben Otey and Millie Reed have peddled those grueling two miles in five minutes if Ricky Tellstrom, Bill Johnson, and I had not performed the "Cheer Dance" for them to push it out?

Katherine Atkins,  
See Team on Page 12



**Sarah McGraw and Ketra Rice, Ordnance and Explosives Directorate pump iron.**

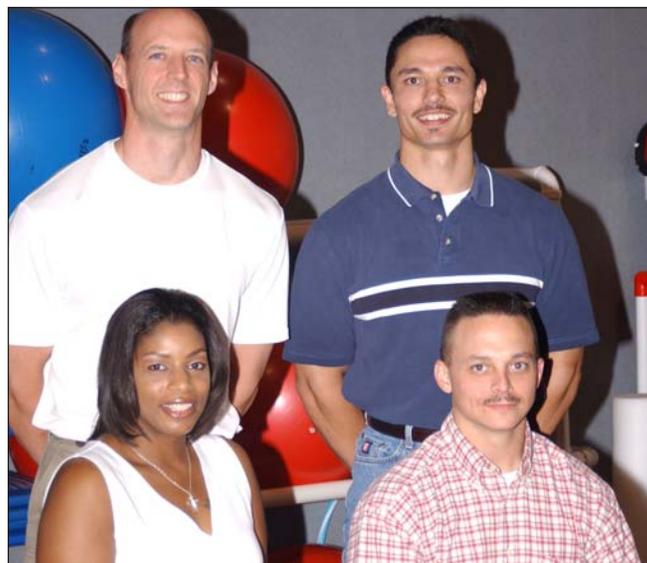
Photo by Joan Burns

Photos by Joan Burns



**Keisha Appkins, Ordnance and Explosives Directorate, and Marsha Russell, Life Center director, jump rope.**

Photo by Joan Burns



**"YB Jealous," Team Fit contest winners (back row from left) Sandy Wood and Tracy Phillips, (front row) Tracy Lynch and Kelton Pankey.**

Photo by Joan Burns

# Visit to Baghdad police station a reality check

By Norris Jones

*Gulf Region Central District  
U.S. Army Corps of Engineers*

For nine months he's been designing and engineering projects to help the Iraqi people. But it wasn't until he visited a Baghdad police station June 13 that the reality of what his work was all about became clear.

Mark Fleck has worked for the U.S. Army Corps of Engineers (USACE) for three years and is assigned to the Army's Engineering and Support Center, Huntsville, Ala., as a team leader for Cost Engineering.

But last year he did a five-month deployment to Gulf Region Central District in Iraq and then returned in March of this year for a follow-on four-month tour.



Photo by Alicia Embry

**Mark Fleck expresses thoughts after the receipt of the Superior Civilian Service Award during ceremonies at Gulf Region Central District in June.**

Sporting a silver-tinged beard, Fleck has been project engineer on a variety of Iraqi projects including electric power generation and distribution, water and sewer lines, libraries, courthouses, schools and clinics.

The plans and drawings his team produces help Iraqi firms understand the complete scope of work required so they can accurately calculate their bids. On June 13, Fleck was in a three-vehicle convoy that stopped at the Baghdad Iraqi Police Station West. He was there to do the initial assessment of some additional security measures including an outer perimeter wall, bars on the windows, and stronger entry doors.

Fleck says when his convoy arrived, he was impressed with the cleanliness

**See Fleck on Page 10**

# New brick and concrete structures replace mud schools

By BJ Weiner

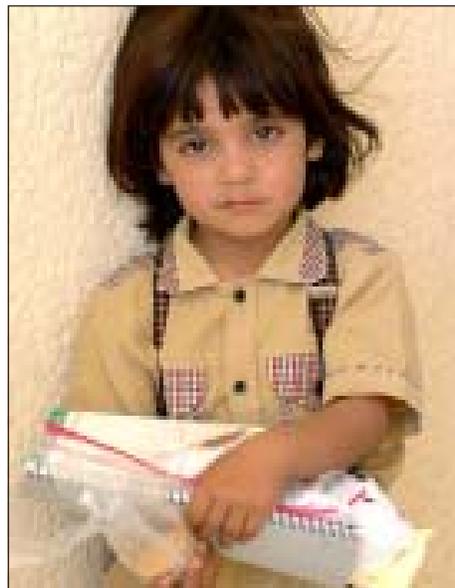
*Gulf Region Southern District  
U.S. Army Corps of Engineers*

**BABIL PROVINCE, Iraq –**

Headmasters at three mud schools took charge of their new brick and concrete replacement schools as the U.S. Army Corps of Engineers Gulf Region Southern District signed the schools over to the education minister in the Babil Province after local laborers completed the three projects May 15.

All three mud school replacement schools boast 12 classrooms instead of the usual six, according to Valerie Schaffner, Buildings, Health and Education project manager for the mud school replacement projects. The usual six-classroom design was geared to smaller rural areas, servicing about 100 students, and the schools in Babil–Yaum Al Huria, Al Masoodi and Al Ma'rrij–serve 275, 370 and 590 students respectively.

“The cost was about \$160,000 per school,” said Schaffner. “That includes



Courtesy Photo

**A young girl clutches the school supplies and cookies she received at the school opening in the Muthanna Province. The new facility, designed by the U.S. Army Corps of Engineers and built by Iraqi subcontractors, replaced a mud school.**

storage space, student and teachers' bathrooms, electricity for fans, a partially paved playground area and a security fence around the school.”

She added that, because of security risks in the area, no opening day ceremonies were held. These schools will be getting some new furniture for the teachers and the headmasters' offices.

Schaffner said that originally 38 mud schools were to be replaced throughout southern Iraq, but that the number has increased to 40.

“We saved enough in negotiations to build two more, which we are now writing contracts for but are not yet advertised,” said Schaffner. “The \$4 million program, funded by the Iraq Restoration and Reconstruction Funds, now is paying for 40 new schools, 36 of which are the standard six-classroom design and four – these three in Babil and one more in the Karbala Province – are of the larger, 12-classroom design.”

Of the 40 mud school replacement projects in southern Iraq, 13 have been completed, 25 are more than 70 percent finished. Contracts for two more are being negotiated and are expected to be awarded soon.

# HNC helps secure our Nation's defenders

By Jack Holt  
Public Affairs Office

**FT. BRAGG, N.C.** – The Energy Savings Performance Contracting (ESPC) team scored bragging rights once again for the U.S. Army Engineering and Support Center in Huntsville, Ala. with the completion of the 82<sup>nd</sup> Airborne

“Without the foresight and leadership of Fort Bragg we wouldn't be here today. They have proven themselves judicious stewards leading the Army and the Nation in energy management and conservation.”

The 82<sup>nd</sup> Airborne is no stranger to working as part of a coalition. Their cogeneration plant is a collaborative



Courtesy Photo

**New cogeneration plant for 82nd Airborne will improve energy efficiency at Ft. Bragg, N.C.**

Division cogeneration plant. Dr. Mike Stovall, Huntsville Center Deputy for Programs and Technical Management, helped dedicate the new, advanced Integrated Energy System (IES) here June 17.

“Fort Bragg is a prime example of what can be accomplished when a commitment to save energy and innovative resources are teamed together,” Stovall said in his opening remarks.



Courtesy Photo

**Dr. Mike Stovall, Deputy for Programs and Technical Management, addresses the crowd gathered to celebrate the dedication of the 82nd Airborne cogeneration plant at Ft. Bragg, N.C.**

effort lead by the Fort Bragg Public Works Business Center with the prototype technology provided by the Department of Energy through Oak Ridge National Laboratory, the innovative contracting mechanism by Huntsville Center, and the energy expertise and construction capabilities of Honeywell Building Solutions.

The team effort combines to improve the energy infrastructure, reduce energy consumption and increase energy security for the All American Division.

“The ESPC program operates on two guiding principles: 1. Put more capital into capital improvements from private industry, and 2. Improve energy efficiency,” Stovall explained in an interview later. “We work in concert with the installation as the contracting experts and to facilitate the transfer of technology to meet the installations needs.”

For ESPC program projects, the contractor funds the projects up front and provides and maintains infrastructure

**See Cogeneration on Page 11**

# Gulf Regional Division honors deployed civilians

In a Memorial Day celebration June 1, the U.S. Army Corps of Engineers Gulf Region Division (GRD) honored all civilians deployed at GRD by presenting each a Combat Pin for Civilian Service.

Although Army regulations do not authorize the wearing of a combat patch for Civilians, the Combat Pin for Civilian Service is given to recognize the service of civilians during times of protracted combat operations. The pin recognizes USACE employees who have volunteered to work in the Gulf Region as a part of the GRD team—a team comprised of Iraqi citizens, U.S. Army Civilians and Soldiers.

The Combat Pin for Civilian Service was the brainchild of Kelly Brown, deputy director of Programs for the Project and Contracting Office and the



Courtesy Photo

**Darralyn Williams and Laura Steigler, Center employees deployed with the Gulf Region Division in Iraq received the Combat Pin for Civilian Service in June.**

GRD Command Sargent Major, Jorge Gutierrez.

“This pin means a great deal to me; it exemplifies a truly amazing experience! Thanks for the opportunity to give to our Nation and our Soldiers who protect our freedom daily,” said Darralyn Williams.

Laura Steigler said, “I will forever cherish this Combat Pin and what it stands for to me: an opportunity to give back to my country and to help a country that has suffered so much.”

# Fleck

Continued from Page 8

of the neighborhood. He met his Iraqi counterparts and spoke with them about what was needed. "I could tell the police officers took pride in their building, their uniforms and their profession."

To estimate the length of the wall required, he walked it off in long strides (with 15 year's experience, he knows each step is about 1 meter). After completing the exterior assessment, he walked inside. The front entrance featured a wall of photos, maybe 60 in all, Fleck said.

"So I see the faces and as I'm walking through the station, I'm looking for those people to see how it all fits together. And then I'm informed those photos are actually of police officers who had been killed by terrorists.

"It was a shock that such a small station had lost so many. I didn't know what to say and told my host I was truly sorry. They are proud to be Iraqi policemen working for their country, working for their city. They are just very nice people."

Fleck, of medium build and standing 5-feet, 10 inches tall, says it wasn't until he actually visited that police station that he un-

derstood what the work his office was involved with meant to the Iraqi people.

"It gave me a connection to what I was doing. The reality I saw there is that the Iraqi people are willing to risk death for their liberty." Our work in Iraq has become my top priority."

Fleck is following up on his commitment. He has signed up for an additional one-year tour which starts July 10. He will return as a project manager and says he's looking forward to helping the Iraqi people achieve their goals.



**Baghdad West police station, Baghdad, Iraq.**

Photo by Alicia Embry

## HVAC design training course to be offered in FY 2006 sessions

The Corps of Engineers is pleased to announce *limited* availability in fiscal year 2006 sessions (Autumn 2005 and Spring 2006) of HVAC Design: Basic. The course is intended as a tool for designers just beginning to work with HVAC designs, as well as others who need to know the "hows and whys" of HVAC design. The course covers a broad range of subjects from types of equipment and systems to topics like Indoor Air Quality and Psychrometrics.

Although the course targets the federal engineer, attendees have included colleagues from the Bureau of Prisons, the Federal Aviation Administration and the National Security Agency.

The first session will be Oct. 24 – 28, in San Diego, Calif., and the second session is June 5 - 9, 2006, in Virginia Beach, Va.

Information regarding reservations for the course can be found at <http://pdsc.usace.army.mil/>.

## Families of slain workers in Iraq receive outpouring of gifts from Buckmaster Depot team families in America

By Eric Nelson

**Operations Manager  
ECC International Project Management Office, Baghdad**

On December 5, 2004, one of the buses transporting our Iraqi workers to Buckmaster Depot was attacked by insurgents.

Twenty workers were killed and 12 were injured. The Buckmaster Depot team (part of the Huntsville Center's Coalition Munitions Clearance Program) notified friends and family in the states and asked for donations of anything they thought the families could use.



**Coalition Munitions Clearance Program team members at the Buckmaster Depot site in Iraq unload donated goods for nearby Iraqi families.**

Courtesy Photo

Our team was truly humbled by the selfless outpouring of boxes from

America. We were completely buried by the mail. As we met with the surviving family members of those workers slain on the bus we gave them gifts. There was so much left over that we distributed gifts to the families who live close to Buckmaster Depot. There was more left still.

Dan McFerrin, ECC Depot Manager was instrumental in requesting donations, and Jeff Corwin, ECC Buckmaster Depot Safety Officer, was key to distributing the boxes of donated goods.

I would be remiss to say this was an isolated event. We have some food

**See Gifts on Page 12**

## Cogeneration

Continued from Page 9

improvements. The contractor is paid from the savings the improvements generate. This innovative concept was developed in response to Presidential Executive Orders 12901 and 13123 that call for government agencies to reduce energy consumption by 30 percent and 35 percent respectively by the year 2010.

“The Department of Energy diligently strives to identify all opportunities available to improve system efficiencies and squeeze the most out of our country’s valuable energy resources and Honeywell has been very resourceful in their synergistic approach of combining projects to maximize energy reduction and energy savings here at Fort Bragg,” said Stovall.

The IES installed at the 82<sup>nd</sup>’s Central Heating Plant provides heating, cooling, hot water and power generation to surrounding buildings. A multi-fuel 5-MW gas turbine generator is the heart of the system that reduces Fort Bragg’s dependence on outside power sources.

Waste heat from the turbine generator is directed to a heat recovery steam generator to produce hot water for heating.

During the warmer months, the exhaust gas drives a first-of-a-kind absorption chiller that produces 1,000 tons of chilled water for air conditioning. Use of turbine exhaust for heating and cooling the 82<sup>nd</sup> Airborne Division barracks and buildings improves fuel efficiency from 33-35 percent to more than 70 percent.

The ESPC Performance Contract should cut total energy costs by 25 percent and improve the quality of life for the 44,000 soldiers and their families living on the 84-year-old post.

“This is another tool to take care of Soldiers,” Stovall said. “Huntsville Center exists to take care of Soldiers and this is a great illustration of teamwork and partnering between the Corps of Engineers, the installation and private industry.”

## DoD Announces Schedule Change for National Security Personnel System

The Department of Defense (DoD) has announced a scheduling change for implementation of Spiral 1.1 of the National Security Personnel System (NSPS) while it works with the Office of Personnel Management (OPM) to adjust proposed NSPS regulations based on public comments and the meet and confer process with employee representatives.

The schedule adjustments are for planning purposes and are based on projected events. DoD anticipates publishing the revised regulations in the Federal Register later this summer. NSPS implementation could begin 30 days following publication; however, that will not occur until implementing issuances are in place, and training is underway. The implementing issuances process includes continuing collaboration with the unions.

NSPS is a performance-based management system that will allow DoD to better support its critical national security mission by modernizing the personnel system while preserving the core, enduring values of the civil service. The initial implementation will apply only to General Schedule (GS) employees in the continental United States.

NSPS implementation is broken into two primary systems – Labor Relations and Human Resources. The Labor Relations system is planned to be effective for all DoD bargaining unit employees in September 2005. This includes such things as collective bargaining rights, scope of bargaining, bargaining process and resolution of labor disputes.

The Human Resources system will be implemented in phases commonly referred to as Spirals. Spiral 1.1 involves approximately 60,000 DoD employees including about 8,300 USACE employees in the South Pacific Division, Southwest Division and Mississippi Valley Division. Spiral 1.1 divisions will imple-

ment iteratively.

The first iteration of the Human Resources system is performance management, which includes setting expectations, appraising performance, addressing poor performance, and communication and feedback on performance.

The performance management was originally scheduled to begin in July 2005 but has been delayed until October 2005 to allow for additional communication and planning. This will also allow employees to work under the performance-based system for a total of one year (October 2005 to September 2006). As a result, the first performance-based payout is planned to occur in January 2007.

The rest of the Human Resources system (i.e., pay banding, staffing flexibilities, classification, appeals system, etc.) will go into effect in January/February 2006 after any General Pay Increase. As employees come into the Human Resources system, their within grade increases will be bought out at that time. When converting to NSPS, no employee will take a pay cut and some employees may get raises.

Because of the delay in implementation of Spiral 1.1, Spiral 1.2 organizations (Northwestern Division, South Atlantic Division, Engineering Support Center, Huntsville Engineering and Support Center, Transatlantic Programs Center CONUS) currently scheduled for April 2006, may implement with Spiral 1.3 organizations (USACE Finance Center, Headquarters, Institute for Water Resources, Humphreys Engineering Center Support Activity, North Atlantic Division, Lakes and Rivers Division, Pacific Ocean Division-Hawaii and Alaska, Marine Design Center, and the 249th Engineer Battalion) in October 2006.

For the latest NSPS information and resources, please visit these web sites: DoD: <http://www.cpms.osd.mil/nsps>, DA: <http://cpol.army.mil/library/general/nsps>.

## Gifts

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service workers at Buckmaster who send most of the money they earn back to their families in India. Rita Dunham, ECC Buckmaster Finance Specialist, organized a raffle and raised over \$3,000 which was given to the Indian workers during the holidays last year.

The ECC team is dedicated to developing and fostering lasting relationships within our Iraqi community.



**Willie Mae Wade practices push-ups. Wade's team, dubbed the Terminators, won second place in the Team Fit contest. Other team members were Ricky Tellstrom, Walt Lewis, and Inez Smith.**

## Team

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Carol Sargent, Virginia Mitchell, and Bettie Doss were like butterflies that stepped out of their cocoons. This *Team Fit* contest brought folks to the land of the unknown.

Michael Stierwalt, Tracy Phillips, and Kent Criswell waltzed into the Latin Cardio Class and described it afterwards as “painful” Go guys.

Tracy Phillips, Sandy Wood, and Kelton Pankey would have never done the contest if Tracy Lynch had not “enthusiasti-

cally” told them—“You’re on MY TEAM!”

Sarah McGraw encouraged Spencer O’Neal to join in and Spencer got to shine—from his past military PT experience—with some awesome push-ups!

The Smurfs were led to victory by Major Smurf Heyward Wright who was recruited after the contest started.

Chris Cockrane, April Rafael-Adams and Jason Adams pulled together a great team effort!

Col. John Rivenburgh and Andrew Lenoir got their team together and pulled/dragged each other along—right April and Allison Deuel?

Ricky Tellstrom and Walt Lewis probably have holes in their shoes from practicing their 5 minute jump rope exercise, but they made it!

Eldrick Jefferson, Jason Adams, and Guy Wilson willingly pulled their teams to victory by stepping in the place of team members who had to leave on travel assignments.

Overall, 14 teams made over 200 points during the 8-week contest and all encouraged each other to keep on going.

I offer my congratulations to all *Team Fit* participants for making it successfully to the finish line ... and for helping each other. GREAT JOB!!!

Photo by Joan Burris

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