



US Army Corps
of Engineers®

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Huntsville Center

Bulletin

Mark your calendar ...

Annual Ethics Training Ends

■ Dec. 19

Combined Federal Campaign Ends

■ Dec. 16

Holiday Town Hall

■ Dec. 16

9-9:45 a.m.- Buses arrive
10 a.m.- Town Hall

Holiday Door Decorating Contest

■ Dec. 12-14 with
judging Dec. 15.

Holiday Pet Photo Contest

■ Voting ends Dec. 15.

Christmas Holiday

■ Dec. 26.



Photo by William S. Farrow

Michael Lanier (center), project director with Huntsville Center Engineering Directorate's Medical Facilities Center of Expertise and Standardization, speaks with small business representatives at the 12th Annual Small Business Forum Nov. 18.

Small Business Forum successful, energy program proves popular

**By William S. Farrow
Public Affairs Office**

More than 200 business owners and people representing more than 150 small businesses from across the nation convened in Huntsville Nov. 18 for the U.S. Army Engineering and Support Center's 12th Annual Small Business Forum at the University

of Alabama, Huntsville's University Center.

The event provided an opportunity for business owners and representatives to meet with Huntsville Center program managers, contracting officials and subject matter experts to talk about the Center's various programs and upcoming contracting opportunities.

According to Rebecca Vucinaj, Small Business

Programs Office, the information exchanged at the forum allows attendees to get answers to questions they have regarding doing business with the Huntsville Center.

"This format is unique in that it supports informal networking and an exchange of valuable information," Vucinaj said. "Attendees really seem to appreciate

See **FORUM** on page 5

Commander's thoughts

There has been a lot going on at the Huntsville Center as we get ready to close out 2011.

Congratulations to our Ordnance and Explosives Directorate for completing the Coalition Munitions Disposal mission in Iraq. Between December 2008 and Oct. 24, 2011, at forward operating base Hammer, our experts destroyed more than 4,400 tons of ammunition, munitions and other enemy remnants of war from the U.S. Army, U.S. Air Force and the United Kingdom. Great job!

Our Housing Planning Response Team also is doing a great job. This first assignment for our team is very important. We have 14 teammates in Harrisburg now, with our support to the Federal Emergency Management Agency almost complete. They are primarily providing technical assistance as well as design, construction and expansion of existing mobile sites.

While we're on the topic of deployments, our teammates returning from overseas deployments need to do a post-deployment survey when they get back. Please work with Jeffrey Davis to get that done.

In November, I visited Afghanistan with Charles Ford and Mike Hubbard. What a great trip to see firsthand the great work and contributions our teammates are making to this challenging mission. Many thanks to our Ordnance and Explosives team

and our many employees who volunteer for overseas contingency operations missions.

The Combined Federal Campaign will wrap up Dec. 16. The Center is well below our established goal of \$75,000. As of Nov. 30, participants have pledged \$51,974.45. If you have not yet received information on CFC, please see your section key worker or Velma Besteda in Engineering.

At our monthly business meeting, we briefed the final status of the FY11 Implementation Plan. Overall we accomplished probably 50 percent of what we said we would. We had way too many things we were trying to do in 2011, and maybe we did not focus as much on the high level items as we should have.

For FY12, our plan is to focus on fewer actions that are of strategic importance to the Center. We will be focusing on lines of effort that we have developed over the past year, with directors taking the roles of champion. The champions and action officers will make sure the project stays on track, but they will have to have help. They will need the time and resources to make it happen. Progress will be tracked in the monthly business meeting.

The Small Business Forum Nov. 18 was a huge success. About 200 representatives from small and large businesses met with our program and project managers to discuss upcoming



Col. Nello L. Tortora

opportunities. Thanks to Rebecca Vucinaj for her hard work in setting this up and all the program and project managers who participated.

December is the time to take leave to be with families for the holidays.

Make sure you have scheduled your use or lose leave; the civilian leave year ends Dec. 31.

We have our holiday town hall Dec. 16 at UA Huntsville. The format will be similar to past years. We'll again present the symbolic toy to the Marines to close out our Toys for Tots effort. Boxes for donations will be in place throughout the Center until Dec. 14.

After the town hall, offices will take over for their planned holiday luncheons, etc. I hope everyone has a great time.

As always, thank you for all you to do make Huntsville Center great! Happy Holidays.

Hails and farewells

Hail: **Michael Fields**, Ordnance and Explosives Directorate; **Michael Kempner-Strehlow**, **Gary East**, **James Long**, Installation Support and Programs Management Directorate; **Todd Watts**, Engineering Directorate
Farewell: **Jefferey Ball**, **David Groell**, Center Contracting; **Tim Fulmer**, **Emily Frith**, ED



**US Army Corps
of Engineers**

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BULLETIN

Commander.....	Col. Nello Tortora
Chief, Public Affairs.....	Debra Valine
Editor.....	William S. Farrow



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The *Bulletin* asks:

“What is your favorite Christmas movie?”



“By far, *A Christmas Story*, is one of my favorite Christmas movies. Although Ralphie has to convince his parents, teachers and Santa that a Red Ryder BB gun really is the perfect gift, he learns that family is the most important gift of all, especially during the holiday season. It gives me joy to remember the countless times I’ve watched this movie.”

Geordelle Charles
Center Contracting



“My favorite Christmas movie is *How the Grinch Stole Christmas*. The movie is about a grumpy hermit who hatches a plan to steal Christmas from the Whos of Whoville. However, he is amazingly changed forever as he learns the true meaning of Christmas – and he gains a bigger heart. For me, watching the Grinch’s amazing transformation is priceless.”

Raven Webb
Center Contracting



Do you think you work in the most generous directorate at Huntsville Center? Prove it by bringing in new toys to win the Directorate Competition and help make “A Child’s Wish Come True.” The directorate with the most toys at their drop off location will be recognized at the Huntsville Center Town Hall Dec. 16 and receive cookies for their efforts Dec. 19. The mission of the U. S. Marine Corps Reserve Toys for Tots Program is to collect new, unwrapped toys during October, November and December each year, and distribute those toys as Christmas gifts to needy children in the community in which the campaign is conducted. The primary goal of Toys for Tots is to deliver, through a new toy at Christmas, a message of hope to less fortunate youngsters that will assist them in becoming responsible, productive, patriotic citizens. Toys will be accepted until Dec. 14. Points of contact for this event are Lequita Byrd-Craig at 256-895-1353 and Kristina Gilliam at 256-895-1854.

Employee Spotlight: Tina Springer

Where do you work and what is your job title?

I work for the Engineering Directorate and my duty location is at Huntsville Center. I am the division secretary for Systems-Cost Division.

How long have you worked for the Corps?

I have worked for the Corps for more than three years.

In your own words, what is your job? What do you do?

As the division secretary, I am responsible for coordinating and performing a variety of specialized clerical and administrative duties that are essential to the everyday operations of my division. I am the expert for timekeeping, travel, training and other tasks essential to the everyday operation of my division.

Review the Campaign Plan goals and objectives. Which one(s) apply to you?

Campaign Plan Goal 4— Recruit and Retain Strong Teams definitely applies as part of my job is to create a plan of action for various situations to ensure my division operates smoothly.

Part of my job involves being able to communicate strategically and thinking outside of the box to find innovative new solutions for the growing needs of my division.

Working with experienced contractors and other government employees on a day-to-day basis also affords me an opportunity to see how



Springer

our organization factors in cost as they take on new projects.

How do you see your job making a difference and contributing to the Corps' success?

Since I act as the liaison between other offices to make sure our employees administrative needs are met, my job is very important to the well-being of our group. My group is very active, and travel often makes it difficult for them to attend to these type (administrative) things. Coordinating the logistics and budgeting of our account and administrative work associated with the filing of documents is important.

I act as the liaison between these departments to make sure my team members' needs are met. When this

happens, they can focus on the Center's programs and projects and the mission.

What do you love about your job?

What I love most about my job is being able to interact with so many people throughout the day. I like that my job gives me so many opportunities to help others, and to make a positive impact within the team.

It gives me a high sense of accomplishment to know that I can really make a difference in the lives of my co-workers as I perform my job well.

Any special moments/ memories about your job you'd like to share?

One memory that sticks out in my mind is April 27. It is the day that devastating tornadoes struck many areas within our state.

We (administrative professionals) bonded in a very unique way as we waited to find out if anyone within our group had been adversely affected by the storms.

We stayed in touch as early and often as possible, as we waited for the go-ahead to return to work at the Center. If we couldn't reach someone, we made home visits to make sure everyone was OK.

For me, these events showed that the Center is more than just a business, but is a blended family. This memory serves to remind me how great it feels to be a part of my team and the Corps' family.

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

\$210 million contracts awarded to small businesses supporting energy projects

By Debra Valine
Public Affairs Office

Six small businesses from across the U.S. were awarded a Multiple Award Task Order Contract with a program-based capacity of \$210 million to support energy and cost reduction projects by the U.S. Army Engineering and Support Center, Huntsville.

Under the contract awarded April 15, the six small businesses are being awarded task orders to perform general design/build services in support of energy or cost reduction projects. Specific work to be performed is defined at the task order level.

JRS-ECC Inc. of Schertz, Texas; LA Group JV, Denver, Colo.; Williams Electric Company Inc., Fort Walton Beach, Fla.; Koontz Electrical Company Inc., Morrilton, Ark.; SEI Group Inc, Huntsville, Ala.; and Core Engineering and Construction Inc., Winter Park, Fla. will share the contract over the five-year duration of the contract. Each contract

includes a base year and four one-year optional years.

To date, six task orders have been awarded totaling \$9,101,368.26. Work being performed includes replace windows at Fort Belvoir, Va.; foam insulation at Fort Bliss, Texas; lighting retrofits, door and window retrofits, and heating, ventilation and air conditioning retro-commissioning and controls updates at Dugway Proving Ground, Utah; replace steam plant(s) with HVAC/Geothermal at McAlester Army Ammunition Plant, Okla.; lighting and lighting control upgrade at the Defense Logistics Agency, New Cumberland, Pa.; and pool heating and boiler upgrades at Vandenberg Air Force Base, Calif.

As part of the competitive task order award process, contractors conveyed estimated amounts for cost savings and submitted applicable calculations and/or cost saving methods. Since the first awards under the MATOC were just awarded in September, performance has not yet gotten under way. It will likely be a while before the savings information becomes available.

FORUM

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the opportunity to mingle and interact one-on-one with Huntsville Center staff and learn about the many programs the Center manages.

Although the forum is focused on providing small businesses with information and contact with Huntsville Center staff, the forum is also designed to allow representatives from larger business firms to attend and meet small business representatives. This encourages opportunity to meet and talk to large businesses that have interest in teaming for small business participation goals.

Vucinaj said this year's forum saw a swell in attendees interested in Huntsville Center's growing energy programs and that about 40 percent of the attendees registered specifically to gather information on the energy program.

Sam Lundgren, a senior project manager with New West Technologies,

LLC's Colorado office attended the event and said as a current Department of Energy contractor, his company is very interested in the Energy Program.

New West Technologies specializes in technical, management and analytical solutions in the fields of energy, transportation, building and education.

'Participation by veteran owned, minority owned and 8(a) small business is critical for their success in responding to future solicitations with a full understanding of the mission, requirements, expectations and delineation factors for selection.'

Sam Lundgren
New West Technologies

"We were very interested in recent developments with the Energy Initiative Task Force and how this and the Energy Conservation Investment Program will be developed and implemented by the Huntsville Center," Lundgren said.

Lundgren also said the forum allowed for "great contact" with division chiefs along with program managers who outlined their expectations and desires for program execution, while maintaining a competitive environment that includes small business participation.

"Participation by veteran owned, minority owned and 8(a) small business is critical for their success in responding to future solicitations with a full understanding of the mission, requirements, expectations and delineation factors for selection," he said.

"The forum is an excellent opportunity to meet with the Huntsville staff and get the most current information on future solicitations, apparent funding levels and relevant changes in acquisition rules which impact both large and small businesses," Lundgren said.

Center leaders visit deployed

By Afghan Engineer District - North
Public Affairs Office

U.S. Army Engineering and Support Center Commander Col. Nello Tortora and top members of his staff from Huntsville, Ala., thanked a group of Huntsville employees on Nov. 11 for serving in Afghanistan to assist the Corps of Engineers' mission to rebuild the Asian country's ravaged infrastructure.

Tortora, Huntsville Deputy Commander for Programs and Technical Management Charles Ford and Huntsville Director of Ordnance and Explosives Mike Hubbard, rendezvoused with eight Huntsville employees at the Qalaa House compound, which serves as the headquarters for the Corps of Engineers in northern Afghanistan.

Tortora thanked the Huntsville employees for leaving the U. S. to live and work in Afghanistan for periods ranging from six months to two years.

Tortora met the employees during a weeklong tour in Afghanistan that focused on mine clearance and environmental remediation, which are areas of expertise among Huntsville personnel.

"This whole effort over here is the number one priority for the Army Corps of Engineers," the colonel told the Huntsville employees. "There is no more important program than what you all are doing."

The Corps of Engineers' mission here — constructing facilities for Afghanistan's army and national police force, and to build roads, dams and other infrastructure systems — tops the Defense Base Closure and Realignment program or any other big-ticket project in the U.S., he said.

A factor that makes the team in Afghanistan even more exceptional is that it's comprised piecemeal of Corps of Engineers employees and other government workers from across the United States and the world.

"We don't have a group of civilians that are ready to just come on over here. We don't have them just standing by waiting to come over here. It's all volunteers," Tortora said.

"One of the things we're really proud of in Huntsville — and it's certainly because of you all — is that we've had well over our percentage of volunteers for the size of the organization that we are in Huntsville. I'm really proud of that because it shows that we have people in Huntsville who want to volunteer and want to make a difference for the Army Corps of Engineers and here in Afghanistan," he said.

Overall, about 16 Huntsville employees are on temporary assignments with the Corps of Engineers at locations across Afghanistan, which is the size of Texas. An additional eight Huntsville employees are on assignments with other organizations in Afghanistan.



Courtesy photo

While in Afghanistan, Col. Nello Tortora (center), Huntsville Center commander, presented commander's coins to Huntsville Center employees and posed for this photo. The employees then presented Tortora with flags flown in Kabul on Sept. 11, 2011, the 10th anniversary of the terrorist attacks that preceded the war.

Tortora gave a commander's coin to each of the employees at Qalaa House for accepting the challenges and hardships associated with working in a war zone.

The employee recognized were: program specialist Shah Alam, senior electrical engineering technician Paul Anderson, program manager Omar Ching, human resource specialist Jennifer Haapoja, contract specialist Nicholas Haas, financial management specialist Carla McNeal, construction representative Alex Nicolas and supervisory workforce manager Stephanie Tucker.

Tucker said she was impressed Tortora, Ford and Hubbard made the effort to catch up with the Huntsville employees in Kabul.

"Here, you're representing the Corps of Engineers, but you're also representing your home district. That's something to be proud about," Tucker said. "It shows that what we're doing is important when leadership shows up."

Before the meeting, the colonel said he welcomed the opportunity to reconnect with Huntsville employees more than 7,400 miles from the home office. Working in Afghanistan provides a once-in-a-lifetime opportunity for employees to gain both professional development and personal fulfillment, he said.

"To be quite honest, the folks that generally volunteer to come over here are some of our more motivated people to begin with. When they come back, I think they have a better appreciation for the Corps' mission overall, a better appreciation for how they fit into the Army, and how they support the nation," he said.



Photo by Stacy Ouellette

A local resident discusses the Stony Brook circle project with Resident Engineer Rex McLaury, Nov. 23. McLaury addressed concerns and provided construction information to many residents throughout the process.

Center housing team mission winding down

**By Stacy A. Ouellette
Baltimore District
Public Affairs Office**

The U.S. Army Engineering and Support Center, Huntsville Housing Planning and Response Team completed most of its flood recovery mission in Pennsylvania Nov. 30.

When needed, the Federal Emergency Management Agency assigns emergency management missions to the Corps. This mission supports residents impacted by the Susquehanna River overflowing due to Tropical Storm Lee in September.

“Our mission is to provide temporary housing units at two sites, Stony Brook and Country Terrace both in the Bloomsburg, Pa., area,” said Rex McLaury, project resident engineer.

“Both sites require our expertise in creating the infrastructure to support the mobile housing units provided by FEMA. Basically, we ensure the water, electrical and sewage lines are installed, while FEMA is responsible for the units and resident placement,” he said.

McLaury has six members currently on hand to support the mission and all are project managers from the Huntsville Center. There are two quality assurance specialists at each site and each team member brings an individual expertise.

This particular mission has special meaning to PRT member Sheron Belcher. Her in-laws’ house was a total loss due to the flooding. Although they will not inhabit one of the mobile housing units once in place, Belcher said she is proud to help out their neighbors and those residents needing a place to call home.

Raul Alonso, electrical engineer and quality assurance inspector, is also no stranger to the personal effect of disasters.

In 1992, the Corps removed debris from Alonso’s property in Miami after Hurricane Andrew struck. He was part of the recovery missions for Hurricane Katrina and supported Alabama after deadly tornados hit earlier this year.

“Deploying is part of being a civil

servant,” Alonso said. “In the office we’re helping the warfighter and out here, we are helping people. I get to pay it back for what the Corps did for me and my family years ago. It is fulfilling and a humbling experience to help others.”

Current residents have been supportive and understanding of minor disruptions due to construction. McLaury said the collaboration between the PRT, contractors, community and local townships has helped the project move smoothly.

In the end, 40 families will reside at the 20 mobile housing unit pads at Country Terrace and 21 units at Stony Brook. Additionally, the contractor was a local hire with employees also affected by the flooding.

“All involved truly did have a stake in making the projects a success for the families in need of this housing,” said McLaury.

“I know personally that our team was here to make a positive difference and gain new experience, which has been great for all.”

Survey shows ‘great people’ influence whether employees stay or go

By William S. Farrow
Public Affairs Office

Employee retention has never been more important as the costs of employee turnover can seriously impact an organization’s bottom line.

That’s why leadership at Huntsville Center felt a need to find out why people leave their jobs here, as well as why employees who chose to leave the Center often returned to work here.

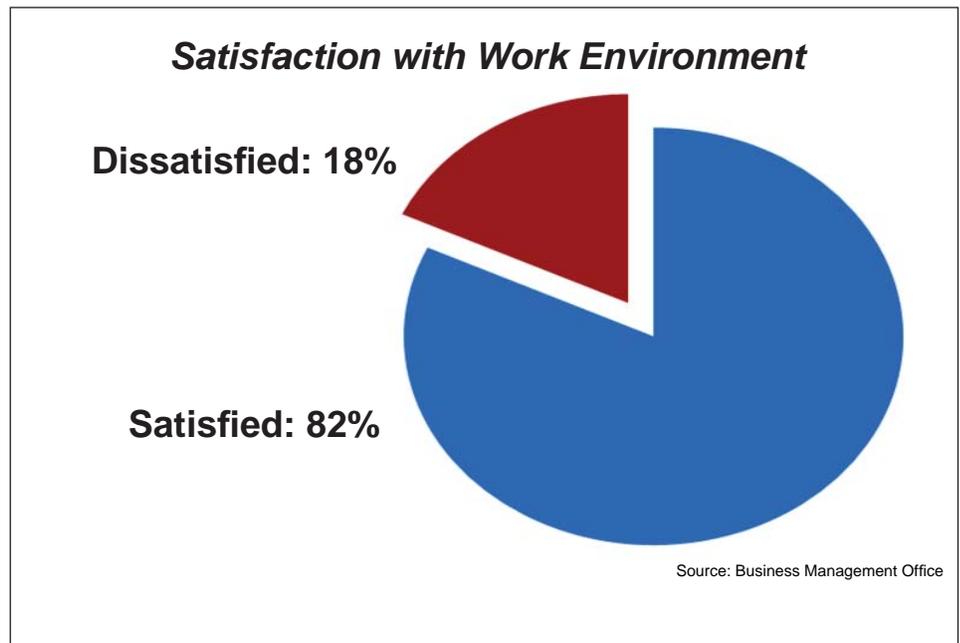
Rick Suever, Huntsville Center’s Business Management Office chief, said losing employees has many results which impact the work force, such as the remaining employees take on the responsibilities and workloads the exiting employee leaves behind. He also noted the expenses associated with hiring replacements and the consequential in-processing and training, which all comes at a cost.

“It’s critical for us to understand what employees like about working for the Huntsville Center,” Suever said. “We need to understand what we (management) need to do to influence our employees to stay with us rather than consider other opportunities.”

According to Suever, over the last three years, Huntsville Center has seen a higher-than-usual rate of turnover. Leadership determined it would be advantageous to develop a survey to gather statements, opinions and reasons why employees stay or go.

Leadership also noticed that employees who leave the Center for other jobs often returned, so the survey also questioned reasons that brought these employees back to the Center.

The BMO developed the 2011 Choice of Employment Survey to focus on just that. Different from the Climate Survey offered every three years to provide incoming commanders with a work force assessment, the Choice of Employment Survey was more specific



in gathering reasons why employees chose to stay at the Center and why those who resign often returned.

One thing in common among a majority of the employees who took the online survey last summer is that many people who continue working here or return to work here do so because of a strong sense of “family” among the work force – there is a sense of camaraderie and caring that many employees say keeps them working at Huntsville Center.

That’s not to say everyone at Huntsville Center remains here because we have a strong family, said Sandy McAnally, BMO’s Continuous Process Improvement manager, but according to the statistics and personal comments from employees, that seems to be a common denominator among the 216 employees who took the survey. At the time the survey was taken, the Huntsville Center work force was 767.

The survey’s questions were created by committee and targeted five areas to gather information on what employees think about working at Huntsville Center.

Employees were asked to rank

which personal factors and job factors influenced their choice to remain employed by the Center.

Based on the survey sample size, McAnally said the confidence level is significant that the results are indicative of all Center employees.

McAnally said she sorted the responses into three categories: sprinters, hurdlers and long-distance runners, based on length of government employment.

The sprinters are employees with up to five years of service who are energetic and interested in careers. They are new to Huntsville Center, but not necessarily new to the work force.

“This group has career choice mobility, as they have the least vested employment record here and could be extremely open to career opportunities elsewhere if they don’t find things at Huntsville Center to keep them interested and motivated,” she said.

Hurdlers, McAnally said, are transitioning and mid-career people.

She said this group has made a choice to stay with Huntsville Center based on the ranked personal and job

See **SURVEY** on page 9

SURVEY

continued from page 8

factors in the survey.

“They are vested in Huntsville Center and if promotion, advancement and career opportunities are made available to them here, they will stay,” she said.

McAnally said this group has the historical knowledge and project and program networks to be highly effective assets to Huntsville Center, and efforts to retain these employees would benefit the Center greatly.

She said hurdles had less interest in participating in the survey, which could indicate comfort in their job or too busy to participate.

However, this group stated mobility is an option if growth potential (career and personal) are not available here.

The long-distance runners, McAnally said, have a solid commitment to staying at the Center with respondents saying they are waiting for retirement or they are comfortable with life in the Huntsville area.

“However, this group will leave Huntsville Center, too, if promotion potential and equal benefits are offered,” she said.

The survey was a great way to give employees the opportunity to express their feelings and get to the heart of a topic.

In comparing the top-three personal factors and top-five job factors “working with great people” was selected in both categories as an important consideration.

The percentage of those choosing “work with great people” was very close, which indicates a high confidence level in their choices.

Only a small number of employees who took the survey were returnees, but the employees who made a decision to return to Huntsville Center after working with another agency returned in part due to the “great people at Huntsville Center.”

Suever said one of the FY12 I PLAN actions is using survey results along with other best practices to reinforce things employees value.

“Our level of technical competency and the ability to grow to meet our important missions are directly related to our ability to retain our outstanding work force,” Suever said.



Photo by William S. Farrow

Attention to (small) business

Huntsville Center Commander Col. Nello Tortora welcomed Tracey Pinson (second from left), director of U.S. Army Small and Disadvantaged Business Utilization, to the Center Nov. 23. Pinson met with Huntsville Center’s Small Business Office chief Rebecca Vucinaj and small business specialist Nicole Boone as well as many other Center employees regarding opportunities available to small and disadvantaged businesses to work with Huntsville Center. Pinson advises the Secretary of the Army and the Army Staff on all small business procurement issues and is responsible for the implementation of the Federal acquisition programs designed to assist small businesses.

Quality Commentary: Critical thinking required

By Gary Dissette
Business Management Office

The other night I watched the movie “Fiddler on the Roof.” The main character is Tevye, a milkman who compares life to being a fiddler on the roof.

He stresses that we keep our life’s balance on that precarious precipice through tradition and in his town there are traditions for everything.

Traditions add comfort, stability, strength and support in our lives. I cherish seasonal traditions and enjoy celebrations with family and coworkers.

Traditions can also become outdated, nonproductive and even invisible to us – we can become unaware we created some traditions.

As Tevye’s story progresses, he experiences major upheavals in his life and struggles to hang onto his “Traditions.” When he faces each new challenge to his traditions, the Fiddler on the Roof appears to remind him of his traditions.

Tevye weighs the options to keep or break tradition and finds he must adjust to each new circumstance, sometimes leaving behind an old tradition to meet a new challenge.

Do you ever feel like a Fiddler on the Roof as you balance work and

family life? When you grind away at your many tasks and meet increasing workload, do you fall back on old traditions or do you question their value?

A couple of traditions many people follow at work is keeping work documents only on their computer’s hard drive. As we process and fiddle our way through mountains of e-mails, unaware Microsoft Office setup e-mail files on our hard drive, we set the stage to overload our computer and crash the hard drive.

Another tradition is relying on our knowledge of operations and the mind set that written procedures are a waste of time. Sometimes we think “why waste time writing down requirements? I’ve done this job for decades and know my job.”

Traditional thinking often causes us to overlook valuable tools to help us become more efficient. To break tradition we must often be aware of the risk, know our options and take action. On the other hand, we can get into the trap of writing too many procedures not relating to the processing of our products and services to our customer.

When we write procedures for the sake of documenting every process, we waste valuable time focusing on the many instead of the few critical processes. Instead of fiddling this

tune, we could learn from world-class companies and build strong “key processes” and “meaningful metrics” improving schedule and cost controls, process performance, continuity of operations and customer satisfaction.

A focus on the critical few key processes can help improve the right processes and lead to providing better and more responsive services and products to our customers.

Most of us desire to make a difference for our team and our customers. But, sometimes our traditions get in the way. That’s when we need help to view our processes objectively and to develop a plan to make positive change happen.

Over the next few months, I’ll explain how to break away from ineffective work traditions and share tools within the Center’s Quality Management System and our Continuous Process Improvement program.

So sharpen up your fiddling skills and play along with me as we apply new ways to think and work together to make a significant difference and leave valuable and effective traditions for the next generation

Oh, and enjoy those great traditions of the holidays because those are worth keeping.

A healthy view

An employee from Radiant Day Spas shows her capabilities to a Huntsville Center employee during a recent Health Fair at the cafeteria Nov. 23. More than 45 vendors, including representatives from health spas, dentist offices and fitness centers were on hand this year providing information concerning screenings regarding their services.



Photo by William S. Farrow

Wild Turkey

Hurling birds nets activities association funds

**By William S. Farrow
Public Affairs Office**

Taking the idea from a regional morning radio show, the Huntsville Center Activities Association has turned the sport of lofting frozen, duct-tape covered 15 and 11 lb. turkeys into a fund raiser that helps offset the cost of

the Center's annual Holiday Town Hall.

More than 20 employees signed up for the competition held in the "White Tiger" parking lot. At a cost of \$1 per throw or \$5 for six throws, the competition to see who can throw the turkey the furthest put \$175 into the activities association's coffers.

The Ladies Division winner, Lequita Byrd-Craig, tossed her turkey 18'8" for the \$50 first-place prize.

In the Men's Division, second-year-winner and Huntsville Center's undisputed "Turkey Tossing King" Will Eggleston pitched his bird 38'4" for his \$50.



Southpaw Blake Terry (above left) didn't win any prizes with the "forward pass" method, but Robert Jackson's Trebuchet method (above) sent his turkey 34' which was good for second place in the Men's Division. Ladies' Division winner Lequita Byrd-Craig (left) concentrates on her follow through after a two-hand toss.

Photos by William S. Farrow

Soliciting Federal Employees in the Workplace

By Chris Paden
Office of Counsel

Over the last couple of weeks, I have been asked about the policy regarding fundraising for a charitable organization in the workplace. The question usually goes something like this: “I am a member of an organization that is doing a food drive to help disadvantaged/orphan kids, can I place a box in the lobby so Corps employees can contribute?”

The answer is governed by DoD Instruction 5035.01 dated Jan. 31, 2008. This instruction’s subject is “Combined Federal Campaign (CFC) Fund-Raising Within the Department of Defense”. That instruction states: “It is DoD policy that the CFC is the only authorized solicitation of employees in the Federal workplace on behalf of charitable organizations. The campaign is intended to reduce disruptions in the workplace by consolidating all approved solicitations into a single, annual, officially supported campaign.”

Thus, the answer to the question raised at the beginning of this article is no. No matter what the cause, no matter how noble the cause the food drive or other fund-raising activity is for, the only fund-raising in the Federal workplace that is permitted by DoDI 5035.01 is the Combined Federal Campaign.

The situation is also governed by the joint ethics regulation (JER). The JER makes clear that there should be not even be an appearance of endorsement by DoD in non-CFC charitable organizations. JER 3-209 states:

3-209. Endorsement. Endorsement of a non Federal entity, event, product, service, or enterprise may be neither stated nor implied by DoD or DoD employees in their official capacities and titles, positions, or organization names may not be used to suggest official endorsement or preferential treatment of any non Federal entity except those listed in subsection 3-210., below

3-210. Fundraising and Membership Drives

a. DoD employees shall not officially endorse or appear to endorse membership drives or fundraising for any non-Federal entity except the following organizations which are not subject to the provisions of subsection 3-211 of this Regulation, below:

(1) The Combined Federal Campaign (CFC);

There are also other exceptions for the JER that allows soliciting Federal employees, among them are: Army Emergency Relief, Navy Marine Corps Relief Society as well as “other organizations composed primarily of DoD employees or their dependents when fundraising among their own members for the benefit of welfare funds for their own members or their dependents when approved by the head of the DoD Component command or organization after consultation with the DAEO or designee. (This includes most morale, welfare and recreation programs, regardless of funding sources).”

Thus, even though you may be part of an organization that is holding a food drive or a fundraiser for a really good cause, the JER and DoDI 5035.01 make it very clear that the only organizations that can solicit Federal employees in the workplace are the CFC and the others listed in JER 3-210.

Please come see me or give me a call at extension 256-895-1103 should you have any questions.

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ADDRESS CORRECTION REQUESTED