



US Army Corps
of Engineers®

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Huntsville Center

Bulletin

Mark your calendar ...

12th Annual Huntsville Center Small Business Forum

- Nov., 18 at the University of Alabama in Huntsville, University Center.
- Check-in begins at 8 a.m., forum begins at 9 a.m.

Columbus Day (Federal holiday)

- Oct. 10.

Hispanic Heritage Month celebration

- Oct. 12, 10-11 a.m., in the cafeteria.

ISO Surveillance Audit

- Oct. 27-28.



File photo

The Army signed a memorandum of agreement Sept. 15 for an enhanced-use lease to begin development of a 500-megawatt solar power facility at Fort Irwin, Calif. The facility will be similar to this photovoltaic solar power facility at Nellis Air Force Base, Nev.

Center supporting large-scale renewable energy projects

The Army is hoping industry will be willing to invest as much as \$7.1 billion over 10 years on installations to develop renewable energy projects that can help the service meet its energy security goals.

To make that easier, the Army announced in August the creation of an “Energy Initiatives Task Force” to interface the Army with the private sector, and to ensure that potential

investors and developers are comfortable working in the sometimes complex acquisition environment of the federal government. That task force stood up Sept. 15.

Since Army installations pursuing renewable energy infrastructure often lack needed expertise, choosing Huntsville Center’s existing streamlined acquisition processes to leverage industry for the execution of large-scale renewable and alternative

energy projects on Army installations should become standard operating procedure.

Huntsville Center provides contracting, program and project management, environmental and strategic planning support to the new Task Force and serves as the central managing office for the development of large-scale Army renewable energy

See **ENERGY** on page 7

Commander's thoughts

Welcome to fiscal year 2012. We ended FY11 on a high note. As of press time, we had completed 5,537 actions totaling \$1,073,923,144 worth of work. We expect to close out the year with 6,100 actions for an estimated \$1.5 billion worth of work.

I want to thank the entire Huntsville Center team for the great work that went into making this happen. We can now look forward to great opportunities in FY12.

Despite the demands of year-end, we took time to host Maj. Gen. Jeffrey Dorko, the deputy commanding general for Military and International Operations; Brig. Gen. Theodore (Ted) C. Harrison, director of the National Contracting Organization; Mr. Kim Denver, the deputy assistant secretary of the Army (Procurement); Mr. John Teetsov, Principal Assistant Responsible for Contracting - Winchester; and Ms. Laura Harrell, the deputy director for Contract Execution for the National Contracting Organization.

The group came to the Huntsville Center for updates on

our furniture, metering and energy programs, as well as some of the other great work we do.

We briefed our progress on the upcoming Power Purchase Agreement Multiple Award Task Order Contracts that will support the Army's Energy Initiatives Task Force. The interim FY12 PPA MATOC will have \$770 million in capacity. The FY13 contract will have \$5 billion in capacity and a 10-year ordering period that will include a small business set-aside pool.

The goal of these acquisitions is to establish a pre-qualified pool of private sector partners positioned to finance development of large scale renewable energy projects and re-coup their capital investment through the sale of energy to the Army and excess energy back to the grid.

These MATOCs are another opportunity for Huntsville to be the first with the best solution for the Army.

In September, Sherry Masters, Jason Adams and Garry Runyans of our Housing Planning and Response Team deployed to Harrisburg, Pa., to assess the scope of the mission



Col. Nello L. Tortora

following the floods in that area.

This is the first time Huntsville Center's HPRT has been activated. This is a very important mission. We need two teams (one primary and an alternate) of fully trained volunteers who are ready to respond when we get the call. If you are interested in becoming a member of either team, please get with Jeffrey Davis.

This month, we have another personnel evaluation milestone. Employees in grades GS-9-12 should be working on their significant accomplishments for the past year. The deadline to have that information to your supervisors is

See **COMMANDER** on Page 5

Hails and farewells

Hail:

Rhonda Marbury, Sarah Dyer, Lt. Col. Jeffrey Hoover, Ordnance and Explosives Directorate; **Conor Thomas, Tonnie Drummond, Shannon Ward, Charles Matar**, Engineering Directorate; **Andora Dothard, Gussie Hendrix**, Center Contracting; **Porscha Porter**, Installation Support and Programs Management.

Farewell:

Severo Lopez, Jay Plucker, Daniel Kestner, Engineering Directorate; **Claude Jones**, Chemical Demilitarization



**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:

Why is the Combined Federal Campaign important?



“Giving to the CFC provides everyone with a chance to give a donation, whether it is large or small, to help others in need. To help feed the hungry, house the homeless or help find the cure to save a child’s life. If you are able, I encourage you to give. It may save a life dear to you!”

Nancy Book

Mechanical and Electrical Engineering Division CFC keyworker



“Donations can stay local so if you choose to donate to the Tennessee Valley United Way, you’re helping your neighbors and you’re directly impacting the local community. You can also choose to give to many organizations throughout Alabama that will benefit from the campaign. From wildlife in the Gulf of Mexico affected by the oil spill to the families recovering from the April tornadoes to Alabama children with cancer, you can keep your donation local.”

Kristina Gilliam

Small Offices CFC keyworker



“Giving back to others is one of the easiest ways you can contribute to society. Donating to the CFC is a way to help someone in need even if you can’t physically help them. Donating is a kind gesture to show you care. In giving, the greatest lesson often learned is that you have more than you’ll ever need. In this respect, giving of yourself teaches you to be more thankful for what you do have, rather than focus on all the things you don’t have. If you were in their situation, you would hope someone would be generous enough to give. Consider it a blessing to be able to help others.”

Tina Springer

Systems-Cost Engineering Division CFC keyworker

Employee Spotlight: Mark Fisher

Where do you work and what is your job title? I work in the Environmental and Munitions Center of Expertise (EM CX) My job title is, “Industrial Hygienist”

How long have you worked for the Corps? I have worked for the Corps for 23 years. I graduated from Wichita State University in 1988 with a degree in biochemistry and was hired shortly after graduation by the Omaha District to serve in their environmental cleanup program. In 1992 I applied for and was hired by the Environmental and Munitions Center of Expertise (at that time we were known as the Hazardous, Toxic and Radioactive Waste Center of Expertise and were under Omaha District command but our mission was basically the same as it is now) to serve as an industrial hygienist to support development and implementation of occupational health and safety requirements for the U.S. Army Corps of Engineers cleanup program. I earned credentials as a Certified Industrial Hygienist in 1995 when I sat for and passed the American Board of Industrial Hygiene professional certification examinations.

In your own words, what is your job? What do you do? My job in the environmental cleanup business seems to be expanding all the time. I'd like to think this is due to how well industrial hygiene knowledge and skills fit into the business of cleaning up the environment. My main focus as an industrial hygienist at the EM CX is to help assure that USACE occupational health and



Phot by Debra Valine

Mark Fisher visits a project site on Redstone Arsenal.

safety requirements for environmental cleanup work are sensibly implemented at the project level. I do this by coordinating with, educating and advising district industrial hygiene and project management counterparts on cleanup program health and safety requirements, developing and modifying occupational health and safety guidance for the USACE cleanup program and finally, on occasion when requested by districts, visit projects to oversee implementation of cleanup program occupational health and safety requirements. I also have responsibilities to advise CX customers on vapor intrusion exposure assessment and mitigation as well as assessment and abatement of lead and asbestos hazards.

Review the Campaign Plan goals and objectives. Which one(s) apply to you? At the EM CX, we focus on Campaign Plan Goal 4, specifically 4a (identify, develop, maintain and strengthen technical competencies) and 4c (standardize business processes). For me, that means developing technical competencies and

standardizing (technical) business processes for implementing occupational health and safety requirements by Corps HTRW/Military Munitions Response Program-Munitions Constituents, Divisions,

Districts and Design Centers at cleanup projects. To do this I help develop guidance/policy, provide training and advise on protection of occupational health and safety for the cleanup program.

How do you see your job making a difference and contributing to the Corps' success? I'd like to think that if I do my job correctly, I help USACE and its contractors cost effectively comply with occupational health and safety regulations and guidelines as well as give the people working on environmental cleanup projects the advice and guidance to do their jobs without getting ill or injured.

What do you love about your job?

A few times each year I am asked to teach an 8-hour health and safety refresher class for districts with environmental cleanup responsibilities. I really enjoy teaching this class. It gives me a great opportunity to meet the people who do real environmental cleanup work for USACE and, it gets me away from the all the paper, phone and computer for a few days. I like that.

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.

Shippers sits as new ISPM director

Valerie Shippers is the new director, Installation Support and Programs Management Directorate, Huntsville Center.

In this position, she has responsibility for partnering with geographic districts, labs and agencies to provide life-cycle world-wide support to Army, Defense Department and non-DoD agencies in providing maintenance, repair, operation and upgrade services for their facilities and infrastructure.

Shippers came to work with the Corps of Engineers in 2008 as the deputy director for the Fort Bliss Program Office, responsible for managing the more than \$4 billion expansion program for the Fort Worth District. Prior to her move to Huntsville Center, she was the chief of the Military Branch, Program and Project Management Division, at Fort Worth District.

From 2001 to 2008, Shippers worked for the Missile Defense Agency in Huntsville, Ala., as the chief of Site Activation and Integration.

She supervised essential planning and construction activities that supported the successful deployment of national missile defense initial operating capabilities at various locations in Alaska, California, Colorado, Japan and Greenland.

She also engaged in the siting, planning and initial negotiation efforts with other nations in planning for expansion of operating capabilities.

Prior to Missile Defense Agency, Shippers worked with Army Directorates of Public Works in Germany,



Shippers

Kentucky and Alabama, serving in a variety of positions to include master planning, engineering, environmental, energy, housing and operations. Her past experience brings a strong customer perspective and focus to her Huntsville Center responsibilities.

Shippers graduated from Kansas State University with a bachelor's degree in architectural engineering. She is a certified project management professional.

COMMANDER

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Oct. 31. This will complete the rating cycle for this year. GS-8 and below and GS-13 and above submitted their information to supervisors last month.

Please make sure you get that information to your supervisors so they can complete their part of the rating.

October is National Disability Employment Awareness Month. This year's theme is *Profit by Investing in Workers with Disabilities*. The observance gives us an opportunity to acknowledge the many

accomplishments of employees with disabilities.

Through Oct. 15, we also continue to observe Hispanic American Heritage Month, *Many Backgrounds, Many Stories...One American Spirit*. I hope you had the time to visit the display in the lobby.

The Tennessee Valley Combined Federal Campaign for this year is under way. By now you should have received the pledge forms and booklet of participating charities from your section's keyworker.

If you have not yet received them, please contact your

keyworker or Velma Besteda, who has once again stepped up to be the Huntsville Center's Financial Chair for the campaign. Our goal this year is \$75,000.

I hope now that FY11 year-end is over, you will make time to take some time off. Autumn is a great time to enjoy the cooler temperatures and spend time with family and friends.

There are only three months left in the leave calendar; you don't want to end up in a use-or-lose situation.

Thank you for all you do to keep Huntsville Center great!

Center lawyer team receives Seltzer Award

By William S. Farrow
Public Affairs Office

Two Huntsville Center lawyers, Garry Brewer and Walter Roberts, were awarded the U.S. Army Corp of Engineers Chief Counsel's E. Manning Seltzer Award for outstanding contributions to USACE legal services.

The E. Manning Seltzer Award recognizes an attorney who has made one or more special contributions to the Corps legal service mission through the development of a legal theory, a legal management innovation or practice, or outstanding performance in solving a legal or management problem.

Both Brewer and Roberts work at Huntsville Center's Environmental and Munitions Center of Expertise in Omaha, Neb. Both lawyers are subject matter experts on environmental law for the Corps of Engineers and support headquarters USACE environmental staff. With their expertise in environmental law, many Corps districts have sought Brewer and Roberts' training, not just for legal counsel, but also for program managers and other technical personnel.

One of the most appealing aspects of their work is that they tailor their presentations based on the interests of each district.

Topics Brewer and Roberts developed into training presentations include basic environmental law, DERA and FUDS, CERCLA and the Remediation Process, Defense/State Memorandums of Agreement and Common Operation Reports.

Margaret Simmons, Huntsville Center chief of counsel, said based on positive responses from their training sessions, Brewer and Roberts have made a special and significant contribution to the Corps' legal offices and increased awareness of environmental law throughout USACE.



Brewer



Roberts

CFC campaign under way, Center seeks \$75K

This year marks the 50th Anniversary season of the Combined Federal Campaign, the world's largest and most successful annual workplace charity campaign.

Pledges made by federal civilian, postal and military donors during the campaign season (Sept. 1- Dec. 15) support eligible non-profit organizations providing health and human service benefits throughout the world. More than 200 CFC campaigns throughout the country and internationally raise millions of dollars each year.

Velma Besteda, Huntsville Center's CFC coordinator, said last year more than 29 percent of Huntsville Center employees participated in the campaign and raised more than \$83,000, which was

110 percent of the \$75,000 goal. She said this year's goal is again \$75,000.

John Berry, 2011 CFC director, said he understands the financial hardships many people are feeling these days but the federal work force has always stepped up to donate and in each of the last two years federal workers, postal employees and military personnel pledged more than \$280 million.

"I don't have to tell you that the need is deep this year—the news reflects it every day," Berry said.

"We give because it feels right. Because we speak of high ideals, and we are as good as our word.



Because we are moved by an event, an image, a catastrophe. Because we, too, have known hardship. We give in memory of those lost, and in hopes that others will be saved. We give because we can. We give because we go beyond the call of duty to serve and protect the American people." (William Farrow contributed to this article)

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projects.

“Energy security is a critical issue to the Army, affecting both our energy supply at home and abroad,” said Katherine Hammack, assistant secretary of the Army for Installations Environment and Energy. “It is critical that we take steps to improve our energy security.”

Part of ensuring energy security is the Army’s “Net Zero” program, meant to increase Army focus on both energy and water efficiency. Additionally, Net Zero is meant to help reduce the amount of water and energy used. Also part of that program, Hammack said, is to produce energy on the military installations.

But with budget challenges, Hammack said the Army doesn’t have the funds available to pursue the things it needs to increase energy security.

“What we are doing is leveraging the authorities given by Congress, and have identified that the Army is looking for about \$7 billion of private sector investment on Army installations,” Hammack said.

With that kind of investment, the Army hopes to get about 2.1 million megawatt-hours of energy. The Army seeks “utility scale” energy production, Hammack said, something she said amounts to 10 megawatt or larger. She also said it is “unreasonable” to ask an installation to put the level of focus



File photo

“It’ll take an effort above and beyond the daily activities at our installations and garrisons.”

Katherine Hammack
Assistant Secretary of the Army
for Installations Environment
and Energy.

necessary into such projects.

“It’ll take an effort above and beyond the daily activities at our installations and garrisons,” she said.

The Energy Initiatives Task Force will bear most of the burden of enticing industry to get on board with Army energy goals, Hammack said. The team is made up of “focused individuals whose primary task is to work with the private sector to develop these kind of renewable and alternative energy projects.”

Part of that, she said is ensuring the Army’s got all the paperwork right, and all the facts

and information needed to present to industry so they can feel comfortable investing and developing renewable energy projects that will help the Army achieve energy security and will help investors earn good returns.

“To attract the private investments, we need to have biddable projects – we have to do our homework,” Hammack said.

“We have to do our due diligence to make sure these projects have the appropriate information, facts and background that is necessary for a developer and for the finance community to invest in.”

Hammack said there are already 20 projects “in the pipeline” and the task force will work to accelerate them, “so that when we get to spring of next year or summer of next year, [we’ll be] ready for bid.”

There are challenges to working with the federal government on acquisition, Hammack said, though much is part of federal law.

“There is no intent to work around that, but there is an intent to help streamline it,” Hammack said.

She also said there’s some portions of the acquisition process that are service-specific, that can be made easier to deal with. The task force will work to streamline the acquisition process to bring investors on board. (Courtesy Army News Service)



For more information on the Army Energy Initiatives Task Force, including Army energy facts, resources, the EI-TF in the Media and EI-TF contacts visit their website at: <http://www.armyeio.com/index.html>

USACE first permanent female Division Engineer takes command

CINCINNATI – The U.S. Army Corps of Engineers made history Sept. 19, 2011 when Col. Margaret W. Burcham, first full-time female officer selected as Division Engineer, took command of the Great Lakes and Ohio River Division at the National Underground Railroad Freedom Center Museum.

Burcham, commissioned at the U.S. Military Academy at West Point, N.Y., in 1982, previously served at the Pentagon as the chief of the Joint Capabilities Division of the Resources, Assessments and Force Management Directorate and the commander of the U.S. Army Corps of Engineers Gulf Region North District in Iraq.

As division commander, Burcham will lead seven engineer districts that include more than 4,800 personnel operating in a 17 state area with the responsibility for the federal water resource development throughout the Great Lakes and Ohio River basins with infrastructure valued at more than \$80 billion.

With an annual operating and construction budget exceeding \$2 billion, missions include planning, construction and operation of navigation structures and flood damage reduction, hydropower, environmental restoration, water conservation, recreation and disaster assistance.

LRD also executes military construction in Ohio, Kentucky, Indiana, Illinois and Michigan with design and construction of barracks, hospitals, airfields and family housing on military installations.

Burcham has a master's degree in



U.S. Army photo

Maj. Gen. Merdith “Bo” Temple, Acting Chief of Engineers for the U.S. Army Corps of Engineers, transfers command of the U.S. Army Corps of Engineers Great Lakes and Ohio River Division to Col. Margaret W. Burcham during the change of command ceremony, Sept. 19, at the National Underground Railroad Freedom Center Museum in Cincinnati.

computer science from Kansas State University and her additional military education include the Engineer Officer Basic and Advanced Courses, the Combined Arms Services Staff School, the Command and General Staff Officers Course, and the Senior Service College, Industrial College of the Armed Forces.

Her previous assignments include the 516th Engineer Company and the 130th Engineer Brigade in Hanau, Germany; Far East District

U.S. Army Corps of Engineers in Seoul, Korea; U.S. Military Academy at West Point, N.Y.; 4th Region (Reserve Officer Training Corps) and 864th Engineer Battalion at Fort Lewis, Wash.; U.S. Total Army Personnel Command in Alexandria, Va; 94th Engineer Battalion in Vilseck, Germany; Headquarters U.S. Army Europe in Heidelberg, Germany; and Human Resources Command in Alexandria, Va.

Tailgate time



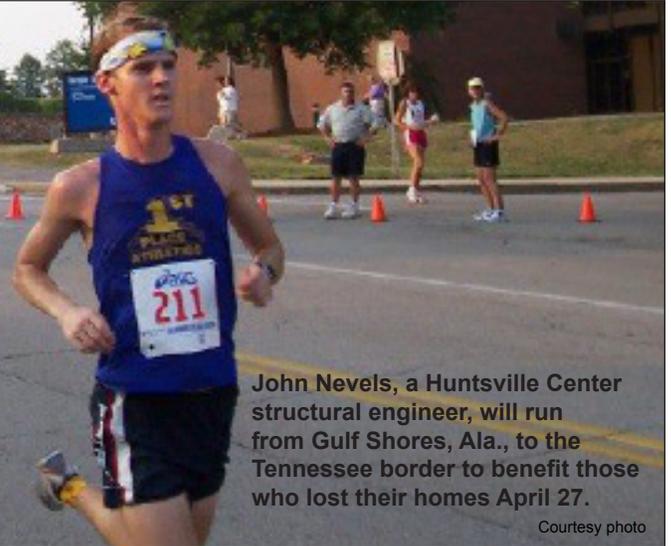
Photos by William S. Farrow



Above, Huntsville Center contracting specialists Lorronica Hamil (left) and Geordelle Charles show off their entry into the Center Contracting's tailgate contest Sept. 23. Their entry spotlighted schools other than Alabama A&M, Auburn University and the Universities of Alabama and Tennessee, schools always seemingly well represented at the event spawned by the love of college football in the South. At the end of the fiscal year many Huntsville Center personnel put in long hours ensuring top-notch customer support. To alleviate the stress, the work force initiates a tailgate party: a barbecue and pot luck luncheon (below right) in the Huntsville Center parking lot. With hamburgers and hot dogs fresh of the grill (left), the event allows employees to get away from their cubicles and enjoy lunch with their co-workers in a non-work environment.



Running with a purpose



John Nevels, a Huntsville Center structural engineer, will run from Gulf Shores, Ala., to the Tennessee border to benefit those who lost their homes April 27.

Courtesy photo

By William S. Farrow Public Affairs Office

To raise money for victims of the tornadoes that ripped through Alabama April 27, John Nevels, a structural engineer in Huntsville Center's Engineering Directorate, will run from Gulf Shores, Ala., to the Alabama-Tennessee border just north of Huntsville, Ala.

Nevels tagged the state-length scamper the Alabama Relief Run and will begin the trek Oct. 22.

He said he plans on running around 50 miles per day, allowing him to complete the 450-mile endeavor in 10 days.

The 25-year-old has been running competitively (5- and 10-kilometer races and shorter distances) for 11 years and ultra-marathons (races more than 26.2 miles) for six years, which should ensure he meets his goal.

His longest one-day run was 100 miles in 19 hours and 42 minutes, and he completed one other multi-day run more than two years ago.

"I had wanted to do a really long run for a while, so it just seemed like a good fit. If I do something a bit extreme and get people's attention, maybe I can refocus that attention back onto the ongoing tornado

recovery effort and cause a little bit of good," Nevels said.

His route takes him through some of the areas hardest hit by the more than 60 tornadoes that swept across the state including Tuscaloosa, Hackleburg, Phil Campbell and Harvest.

"I had helped with several groups picking up debris and cleaning up houses, but an idea crept up in the back of my mind that I could do more to bring attention back to the recovery effort, especially since most people's attention had shifted to other news stories," Nevels said.

All money raised from pledges will go to Habitat for Humanity to help rebuild two houses, one in Tuscaloosa and one in Phil Campbell.

"I'll actually get to run by the house in Tuscaloosa as it's being constructed, and I'll get to run by the plot in Phil Campbell," Nevels said.

Nevels said the weather had a part in determining the date of the run.

"I wanted to avoid the heat of summer, hurricane season and the cold of winter, so October seemed like a good month," he said.

"As far as narrowing down to Oct. 22-31, I noticed that if I was running on Oct. 27, it would be the six-

month anniversary of the storms, and as it turns out, I'll be leaving Tuscaloosa on Oct. 27. So with the relatively mild temperatures of October, I don't anticipate it getting so hot or so cold that it causes any significant setbacks, and I don't melt, so rain won't be a problem," Nevels said.

A two-man crew in an automobile will follow Nevels and will provide food, water, first aid, changes of clothes and changes of shoes, Nevels said.

"I've also got people who are planning to meet me at various points along the route to run with me for a mile or two or a day or two, which is definitely an added motivational boost.

Nevels will be updating his website, Facebook page and online maps tracking his progression throughout the run.

"I have a GPS tracker so that people following along can see exactly where I am during the run, so hopefully some folks will be able to come out to say 'hi' when I'm in their neck of the woods."

More information, along with a route map and links to a Facebook page and Twitter feed, can be found at <http://www.alabamareliefrun.com/>

Presidential Proclamation

National Hispanic Heritage Month, 2011

From those who trace their roots to America's earliest days to those who recently came to the United States carrying nothing but hope for a better life, Hispanics have always been integral to our national story.

As an American family more than 300 million strong, we constitute one people, sharing sacrifice and prosperity because we know we rise and fall together. America is a richer and more vibrant country because of the contributions of Hispanics, and during National Hispanic Heritage Month, we celebrate the immeasurable impact they have made on our Nation.

Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community. They are doctors and lawyers, activists and educators, entrepreneurs and public servants, and brave service members who defend our way of life at home and abroad.

My Administration is dedicated to ensuring America remains a land of opportunity for all. Our economic strength depends on the success of Hispanic families across our country, and I am determined to put workers of all backgrounds back on the job to rebuild and modernize America, while helping small businesses grow and creating pathways to employment.

We are also engaging the Hispanic community in public service, improving educational opportunities, and expanding access to affordable, quality health care. And we remain committed to fixing our broken immigration system so it can meet America's 21st century economic and security needs.

The future of America is inextricably linked to the

future of our Hispanic community. Our country thrives on the diversity and ingenuity of all our people, and our ability to out-innovate, out-educate, and out-build the rest of the world will depend greatly on the success of Hispanics.

This month, as we honor their struggles and successes, let us recommit to ensuring our Nation remains a place big enough and bold enough to accommodate the dreams and prosperity of all our people.

To honor the achievements of Hispanics in America, the Congress by Public Law 100-402, as amended, has authorized and requested the President to issue annually a proclamation designating September 15 through October 15 as "National Hispanic Heritage Month."

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, do hereby proclaim September 15 through October 15, 2011, as National Hispanic Heritage Month. I call upon public officials, educators, librarians and all the people of the United States to observe this month with appropriate ceremonies, activities and programs under this year's theme, "Many Backgrounds, Many Stories ... One American Spirit."

IN WITNESS WHEREOF, I have hereunto set my hand this fifteenth day of September, in the year of our Lord two thousand eleven, and of the Independence of the United States of America the two hundred and thirty-sixth.



The Alabama Hispanic Association's mission is to foster the welfare of the Hispanic community in Huntsville and surrounding counties by providing educational programs, identifying services and resources available in the community, facilitating access to these services and resources, promoting cultural awareness, and bridging the gap between the Hispanic community and the community at-large. For more information, go to <http://www.alabahispanicassociation.org/index.html>

Ethics Corner

Annual ethics training available soon

**By Chris Paden
Office of Counsel**

Another fiscal year has ended and another one has begun. With the dawning of the 2012 fiscal year, that can only mean one thing: it's time once again for your annual ethics training.

The Army defines ethics as “the process of putting our professional values into action ” and the Department of Defense requires ethics training for all employees. Army civilian employees are included in this group.

As Army civilians, we are governed by the Joint Ethics Regulation which provides guidance in the areas of financial and employment disclosure systems, post-employment rules, enforcement, training and other applicable laws and regulations.

I will conduct a one-hour-long ethics brief again this year, and I will present ethics training sessions throughout October and November.

Before the training sessions, it might help you to review the Code of Ethics for Government Service, which states that any person in government service should:

I. Put loyalty to the highest moral principles and to country above loyalty to persons, party or government department.

II. Uphold the Constitution, laws and regulations of the United States and of all governments therein and never be a party to their evasion.

III. Give a full day's labor for a full day's pay; giving earnest effort and best thought to the

performance of duties.

IV. Seek to find and employ more efficient and economical ways of getting tasks accomplished.

V. Never discriminate unfairly by the dispensing of special favors or privileges to anyone, whether for remuneration or not; and never accept, for himself or herself or for family members, favors or benefits under circumstances which might be construed by reasonable persons as influencing the performance of governmental duties.

VI. Make no private promises of any kind binding upon the duties of office, since a government employee has no private word which can be binding on public duty.

VII. Engage in no business with the government, either directly or indirectly, which is inconsistent with the conscientious performance of governmental duties.

VIII. Never use any information gained confidentially in the performance of governmental duties as a means of making private profit.

IX. Expose corruption wherever discovered.

X. Uphold these principles, ever conscious that public office is a public trust.

There will be some make up sessions in December, but do not wait until then. I will be finalizing the ethics schedule soon so keep an eye on your e-mail, and I look forward to seeing you there.

If you have any questions, please e-mail me or call me at 256-895-1103.

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