



US Army Corps
of Engineers

Vol. 28 Issue 2
February 2007

Huntsville Center

Bulletin

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*Mark your
calendar now...*

Engineer Week
Feb. 18 - 24

**Engineer
Jeopardy Game**
Feb. 22
1 - 3 p.m.
Cafeteria

**Black History
Month Activities**

Feb. 27
Talent Show
Cafeteria
11:30 a.m. -
12:30 p.m.



Photo by Becky Proaps

Lt. Gen. Carl A. Strock, U.S. Army Corps of Engineers commanding general, addresses the work force of various local Corps offices in Huntsville, Ala., Jan. 10 at the University of Alabama-Huntsville's Chan Auditorium during a town hall.

Chief of Engineers visits Huntsville Center

By Kim Gillespie
Public Affairs Office

US. Army Corps of Engineers' Commanding General, Lt. Gen. Carl A. Strock, hosted his first town hall in Huntsville on Jan. 10, and his initial message was about answering the call to duty. "If you noticed, I started this meeting with a video, and the words to the song, 'Put me in coach, I'm ready to play,' which was a

subliminal message," Strock said. "We are still looking for folks, and I can guarantee, you will come out a better person for deploying," he said. Strock noted that Huntsville Center currently had around 30 employees deployed, but that the Army still needs personnel to answer the call to duty.

Strock used the town hall as an opportunity to discuss the Corps' strategic direction, recognize all

employees for their contributions to the war effort (whether as a deployee or support from the home office), and respond to any questions Corps personnel had.

Strock began by thanking all personnel in the Huntsville area for what they are doing, and acknowledged the Mobile District personnel in attendance. He noted that in addition to Huntsville Center,

See Chief's visit on page 8

Commander's thoughts

As we enter February, we have accomplished two important milestones for Huntsville Center. We are now officially part of the National Security Personnel System, and the first Corps organization to integrate its entire work force along with Headquarters. Huntsville Center is known for its flexibility and ability to adapt to change. Once again, we are leading the way and I'm extremely proud of all of you. Change is never easy, and conversion to NSPS has required a lot of hard work and patience on everyone's part. We will continue to "learn" the system as the year progresses and we conduct the mock pay pools and regular performance reviews between supervisors and employees. I believe we will become a better and stronger organization under NSPS. As Lt. Gen. Strock stressed last month during his visit and town hall meeting, we must be flexible, and we must continue to be a learning organization. I think Huntsville Center is meeting the challenge in both areas.

The second milestone we met was receiving ISO 9000 certification pending the completion of nine minor findings within the next 60 days. The ISO 9000 process complements the Lean Six Sigma process by establishing and then continually improving the processes, which is the goal of Lean Six Sigma. We are again aggressively pursuing one of the Corps' Enabling Capabilities which is consistent, effective and efficient business processes and as highlighted by Lt. Gen. Strock. He was extremely interested in our use of ISO 9000 in conjunction with Lean Six Sigma.

I want to thank everyone for their assistance and presence during the Chief's visit. He was not only impressed with what we are doing but how we are doing it. It's not just the skills, it's also the attitude, and Huntsville Center definitely has a "can do" spirit.

Huntsville Center spirit extends to participation in team activities, and I'm happy to report almost one-third of our work force joined "The Battle of the Bulge." Maintaining your health should be a priority, and I'm happy to see how many of you committed to the program.

Huntsville Center spirit also extends to special events. Black History Month is an annual observance in February celebrating the past and present achievements of African Americans. Huntsville Center's Equal Employment Office has a great tradition of offering academic challenges related to black history events and other activities reflecting the traditions and culture of African Americans.

Redstone Arsenal also hosts the Black History month program for all government employees in the area.

The Huntsville community's Museum of Art is hosting an exhibit with an Army focus — a free exhibit featuring the Buffalo Soldiers and their contributions to America's history on Feb. 3. Please join in these educational events and pay tribute to the important contributions of African Americans to our history.

National Engineers Week is also celebrated in February. National Engineers Week acknowledges and celebrates the technologies and innovations engineering has given our society.

The week of Feb. 18-24, I encourage all Huntsville Center engineering professionals to take part in an Engineering Week activity such as speaking at a local school, participating in your professional society's events, or taking part in a



Col. Larry D. McCallister

Huntsville Center activity. The engineering skills used by Huntsville Center are unique, and we play an important part in sustaining the Army, other military services and other government organizations. So please, take part in an activity, and let others know about the exciting and critical work the engineering profession offers.

And finally, congratulations! Lt. Gen. Strock announced that Huntsville Center was awarded an Army Superior Unit Award.

This award recognizes performance under "extraordinary circumstances" for the period of February 2003 through December 2005 and cites accomplishments such as the destruction of Saddam Hussein's ammunition stockpile; construction of the National Missile Defense and Chemical Demilitarization Facilities; installation support work; and support to contingency missions. I expect to receive the official commendation in the next month or two. Keep up the outstanding work!



US Army Corps
of Engineers

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BULLETIN

Commander..... Col. Larry D. McCallister
Chief, Public Affairs..... Kim Gillespie
Editor..... Becky Proaps

Huntsville Center contractor employee killed in Iraq

HUNTSVILLE, Ala. — A U.S. Army Engineering and Support Center, Huntsville contractor employee was killed in Iraq Jan. 4.

Amir Kaun, from Pakistan, was killed during a small arms fire incident. Kaun worked as a driver for Global Freight Services, which is headquartered in the United Kingdom.

This brings the number of contractor casualties killed while working for the Coalition Munitions Clearance program since

September 2003 to 35.

“Our condolences go out to the families,” said Bill Sargent, program manager, Coalition Munitions Clearance Program.

“Our personnel are highly trained and experienced and are doing a superb job, but it remains a very dangerous mission.”

The incident is under investigation.

Huntsville Center is the U.S. Army Corps of Engineers’ Center of Expertise for Military Munitions. Huntsville Center’s Coalition Munitions

Clearance Program is responsible for receiving, transporting, segregating and destroying captured or any other munitions posing a danger in Iraq.

Storage and disposal of the ammunition is performed at several locations throughout Iraq. To date, more than 400,000 tons of ammunition have been destroyed by the Huntsville Center program, significantly reducing risks to Iraqi citizens and U.S. personnel serving in Iraq.

The Bulletin asks:

Which African American do you admire most and why?



Jo Anita Miley
Contracting Directorate

The African American I admire the most is the Reverend Dr. Vashti McKenzie. I admire her because of her boldness to overcome obstacles and become a woman of firsts. She was the first woman to pastor at Payne Memorial African Methodist Episcopal Church in Baltimore, Md. On July 11, 2000, the AME Church elected her to be its first female bishop in its 213-year history. Dr. Vashti McKenzie’s election as bishop in the AME Church set a new standard for women in ministry worldwide. She is a phenomenal African American woman who breaks the typical stereotypes and gender boundaries, that once limited women in becoming religious leaders. She affirms that it is OK to be beautiful, intelligent and used by God.

The person I admire most is my dad, Foster Gibson. I would not be working for the Corps if it was not for my dad’s influence in my life. I admire a lot of African Americans and each for their individual deserved reasons, but, when I sum it all up and realize which one has had a profound impact over my life, it would be my father. He was a true American, who served in the Army during World War II. He married his childhood sweetheart and was married for 60 years. He had a career spanning almost 45 years with the same employer. He rose up in the ranks at U.S. Steel as a foreman, when most African American men did not attain this position. My father loved his church. He was a soldier for the Lord. He served as an usher, deacon and member of the male choir. My father was a man that tried to be Christ-like. He loved people and was even taking church members to the doctor in his early 80s. My father was a man that trained up his child in the way he should go (bible teachings), and when I got older, I did not depart from it. My father was a man who carried no debt; therefore, he knew how to manage his resources. My father loved his country, and he loved his church, but most of all he loved God. It’s not the number of years you live, but HOW you live in those years. My father, Foster Gibson, my hero.



Anthony Gibson
Installation Support
Directorate

Employee receives prestigious de Fleury Medal

By Chris Gardner
Public Affairs Office

A Huntsville Center employee was recently honored with one of the Army Engineer Association's highest awards, the Bronze Order of the de Fleury Medal, for his work relating to the nationwide Military Construction Transformation Program.

Joel Hoffman, chief of the Chemical Demilitarization Directorate technical support team, received the honor for the sum of all of his exemplary work since joining the Army Corps of Engineers in 1980, but the award is primarily for his design-build work with the Headquarters USACE Army MILCON Transformation Acquisition and Criteria Development Teams.

The extremely prestigious award is given to individuals deemed to have rendered significant service or support to more than one element of the Engineer Regiment over the course of several years and was signed by Chief of Engineers Lt. Gen. Carl A. Strock and presented to Hoffman in Washington, D.C.

Hoffman has become such a design-build guru that people far from Huntsville have grown to rely on his expertise.

"People e-mail me from across the Corps every day with questions about design-build," Hoffman said. "I even get questions from outside the Corps."

Hoffman said the MILCON Transformation keeps him busy traveling all over the country.

"I have been extremely busy for the past year and a half with the MILCON Transformation Program, much of it on the road, across the country," Hoffman said. "I have been developing, fielding and teaching the Model Request for Proposal."

Hoffman was one of the leaders in developing the Model RFP that districts across the Corps use to solicit bids for design-build projects as they do

MILCON Transformation work.

Hoffman also helped to develop the design-build "Proponent Sponsored Engineer Corps Training" (PROSPECT) course offered all over the world. The course was developed nearly 10 years ago, and Hoffman still teaches it at the USACE Learning Center and in places like Japan and Germany.

Corps Headquarters Deputy Chief Architect Jeff Hooghouse leads the MILCON Transformation team Hoffman works on.

Hooghouse nominated Hoffman for the honor citing, among other things, Hoffman's significant role in the success of the MILCON Transformation Program.

"With his expertise in design-build as the *author* of Corps' design-build methodology, without him, the Corps would not have been able to achieve this total transformation in such a short time," Hooghouse said.

Pat Haas, Hoffman's supervisor in the Chemical Demilitarization Directorate at Huntsville Center, said Hoffman also brings valuable contracting skills to the table in addition to the design-build expertise that earned the award.

"He's also a great contract administration person," Haas said. "He's been through all the battles and comes out with a lot of scars, but he has a lot of experience."

Haas also noted the significance of Hoffman, a Civilian, receiving the award.

"The award is quite unusual for a Civilian to win," Haas said. "I think it's an impressive award for anyone to

win, and he should be proud of it."

Hoffman started working with the Corps in 1980 after five years as a civil engineering officer with the Air Force and four years doing various engineering work in Wisconsin.

"When I was with the Air Force, I was very impressed with the personnel of the Corps whom we worked with

and the quality of the designs and construction they had completed at (the now closed) K.I. Sawyer Air Force Base, Mich.," Hoffman said. "I felt that if I was ever going to come to work for the federal government, the Corps seemed to be the cream of the crop."

Hoffman recalled getting a letter from the Mobile District offering him a position as an office engineer at the Columbus, Miss., area office on the Tennessee-Tombigbee Waterway.

"I called the Mobile District chief of personnel and asked what an 'office engineer' was, what a construction contract administrator was, what the Tenn-Tom Waterway (the largest civil works project at the time in the history of the Corps) was, and by the way, where was Columbus, Miss.?" Hoffman said.

He said she patiently answered his questions; he accepted the position and has never regretted it.

Since then he has been stationed with the Corps in Saudi Arabia, Germany and back in Mobile before coming to Huntsville in 1997.

Hoffman's award is named for Francois Louis Tesseidre de Fleury, a French engineer who volunteered to fight with Americans in the Revolutionary War.



Photo by F.T. Eyre

Joe Tyler, left, deputy director of military programs, Headquarters, U.S. Army Corps of Engineers, presents Joel Hoffman with the Bronze Order of the de Fleury Medal.

New deputy for Programs and Technical Management selected

Congratulations to John Matthews for being selected as the new Deputy for Program and Technical Management for the U.S. Army Engineering and Support Center, Huntsville. Matthews is a registered professional engineer. His career with the Corps of Engineers began in 1970 with the New Orleans District. In February 1977, he came to the Huntsville Center as a project manager. Matthews has worked on many programs and projects during the past 30 years at Huntsville Center to include managing design and construction support of missile defense facilities, industrial chemical production complexes, environmental remediation/ordnance removal and renovation of Army/Air Force medical facilities.



Photo by Chris Gardner

Army Superior Unit Awards announced

Chief of Engineers, Lt. Gen. Carl A. Strock, announced during his recent visit to Huntsville that the U.S. Army Engineering and Support Center, Huntsville, was awarded the Army Superior Unit Award by the Department of the Army. The Army Superior Unit Award was created in 1985 to recognize outstanding meritorious performance of a unit during peacetime in a difficult and challenging mission under extraordinary circumstances.

The award recognizes Huntsville Center for its superior service to the Army in support of the nation's defense at home and abroad from February 2003 through December 2005.

In addition to Huntsville Center, Army Superior Unit Awards were also awarded to the U.S. Army Corps of Engineers, Headquarters, and the Afghanistan Engineer District. The Headquarters award, which covered the time period from June 2004 through April 2005, is authorized to be awarded to all Corps Soldiers and Civilians in the divisions, districts, centers, the 249th Engineer Battalion and Corps headquarters.

The award's elements include the Army Superior Unit Award streamer for display on the unit flag/guidon; the emblem for military members of the unit; the certificate and citation; and lapel pin.

The lapel pin is authorized for issue and wear by DA Civilians in the employ of the decorated unit based on the fact the award was being presented to units with a significant number of Civilians assigned and there was no visible means of recognizing them.

Those Civilians with the unit during the cited period may wear the pin permanently. Those currently with a decorated unit, but who were not employed during the cited period may wear the lapel pin on a temporary basis as long as they remain employed by the unit. Huntsville Center employees are authorized to wear two pins to reflect the Huntsville Center and Headquarters awards.

The lapel pin is also authorized for optional purchase and wear on Civilian clothing by qualified military personnel.

Strock indicated that Huntsville Center should receive its certificate, citation and streamer in the next 90 days.

Want to help design a new Huntsville Center coin?

Col. Larry McCallister is looking for input for a new design for the front of the command coin.

The new coin should be about 2 inches in diameter, but the shape can vary. It must incorporate elements of Huntsville Center's history, mission and support to the Army. The deadline for submission is March 15.



If you have any ideas, please draw a picture on paper or design it electronically and submit it to the Public Affairs Office. If you have questions please contact the Public Affairs Office.

Law subjects contractors to military justice

By William Matthews
FEDERAL TIMES

During an argument, a civilian contractor utters a few unprintable words to a military officer. Under a newly revised law, the contractor may be court-martialed.

The same new rules may apply to contractors who drink alcohol or possess pornography in countries where it is forbidden, commit adultery or fraternize — the military's term for having improper relationships.

A five-word revision of the U.S. legal code, passed virtually unnoticed by Congress last fall, would make U.S. Civilians working for the U.S. military in Iraq, Afghanistan or other “contingency operations” subject to the Uniform Code of Military Justice (UCMJ).

Before the revision, contractors were governed by the UCMJ only in times of declared wars.

The change was intended to close a legal loophole that has enabled contract personnel to escape punishment for violating the law, said Peter Singer, a military scholar at the Brookings Institution.

But a result may be that contractors now can be punished for actions not ordinarily prosecutable under U.S. law, said Stan Soloway, president of the Professional Services Council, an organization that represents government contractors.

The legal change is the work of Sen. Lindsey Graham, R-S.C., who said it would “give military commanders a more fair and efficient means of discipline on the battlefield” by placing “Civilian contractors accompanying the armed forces in the field under court-martial jurisdiction during contingency operations as well as in times of declared war.”

Graham, a former Air National

Guard lawyer and a current Air Force Reserve judge, made his feelings about contractors' abuses known during a Senate hearing into the Abu Ghraib scandal in 2004.

“The American public needs to understand, we're talking about rape and murder here. We're not just talking about giving people a humiliating experience, we're talking about rape and murder and some very serious charges,” Graham said.

The new law appears to impose the UCMJ — the military's “code of behavior” — on contractors working for the military in contingency operations, Soloway said.

The UCMJ's “behavioral requirements are very different and potentially in conflict with contract law and criminal law,” Soloway said.

New reasons to prosecute

Civilian contractors now might be punished for disrespecting an officer, disregarding an order or committing adultery — actions that are not prosecutable under U.S. law, Soloway said.

“If a general or colonel directs a contractor or government Civilian to do something that is outside terms of contract, under U.S. procurement law, the contractor does not do it without authority from the contracting officer,” Soloway said. But under the UCMJ, “that might be failure to follow an order.”

“We're deeply concerned that the broad and arbitrary application of the UCMJ imposes a whole range of behavioral requirements” on contract employees, Soloway said.

That's not how the new law is intended to be enforced, said Kevin Bishop, Graham's spokesman.

Contractors' fear of being charged with “disrespecting an officer, things of that nature — it's not designed to get

into all that ticky-tack stuff.” If military commanders start prosecuting contractors for those sorts of infractions, “we may see Congress take another look at it. The intent was to give them a tool to take action” against violations that are serious enough to damage U.S. national interests, he said.

The new law is aimed at crimes like the torture, killings and other abuses committed by Civilian interrogators at Abu Ghraib, where “some members of the military were held accountable, but the contractors were never brought to account,” Bishop said.

Singer, who has studied the use of Civilian contractors in contemporary wars, called Graham's amendment “long overdue.”

Without the new law, “whenever our military officers came across episodes of suspected contractor crimes in missions like Bosnia, Kosovo, Iraq or Afghanistan, they had no tools to resolve them,” he said. Alleged contractor misdeeds range from theft and fraud to mistreatment of prisoners, operating sex rings, rape and murder. But according to Singer, contractors are almost never prosecuted.

Contractors have escaped through a legal gap, he said. They were not covered by the UCMJ, and while they are subject to local laws, often, as in Iraq, there is no functioning legal system to prosecute criminal activity.

Soloway said U.S. contractors are subject to the Military Extraterritorial Jurisdiction Act (MEJA).

“If you are working under a DoD contract at a U.S. military facility and you commit a crime, that is considered a crime in the United States and you can be prosecuted under U.S. law,” he said.

But Singer said, “the reality of MEJA is it has not been activated for Iraq.” Despite atrocities by contract

See *Contractors* on page 10

Making the old red firehouse green

By Chris Gardner
Public Affairs Office

The public wants environmentally friendly, or “green,” buildings and the number crunchers want budget friendly buildings.

Engineers and architects at the U.S. Army Engineering and Support Center, Huntsville, a Center of Standardization, are working on marrying the two ideals as they come up with new guidelines for the construction of emergency services buildings for military installations throughout the United States.

The Huntsville Center got involved in the project after being contacted by Mannette Messenger from the

Installation Management Command. Judith Milton at the Savannah District and Annette Stumph at the Construction Engineering Research Laboratory in Champaign-Urbana, Ill., are closely involved with the project. The “customer” for the project is Bruce Park, the Director of Army Fire and Emergency Services at the office of the Assistant Chief of Staff for Installation Management.

They are working on designs and new standards for installation Emergency Services Stations, which will act as a combined fire station, police station and emergency medical service station.

Chris Shepherd, an architect with the Huntsville

Center, said the agencies will likely share space for things like administration, 911 answering, showers and eating areas which should significantly cut overhead costs incurred by having separate buildings around an installation.

A prototype ESS building should be designed, based largely on current fire station standards, in the fiscal year 2007 and then built at Fort Bragg, N.C., in fiscal year 2008. The year after that, the new operational ESS building will be closely monitored and its costs and environmental impact will be compared to an existing fire station that was built on Fort Bragg in 2003.

Richard Grulich, of the Chief Architectural Branch at

the Huntsville Center, said the goal of the project is formulating new design standards that will eventually be used for all new ESS buildings on installations in the United States.

He said that the target is to design standards that will meet enough Leadership in Energy and Environmental Design (LEED) requirements and have enough sustainable design components to earn a gold rating for this new ESS building.

LEED certified “green” buildings are leaders in environmentally friendly construction. Platinum is the highest rating a building can receive and gold is the next

See **Firehouse** on page 14

Celebrate African American history during February

The Commanders Special Emphasis Program Committee (CSEP) is sponsoring a program in celebration of African American/Black History (AA/BH) Month. The program will feature singing, acting, dancing, and poetry to include a presentation by Miss Black Alabama USA, Arnecia Bradley.

The AA/BH program is scheduled for Feb. 27 from 11:30 a.m. - 12:30 p.m in the Huntsville Center cafeteria.

The CSEP Committee will also launch the “As A Matter of Fact” Trivia Quest along with other historical facts via electronic mail during February. All Huntsville

Center employees are encouraged to participate in both the AA/BH program and the Trivia Quest.

Tokens and prizes will be given to each of the Trivia Quest winners.

The 2007 national theme “From Slavery to Freedom: Africans in the Americas” is dedicated to the struggles of people of African descent who achieved freedom and equality in the Americas during the age of emancipation. “Over a half-century ago, the celebrated historian John Hope Franklin identified the struggle for slavery and freedom as the central theme of African American history. This theme is a tribute to him and to place before the nation and the world the historical importance of slavery and

freedom in the making of modern societies in the Americas.”

Originally established as Negro History Week in 1926 by Dr. Carter G. Woodson, a noted African-American author and scholar, this event evolved into the establishment of February as “Black History Month” in 1976. This commemoration has also been referred to as “African-American History Month.” Since 1926, The Association for the Study of Afro-American Life and History has established the national theme for the month-long celebration.

(Portions of this information were provided by the International Information Programs Web site at USINFO.STATE.GOV.)

Chief's visit

continued from page 1

he visited the USACE Learning Center and the Finance Center's CEFM's office.

Strock asked that everyone relate what they do to the strategic plan. He explained why he only made revisions to the Vision statement developed by his predecessor, Lt. Gen. Robert Flowers.

"I was comfortable with where we were headed. Lt. Gen. (now Ret.) Flowers initiated USACE 2012 and had really set up the Corps for success for the long term. He created great momentum to carry us forward," he said.

Strock noted that his changes to the

vision were adjustments based on his personal views. His addition of the four "Rs" — Relevant, Ready, Responsive and Reliable — is based on the Army's vision statement. "Relevant and ready means doing the right things in the right way and serving the nation," he said. "But we must also understand the needs of the customer. Responsive means we say we can do something, and reliable means we do it." He next stressed the importance of building a worldwide team, and said Huntsville Center especially understands this because of its worldwide mission.

Strock also pointed out the capital letter used for Soldiers and Civilians in

the vision statement. "The Army wanted to point out the importance and respect it has for its Soldiers, and the Corps feels the same way about its Civilians." He emphasized that ensuring the Corps is an Army values-based organization — focused on its mission and dedicated to public service, and a vital part of the Army — are all part of the efforts he has identified as being vital to the Corps' success.

According to Strock, the spectrum of operations unites the campaign goals with operations for peace and war. "The relationship between our operations in peace and war are ambiguous. For example, reconstruction efforts in Iraq include power plants that operate using water power. Since there are few sources of power except water, this is critical to the war effort's stabilization of the country," he explained.

In describing how the spectrum of operations integrated the campaign goals with operations for peace and war, he noted that the three campaign goals (support stability, reconstruction and homeland security operations; develop sound water resource solutions; and enhance life-cycle infrastructure management) were actually broken out into five areas that included the environment. "We went from three to five. But, these are things we do ... and we must integrate everything. We have ownership of the entire process, from peace to war," he said.

Strock saved his greatest emphasis for the eight enabling capabilities: expeditionary mindset; interdependence; consistent, efficient



Photo by Chris Gardner

Lt. Gen. Carl A. Strock, center, commanding general, USACE, stands with Sue Frith, left, chief, Program Management Office; Marilyn Lang, chief, Engineering and Construction Training Division; Gary Andrew, director, USACE Learning Center; Jeff Seward, deputy director, ULC; Louise Hick, chief, Quality Assurance/Quality Control; and Debbie Pittman, learning adviser for the USACE Commanders Course during his visit Jan. 10.



Photo by Chris Gardner

Col. Larry D. McCallister, Huntsville Center commander, left, and Lt. Gen. Carl A. Strock, Corps of Engineers commanding general, have lunch with members of the Level II and Level III Leadership Development Program during Strock's visit to the Huntsville Center Jan. 10. LDP members pictured include Steve Willoughby, Donna Ragucci, Bill Craven and Rebecca Vaughn.



Photo by Chris Gardner

Linda Brooks, left, deputy director, Systems, and Tom Brockman, right, director, of the Corps of Engineers Finance Center, meet with Lt. Gen. Carl A. Strock, chief of engineers, during Strock's visit Jan. 10.

Huntsville Center 'Heroes' recognized

Toni Hamley
Business
Management
Office



Congratulations to the "heroes" honored during the Town Hall Jan. 10. Lt. Gen. Carl A. Strock presented each with a coin for contributions each had made to Huntsville Center.

Cyndee Oleyte
Executive Office



Bettie Doss
Resource
Management



Jerry Haley
Installation Support
Directorate



Bill Veith
Ordnance and
Explosives
Directorate



Andrea Takash
Public Affairs
Office

Karen Gentry
Project
Management
Directorate



Andrew Schwartz
Engineering
Directorate



Donna Parker
Contracting
Directorate



Mike Lanier
Engineering
Directorate



Joel Hoffman
Chemical
Demilitarization
Directorate

and effective business processes; flexible acquisition tools: learning organization; strategic alliances; sustain-ability ethic; and world-class work force. He stressed the importance of interdependence by citing the role of Huntsville Center. "All districts depend on Huntsville Center one way or another." He also praised the role of the USACE Learning Center when he discussed being a learning organization. "The Learning Center is critical because as a learning organization, this is how we get better. Everyone should be broadening their skill sets."

Flexible acquisition tools are also "vital to the Corps," Strock said. "MATOCs, Multiple Award Task Order Contracts, are a good example of a flexible acquisition tool. If we don't have

flexibility and respond to customer needs, we can't exist as an organization," he said.

Huntsville Center was again recognized as another good example of the enabling capabilities when Strock discussed strategic alliances. "Most of your work (at Huntsville Center) is reimbursable. So you understand about meeting customer needs and establishing that basic trust," Strock said.

Strock concluded by recognizing Huntsville Center as a world-class work force. "This is reflected by the work being done by Huntsville Center," he said. He also requested that leaders focus on the enabling capabilities. "If you have these enabling capabilities, then you can do the mission."

Strock's visit and recognition of the work force also included acknowledging 11 "heroes" from the Huntsville Center for their significant contributions to the Corps mission.

He also made a surprise announcement: Huntsville Center was one of three Corps organizations to be awarded the Department of the Army's "Superior Unit" Award for its support to the Army from February 2003 through December 2005.

"This will be published as a citation from the Department of the Army, which you will be receiving shortly. It also entitles military to wear the Army Superior Unit ribbon, and all Civilians to wear the Army Superior Unit pin," Strock said.

Corps now honors America the Beautiful - the national parks, federal recreation lands passes

WASHINGTON, D.C. — The U.S. Army Corps of Engineers now honors three of the four America the Beautiful – the National Parks and Federal Recreation Lands passes that give a 50 percent reduction in day use and camping fees to pass holders at its recreation areas. This new rule began in January.

The Corps will accept the Senior Pass for citizens and permanent residents age 62 and over, the Access Pass for citizens or permanent residents with an established permanent medical disability and the Volunteer Pass. The fourth pass covers entrance fees at national parks and forests. The Corps does not charge entrance fees.

The new passes are available as a result of the Federal Lands Recreation

Enhancement Act of 2004. The legislation established the new discount pass program to replace the Golden

Access and Golden Age Passports according to the provisions of the pass. In addition, paper Golden Age and Golden Access Passports may be exchanged free of charge for new plastic passes.

The new passes may be obtained in person at USDA Forest Service, National Park Service, Bureau of Reclamation, Bureau of Land Management and Fish and Wildlife Service facilities. The Corps will not issue the passes.

Additional information about the recreation pass program is available at <http://www.recreation.gov/>

repass.jsp.

The Corps encourages all Americans to enjoy the nation's public lands and waters. The Corps is the largest federal provider of outdoor recreation opportunities, operating more than 2,500 recreation areas at 456 projects (mostly lakes) and leasing an additional 1,800 sites to state or local park and recreation authorities or private interests.

The Corps hosts about 375 million visits each year at its lakes, beaches and other areas, and estimates that 25 million Americans (one in ten) visit a Corps project at least once a year to recreate. Additional information about the Corps' recreation program is available at <http://corplakes.usace.army.mil/visitors/visitors.cfm>.



These are examples of what the passes look like.

Passport Program for all agencies. The Corps will continue to accept Golden

Contractors

continued from page 6

interrogators and killings by contract security guards, no contractors have been prosecuted under MEJA, he said.

“We have had contractors involved in all sorts of stuff, but the military has said there’s nothing we can do,” Singer said. “Many JAG (judge advocate general) officers and contracting officers have wanted this.”

“For the longest time, there has been a legal vacuum and a lack of political will on the part of the Bush administration and Congress to do anything about it,” he said.

Concern that contract personnel will be prosecuted for disrespecting an officer, fraternization or other actions

that are not violations of civilian law are probably exaggerated, Singer said.

Although it has not been determined yet, it would be reasonable to prosecute Civilians under the UCMJ for felony violations, but not for lesser offenses, he said. That is the level at which prosecution occurs under MEJA.

Soloway agreed that “there needs to be a way that contractor and government employees can be prosecuted for criminal acts.” But the Professional Services Council would prefer to have MEJA expanded rather than have contractors subjected to the UCMJ.

“We’re deeply concerned that the broad and arbitrary application of the

UCMJ imposes a whole range of behavioral requirements” on contract employees, Soloway said.

But Singer said for too long, contractors have taken advantage of “the unregulated marketplace.”

If private individuals want to do military jobs for profit in war zones on behalf of the U.S. government, then they should agree to fall under the same laws as U.S. Soldiers, he said.

“If a contractor doesn’t agree to those regulations, that’s fine, don’t contract,” he said.

(This article ran Jan. 15 in the DoDReport section of the FEDERAL TIMES and has been reprinted in its entirety with permission from the FEDERAL TIMES.)

Iraq deployment offers opportunities for Huntsville Center engineer

By Andrea Takash
Public Affairs Office

An element of danger exists everywhere Chuck Riley goes in Iraq. He works until after 8:30 p.m. every day. He gave up 180 channels of American TV for the joys of sometimes sharing communal showers and toilets. He misses his home and family.

So what entices the engineer to follow 89 of his Huntsville Center colleagues to a demanding occupation far from home in harsh conditions?

As team leader for Huntsville Center's Russian Chemical Demilitarization Program, Riley is accustomed to foreign travel, but he looked at an Iraq deployment as a brand new adventure.

"I decided to deploy to Iraq for many reasons," Riley said. "I saw the deployment as an opportunity for advancement, a change of pace and differing perspectives."

A change of pace is a good way to describe the first few months of Riley's deployment.

"I was initially assigned to the Maysan Resident Office in Basrah as the resident engineer," he said. "Then I was requested, two weeks later, to move to Diwaniyah for the area engineer position. After five weeks in

that position, I was offered the chief of engineering and construction position at Tikrit, where I am currently stationed."

As the chief of engineering and construction, Riley manages a broad spectrum of projects for the Corps' Gulf Region North (GRN) District.

"I am responsible for three area offices, seven provinces of Iraq and the construction work performed by the Gulf Region North District," he said. "I also supervise the Project Management Branch for GRN."

Now six months into his 14-month deployment, Riley said his experience has lived up to his expectations.

"Even though I miss my wife, family, the familiarity of home and 180 channels of television, I really do enjoy my job," he said. "The work that I am doing here is very rewarding."

Not only is the job rewarding but Riley said the living conditions are not as dreadful as one might imagine.

"I live in a containerized housing unit (CHU)," he said. "It is basically a premanufactured modular living unit. Some have a shower, toilet and sink in addition to sleeping quarters. These units are called "wet" CHUs. Others are "dry." With a dry CHU you are privileged to enjoy communal toilets, showers



Courtesy photo

Chuck Riley, left, and Frank Garcia, resident engineer for the Corps' Tikrit Resident Office, tour a completed water treatment plant.

and sinks."

Riley also mentioned that he has a variety of good food options to choose from.

"The dining facility is no cost and all you can eat. The food is well prepared, and the facilities are clean," he said. "You can put on a lot of weight if you don't watch it. In addition to the dining facility at Tikrit, we have Pizza Hut, Burger King, Taco Bell, Green Bean Coffee and Subway, to name some that I recall. However, not all operating bases have these extras."

If the fast-food chains and comfortable living quarters don't entice people to sign up for an enriching deployment, Riley offered some words of encouragement and advice.

"It's a great change of pace; you will never be bored or lack something to

do," he said. "Don't believe what you see on TV. They seldom show the real Iraqi people — people very similar to you and me who only want to make their lives better, work at their jobs and come home to their families safely each night."

"They don't show the reconstruction work being done by the Corps of Engineers and the improvement to the quality of life brought by a new school, hospital or health care facility. They don't mention new or repaved roads and bridges, new or rebuilt electrical power stations and water or sewer treatment plants," he said.

For those contemplating deploying overseas, Riley invites them to call him at 540-542-1481 and ask questions about the working conditions.

3-D technology transforms design process

By Andrea Takash
Public Affairs Office

A designer navigates high above the floor moving from room to room adding a pipe here, putting up a wall there and sprinkling the final touches on the building layout that will contribute to millions of dollars in savings.

This isn't a new Xbox video game. It is a new 3-D design technology known as Building Information Modeling — BIM .

Through the Military Construction (MILCON) Transformation program, the U.S. Army Corps of Engineers is improving construction time and costs. In order to meet construction deadlines and costs, the Corps is changing existing design philosophies and methods.

For years, the Corps has maintained standard designs on a variety of facility types, such as fire stations, physical fitness facilities and bowling allies. However, these standards are based upon traditional design and construction methods. To improve the design process, the Corps is applying BIM technology in coordination with the existing standard design program.

As a center of standardization, the U.S. Army Engineering and Support Center, Huntsville is updating the child development center standard design to conform to BIM technology.

"To kick off the update, Huntsville Center has initiated a five-week BIM training/coaching effort," said Sandy Wood, a Huntsville Center mechanical engineer who is overseeing the BIM

training. "We were tasked with learning the new software and applying it to a medium child development center project. Since BIM contains mechanical, electrical, structural and architectural components, we brought in employees from all four disciplines for the training."

Not only does BIM apply four components of engineering but it also uses intelligent graphics.

"The intelligent graphics feature of the software is very beneficial," Wood said. "This new tool allows us to place a pipe in a design and find all the attributes of the pipe. Each graphic is linked to a database that contains various attributes and reports. Before you would just draw a line to represent the pipe, and you couldn't extract useful information."

BIM also allows the team to see their mistakes before they finalize the design.

"If a designer is unsure of a particular aspect of the design, he can run an interference check," Wood said.

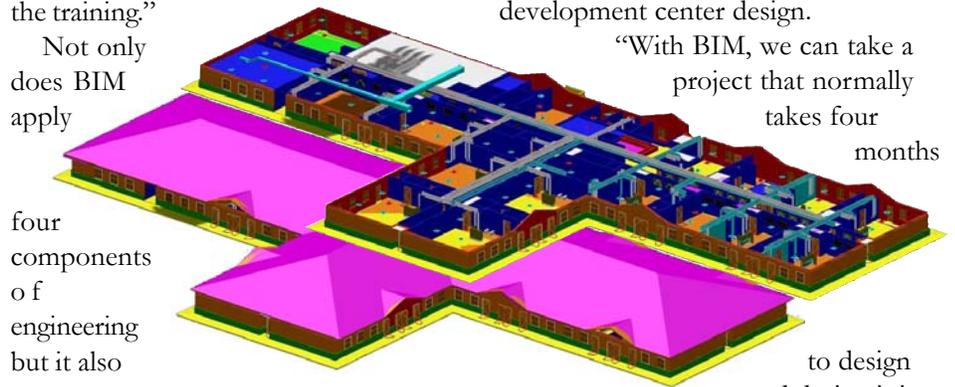
"This check will quickly identify any conflicts in the design. Once he sees the conflict, he can easily go back and correct deficiencies."

After only three days of designing the child development center, the team accomplished a large portion of the

design, including building compound walls, windows and drop ceilings and placing storage cubbies in the rooms.

"We kept the design simple and included more aesthetic features based on the customer's input," said James Dunn, lead architect for the child development center design.

"With BIM, we can take a project that normally takes four months



This is a sample of the 3-D design technology known as Building Information Modeling (BIM).

to design and design it in two months."

Most people on

the team said that the software exceeded their expectations, and they agreed that it was very user friendly.

"I really enjoyed taking a project and putting it into a 3-D model," said Mo Bryant, Engineering Department of Army intern. "It also helped that all engineering disciplines were in the same room while working on the project. Being co-located made it easier to deal with problems that arose."

The benefits of BIM don't stop at the design phase; they reach all the way out to the construction phase.

"Even though design cost is higher with BIM, it eliminates the majority of typical changes in the field during construction," Wood said. "Change orders usually account for 8 to 12 percent of the cost in a typical design project. A design done with BIM has been proven to reduce change orders to as little as 2 percent of the construction costs. In large dollar projects, this could easily add up to millions of dollars in savings."

Only Corps standard design districts will use BIM for now, but over the next five years all designs will be done using BIM.



Photo by Andrea Takash

James Dunn, lead architect for the child development center design, learns the various components of the Building Information Management technology.

Did you know that pay setting occurs after salary ranges are set, the appropriate level of management has determined affordability and a candidate has been selected? The manager determines the initial salary offer, which may be negotiated with the selectee. Managers set salaries in NSPS for new hires, promotions, reassignments, and changes to lower band actions using “The Manager’s Interim Guide to Pay Setting” available online.

NSPS salaries are linked to the previous General Schedule pay scale until a compensation philosophy is developed by the Department of Defense. The Civilian Personnel Advisory Center will provide compensation advice, but will not set pay as they did in the legacy personnel system. NOTE: NSPS defines new hire actions as initial appointment of an individual or reappointment of a former employee with career status to a federal government position.

Considerations when setting pay include:

- Duties described in the position description
- Employee’s directly related skills, education, training and experience compared with the requirements of the position and in relationship to peers
- The employee’s expected learning curve (i.e., how quickly can the selectee perform the full performance level of the position, how much training is required, educational level)
- Internal salary equity (range of salaries of employees in manager’s span of

control, pay pool, activity, installation, Army Command or Department of Army)

• Degree of difficulty to fill position.
NOTE: Noncompetitive fill or limited area of consideration (AOC) prohibits a difficult-to-fill designation. AOC for recruitment should be all government employees at a minimum to justify difficulty to fill a position.

- Position requirements (location, mobility, deployment, temporary duty, testing for designated positions, etc.)
- Availability of qualified candidates
- Impact of Local Market Supplement on total salary offered in different locations and markets
- Selectee’s current salary or highest previous rate
- Current salary if present position is substantially similar in scope, skills and labor market
- Current salary does not have to be matched or increased
- Pay progression and promotion/salary growth potential
- Timing of performance cycle/pay increases (will employee be eligible for rating and payout this cycle? If hired in last 90 days of rating cycle, higher salary may be appropriate)

Considerations in salary negotiations:

- Consider confirmed job offers of comparable positions
 - total compensation package of those positions
 - job security (permanent or temporary job offer)
- Consider other allowances/incentives
 - recruitment incentive
 - relocation incentive
 - Student Loan Repayment Program

Management may increase the base salary of an employee up to five percent on a reassignment. All of the above situations should be considered when determining the salary.

Additional considerations include:

- Change in scope of new position
- Change in nature of position — operational to staff, field to headquarters, headquarters to field
- Non-supervisor to supervisor
- Potential work force shaping tools: facilitate reduction in force, transfer of function, realignments, reorganizations (offer increases to reassign employee to a vacant position prior to work force shaping).

Management may also decrease salary on a reassignment in the following situations:

- Involuntary reassignment through adverse action (up to 10 percent in one year)
- Performance or misconduct (e.g., loss of security clearance and unable to perform duties of position)
- Market rate of new position lower than current position
- Voluntary up to any amount as long as base pay remains in pay band (e.g., reassignment to position with lower market value when requested by employee)

A change to lower band may involve an increase or a decrease base pay.

Situations include:

- Voluntary
 - Increase (0-5 percent) — same factors as above (e.g., incentive to enter trainee program in hard to fill career field)
 - Decrease (any amount that is agreed upon by supervisor and employee) — same factors as above (e.g., supervisor to non-supervisor or non-supervisor to supervisor)
- Involuntary
 - Decrease salary up to 10 percent in a 12-month period through adverse action procedures (as a result of poor performance and/or misconduct).

This information is from the NSPS Bulletin. Previous updates are available on the Army NSPS Web site at <http://cpol.army.mil/library/general/nsps/announce.html>. Employees can subscribe through AKO at <http://cpol.army.mil/library/general/nsps/subscribe.html>.

Civilian News Briefs

MATHCOUNTS needs volunteers

MATHCOUNTS needs volunteers. The Huntsville Regional MATHCOUNTS competition is scheduled for Feb. 10 at Challenger Middle School in Huntsville. MATHCOUNTS is a national math coaching and competition program that promotes middle school mathematics achievement through grassroots involvement of local volunteers, educators, industry sponsors and students. Volunteers are needed for approximately three to four hours to monitor and grade tests, and to help award trophies. No experience or mathematical background is needed. Anyone interested in volunteering to support the MATHCOUNTS competition should contact Harry Spear at Harry.Spear@mda.mil.

How to choose a good password

Do you know how to construct a password that is compliant with Army Regulation 25-2 guidelines, easy for you to remember and difficult for others to guess? An attacker who knows your personal information or habits can easily guess a password based on this information. Tips for Choosing a Good Password are at <https://www.us.army.mil/suite/doc/6672902>. Using passwords based on personal information and easy to remember makes it easier for the attacker to decipher them. Anyone who has

access to personal information or is aware of the behavior habits of a person can use such data to develop a profile and mount a successful password attack. With the requirements described by AR 25-2 regarding the use of upper and lowercase along with numerics and special characters, intentionally misspelling a word may offer some protection but in some cases creates problems for the password owner in the remembering of how the word was misspelled. A better method is to rely on a series of words and use mnemonics to replace portions of the character string to bring the password into compliance. For example, if you enjoy watching football on Sunday afternoon start out with the phrase, "Sitting and watching Sunday afternoon football." To begin, taking the first letter of each word yields the character string "SAWSAF". To add a mix of upper and lower case, change every other letter giving "SaWsAf". Further complexity is added by appending the number of letters used and prefixing the number of lowercase characters, which would result in "3SaWsAf6". Finally, adding in special characters can be done simply by inserting the special character corresponding to the digits used after a lowercase character. The final password would be "3Sa#Ws^Af6". Using this technique the pass phrase "Sitting and watching Sunday afternoon football" can be written down for reference without exposing the actual password or how it was created.

Firehouse

continued from page 7

highest and is considered the highest practical standard in LEED certification. There are only about 15 LEED platinum certified buildings in the country.

Grulich said that once the first ESS building is constructed, they are working to cut energy usage by 20 percent and water usage by 35 percent.

Shepherd said that he hopes the project will be environmentally friendly from start to finish including using eco-friendly building materials to waste management.

"Some of the neat features might be how we're going to have to deal with the waste coming from the building," Shepherd said. "We're trying to develop new techniques to get rid of that in a more healthy way."

Grulich said that an outside firm that specializes in doing environmentally friendly construction will be the Architect-Engineer as they try to make new "greener" standards for the ESS buildings.

According to Grulich, a normal fire station runs about \$2.1 million and the estimated cost for a multipurpose "green" ESS

building is looking like approximately \$2.7 million. That combines the benefit of housing different agencies under one roof as well as the environmentally friendly and cost reducing factors.

The project is still in the early design stages, so it is yet to be decided whether the new ESS buildings will feature a "fire pole" for emergency personnel to slide down.

Shepherd, who recently visited Fort Benning, Ga., to look at a satellite fire station there, said there have been discussions of a fire pole but it's not clear yet how

practical it would be.

"That's the first thing the fire chief (at Fort Benning) asked me," Shepherd said with a laugh. "He said they haven't used one since 1968."

Grulich added that hopefully, once the sustainable design components are first applied to the new ESS buildings, they can easily be used as a guide for reworking the construction standards of other continental U.S. military construction plans such as child care centers, Army Community Service centers, fitness centers and youth activity centers.

Fast growing exercise at fitness center

Several Pilates classes offered during work week

By Chris Gardner
Public Affairs Office

Pilates is one of the fastest growing exercise methods in the country and an estimated 10 million people already participate in it across the United States.

In some regions, a lot of those people shell out hundreds of dollars for private Pilates sessions. Huntsville Center employees, however, have the chance to participate in Pilates classes in the Huntsville Center free of charge — an opportunity that could locally cost upwards of \$50 a week.

Pilates, the fitness craze that has been sweeping the country in recent years, combines strengthening and stretching

exercises to tone muscles and increase flexibility.

“Pilates focuses on important things about everybody’s body,” said Marsha Russell, Fitness for You director. “Core muscles include your abdominals, your lower back, your hips and your glutes. Much of your energy comes from core muscles, whether you know it or not, so it is important to exercise those muscles.”

She said Pilates, which is performed on mats, can help people with lower back pain while also improving breathing, flexibility, balance and posture.

“The first 5 to 10 minutes of class is done while lying on a Styrofoam cylinder called a body roll,” Russell said. “It goes right in the middle of the back, and it allows the muscles in the spinal

column to relax.”

That is followed by stretching exercises, breathing and becoming aware of releasing tension throughout

the body.

Once done with the cylinder, participants do a sequence of controlled abdominal, oblique, lower back, hip and glute exercises on the mat.

Yoga stretches and poses are mixed in throughout classes.

Participants get a workout without getting exhausted or drenched in sweat so they can go straight from Pilates back into their normal day.

“You get a lot of stretching, not a lot of impact, and it gets easier,” said Pilates participant Dan Copeland of the Ordnance and Explosives Directorate. “I’ve been doing it for several months, and I’m a lot more flexible, and I can do a lot more things.”

Russell said that during any Pilates class beginners and advanced instructions are offered simultaneously so newcomers shouldn’t worry about being confused when they first start.

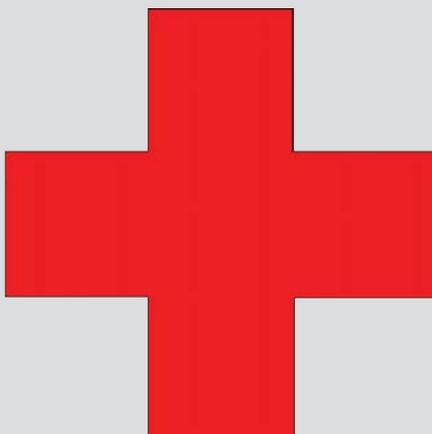
Classes are offered in the Wellness Center Aerobics Room Monday, Wednesday and Friday mornings from 11:15 a.m. to noon, and there is also a class offered Wednesday afternoon from 4:30 p.m. to 5 p.m.

Russell said while Pilates may not necessarily be the best or fastest way to shed pounds, which might not attract Battle of the Bulge participants, it is a wonderful way to help live an overall healthier life.



Photo by Chris Gardner

Marsha Russell, Fitness for You director, leads John Sikes, back left, and Dan Copeland, employees at Huntsville Center in a Pilates move during a class in the fitness center.



The American Red Cross Blood Mobile will be at Huntsville Center

Feb. 9
March 9
April 13
May 11
June 8

July 13
Aug. 10
Sept. 14
Oct. 12
Nov. 9

**Mark
your
calendar !!**

Give blood! Give the gift of life!

Ethics Corner

Financial disclosure forms have new due date

**By Margaret Simmons
Office of Counsel**

Normally the time to file financial disclosure forms is October to November. However, as many of you now know, the Office of Government Ethics (OGE) Form 450 is now due Feb. 15. OGE has been working to get the form and the filing procedures electronically, so the normal reporting cycle was delayed. Once it appeared that the electronic problems had not been resolved, Army sent out information that was recently sent to the supervisors and managers with the

current filing requirements.

Basically, if you have no changes to what you last filed, which would have been in October/November 2005 for the period Oct. 1, 2004, through Sept. 30, 2005, you can file the short form this year. The reporting period is a little longer this time — Oct. 1, 2005, through Dec. 31, 2006. If you have specific questions on the OGE Form, or filing requirements, please contact Toby Harryman in my office. You can either e-mail him or call him at 895-1103.

I also wanted to take just a minute to tell the Huntsville work force that I think overall, you all do a great job every day. We do have our problems

that come up that have to be dealt with, but with 600 people that is to be expected. If we all are proud of what we do and want our name associated with the final product, we are here for the right reasons. We are public servants and stewards of the taxpayer dollar. If you see a problem coming up, let us know. We have a pretty good track record of resolving issues when we get involved early. Again, thank you for making sure we are part of the team.

Have a great February and keep up the good work. (And get those OGE 450s in.)

Hails and farewells

Welcome to new employees —

Timothy Bohannon, Ordnance and Explosives Directorate; Wanda Cross, Contracting Directorate; Carol Hermann, Engineering

Directorate; Jack Jones, Contracting Directorate.

Farewell to Buddy Belote, Engineering Directorate; Nicole Dennis, Engineering Directorate;

William Fordham, Engineering Directorate; Duncan Juergenson, Chemical Demilitarization; Sandra Mayes, Engineering Directorate; Ed Powers, Chemical Demilitarization; Ken Wilson, Logistics.

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