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Child Development Center helps make covenant a reality

By Christopher Augsburger
Public Affairs Office

What appeared as merely a handful of signatures scribbled across a piece of paper at a signing ceremony at Fort Knox, Ky., is already making a difference for families at Fort Myer, Va.

The Army Family Covenant was officially signed in October at Fort Knox by Secretary of the Army Pete Geren, Army Chief of Staff Gen. George Casey, Jr., and Sgt. Maj. of the Army Kenneth Preston. The pledge commits approximately $1.4 billion in family programs and projects during 2008 to Army installations across the country. The covenant is in the process of being ceremoniously signed by Army leaders and families at every Army installation, including Fort Myer.

"Today is very special because you have a renewed effort from your Commander to strengthening our Soldiers' families," said Col. Laura Richardson, installation commander for the Fort Myer Military Community, during their Army Family Covenant signing ceremony Nov. 6.

At Fort Myer, the covenant will mean more family-focused projects, like the 50,000 square-foot Fort Myer Military Community Child Development Center, under construction by the U.S. Army Corps of Engineers, Baltimore District.

The new CDC will replace two current facilities and serve military families who work at Fort Myer, the Pentagon, Fort Leslie J. McNair, Henderson Hall and throughout the National Capital Region. Among its modern amenities, the new CDC will feature three playgrounds designed specifically for infants, toddlers and preschoolers. The center will also provide children with a technology and homework lab, three activity rooms and a multipurpose room. Designed to serve 438 children, the new CDC is scheduled to open August 2008 and will be the largest in the Department of Defense.

(Photo by Christopher Augsburger, Public Affairs)

Command Sgt. Maj. Jefferson Varner and Olivia Castelli, daughter of Maj. James Castelli and his wife Terri, help sign the Army Family Covenant during a ceremony at Fort Myer, Va., Nov. 6. The covenant commits approximately $1.4 billion in family programs and projects during 2008 to Army installations across the country.

"This Army Family Covenant recognizes the commitment, sacrifices and contribution to readiness our Families make every day," Geren said. With the United States engaged in the third longest war in its history, Geren said that the Army's all-volunteer force of nearly 1.1 million Soldiers has stood up and answered the call.

"Today is an opportunity for us to stand up and answer our Nation's call."

For Soldiers like Staff Sgt. Amy Bauer and her daughter, these programs and projects make childcare more manageable and day-to-day life a little easier to handle.

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Commander's Comment

Influencing Others - A Core Competency

By Col. Peter W. Mueller
Commander and District Engineer

When I assess our core competencies, one critical factor I continue to recognize is the powerful impact of our influence on others. Throughout our organization, the Army Corps of Engineers at large or the Baltimore District, our actions do influence others. This occurs at all levels. Workers influence their peers; engineers, lawyers, contracting officers and others influence project delivery team decisions; our planning and engineering analysis influences customers; our regulators influence permit applicants; our quality assurance personnel influence contractors and customers; we are influenced by our superiors and subordinates; and we strive to influence our children as they develop their values and responsibilities.

Because our mission requires us to interact and influence people and decisions at all levels, internally and externally, it is important that we understand how and why we influence others.

"Influencing people – by providing purpose, direction and motivation – while operating to accomplish the mission and improving the organization" is the definition of leadership in *Army Field Manual 22-100, Army Leadership*. So what I am saying is leadership is a core competency for **ALL** of us! There are countless books, references and perspectives on leadership. I prefer to use the Army standard, FM 22-100, as a solid foundation on leadership. The Army model, Leadership in Action, focuses on three key elements – BE, KNOW, DO.

"BE" speaks to individual character. Much of our character is developed while we are young, but can be refined as we mature. If we intend to influence others, we must set the example. This example is defined by the Army Values of Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage. We must be able to recognize and resolve ethical dilemmas. We must be prepared to pick the hard right over the easy wrong.

"KNOW" speaks to what we learn and understand. This includes technical abilities as well as understanding human nature — the "people side" of our business. It includes understanding ourselves, and our strengths and weaknesses. It means knowing our job including technical and supervisory requirements, computer systems, mentoring, developing subordinates and training techniques. It requires understanding standards and our organization, both capabilities and limitations. It includes knowing the four factors of leadership — leader, led, situation, communications. What we know is what we carry in our toolbox to get the job done.

"DO" addresses how we perform. It is the ability to provide purpose, communicate intent and explain the why behind our mission. It is also about providing direction, setting goals, actually supervising, teaching and coaching others. It is our ability to analyze, make decisions and solve problems. Finally, it is about providing motivation for those around us. It is about maintaining standards, caring for people, rewarding or correcting performance and developing cohesive teams.

BE, KNOW, DO are the basics of leadership. Developing these skills is a journey, not a destination. As we grow, change positions or receive additional responsibilities, we learn more and adjust. We learn best by pressing ourselves to the next level, just as we get stronger by placing more weight on the Olympic bar. As we go about executing our mission, influencing customers, subordinates or teammates, we must take time to assess our abilities in each of these categories, ask where we can grow and understand our abilities to influence those around us! If this gets you thinking, consider inquiring about the District or Regional Leadership Development Program! BE, KNOW and DO. Have a relaxing and enjoyable holiday season!

Army Strong, Engineer Ready, ESSAYONS!

Army Family Covenant
(continued from the cover)

"These facilities are important to me, especially being a single parent," said Bauer. "It gives my daughter a fresh look at life and more opportunities to learn and interact with other children."

More than half of the Army is married, with more than a half-million spouses and 700,000 children, according to the Department of the Army. To that end, Army leadership will work to ensure similar funding during the next five years, according to Geren. He views this covenant as a means of improving the country's military force.

"It is a readiness issue," said Geren.

Increasing readiness and support to our Soldiers will increase the role the Corps will play in executing the expected military construction components of the covenant.

"The Corps is part of the Army family, and we are placing the same demands on them," said Geren.

The demands extend beyond workload and resources. Armed with the knowledge of who these facilities are built for — Army Families — these missions carry a huge importance to those charged with turning ideas into reality.

"Due to the relevance and direct impact this project will serve in supporting Army Families, it takes on a different meaning than other projects," said Andy Off, Fort Myer resident engineer. "In the near future, the children of deployed Soldiers will use this facility — there is no room for error. They deserve the best and it's our mission to deliver the best."

Aside from the math and science required to build these facilities, Off emphasized the need for close partnerships with the customer to ensure family-focused projects fully meet the needs of Army Families.

(Photo by Christopher Augsburger, Public Affairs)

Secretary of the Army Pete Geren tells the Fort Myer Military Community that by signing the Army Family Covenant, Army leadership will work to meet the needs of approximately 700,000 children who are part of the military community. Geren said he views the covenant as a means of improving the country's military readiness.

"Our project engineer, Jose Burgos, has done a great job of coordinating between the end users, the installation, the Department of Public Works and Grunley Construction so that this job gets done the right way," said Off. "These partnerships and communication are critical to ensure this project meets the unique needs of its users."

The Corps already plays a vital role in one of the tenets of the Army Family Covenant — improving Soldier and Family housing.

"Our role won't change," said Off. "Our mission is to continue to provide safe and quality facilities, however the facilities we build will likely become more family-facility oriented."

In addition to the work at Fort Myer, the Corps has projects across the District aimed at improving the lives of Soldiers and their families. Some projects include a $5 million barracks modernization project at Aberdeen Proving Ground that the Corps plans to open early 2009, and a family housing renovation at the Defense Distribution Depot Susquehanna, Pa.

(Photo by Joyce Conant, Public Affairs)

At Fort Myer, the covenant will mean more family-focused projects, like this 50,000 square-foot Fort Myer Military Community Child Development Center, under construction by Baltimore District. Designed to serve 438 children, the new CDC is scheduled to open August 2008.

Military Construction at a glance

Articles by Public Affairs Office Staff

Operations and Training Facility

Installation: Humphreys Engineer Center

Project Managers: Jim Simms, Carlos Muniz and Beth Shields

Cost of project: $31 million

Completion date: August 2007

Owner: Humphreys Engineer Center Support Activity

Overview of project: The Humphreys Engineer Center is immediately adjacent to, but not part of, the Fort Belvoir military reservation. In 2004, a team of Corps employees (now called the Belvoir Integrated Program Office) began constructing an operations and training facility for an HEC Support Activity customer. The facility provides the customer a mixture of office and training facilities.

The construction occurred in three phases. The first, preparing the foundation, presented early engineering challenges that required contractors to squeeze water out of clay. In the second phase, the Corps began vertical construction of the facility. The third phase involved demolishing the old facility and creating parking spaces, curbs, gutters and sidewalks.

The project delivery team included Jeff Steele, senior project engineer, Allen Johnson, the Quality Assurance representative and Mike Dickey, construction representative.

(Photo courtesy of Carter and Burgess)

Phase II Renovation Upgrade to Building 120

(Photo by David Ruderman, Public Affairs)

Installation: Aberdeen Proving Ground

Project Managers: Mike Pfarr and Mike Anderson

Cost of project: $9.5 million

Completion date: January 2008

Customer: Aberdeen Test Center

Overview of project: It used to be the Supersonic Wind Tunnel Laboratory. By the time the Baltimore District gets done with it, Building 120 on Aberdeen Proving Ground will boast a 21st century cachet as the Aberdeen Common Control Node of the Future Combat Systems, an electronic training simulator designed to give Soldiers the edge in combat.

Phase I of the three-part project cost $5 million, said Michael Pfarr, now a project manager at Fort Detrick, who oversaw the start of the overhaul. The $9.5 million Phase II will be complete in January 2008.

The Corps and its contractor, John C. Grimberg Co., have gone out of their way to assure that the customer, the Aberdeen Test Center, could move into the completed first phase by November of this year. Phase III is planned for completion over the summer of 2008.

"This project has truly been a collaborative team effort," said Pfarr. "The team has partnered on each phase. … Rich Burcham has done an exceptional job managing the construction of the project. Dan Wright was the design manager for all three phases and has done an excellent job."

Remote Truck Inspection Station

Installation: Fort Detrick

Project Manager: Ed Yakuchev

Cost of project: $4 million

Completion date: December 2007

Customer: U.S. Army Garrison, Fort Detrick

Overview of Project: Baltimore District is putting the finishing touches on a remote truck inspection station at Fort Detrick. The $4 million facility will use Gamma X-ray equipment to screen trucks entering Fort Detrick. The project is one of the first nationwide to follow the new Army Standards for Access Control Points.

Ben Wible, a civil engineer and antiterrorism/force protection specialist in Engineering Division said he thoroughly enjoyed completing the design on this project.

"I enjoyed the challenge of designing a project which was functional to the garrison's needs, while conforming to the new security criteria required by the [Army] standards," said Wible.

Wible's expertise in antiterrorism and force protection proved integral to the project's success according to Ed Yakuchev, project manager.

Capitol Technology Services served as the contractor for this project.

In addition to Wible and Yakuchev, Corps team members include Brad Funt, senior construction manager and Ed Musial, local program manager for the Fort Detrick Integrated Program Office.

(Photo by Randy Turner, Fort Detrick IPO)

Renovations to Stable Buildings 233 and 234

(Photo by Joyce Conant, Public Affairs)

Installation: Fort Myer Military Community

Project Manager: Norma Renovales-Alvarez

Cost of project: $2.6 million

Completion date: December 2007

Customer: Caisson Platoon, 3rd U.S. Infantry Regiment (The Old Guard)

Overview of Project: Crews are busy working on Fort Myer Military Community's two stable buildings to ensure accommodations for The Old Guard Soldiers and their horses will support mission needs and meet all historical requirements.

The $2.6 million project includes replacing the roofs, windows and doors, and also renovations to include new locker rooms, classrooms, a wood shop, two steam presses and horse stalls. The project was awarded to Motir Services Inc., from Washington, D.C., and is scheduled to be completed later this month.

"Motir has done a great job on the construction of this project," said Andy Off, Fort Myer resident engineer. "Maintaining the historical aspects of these structures has been of the utmost importance."

Steve Smith, Motir's project manager, said he is enthusiastic about his company's part in the stable renovation project.

"Our whole team is mighty proud of the work we are doing out here for The Old Guard," he said.

In addition to Off, members of the Corps team include Norma Renovales-Alvarez, project manager and Lance Oszko, construction representative.

Feature

Year in Review

The Public Affairs staff asked District employees what their biggest work achievement was for 2007. Here is what you had to say:

Kimberly Shropshire
Fort Detrick IPO

"My greatest achievement this year was getting the opportunity to begin cross training in Resource Management. Through this, I will be able to marry my accounting experience from the private sector with my experiences with the federal government."

Oris Clary
Fort Meade Resident Office

"The change from engineering to construction to diversify my work experience."

Melissa Herheim
Raystown Lake

"My biggest achievement was finding a job in such a great place where I can do what I've always wanted to do."

David Bankard
Washington Aqueduct

"Initiating and maintaining the liaison between the Metro Police Department, National Geospatial-Intelligence Agency, Sibley Hospital and Montgomery County Police Department to enhance the Security Posture of Washington Aqueduct."

Andy Off
Fort Myer Resident Office

"My biggest work achievement of 2007 was being fortunate enough to be selected for the one job I really wanted - a Construction Division field position in NAB."

Karl Kerr
Planning Division

"My biggest work achievement was training other new employees in field work processes and showing them how to use new technology."

Danielle Moyer
Contracting Division

"I became Army Lean Six Sigma certified, which will help improve Corps-wide processes."

Cedric Bland, Sr.
Engineering Division

"Going over to Afghanistan to work and support our mission."

Tanya Harleston
Real Estate Division

"My biggest work achievement would have to be coming down to Real Estate. I've been able to get a lot accomplished with outstanding invoices and it's good to see the results of my work."

The District's foundation: Real Estate

By Jennifer Walsh
Public Affairs Office

With two parents who worked for the Social Security Administration, one could say the desire to work for the federal government is embedded in Jim Turkel's genetic make-up.

"I thought public service was a good career," said Turkel, chief of Real Estate. "My parents used to talk about work all the time and it seemed like they enjoyed their jobs."

After graduating in 1972 with a business administration degree from Gettysburg College in Gettysburg, Pa., Turkel took a job in Baltimore District as a trainee in RE. In 1979, Turkel left RE for a career development opportunity with the General Services Administration. In 1987, he returned to Baltimore District as the chief of the Realty Services Field Office. Turkel continued advancing by taking positions such as deputy chief of RE and in 1995, he became chief of RE.

As the chief, Turkel is responsible for buying, managing and disposing of real property assets for the U.S. Army, Department of Defense and reimbursable customers.

Although the division primarily works within the District's military and civil works boundaries, Turkel said the division also supports the North Atlantic Region and USACE.

"We've acted as the Real Estate agent for Philadelphia District since the 1980s," said Turkel. "We also have recently begun a unique mission in support of Europe District."

Within the division there are six components that carry out the RE mission — the military branch, civil projects branch, special projects branch, technical services branch, the National Relocation Program Office and the RSFO.

Did you know...

- Turkel loves to sing and said he wishes he was talented enough to go on "American Idol".
- He married his childhood sweetheart 35 years ago.
- He is part of the District's motorcycle club, the Castle Riders.
- He is a big Baltimore Ravens fan and tries to go to most of their games.
- He will be chief of the Belvoir Integration Office for at least one year as the North Atlantic Region handles the BRAC workload.

(Photo by Jennifer Walsh, Public Affairs)

Deborah Bubp, a budget analyst in RE, shows Jim Turkel, chief of RE, a budget program on his computer.

The military branch is responsible for supporting Army installation real property needs. The branch is also responsible for leasing the office space used by U.S. Armed Forces recruiting stations within the region.

The civil projects branch monitors and facilitates real property acquisitions by project sponsors and collaborates with Operations Division in managing existing federal water resource project lands.

The special projects branch supports unique programs such as the Enhanced Use Leasing Program. This branch also provides real estate support to non-Defense agencies.

The technical services branch focuses on property values, mapping and legal descriptions, which are the three pillars of any real estate transaction, said Turkel.

The NRPO provides relocation services, such as selling a home, to qualified DoD civilian employees who are transferring to a new job location.

The RSFO provides specialized support to DoD agencies. The branch is equipped with its own team of 65 people and performs tasks throughout the United States.

Overall, there are approximately 120 employees in RE.

"This is a very mature organization. They're experienced and hard-working," said Turkel. "There is an extraordinary level of commitment and they relish the opportunity to help the client or the customer."

Just as each employee works on individual tasks, Turkel does what he can to contribute to the organization's success. He spends his time acting as a facilitator, a decision-maker and a problem-solver for his staff and customers.

"It's a thrill a minute," he said.

Practice safety tips during winter season

By John Houvener
Safety and Occupational Health Office

With its cold and often stormy weather, winter presents many safety challenges both indoors and out. Being prepared and following a few simple safety tips can help you stay safe and warm this season at work and at play.

Winter Dress

First layer - Provides basic insulation and moves moisture away from skin, preventing chill when activity stops. Choose long underwear or thin, snug-fitting pants with a long sleeved T-shirt or turtleneck.

Second layer - Use one or more layers, depending on conditions. Sweaters, sweatshirts and other similar garments are good insulators. Some newer insulating pieces are also suitable as an outer shell in milder weather.

Outer shell - Choose garments that are windproof and preferably waterproof, such as those made of coated nylon or polyester. Many shells, such as ski-style jackets or parkas, combine the outer and insulating layers. Good fit is crucial. If the shell is too big, heat loss can occur rapidly. If it is too small, you may not have enough room for insulating layers.

Plan from head to toe. Wear a hat, which can save half your body heat loss. If needed, wear layers of pants to keep your legs warm. Gloves and warm socks help protect fingers and toes, where you can first feel the effects of cold temperatures.

Walks & Drives

Remove ice and provide traction to keep walkways safe - Many ice melters can help reduce the risk of slips and falls and are more effective than household items such as sand or kitty litter. Be sure to check the package labels. Always look for products that do not irritate skin, require special protective clothing to operate the machine or contain harsh chemicals. Follow directions carefully.

Clear a wide path for added safety - When snow accumulates, take extra time to clear more than just a narrow walkway. It will make walking in bad weather easier and safer.

When the weather turns nasty

Act early - It is easier to remove snow immediately following a snowfall, before it becomes packed or turns to ice. You can help prevent ice from forming by spreading ice melters when heavy wet snow, sleet or freezing rain begins. Reapply later, after removing any accumulation.

Shoveling

If you must shovel, remember to - Take it slow and do it carefully. Lift small amounts, especially when removing heavy snow, slush or ice. Use proper posture to prevent back strain. Keep your back straight and lift gently from the knees and hips. Stop if you feel pain or become short of breath. Work in short increments, taking frequent rests. Drink plenty of liquids; you will sweat under those heavy clothes. Do not drink alcohol, tea or coffee. Dress in layers so you can remove some outer garments if you get hot.

Walk Defensively

When walking in bad weather, remember - Slippery sidewalks, parking lots, streets and entryways pose extra dangers. Use crosswalks.

Choose Proper Footwear

Remember to - Wear footwear with maximum traction. Wear winter boots, non-slip soles or overshoes.

Avoid Overloading

When walking with packages - Keep your balance. Keep your packages together. Don't block your vision.

Parking Lot Safey

Always - Watch your footing when getting out of your vehicle. Remember, it takes a vehicle much longer to stop on ice and snow.

In Memoriam

Elliot T. Willis, leader of the Control and Instrumentation Unit of the Maintenance Branch at Washington Aqueduct, died suddenly while riding his bicycle Nov. 2. He was 43 years old.

For nearly 18 years, Willis approached each day as a new adventure, a new challenge and a new problem to be solved. As his skills and abilities grew, he made it a point to share his ideas and solutions with his fellow employees. His support of Washington Aqueduct's mission was remarkable. He would never let a problem rest until he had identified the deficiency in the equipment, corrected it and had it returned to service. By his presence and his deeds, Elliot made Washington Aqueduct a better organization and a more capable public water utility. We will miss his friendly smile and his kind words.

Willis is survived by his parents, three sisters and one brother.

Angel Tree Program Reminder

The 2007 Angel Tree Program, which began last month, runs through Dec. 12. On that day between 11 to 11:20 a.m., participants should take their unwrapped gifts to the District loading dock. Since the Salvation Army van will leave the District at 11:20 a.m., it is important that all gifts be delivered on time. If you miss the pickup date, you may either drop the gifts off at the Salvation Army office located at 814 Light St., or you may drop them off at any one of the following malls: Golden Ring, Hunt Valley or Security Square. To contact the Salvation Army, call 410-783-2920 x1295 and ask for Connie Wise. For more information, call Susan Jones, Real Estate Division, at ext. 4675.

Trick or Treat...

(U.S. Army Corps of Engineers photo)

Lisa Lipford, PPMD, hands out candy to children from a local daycare center Oct. 31. Employees from each floor of the City Crescent Building volunteered to hand out candy to approximately 30 children, who were dressed in various Halloween costumes.

Baltimore District's Annual Town Hall Meeting

Tuesday, Dec. 11

9 - 11 a.m.

The Sheraton Baltimore

101 West Fayette Street

"Proud Past, Dynamic Future"

All employees are encouraged to attend

Baltimore District's Annual Holiday Party

Friday, Dec. 14

11:30 a.m. - 4 p.m.

The Radisson

20 West Baltimore Street

Price: $28

See Sales Representatives for tickets:

6th Floor - Bertha Brownson
7th Floor - Marion Deutsch / Mary Jenkins
8th Floor - Sue Lease
9th Floor - Doris Faulkner
10th Floor - Debbie Cousler / Datonia Moore
11th Floor - Lisa Lipford / Natasha Routh-Smith

2008 Pay and Holiday Schedule

☐ Paydays ◯ Holidays ___End of pay period

2007 Leave Year ends Jan. 5, 2008

2008 Leave Year ends Jan. 3, 2009 (Use or lose time must be used or forfeited)

JANUARY

SUN	MON	TUE	WED	THU	FRI	SAT
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DECEMBER

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