



The Bulletin



Proclamation signing kicks off *Sexual Harassment/Assault Response and Prevention Awareness Month*

See Page 4

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



HNC *Bulletin Content*

Commander's Thoughts	3
Proclamation signing kicks off awareness month	4
New deputy commander on board	5
Versatile engineers, warrants contribute to Center's mission accomplishment	6
Huntsville Center increasing energy efficiency at Fort Eisenhower	7
First step for MILCON begins here	8
New procedures to benefits inquiry process	11
Fellowship enhances emerging leader's desire for more responsibility	12
Interior designer set for third deployment this year	13
Recognition Corner	15
Safety Corner	16
Ethics Corner	17

OFFICIAL PUBLICATION OF THE
U.S. ARMY CORPS
OF ENGINEERS,
U.S. ARMY ENGINEERING
AND SUPPORT CENTER,
HUNTSVILLE



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Commander's Thoughts

“ Ultimately, leadership that cares for people not only strengthens the team but also creates lasting positive impacts on both individuals and the organization as a whole. ”



Col. Sebastien Joly

Team, Our Chief of Engineers and Commanding General of USACE, Lt. Gen. Butch Graham, said, “If we always keep our focus on taking care of these great people, everything else follows.”

I couldn't agree more, as people are always the primary focus in the U.S. Army Corps of Engineers and the Huntsville Center.

The U.S. Army Corps of Engineers has more than 40,000 dedicated civilians and Soldiers delivering engineering and other services to partners in more than 130 countries worldwide.

Here at the Center, we have more than 1,000 USACE teammates working in Huntsville, Omaha, and Alexandria, all supporting specialized missions requiring exceptional technical expertise for countless stakeholders across the globe.

Focusing on people includes creating an environment where employees are supported personally and professionally, enabling them to thrive in their roles while contributing to the organization's mission.

When I assumed command of the Center in July 2021, I was told that what makes the Center so unique is that its people take care of each other much like an extended family. I couldn't agree more, and as the Center's Commander, I

understand my priority is to take care of people like family—offering guidance, support, and protection, and fostering a deep sense of trust and loyalty within the team.

A good commander understands that their role extends beyond solely achieving goals or hitting targets; it includes fostering a supportive environment where people feel valued, heard, and respected. Without people, organizations can't accomplish their mission, and without successful mission execution, project-funded organizations like our own can't generate the funding needed to pay our people. This intertwined relationship is our strength and sets us apart.

During April, the Department of Defense celebrates military children. There are more than 1.6 million military children who face many challenges and unique experiences because of their parents' service.

Huntsville Center improves the quality of life for military families, including their children, by providing support to ensure military installations' child development centers, hospitals, and schools are state-of-the-art facilities military families deserve.

Huntsville Center provides engineering and construction services around the globe at more than 400 installations, supporting three million

service members. Integral to our mission, per Army policy, is restoring and modernizing healthcare and childcare facilities—projects that provide quality-of-life benefits for warfighters, civilians, and their families.

Specifically, Huntsville Center is one of nine Centers of Standardization established by the USACE Director of Military Programs to be the Army's life cycle manager for assigned facility types, including CDCs, youth centers, and Soldier and Family Support Centers.

Our Medical Division's work at military hospitals and clinics isn't just supporting those in uniform, but their children too.

Take Your Child to Work Day at Redstone Arsenal is set for April 24. If you still have children at home, I encourage you to bring them to work with you and show them the amazing things the Center does for our military.

Giving our children the opportunity to see what types of meaningful careers are available after completing their education can be a great motivator.

The work you continue to do is vital to the safety, well-being, and future of our nation, and for that, I am eternally grateful. It has been a privilege to serve with you, and I know you will continue to rise to any challenge, as you always have.

Thank you for everything you do.

Proclamation signing kicks off awareness month

By William Farrow

Huntsville Center Public Affairs

Huntsville Center kicked off Sexual Harassment/Assault Response and Prevention month Apr. 1 with Col. Sebastien Joly, Huntsville Center commander, Maj. John Franklin, Huntsville Center deputy commander, and Arthur Martin III, Huntsville Center programs director, signing a proclamation to highlight the importance of building a respectful culture and promoting prevention through the SHARP program.

The Army and the U.S. Army Corps of Engineers recognizes April as a time to raise awareness, promote prevention, and support survivors of sexual assault and harassment within the Army community.

The Army's SAAPM theme for 2025 is "Step Forward. Prevent. Report. Advocate."

The Step Forward campaign is a call to action for all individuals to use their personal and collective strength

to advance meaningful change in preventing and responding to sexual violence.

Victor Roberts, Sexual Assault Response Coordinator for the Center, joined the event virtually via MS Teams and dozens of Center employees witnessed the proclamation signing in person.

The Army's Sexual Harassment/Assault Response and Prevention (SHARP) Program is the Army's integrated, proactive effort to end sexual harassment and sexual assault within its ranks.

Roberts leads a comprehensive effort to educate leaders and the workforce about sexual harassment and sexual assault.

Roberts said Sexual Assault Awareness and Prevention Month is a time to educate, support and empower the workforce to fight against sexual harassment and sexual assault.

"Our goal is to eliminate sexual assaults and sexual harassment by

creating a climate that respects the dignity of every member of the Army family," Roberts said.

"When we protect our people, we strengthen our Army and workforce." Additionally, Roberts said, SHARP strives to reduce the stigma of reporting, protects victims of assault and increases prevention, investigation, prosecution and victim care capabilities through training and resources.

Joly said sexual harassment and sexual assault are inconsistent with Army Values and will not be tolerated.

"One assault is one too many," Joly said. "SHARP is a commander's program fostering a climate of trust that respects and protects Soldiers, Civilians, and Family members," he said.

"As Huntsville Center commander, I am committed to ensuring a climate that promotes respect and dignity, free of sexual harassment and sexual assault for every employee, both military and civilian, and the families of our military team members."



Photo by Lillian Putnam

Dewayne Childers, Huntsville Center access control specialist, performs a security screen on Sprocket, mascot for Minor League Baseball's Rocket City Trash Pandas, prior to the raccoon's visit at Huntsville Center Feb. 5. Sprocket visited with Center employees while promoting University of North Alabama baseball team's opening weekend against Army Black Knights Friday, Feb. 14-15 at Toyota Field. Sprocket supports the Rocket City community making numerous community appearances throughout the year.



New deputy commander on board

Maj. John Franklin became the deputy commander of Huntsville Center Feb. 04. Prior to his current assignment, he was Brigade executive officer for the 177th Combined Arms Training of First Army's Division East.

He received his commission from the United States Military Academy in 2009 with a Bachelor of Science in American Legal Studies. After Officer Basic Course in Fort Leonard Wood Missouri, Franklin reported to the 1st Armored Division at Fort Bliss, Texas in 2010 where he served as an Infantry platoon leader. He then deployed to Afghanistan where he served as an executive officer, then brigade engineer where he oversaw the execution of construction projects across 18 company out-posts and forward operating bases.

After deployment, he continued to serve as brigade engineer until he attended the Captains Career Course where he completed his first master's degree in geological engineering. Upon course completion he supported engineer



Maj. John Franklin

operations across the European and African area of operations in the Office of the Deputy Chief of Staff – Engineer, Wiesbaden, Germany.

In 2015, Franklin served as a 2nd Cavalry Regiment logistic and supply officer (S4) before commander of Alpha Troop (Sapper), Regimental Engineer Squadron, 2nd Cavalry Regiment, US Army Garrison Bavaria, Grafenwoehr, Germany.

After command, Franklin was assigned to the U.S. Army Corps of Engineers Southwestern Division area office in San Antonio, Texas as a project engineer overseeing the execution of historical renovations.

In 2018 he attended Command and General Staff College and completed his second master's degree in operational studies before his assignment to the 3-314 Brigade Engineer Battalion, 177th Combined Arms Training Brigade, Camp Shelby, Mississippi, serving as the 3-314 battalion executive officer and then brigade executive officer. In the two years in these assignments, he oversaw training of 30,000 National Guard and Reserve Soldiers.

Meet Maj. John Franklin

ROOTS: Born in Cincinnati and raised in Sebastian, Florida.

YOUTHFUL ASPIRATIONS: I wanted to be a writer, adventurer, or movie director/producer. I wanted to do something bold and imaginative that let me explore the world and share a story. In a way, the Army gave me all three.

BEST THING ABOUT YOUR JOB: The people. The caliber of talent and drive at Huntsville Center is unmatched, and every day I get to work alongside passionate professionals solving complex problems that impact the nation.

BEST ASSIGNMENT IN YOUR CAREER: Huntsville Center has been my "golden age"—a unique blend of innovation, autonomy, and purpose. But if I had to pick a second, it was serving in Germany as the commander of the only Sapper company in Europe. It was a rare opportunity to lead the Argonauts in a semi-forward posture across a strategic theater, balancing readiness, deterrence, and real-world missions.

GOALS FOR THE NEXT YEAR: I want to continue elevating our operational clarity and leadership development while preparing the team for future requirements. On a personal note, I'm focused on becoming fluent in Spanish, improve my guitar playing, and continue to grow as a father, fighter, and lifelong learner.

IF YOU COULD DO ANYTHING FOR A DAY, WHAT WOULD IT BE: Train with medieval longsword masters in a castle-turned-academy in the morning, lunch and park with my daughter for the mid-day, then relax with wine, guitar, chess, and philosophy by the fire with thinkers and warriors from across history.

YOUR HERO AND WHY: My father. He lived with quiet integrity—unshaken by adversity, grounded in principle, and always composed in the face of chaos. He showed me that real strength isn't loud or reactive; it's the ability to carry weight without letting it distort your character. Historically, I admire Marcus Aurelius for the same reason. In *Meditations*, he wrestles with the burdens of power and the flaws of humanity—not with anger, but with calm resolve. He faced storms without becoming stormy. That kind of steady mind in a turbulent world is something I deeply aspire.

BEST PIECE OF ADVICE RECEIVED: "You can't control the wind, but you can adjust your sails." Life rarely goes according to plan, but composure and adaptability are more valuable than control.

FREE TIME: Playing guitar, learning languages, training in historical European martial arts, and diving into old books. I also enjoy time with my daughter.

Versatile engineers, contract warrants contribute to Center's mission accomplishment

By William Farrow

Huntsville Center Public Affairs

Versatility allows individuals and organizations to adapt to changing environments, solve problems from different angles, and stay competitive in a rapidly evolving world.

For example, a versatile employee might have “cross-functional expertise” understanding both marketing and sales, or both design and technology. Instead of just being an expert in one thing, this person has a broader range of skills that allow them to work with different teams and understand various parts of the business.

At the U.S. Army Engineering and Support Center Huntsville (Huntsville Center), versatile employees are an important aspect of the Center's vision of “A certified, professional workforce with an expeditionary mindset capable of pioneering solutions to unique, complex, and high-risk missions.”

With roughly 20 engineers working in the Engineering Directorate's Construction and Service Support Branch (CCSB) branch, their versatility is focused on contract administration, pointing its engineers to being delegated as an Administrative Contracting Officer (ACO) with a \$500,000 warrant authority.

An ACO warrant allows an engineer to make contract modifications, monitor compliance, and perform overall contract management.

Four engineers in the branch are delegated as ACOs with another four in the branch are authorized to carry a warrant but aren't actively warranted.

Wes Trammell, CCSB chief, said engineers with contracting warrants are common in U.S. Army Corps of Engineers, with almost every field office having a delegated ACO.

However, Trammell said ACOs were



not widely utilized for Huntsville Center projects until 2016 when the Center did a ‘beta test’ delegating one ACO in the Medical Repair and Renewal branch for a single project.

“As the program saw success in utilizing ACOs, we began to increase the number of ACOs along with migrating to a more widely known process utilized throughout the rest of USACE with an ACO delegated on most of our construction projects,” Trammell said.

“We currently have ACOs delegated on approximately 75% of our construction projects at Huntsville Center and in my branch, we currently have four delegated ACOs managing around \$750 million in construction contract value.”

Trammell said one key benefit of ACOs on projects is the execution of contract modifications.

Contract modifications can be time consuming, he said, as changes to the scope, price, or schedule of a contract are handled through a structured process, typically involving a written notification, evaluation by the Government, and potentially a change order or amendment, following Federal Acquisition Regulation (FAR) guidelines.

“Our ACO engineers can work

modifications faster,” Trammell said.

“Overall, engineers with ACO warrants add immense value to the Project Development Team (PDT) by enhancing efficiency, communication, and decision-making, all of which are crucial for the successful and timely delivery of projects.”

Project Development Teams are crucial for successful project outcomes at Huntsville Center.

By leveraging diverse skills and expertise to achieve the desired results, PDTs encompass various roles like engineers, architects, project managers, legal staff, safety specialists and contracting representatives, all responsible for managing projects from planning to completion and all working towards achieving client satisfaction and project success.

As federal contracting is an intricate and multifaceted field involving numerous roles and responsibilities in the PDT, the role of the ACO is particularly crucial.

Trammell said engineers holding ACO warrants are valuable to PDTs for several key reasons including streamlined decision-making, direct control over contractual aspects,

See ACO
Page 9



Photo by Chris Putnam

Outdated generators being removed and replaced with modern, high-capacity natural gas units at Fort Eisenhower, Ga.

Huntsville Center increasing energy efficiency at Fort Eisenhower

By Lillian Putnam

Huntsville Center Public Affairs

Huntsville Center spearheaded a major infrastructure upgrade at Fort Eisenhower, Ga. as part of a \$72 million Utility Energy Services Contract (UESC) project. The initiative is aimed at increasing energy efficiency and includes the replacement of outdated generators with modern, high-capacity natural gas units.

The UESC will implement 20 Energy Conservation Measures, ECMs, designed to improve operational reliability, reduce costs and enhance quality of life for personnel at Fort Eisenhower. The ECMs will collectively impact 449 buildings across 6.6 million square feet of facility space and are expected to generate approximately \$5 million in annual energy savings.

Located outside of Augusta, Georgia, Fort Eisenhower is the current home of the Army Signal Corps, United States Army Cyber Command, and the Cyber Center of Excellence as well as the National Security Agency/Central Security Service' Georgia Cryptologic Center (NSA Georgia or NSAG).

"This upgrade will help ensure Fort Eisenhower's ability to maintain uninterrupted power, enhancing mission

readiness and resilience," said Aubrey Glynn, Huntsville Center UESC Program project manager.

One of the most significant components of the project is the replacement of the base's power generation system. The original 13.5-megawatt, MW, generators date back to the 1960s and will be replaced with modern 15MW natural gas generators over the next few years.

"We are extremely happy to be partnering with Georgia Power for this project," said Col. Reginald Evans, U.S. Army Garrison Eisenhower commander.

"Replacing Fort Eisenhower's aging diesel powered generators with natural gas systems is a huge step toward reducing the installation's carbon footprint, in addition to the energy savings from the numerous other conservation measures planned."

The scope of the project not only includes power generation, but also entails improvements to the mechanical and controls systems, central plant chillers and lighting. "This project is unique for a couple of different reasons," Glynn explained. "First, it's a third-party financed project, which

See **ENERGY**

Page 9



First step for MILCON begins here

By William Farrow

Huntsville Center Public Affairs

Military construction, or MILCON, isn't a mission accomplished by the U.S. Army Engineering and Support Center, Huntsville (Huntsville Center). However, military construction doesn't happen without Huntsville Center.

As the designated Department of Defense construction agent, the U.S. Army Corps of Engineers has the responsibility for delivery of facilities and infrastructure supporting the DOD services and other Defense Agencies.

Bryan Simpkins, Systems Cost Division Automated Systems Branch chief, said before a shovel turns dirt on a new MILCON project, the first step in the process begins at Huntsville Center.

Simpkins' branch consists of more than 20 engineers and analysts supporting the Programming and Execution (PAX) DD Form 1391 Processor System, a software suite used to submit documented requirements along with planning and program construction costs (estimates represent 30% design or less Design Build, Design Bid Build, or Adapt Bid Build) necessary for the submittal of MILCON projects.

The DD1391 Processor System assists in the justification in support of funding request for military construction projects submitted to Congress via the Presidential Budget Book, Simpkins said.

One of the important aspects of the system, Simpkins

said, is its reliability.

Since 1980, Huntsville Center is the assigned responsible agency for the DD Form 1391 Processor System and the Automated Systems Branch is responsible for the system's operation maintenance.

"It's a mature, stable system," Simpkins said. "It is continually updated, and we rarely have crashes unless there is an agency level network issue."

Simpkins said there are associated modules of the DD Form 1391 PAX that are vital for planning projects. The DD1390 module is used to record each installation's program in relation to personnel strengths, real property improvements, mission and functions.

The ENG3086 module assists the USACE MILCON District and Division personnel with preparation and submission of the ENG 3086 Form(s). The CA1391 module is available only to headquarters-level personnel for creating potential Congressional Adds.

Additionally, the PAX program maintains applications representing cost area, economic analysis, and information systems cost area.

Users can access the apps in the field to generate estimates without connectivity to the PAX 1391 System. Once the user returns from the field, the estimates can be uploaded directly

**See PAX
Page 10**



ACOs From Page 6

improved communication and coordination, cost control and budget management, risk management and faster dispute resolution.

Engineers who take the training and are certified as ACOs are issued a \$500,000 warrant for modifications to construction contracts under the contract clauses to include changes, differing site conditions, variations in estimated quantities, value engineering, suspension of work, and time extensions under default, Trammell said.

To become an ACO, engineers must be acquisition coded as contracting, Defense Contracting certified to include 24 semester credit-hours of study from an accredited institution in disciplines such as accounting, business, finance or economics.

For most ACOs this means

completing a masters-level degree along with obtaining a professional engineering certification.

Chad Braun, CCSB service order administrator lead, said engineers often seek extended certification in their specified skills to enhance competency and knowledge.

Adding certification as a contracting officer with a warrant, Braun said, contributes to the increased effectiveness and efficiency throughout U.S. Army Corps of Engineers.

Braun received his ACO warrant in 2015 after completed extensive training through the Defense Acquisition University (DAU) and gaining two years of hands-on experience in government contracting.

After fulfilling all training, educational, and experience requirements, Braun successfully passed the Contracting Officer Review Board (CORB), which involved an interview-

style question and answer session with the Senior Contracting Official.

Braun said obtaining an ACO warrant was a goal he pursued actively.

"I began my career in construction as an engineer working in a USACE resident office, during which I completed the required DAU training and earned the 24 business semester hours," Braun said.

However, he said an ACO opportunity didn't arise until he transferred to Huntsville Center.

"Shortly after my arrival, I was presented with the opportunity to pursue the ACO warrant, which I eagerly seized," Braun said.

"Securing the warrant was one of the highlights of my career, as I had always admired the work of my resident engineers and ACOs, and achieving this milestone felt like a significant accomplishment."

ENERGY From Page 7

allows Department of Defense federal agencies to implement energy savings projects without upfront costs. Second, this UESC directly addresses resiliency by modernizing the base's power generation system."

UESCs are a type of third-party financed projects, where the total implementation price is financed by a bank or financier working closely with the utility company.

The Garrison will then pay back the implementation price with the energy savings gained from the implementation of ECMs. The initiative involves coordination between several organizations, including the Fort Eisenhower Garrison, the Gillem Enclave (a community in Forest Park, Georgia, that includes the former Fort Gillem and the Defense Forensic Science Center), Army Installation Management Command, G-9 and the Deputy Assistant Secretary of the Army for Installations, Energy, and Environment.

"We are grateful for this partnership with U.S. Army Garrison Fort Eisenhower as we work toward furthering the energy efficiency at the installation and lessening the carbon footprint," said Latanza Adjei, senior vice president and chief customer officer for Georgia Power.

"Collaborative efforts such as this are essential for creating a sustainable energy future and align with our commitment to our customers and communities."

Huntsville Center is working alongside other organizations

for the project's implementation, ensuring that construction timelines align with operational needs to minimize disruptions.

"This project has been a team effort with Garrison, Installation Management Command, G-9 and others. Scheduling has been one of the biggest coordination efforts throughout the project," Glynn elaborated.

"It has been critical to work together to ensure that energy conservation measures are implemented in a timely manner while minimizing impacts to Fort Eisenhower's daily operations."

The generator replacement project is part of a two-year effort that began in 2024 and is expected to conclude in 2026.

The upgrades aim to significantly reduce maintenance costs, avoid expensive equipment replacements and contribute to improved air quality across the installation.

Glynn described the long-term impacts of this project.

"By increasing the resiliency of the garrison, we are ensuring that Fort Eisenhower can maintain operations under any circumstance, directly supporting the warfighter."

As Huntsville Center continues to lead energy efficiency initiatives across military installations, the Fort Eisenhower UESC serves as a model for innovative, cost-effective infrastructure modernization.

"With energy resilience playing a vital role in national security, projects like this demonstrate the Army's commitment to sustainability and mission readiness," Glynn said.



Courtesy photo

Space Business

Leander Young and Bridget Carr, Huntsville Office of Small Business Programs, represented Huntsville Center at the 39th Marshall Space Flight Center Small Business Alliance March 20. The alliance was created to provide industry with maximum exposure to the NASA/MSFC marketplace. For more than 60 years, Huntsville Center programs have supported NASA with multiple projects and continues to be a strategic partner with NASA providing specialized technical expertise, engineering solutions and cutting-edge innovations to the nation's agency responsible for the civil space program, aeronautics research, and space research.

PAX

From Page 8

to the PAX 1391 System for their specific project when connectivity is restored.

The PAX DD 1391 Processor System currently supports most of the DoD agencies and is hopeful to be the OSD system of record for all agency development soon. When the Army requires new MILCON they rely on the geographically aligned Districts within USACE to provide construction management necessary to build facilities supporting the men and women serving at an installation. Typically, Navy and Coast Guard use Naval Facilities Engineering Systems Command as their design construction agent and the Air Force uses Air Force Civil Engineer Center. However, NAVFAC is implementing the use of PAX in Navy MILCON projects.

Taylor Bair, NAVFAC HQ program manager for MILCON Budget Justification and Project Development Systems, said the system is working well for NAVFAC project managers.

"We can't express enough how impressed we are with the PAX system and the entire team behind it. The developers have created a truly intuitive and user-friendly platform that has streamlined our operations significantly," Bair said.

She said the Center's PAX team's commitment to continually adding new modules and features to fit their needs, means they constantly finding ways to further improve NAVFAC's processes through PAX.

"Beyond the technology itself, the training staff are exceptional," she said.

"They provide comprehensive and engaging training sessions that equip our team with the knowledge and skills to confidently utilize all PAX's features. Their dedication to our success was evident in their patience and willingness to go the extra mile to ensure we were comfortable with the system."

Bair said it's evident that the Center's PAX team poured their expertise into every aspect of the design, resulting in a system that is both powerful and easy to navigate.

"Overall, implementing PAX has been a success for our organization, thanks in large part to the hard work and dedication of the program managers, development team and training team at PAX."

Huntsville Center's Automated Systems Branch also includes and maintains the Tri-Service Cost Engineering Systems (TRACES) suite of tools as a separate program.

"TRACES applications further assist cost engineers worldwide and throughout the DOD and non-DoD agencies to develop cost estimates supporting greater than 30% design in the case of MII," Simpkins said.



New procedures to benefits inquiry process

The Army Benefits Center – Civilian has transitioned from an email inquiry system to a ticket inquiry system via ServiceNow.

Emails submitted on or after April 1, will not receive a response and will need to be resubmitted as a ServiceNow inquiry ticket using the new ‘Contact Us’ feature at the ABC-C website.

The Army Benefits Center – Civilian continuously strives to meet customer demand while delivering quality customer service in a timely manner.

The ABC-C call center will also be available to customers via our toll-free number during normal operating hours. USACE CEHR websites that contained the ABC-C email addresses have been updated with the Contact Us link.

Employees must contact ABC-C via phone or by clicking the “Contact Us” link if they have specific questions concerning their own benefits or retirement. Below is the information for Army for quick reference. Please note that the ABC-C is currently receiving more calls than usual, and may take several days for a response due to the volume.

As a general rule, appointments for calls to employees are only made for a final retirement review (if requested by the

employee after completion of their retirement packet and prior to submission to the Office of Personnel Management).

Benefits/Retirements

■USACE / AMC /AMC Subcommands / All other Army / National Guard / NAF Portal:

DSN: 520-2222 / (785) 240-2222 / (877) 276-9287

Specialists are available from 8 a.m. to 4 p.m.(CT), Monday - Thursday

■Workers’ and Unemployment Compensation:

DSN: 856-9863 / (785) 239-9863 / (866) 792-7620

Specialists are available from 8 a.m. to 4 p.m. (CT), Monday - Thursday

All advisory benefits questions must be submitted to the ABC-C using the ‘Contact Us’ feature or using the phone numbers above.

(Information courtesy Huntsville Center Human Capital office.)



Photos by Lillian Putnam

Weather aware

As people report to their severe weather interior shelter areas, Col. Sebastien Joly, Huntsville Center commander, examines workforce participation during a tornado drill at the Center March 21. The drill ensures people know where to go and what to do in case of severe weather outbreaks. Alabama is considered part of the Dixie Alley and tornadoes can occur year long. However, peak season occurs in springtime and picks up again in late fall.

Special Projects Fellowship enhances emerging leader's desire for more responsibility

By William Farrow

Huntsville Center Public Affairs

There is a professional growth program within the Huntsville Center for people to acquire new skills while taking on greater responsibilities

The Center's Special Projects Specialist Fellowship Program allows participants (GS-13 and above) to act as liaison between the Center and Headquarters U.S. Army Corps of Engineers (HQ USACE) for coordinating approval documents and providing leadership to help resolve issues between the organizations.

The Fellowship involves a 120-day residential deployment to HQ USACE in Washington, D.C. providing emerging leaders from Huntsville Center an opportunity to work closely with HQ USACE counterparts under the Military Programs Directorate, Installation Readiness Division (IRD).

Arthur Martin III, Huntsville Center Programs Director and proponent for the program, said the program allows participants to grow professionally by performing substantive work on projects that support HQ USACE and IRD initiatives.

"One of the huge benefits is that you'll very likely leave the program with a comprehensive understanding of USACE missions," Martin said. "You will also get to know key leaders within the Military Programs Directorate, who they are and their leadership styles,"

The USACE IRD military mission requirements support sustainable and resilient installations where Soldiers call home. The IRD provides solutions in support of America's Installations by expanding the technical expertise of Installation Support Community members and effectively applying USACE capabilities, contract capacities, and other tools required to operate, maintain, sustain, restore and modernize America's military infrastructure and real property assets.

"If you want to learn about Big USACE operations to be more knowledgeable at your job here, this program is for you."

However, Martin said there is another reason people may want to participate in the program.

"Participation in the program can help individuals in their quest to be secure positions of greater responsibility within USACE as the program provides for resume-enhancing experience," Martin said.

"While such experience alone cannot guarantee advancement, it does serve as an additional layer of experience that few can demonstrate."



Dallas Carlisle, a civil engineer in the Huntsville Center Construction and Services Branch, participated in the program from June to October. He said he volunteered for the program to show leadership that he is ready for more responsibility.

"I am more of a big picture guy, instead of in the weeds," Carlisle said.

"The program gave me the opportunity to get exposure to bigger decision makers, why they make their decisions and how they make them. I also had the opportunity to share my expertise and hopefully make some impact."

During his tenure at HQ USACE, Carlisle was assigned to the Energy Integration Branch working for Shawn Herrera, EI Branch Chief.

He was tasked with leading the assessment of USACE capabilities for the preparation of a Nuclear Initiative tasker to research commercial solutions for possible development of advanced nuclear power to increase energy resilience and maintain mission readiness at Army installations.

During the assessment, he coordinated with multiple USACE agencies for tasker input, prepared information papers and briefed the results to IRD branch chiefs as well as Maj. Gen. Kim Colloton, USACE Deputy Commanding General and Brig. Gen. Kirk Gibbs, USACE Deputy Commanding General for Military and International Operations.

"I ensured reviews and corresponding comments were updated on the draft and participated in their regulation and policy creation document."

Carlisle also assisted with the USACE Military Programs Cyber Security.

"I reviewed, commented and coordinated with the cyber security HQ team, and prepared a set of recommendations

See **FELLOWSHIP**

Page 14



Photos by William Farrow

Angela Copeland-Humlicek, Huntsville Center interior designer, receives a U.S. Army Corps of Engineers Emergency Operations jacket from Charles Carson, Huntsville Center emergency manager, prior to her April deployment to California to help with wildfire recovery efforts.

Interior designer set for third deployment this year

By William Farrow
Huntsville Center Public Affairs

Each year, the U.S. Army Corps of Engineers (USACE) deploys hundreds of its trained personnel across the United States and its territories to respond to emergencies and natural disasters.

In less than a year, a Huntsville Center interior designer has deployed twice in 2024 to aid in disaster response and recovery.

When she packs her bags for California in April, she will have notched her third deployment.

Angela Copeland-Humlicek, Huntsville Center interior designer, deployed to Hawaii for more than three weeks last summer to assist with wildfire debris recovery.

In November, she deployed to

Georgia for Hurricane Helene debris recovery. In April, she's off to California to support recovery from the Palisades wildfire that destroyed large areas of Los Angeles' suburbs.

Copeland-Humlicek said the reason she raises her hand to deploy is simple.

"I've always had a desire to help people in need," she said.

"These disasters are tough on people and having a smile and willingness to help is so important when people are at their most vulnerable."

As an interior designer the Center's Engineering Directorate, she supports the administrative office furniture program by providing stakeholders with furniture design and layout, electrical and data coordination, and furniture procurement.

Copeland-Humlicek's deployments have mostly been to monitor temporary

disposal sites — collection points for debris resulting from natural or manmade disasters. Environmental issues are significant for debris management operations. Issues associated with debris reduction include ensuring the proper disposal of hazardous and toxic wastes.

However, Copeland-Humlicek said when she deploys for disaster relief, she steps in to do whatever the mission requires..

"You never know day-to-day what you will be doing or where you will be needed, so each day becomes an adventure," she said. "The needs change daily, and being willing to help where needed is key."

Copeland-Humlicek said deployed

**See *DEPLOY*
Page 14**

FELLOWSHIP

From Page 12

for Martin to include with changes to Huntsville Center's Cyber Security Mandatory Center of Expertise," Carlisle said.

Another aspect of the detail had Carlisle interviewing five USACE Senior Executive Service officers.

"The key takeaway for me was to take note of their leadership styles, learn about their paths to becoming an SES and any garner advice they may have on me pursuing a leadership role."

The Center's most recent participant in the program is Kristin Froistad, Huntsville Center I community planner. She said she applied for the program to expand her knowledge of HQ USACE's role and to gain insight into the challenges faced with maintaining

uniformity and control in the organization.

"What I learned was Huntsville Center is integral to the success of the USACE Enterprise with HQ USACE relying heavily on the Center's specialized and technical expertise," she said.

"I was afforded the opportunity to work directly with colleagues I regularly consult with in the program I manage here at Huntsville Center and had the unique opportunity to become acutely aware of the risks, and operational challenges HQ USACE and the Pentagon face with changing strategic direction."

Froistad said the timing of her fellowship also afforded her experiential knowledge of the National Capital Region.

In addition to the collaboration and institutional knowledge she gained, she strived to experience as much culture as Washington DC had to offer.

"The fellowship, in broader more general sense, afforded me the opportunity to step out of my comfort zone and role within Huntsville Center and experience first-hand coordination required to ensure the USACE mission is accomplished," she said.

People interested in applying for the program should look for an email canvass that will be sent out to the workforce.

The canvass will give a description of the assignment.

If there is a desire to apply, reach out to Huntsville Center's Human Capital Program for application assistance or more information.

DEPLOY

From Page 13

"Having a positive attitude and a willingness to be flexible is key to success on these missions," Copeland-Humlicek said.

"I've been in the middle of a cotton field in the dead of winter standing on a scissor lift calling for debris loads. I've monitored excavators working in burn zones in the sun all day," she said.

"You never know day to day what you will be doing or where you will be needed, so each day becomes an adventure."

Charles Carson, Huntsville Center emergency manager, said from March 2024 to March 2025, Huntsville Center deployed 22 personnel supporting FEMA via the USACE Emergency Support Function #3 (ESF#3) missions.

Under the National Response Framework (NRF) and authorities of the Stafford Act, USACE works under the direction of Federal Emergency Management Agency as a member of the federal team to support state and local governments in responding to major disasters.

The NRF defines 15 Emergency Support Functions (ESF's) with each having a designated Coordinating Agency.

As the coordinating and primary agency for Emergency Support Function #3 – Public Works and Engineering; USACE is responsible for coordinating and executing several missions in the post-disaster environment focusing on infrastructure assessment, technical assistance and water/wastewater response, temporary emergency power generation, temporary roofing and housing, and debris management.

Carson said it's unusual for someone to volunteer to

deploy for disaster relief more than once a year and he feels Copeland-Humlicek's willingness to volunteer is akin to an athlete wanting to compete.

"It is a feeling of euphoria or well-being that some people experience after engaging in intense or prolonged physical activity, such as running," Carson said.

"Despite the 12-hour days, seven days a week, 30 days at a time, her fondest recollections should be the gratitude of the people they assisted during the disaster response."

Copeland-Humlicek agrees with Carson, saying each deployment comes with people affected by disaster showing appreciation for the work the disaster recovery team does to bring normalcy back to their lives.

"On my deployment to Maui, we had a lady who had lost her house to the fire show up at the hotel we were staying at every morning and every evening to hug us on our way in to work at 5:30 a.m. and on the way back to the hotel at 6 p.m.," she said.

"Moments like that reinforce why we leave our families and all the comforts of home to help."

Copeland-Humlicek said having the support of her family also plays a big factor in her volunteering as does the camaraderie of the team at the disaster sites.

"I really try to work to accommodate the deployments and am thankful for my husband who is understanding and supports my work," she said.

"You become friends with the people you deploy with, and I really feel a sense of comradery and family while on these deployments."



Recognition Corner:



Photo by Steve Lamas

Col. Sebastien Joly, Huntsville Center commander, presents a certificate recognizing Jennifer McDowell, Furnishings Program senior project manager as Huntsville Center's Employee of the Month for February. McDowell's \$6.3 million furnishings project ensured Headquarters Mobile District received a variety of office furnishings to include workstations. McDowell managed and set customer expectations, maintained schedule and successfully kicked off the install providing Mobile District employees with quality products providing a state-of-the-art workplace.



Photo by Lillian Putnam

Col. Sebastien Joly, Huntsville Center commander, presents a certificate recognizing Bayliegh Kyker, Facilities Division Furniture Branch project management specialist student trainee, as Huntsville Center's Employee of the Month for March. Kyker played a key role in supporting Program and Project Managers by inputting data across multiple databases and spreadsheets.

Safety Corner

Annual Position Hazard Analysis requirement key component of CE-SOHMS

<https://usace.dps.mil/sites/APP-PHA>

As part of our commitment to workplace safety and the Corps of Engineers Safety and Occupational Health Management System (CESOHMS), we use Position Hazard Analyses (PHAs) to empower employees to identify job-related hazards and implement effective controls.

Additionally, PHAs help the Safety Office identify any PPE, training, or medical surveillance required to keep you safe and prepared.

Key Notes:

■ Developing a PHA is annual requirement. Employees are responsible for developing their PHAs, while supervisors must review and approve them.

■ Employees have until May 15 to complete their PHA.

Archive Notice:

■ All previous PHAs have now been archived (with the exception number 1 below), and employees must create a new PHA for the upcoming review year.

Steps to Access and Complete Your PHA:

■ PHAs can be accessed via the Huntsville Center Safety Office SharePoint page:



1: Previously Created PHAs: If your PHA was created within 60 days before the March 18 archive date, it will remain visible in the “Your PHA” section. No further action is required.

2: New PHA Creation: If your PHA is not visible in the “Your PHA” section, click “ACCESS THE PHA TOOL” in the “RESOURCES” section to complete a new PHA.

3: Instructions Available: Detailed guidance can be found in the “RESOURCES” section.

Your Role in CE-SOHMS:

PHAs and CE-SOHMS work hand-in-hand to promote safety, compliance, and proactive hazard management. By completing an accurate and thorough PHA, you are directly contributing to a safer workplace for yourself and your colleagues. Remember: CE-SOHMS is for your safety.

Please ensure that all selected tasks and activities reflect your actual job responsibilities. For any questions or concerns, contact the Safety Office at:

CEHNC-SafetyOffice@usace.army.mil



Photo by Lillian Putnam

Certified safe

Maj. John Franklin, Huntsville Center deputy commander, recognizes Jeremy McCranie, Huntsville Center Safety Office chief, for obtaining the professional certificate in industrial safety which is designed to meet the competency needs for knowledge and understanding of industrial safety principles and requirements. Jeremy is also only one of two U.S. Army Corps of Engineers employees who has obtained a professional certificate in each of the four competencies related to the safety and health field. He obtained professional certification from the U.S. Army Combat Readiness Center in: Safety and Occupational Health, Explosives Safety - Level 1, Army Emergency Management - Level 1, and Industrial Safety.



Ethics Corner

Know the rules, seek clarification, be sure the “right” thing is really “right”

Clay Weisenberger
Huntsville Center Office of Counsel

Ethics can mean different things to different people. To some, ethics is a series of principles that establish a model of good behavior – the “moral” thing to do, but not required. Others view ethics as a duty to comply with established standards or “do the right thing.”

Ethics in the federal government is not an aspirational goal. It is not an extra step that one might take beyond the minimal legal obligations.

The Department of Defense ethical rules are, for the most part, derived from statutes, regulations, and DOD Directives that are the “law of the land” when it comes to required and prohibited behavior, and not a listing of good things to do.

Government ethics are a set of legal obligations that always apply. Every year during annual ethics training, we are taught to ask a series of questions as part of our ethical decision-making process: *Can* I do it? *Should* I do it? Is it

right for the government? How will my actions be *perceived*?

Many of us face situations that require ethical decision-making almost on a daily basis. In many instances the answer is obvious, but not always.

For instance, taking gifts from outside sources.

Say there is a contractor who is interested in winning business on one of Huntsville Center’s programs and the contractor wants to buy you a car.

No brainer, right?

Now suppose the contractor just wants to buy you a modest lunch.

This contractor is also your next-door neighbor, and your children play together. What happens when your contractor/neighbor/friend sends a box of Omaha Steaks to thank you for watering the plants while their family were on vacation? Is the gift an appropriate expression of thanks for the favor performed? Is there an appearance of impropriety in accepting the gift?

The point is not all scenarios involving ethical decision-making are

straightforward. Sometimes the right answer is not intuitively obvious, while relying on what your gut tells you feels right could actually be prohibited.

Even when an action is not expressly forbidden, making that choice could lead to an appearance of impropriety or negative public perception about your organization.

Every U.S. Army Corps of Engineers office has at least one ethics counselor to assist employees when ethical questions arise.

Army policy requires that ethics counselors be attorneys. As stewards of the government and its resources, we should consider every action we take and examine whether those actions fit within the ethics rules.

Here at Huntsville Center, Margaret Simmons, Melanie Braddock and I are your ethics counselors.

We can help you navigate tough decisions on the road to ethical decision-making.

As always, if you have an ethics question, call me at (256) 895-1140 or email clay.weisenberger@usace.army.mil

“The truth of the matter is that you always know the right thing to do. The hard part is doing it.”

Gen. Norman Schwarzkopf



About Huntsville Center

HNC

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

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

FY2024 40+ Programs

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

\$ 2.6B

**“HNC Delivers
Innovation”**

In fiscal 2024, Huntsville Center awarded contract actions totaling more than
\$2.6 billion in obligations for its stakeholders.



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