



CONSTELLATION

A publication of the
U.S. Army Corps of Engineers, Baltimore District
Volume 31, Number 11

November 2005

District completes chem lab at Edgewood

Laboratory will be used to study chemical warfare agents

By Christopher Augsburger
Public Affairs Office

Among the United States' greatest concerns today is the potential for a chemical or biological terrorist attack. Following the events of Sept. 11, 2001, Congress recognized a critical need to design and construct a facility that would deal with the potential threats presented by the most dangerous chemicals on earth. As a result, it provided funds in 2002 for a \$46 million, state-of-the-art chemistry laboratory.

Authorized under the Chemical Weapons Convention, the Edgewood Chemical and Biological Center's Advanced Chemistry Laboratory will stand as the sole location in the United States allowed to produce chemical warfare agents for defensive purposes following the destruction of the U.S. chemical stockpile. The U.S. Army Corps of Engineers, Baltimore District was tasked with managing the engineering, design and construction of the lab, which was dedicated on Oct. 7.

"Given the Corps' extensive experience with building highly technical laboratories, we were the right



(Photo courtesy U.S. Army Corps of Engineers)

Mike Soper (far right) gives a tour of the new advanced chemistry laboratory to District employees Mike Pfarr (far left) and Jim Turkel. The laboratory will be the sole location in the United States allowed to produce chemical warfare agents for defensive purposes, following the destruction of the U.S. chemical stockpile. Baltimore District managed the engineering, design and construction of the lab.

engineering organization to undertake and manage this very challenging and complex project," said Mike Pfarr, project manager.

"The Advanced Chemistry Laboratory is a cornerstone in our nation's response to the potential for chemical assault," he said.

Designed and constructed over 32 months, the 80,000-square-foot, highly specialized laboratory handles known and suspect chemical warfare agents,

toxins and toxic industrial chemicals. The research at the laboratory works toward developing expertise in all phases of a chemical agent's life cycle, embracing development, evaluation, production, neutralization and disposal.

To carry out this mission, the laboratory's design included state-of-the-art, custom-designed chemical hoods and ultra-efficient carbon filtration banks with extensive electrical back-up systems.

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U.S. Army Corps
of Engineers
Baltimore District

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Constellation is an unofficial publication authorized under the provisions of AR 360-1 and published monthly by the Public Affairs Office, U.S. Army Corps of Engineers, Baltimore District, P.O. Box 1715, Baltimore, Md. 21203-1715. Telephone: (410) 962-2809; fax: (410) 962-3660. It is printed on recyclable paper; press run 1,650. All manuscripts submitted are subject to editing and rewriting. Material from this publication may be reproduced without permission. Views/opinions are not necessarily those of the Department of the Army.

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Commander's Comment

Focused on the mission and those we serve

Reflections on District's hurricane response and support to Fort Belvoir

By Col. Robert J. Davis
Commander and District Engineer

Our hurricane response

Many thanks to all of you who helped run our ship during my three week absence in September. A little background ... because of the enormity of the disaster, the Corps formed a forward task force to ensure all activities were aggressively executed and synchronized with those of the Federal Emergency Management Agency. Commanded by the director of Civil Works, Maj. Gen. Don T. Riley, the task force command post is co-located in Baton Rouge with FEMA.

I was the chief of staff for this forward deployed element of the Corps and was responsible for setting up the command post and all associated activities. Teammate Col. Dave Snodgrass followed me and continues there today.

Except for the four districts in Iraq and Afghanistan, every district in the Corps is participating in some way to support the hurricane recovery effort. The devastation in Alabama, Mississippi, Louisiana, Texas and Florida is immense and will take many months for those states to recover fully. Through it all, my primary take-away was that the fantastic employees of the Corps continue to embody the vision of "...relevant, ready, responsive, reliable ... focused on the mission and those we serve."

Our support to Fort Belvoir

I'd like to switch gears a bit and highlight another installation that we are fortunate to support— Fort Belvoir, Va. Located just a few miles south of the Capital Beltway, Fort Belvoir's history began in 1741 when an English colonel, William Fairfax, built a mansion overlooking the

Potomac River. The estate was named "Belvoir", which in French means "beautiful to see."

The Fort Belvoir garrison, led by Col. Brian Lauritzen, is responsible for manning and operating all the post support functions that enable those assigned there to accomplish their missions. These functions include public works, environmental, public safety, transportation, logistics, information technology and fire and emergency services.

Fort Belvoir is a unique installation because of its proximity to the Pentagon and Washington, D.C. Among the tenants of Fort Belvoir are the headquarters of the Army Materiel Command, the Defense Logistics Agency, the Defense Threat Reduction Agency and the Army's Information and Security Command. Fort Belvoir is also the home of Dewitt Army Hospital, the Army Management Staff College and numerous smaller activities.

In addition to supporting active duty members, the large commissary and post exchange complex supports a significant number of military retirees who live in the area. New family housing is springing up all over the post as part of the Army's Residential Communities Initiative. Of particular note are the new townhouses on South Post.

Although official Base Realignment and Closure decisions will come later in the year, it appears that these decisions will direct a large influx of activity to the post. We will have a pivotal role in assisting the leadership on post in executing these activities. By all accounts, a large hospital will need to be constructed, the Army Materiel Command headquarters will move to Alabama, and the National Geospatial-Intelligence Agency will move on post.

These and other BRAC actions will bring thousands of additional workers to the installation and we will need to be ready to assist. Get ready, and thanks to Fort Belvoir for allowing us to be part of their team!

— **Essays**

Chemistry Lab

(continued from cover)

Heating, ventilation and air conditioning systems provide 100 percent conditioned make-up air, along with redundant exhaust fans. About 200,000 cubic feet of conditioned air passes through the lab ventilation system per minute.

The safety and environmental controls of the lab are critical to ensure that personnel and the environment are protected against lethal materials that are about 600 times more toxic than industrial chemicals. Lab capabilities include analytical chemistry, detection, filtration, decontamination and evaluation of chemical agent technologies.

The Corps developed a complex design capable of accommodating the combination of technology, regulatory requirements and the internal flexibility to respond to the ever-changing nature of the chemical warfare threat that will occur over the life of the facility.

The Corps also needed to obtain permits for stormwater management, sediment and erosion control and building emission. The site had to be swept clear of unexploded ordnance, and the design had to accommodate force protection standards and an adjacent runway accident potential zone.

World class fumes hoods, the centerpiece of this facility, will be certified to comply with strict ventilation standards to ensure the safety of the working scientists. Redundant engineering controls, stringent security controls and use of specialty construction materials were necessary for safety and security code requirements.

The construction method used as much ingenuity as the complexity of the lab itself. In addition to important legal, budget, contracting and information management support, the project delivery team comprised laboratory and



(Photo by Mike Pfarr, Programs and Project Management)

Eugene Castro tests the custom-designed chemical hoods and ultra-efficient carbon filtration banks at the chemistry lab. The safety and environmental controls of the lab are critical to ensure that personnel and the environment are protected against lethal materials that are 600 times more toxic than industrial chemicals.

building design and construction specialists from the Corps, Edgewood Chemical and Biological Center and industry. These team members brought special knowledge of toxic material handling, lab design, hood and filtration design, and safety and surety requirements.

“This crucial project owes its success to the unique combination of expertise gathered on this team,” said Pfarr.

The same sentiment was echoed by

**“The Advanced
Chemistry Laboratory
is a cornerstone in
our nation’s response
to the potential for
chemical assault.”**

**-Mike Pfarr
Project manager for the
Advanced Chemistry Laboratory**

all partners involved, according to Baltimore District’s Deputy District Engineer Lt. Col. J.T Hand, who represented the District during the

dedication ceremony.

“The level of partnership among the garrison, the customer, the Corps and the contractor was what made this project successful,” said Hand.

During the planning, design and construction of the facility, Pfarr said that many collaborative meetings occurred where scientists sat with equipment manufacturers to solve critical design elements of the exhaust filtration units and chemical fume hoods. Communication specialists sat with vendors to design proper voice and data systems. The contractors met with individual lab owners to customize labs to specialized needs.

Although the project delivery team faced a plethora of challenges throughout the process of building the laboratory, the team members pulled together through the many ups and downs inevitable in such a demanding project.

“The result is that our professional engineering organization delivered to the customer, on time and under budget, a world class, state-of-the-art laboratory that will serve the nation in peace and in war,” said Pfarr.



(Photo by Joyce M. Conant, Public Affairs)

Homes in the 9th Ward in Orleans Parish are no longer livable. The few that remain standing have been completely flooded out by the waters that flowed into the area following the heavy winds of Hurricane Katrina.

“ The determination and motivation to pick up the pieces and get things moving again was definitely inspirational.

-Kara Deutsch
Planning Division

What I learned from Katrina...

District employees reflect on supporting hurricane recovery efforts

“During the time I was in Louisiana, I was fortunate enough to be able to take several helicopter rides over the flooded city, and that experience will probably stick with me for the rest of my life. On those occasions, I met with community leaders who were on the edge of human ability to grapple with the situation at hand, and being in a position to directly assist them was probably the best part of the entire mission.”

**~Jim Dash
Planning Division**

“Our team included many Corps folks from New Orleans District, and the biggest thing that hit me was their attitude. Some of them lost everything — their house, belongings, cars, everything. And there they were: wanting to get out in the field and remove debris to help get other communities back on their feet. One of our field supervisors lived and worked right where Katrina made landfall. He said, with a laugh, “I like to tell everyone Katrina turned my world upside down. Literally! My house is upside down in my neighbor’s yard!” He couldn’t wait to hear what happened to his field office! The determination and motivation to pick up the pieces and get things moving again was definitely inspirational.”

**~Kara Deutsch
Planning Division**

“Our travels took us to the Maxwell Air Force Base, Montgomery, Ala., supplying ice and water to hurricane victims in Alabama’s gulf coast, then on to Houston, Tex., where we were helping supply generators to the public facilities in east Texas. During our response, we have lodged in such places as a military barracks, a 50-year-old hotel full of mold, and a four-star hotel in downtown Houston. Although the situation is ever-changing, the mission remains the same — to serve the people of America in the times of their greatest need — and that is reward enough!”

**~Ken Baumgardt
Planning Division**

Ten simple ways to avoid identity theft

Information Compiled from the Federal Deposit Insurance Corporation Website

November is here, and many consumers are gearing up to do some holiday shopping. In today's technological era, identity theft is on the rise, so consumers should take steps to safeguard their personal and financial information. Here are a few ways you can protect yourself from being a victim of identity theft.

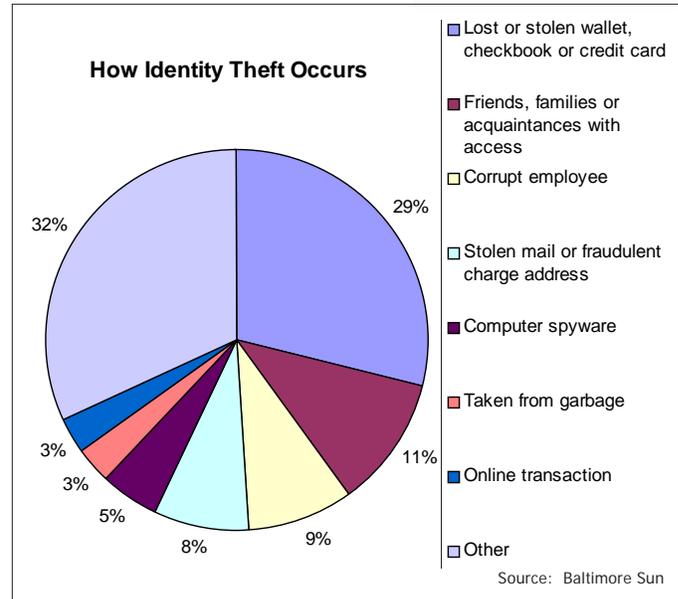
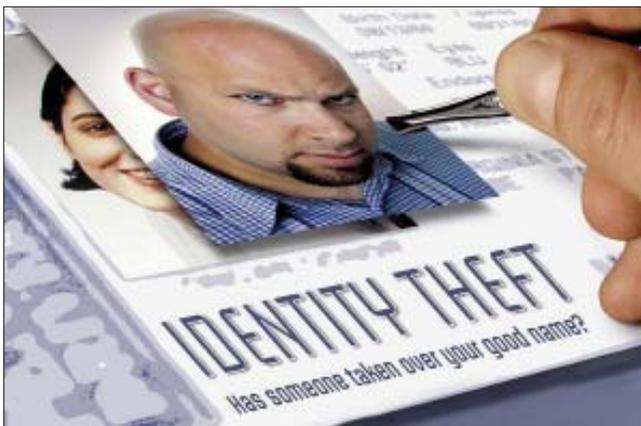
1. Protect your Social Security Number, credit card and debit card numbers, PINs (personal identification numbers), passwords and other personal information. A thief can use these details to order checks or credit cards, apply for loans or otherwise commit fraud using *your* name.

Choose PINs and passwords for your bank and Internet accounts that will be tough for someone else to figure out.

2. Deal only with legitimate, reputable businesses. Try to do business with companies you already know or that have been recommended. Do your research before giving money or personal information to an unfamiliar merchant, charity or any other organization.

3. Get key details in writing and thoroughly check them out before agreeing to anything. Don't rely on a sales person's oral representations for a significant purchase or investment. Get as much written information as possible, including a contract, specifying cost information and your consumer rights.

4. Beware of "deals" requiring money up-front. They're likely to be schemes to trick you into sending money or providing bank account information in exchange for



promises of goods or services that will never be delivered.

5. Be extra careful when providing personal information over the telephone or Internet. Scam artists hide at the other end of the phone line or computer screen. So, don't give bank account information, SSN, or personal data in response to an unsolicited phone call or e-mail.

6. Safeguard your incoming and outgoing postal mail. It could include checks, credit card applications, bank statements and other items of value to a thief.

7. Stop bandits from recycling your trash. Thieves known as "dumpster divers" pick through garbage looking for credit card applications, monthly bank statements, receipts and other documents they can use to commit fraud. Before tossing out these items, destroy them, preferably using a crosscut shredder that turns paper into confetti.

8. Limit the confidential information in your wallet in case it gets lost or stolen. Don't carry around more checks, credit cards or other bank items than you need. Keep passports, Social Security cards and birth certificates in a secure place, not in your wallet.

9. Review your credit card bills and bank statements as soon as they arrive. If you notice something suspicious, perhaps a credit card purchase you didn't make or an unauthorized withdrawal from your checking account, contact your financial institution immediately.

10. Monitor your credit report for warning signs of fraud. You should check your credit report at least once a year from each of the three major credit bureaus: Equifax, Experian and TransUnion. A copy of your credit report is free in some states, but the most you'll pay under current rules is \$9.



Government Vehicles: A roadmap to staying in the right lane

By Chanel S. Weaver
Public Affairs Office

Have you ever wondered if there were really some hard and fast rules about operating a government vehicle? Will you get into trouble if you return a government vehicle with an empty gas tank? Do you really have to park a government vehicle at a post office? Are you allowed to take a vehicle home on the night before a road trip?

Such questions are common among those who have borrowed government vehicles. There have been so many myths surrounding the proper use of the vehicles, that it can be difficult for a federal employee to separate fact from fiction. Although there are some gray areas, many regulations can be explained if one speaks to the right expert.

In the following Q&A section, Robert Paul, Baltimore District fleet

vehicle and facility manager, answers common questions about operating a government vehicle.

Q: Is it okay to smoke in a government vehicle?

A: No, smoking is prohibited in government vehicles.

Q: What are the rules for using a cell phone while driving a government vehicle?

A: You are not permitted to use a cell phone while driving a government vehicle unless you have a hands-free device.

Q: If an employee gets a speeding or parking ticket while driving a government vehicle, does the employee or government pay the fine?

A: The driver pays the ticket. It is not the federal government's responsibility to pay for a driver's traffic or parking violation.

Q: Is it okay to take a government vehicle home on the night before a road trip?

A: Only if you are on official temporary duty orders, and then it depends on

where you live and where you are going as it relates to the District. According to Army regulations, an employee may take a vehicle home on the night before a morning road trip if they would have to "travel a long distance to pick up the vehicle and then turn around and drive back in the same direction to proceed to the temporary duty site."

For example, it would not be cost-effective for an employee who lives in Aberdeen (north of the city) to drive to the City

Crescent Building to pick up a vehicle, and then turn around and drive north to New York for a meeting. So, that employee would probably be authorized to take the vehicle home the night before the trip.

That same Aberdeen employee, however, could not take the vehicle home if the next day's trip is to Virginia because he or she would have to travel south through Baltimore anyway.

Furthermore, employees who live relatively close to the City Crescent Building, (i.e. Fells Point, Federal Hill, etc.) are generally not allowed to take a government vehicle home.

The easiest way to see if you may take a vehicle home on the night before a road trip is to send a written request to the Logistics Management Office, specifying your home address and the address of your destination. A member of the

Logistics staff should be able to tell you if you are authorized to take the vehicle home.

Q: Is it true that, when you take a government vehicle home, you have to park it at a post office, or on some other federal property?

A: If you meet all the location prerequisites and wish to take a car the night before a trip that qualifies as local travel, you are required to park the vehicle at a post office, police station, fire house or other similar

secure location. You may NOT take it to your home. This rule is for your safety and the safety of the vehicle.

Q: Do you have to refill the gas tank before you return the vehicle?

A: It is a common courtesy to return the vehicle clean and with at least a half tank of gas. How would you feel if you allotted enough time to travel to a meeting, and you get in a car that is low on gas? When we leave a vehicle clean and refueled, we show that we are good stewards over what has been entrusted to us.

Q: May one pick up or take another federal employee home in a government vehicle?

A: If the employee's place of residence is on the way to your destination, you may pick up another federal employee from his residence or take that person home.

Q: What do you do if you are in an accident while driving a government vehicle?

A: Report it immediately to the GSA Fleet Center (in Baltimore (410) 962-7446) and your immediate supervisor. An accident report is to be completed within 24 hours and sent to the GSA Fleet Center with copies to the Safety Office, Office of Counsel and the Logistics Property Book Officer.

Q: May employees park their personal vehicles in the garage of the City Crescent Building or Redwood Garage while they are taking a government vehicle.

A: No, the federally-leased parking spaces in the City Crescent garage and

Redwood garage are reserved for authorized vehicles only.

Q: How would you rate Baltimore District's performance as a whole when it comes to complying with government vehicle regulations?

A: I think the District as a whole does an excellent job of keeping the equipment decent. District employees use nearly 200 government vehicles and drive a combined average of more than 833 miles per month, yet we have maintained an excellent safety record as a District.

"It is a common courtesy to return the vehicle clean and with at least a half tank of gas."

-Robert Paul
District fleet vehicle manager

For more information about the proper use of government vehicles, contact the Logistics Management Office at (410) 962-4091.

Government Vehicle Usage for Baltimore District

| Unit/Office | Vehicle Count | Average Monthly Mileage per Vehicle |
|------------------------------------|---------------|-------------------------------------|
| Baltimore District Office | 34 | 1931 |
| Enforcement Office | 17 | 1386 |
| Harrisburg Area Office | 28 | 1255 |
| Jennings Randolph Lake | 6 | 1961 |
| Raystown Lake | 18 | 2121 |
| Tioga-Hammond and Cowanesque Lakes | 24 | 1849 |

Source: Logistics Management Office



November is National Diabetes Month:

Take care of your health by choosing nutritional, well-balanced meals

By now almost everyone knows that the omega-3 fatty acids in fish protect the heart by lowering cholesterol. There's more to it than that.

Several studies show that fish that are fried or coated with batter and French fried do not protect the heart. Instead, they tend to decrease heart health by increasing cholesterol levels. Part of the problem with fish sticks and French fried fish could be the type of fish that is usually used. They are predominantly made from white fish or cod, which have very low levels of omega-3s.

Researchers at Harvard Medical

School studied ultrasound images of the hearts of 5,000 men and women. Subjects also filled out a questionnaire about their diets. After allowing for



other factors that are known to affect the heart, researchers found that those who regularly ate fried fish and fish

sandwiches showed greater signs of heart and blood vessel disease.

Study participants who frequently ate broiled or baked fish had lower heart rates, lower blood pressure, and better blood flow to the heart. Broiled or baked fish tends to be varieties such as salmon or tuna, which are high in omega-3s.

Another study showed that people age 65 or older who ate baked or broiled fish one to four times a week had a 27 percent lower rate of ischemic stroke. Those who ate fried fish had a 44 percent greater risk of ischemic stroke, according to the Tufts University Health & Nutrition Letter.



Rob Williams

District employees race in 21st annual Army Ten-Miler

Eleven Baltimore District employees participated in the 21st Army Ten-Miler Oct. 2. The event is America's largest ten-mile road race and the Army's premier running contest.

Military and civilian runners

came from all across the country and the world to be a part of this traditional event, which is produced by the United States Army Military District of Washington.



Gary Schilling



Greg Johnson

Race Participants

- Lt. Col. J.T. (Oh Captain, my Captain) **Hand**
- Maj. John (Hey, was that Andy Off that just passed me) **Baker**
- Capt. Andy (Hey, I just passed John Baker) **Off**
- Maria (10 miles ain't nothin) **de la Torre**
- Jared (I never saw 11.25 miles in the PMP) **Olsen**
- Mary (this is a piece of cake compared to FMMC) **Wiedorfer**
- Janet (so this is what the big city looks like) **Harrington**
- John (I get my strength from my cool headband) **Chubb**
- Greg (How did Turkel get out of this) **Johnson**
- Gary (I gotta hit the porta potties one more time) **Schilling**
- Robert (I think I can...I think I can....I think I can) **Williams**



John Chubb

Safety should be everyone's priority

By John Houvener

Chief, Safety and Occupational Health Office

Building safety within an organization should start at the top, and our commander, as well as each of our chiefs and supervisors/leaders "get it."

The simple truth is that without the leadership and innovation shown throughout the District, we would not meet the safety goals established by Corps' headquarters. Efforts by the Safety Office alone would not work. Success requires that all employees demonstrate that safety is a core value.

So how does our leadership "get it?" There are some basic things leaders must understand about their role in safety throughout the organization. Leaders who "get it" make sure that safety is a core business value. They understand that good safety initiatives need to be identified and expanded throughout the District. With the emphasis on homeland security and off-the-job safety, some leaders have taken the message of safety beyond their place of duty.

How do our leaders "get it"? Here are a few examples:

Making safety a core business value

Our commander's health and safety policy states that safety is the overriding priority for the District. That doesn't mean it's the No. 1 priority. It means that when all things are equal, it's the greatest of all equals. We do not have to sacrifice safety to accomplish our mission.

Safety isn't just the commander's, the supervisor's or the safety office's responsibility; safety is everyone's responsibility. The District leaders are attempting to create a culture where an injury-free workplace is an achievable goal. In order to accomplish this, everyone must work together because we are all each other's "keepers."

For some, this may be a cultural change, and any cultural change requires its architects to build consensus among the various stakeholders, including all levels of management, employees and their union representatives. The core of that culture is an ingrained commitment to champion safety at every opportunity. Safety should be an agenda item in every meeting. When you step onto one of our projects, everyone should get a visitor orientation on safety.

The \$afety Bucks Program

The Safety Office has long championed the idea that safety and health initiatives are important within our divisions as well as throughout the District, so we've created a program to make safety a district-wide initiative. This individual award focuses on safety performance and safety training. All district employees are eligible for recognition. The core program consists of incentive awards of safety credits or "safety bucks" that an employee can use to purchase items from the Employee Activities Association.

Expanding the safety message

Leaders throughout the District have helped conduct a reorganization of the health and safety structure with a new District Safety and Health Committee, with senior-level executives planning a safety strategy. Other leaders will get involved by sitting on a series of sub-committees that cover such topics as dredging, construction and operations.

By promoting safety, and getting everyone involved, we hope to see a dip in our government employee and contractor injury rates. The committees' goals are to lead the way in discovering, understanding and solving safety issues within the separate disciplines so that others can "get it" too.

The Fitness Center will be offering two free clinics in the City Crescent Building during the month of November.

Weight Management Seminar

**Nov. 18
12-1 p.m.**



Body Composition Screening

**Nov. 28-30
7 a.m. to 1 p.m. daily**

For more information or to sign up, please contact Anita Roundtree at (410) 962-6107.



DoD announces new human resource system

The Department of Defense and Office of Personnel Management announced the submission of final regulations for the National Security Personnel System to the Federal Register Oct. 26.

The final regulations define the rules for implementing a new human resources system that will affect about 700,000 DoD civilian employees regarding pay and classification, performance management, hiring, workforce shaping, disciplinary matters, appeals procedures and labor-management relations.

The regulations are the result of a broad-based effort that included input from DoD employees, supervisors, managers, senior leaders, union representatives, Congress and public

interest groups. As a result of input received from the DoD unions as well as more than 58,000 public comments, DoD and OPM leadership have made a number of changes to the proposed regulations.

The implementation plan for NSPS includes a multi-year schedule. The Labor Relations System will be implemented for all bargaining unit employees shortly after the enabling regulations are in effect. The human resources system and the appeals process will be phased in once implementing issuances are in place and training is underway.

Spiral One of the transition to NSPS, comprising approximately 270,000 employees, will be phased in over the next year. Spiral 1.1 organizations, with

about 65,000 employees, should transition employees to new performance standards beginning in early 2006. These organizations will fully convert to NSPS after employees receive the January 2006 general pay increase and within grade buy-ins. As a result, no employees will lose pay upon conversion to NSPS.

Spiral 1.2 organizations will begin operating under the human resources and appeals system in spring 2006, with Spiral 1.3 conversions occurring later in the year.

For more information on NSPS regulations visit the Web site www.cpms.osd.mil/nsps

Show me the money...



(Photo by Chanel S. Weaver, Public Affairs)

District Employees raised more than \$200 for the Combined Federal Campaign during a bake sale Oct. 19. The campaign runs through the end of November. For more information on how you can contribute to the CFC, visit www.cfccmd.org or contact Linda Evans, at (410) 779-7542.

Attention retirees and former employees of Baltimore District:

If you would like to be added to the *Constellation* mailing list, please submit your name, mailing address or email address to:

**Army Corps of Engineers, Baltimore District
Public Affairs Office
P.O. Box 1715
Baltimore, MD 21203**

Any additional questions or concerns may be directed to Angela Moore at (410) 962-2809 or angela.moore@usace.army.mil



District employee earns award for real estate work

Cal Pierce, chief of the National Relocation Program Office in the Real Estate Division, received an award for his contributions to the Government Relocation Advisory Board at a ceremony held at the headquarters of the General Services Administration in Washington, D.C., Sept. 15.

Pierce, who is the program manager for the Department of Defense National Relocation Program, was a member of the Residence Transaction Subcommittee, one of the GRAB's five distinct groups charged with recommending ways to streamline the federal relocation process to make transfers more efficient and cost-effective.

Pierce was instrumental in developing the Army relocation program, and has been the program manager for the Army and DoD National Relocation Programs since 1987. The NRPO administers a nationwide contract that provides guaranteed homesale and property management services to transferring DoD civilian employees. Since the



(Photo by Tex Jobe, Information Management)

Cal Pierce poses with the staff of the National Relocation Program Office. Pictured are (clockwise from left to right) Sue Jones, Felecia Johnson and Natalie Schleicher.

inception of the program, the NRPO has provided services to more than 17,000 transferring DoD civilian employees who purchased residences totaling more than \$2 billion.

**U.S. Army Corps of Engineers
Baltimore District**

Town Hall

with Col. Robert Davis

**Friday, Dec. 2
1 p.m.**

Baltimore Convention Center

**Special Guest: Lt. Gen. Carl Strock
Chief of Engineers**

All employees are encouraged to attend



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