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in Iraq
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US Army Corps
of Engineers
New England District

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Yankee Engineer

March 2004

In Appreciation: Corps of Engineers visit school, thank children for their support

Good things sometimes come in small packages. Such was the case when a classroom of first graders from Hyannis, Mass., decided to put up a website supporting the U.S. men and women who are helping rebuild Iraq.

The thoughtful gesture stemmed from one first-grader's loneliness for her father, Corps of Engineers em-

ployee Nick Iaiennaro. To help comfort the child, her classmates began writing letters and drawing pictures to support not only Mr. Iaiennaro, but also the other men and women who are serving overseas.

The children's teacher, Ms. Molly Sproul, made the project a learning experience and helped the children type

their letters. The school's technology specialist, Ms. Robyn Hennigan, created the website and assisted the children in scanning their drawings and letters to post to the site.

To thank the children and the school for their support, Lt. Col. Brian Green, New England District's Acting District Engineer, and Mr. Glenn Earhart, Chief, International Operations, Ordnance and Explosives Directorate of the U.S. Army Engineering and Support Center in Huntsville, Alabama, visited the school on March 19 to give presentations and certificates.

Lt. Col. Green and Mr. Earhart first visited the first graders' classroom to give them a special thank you for their efforts. Mr. Earhart told the children that the men and women working in Iraq really appreciate all of their letters. "They were very, very grateful about receiving your letters," he said. "They reminded them of all the people that love them back home."

During his presentation, Mr. Earhart explained to the children through pictures that the U.S. Army Corps of Engineers is trying to rebuild schools, hospitals, and other buildings and facilities that have been destroyed in the



Photo by Mark McInerney

Lt. Col. Brian Green (right) talks to a group of first graders about the Corps' mission in Iraq.

Continued on page 14

Yankee Voices

Emanuel Poindexter
Mailroom



51st Chief of Engineers nominated



The President has nominated Major General Carl A. Strock to become the

51st Chief of Engineers, with an appointment to the grade of Lieutenant General. The U.S. Senate must confirm the nomination.

Maj. Gen. Strock currently serves as the Director of Civil Works and recently returned from Iraq, where he did outstanding work as the Deputy Director of Operations for the Coalition Provisional Authority.

His other USACE assignments include serving as the Director of Military Programs and Commander of the Pacific Ocean and Northwestern Divisions. (*HQ Announcement*)

Congratulations

...to **Kevin McKelvey** who has been chosen as the WE Committee's Employee of the Month for March 2004. As the New England District's Bank of America Government Travel Charge Card Coordinator, Kevin is responsible for approximately 400 cardholders.

Thanks to Kevin's diligence, New England District has had the lowest number of delinquent cardholders, and as such, has consistently had the best performance in NAD.

...to **the GIS Real Estate Pilot Team**, which has been selected as the WE Committee's Team of the Month for March 2004. Team members include: **Martin Curran, Matthew Walsh, Joseph Redlinger, Sylvia Woodbury, Molly McCabe, James Leary, and Tom Shimotacci**. The team is being recognized for the development of the real estate data layer for the Geographic Information System (GIS) at Edward MacDowell Lake.

Sympathy

... to **Buz McDonald**, Resource Management, on the passing of his mother, **Mary E. McDonald**, Feb. 23.

...to **Martha Labbe**, Human Resources, on the passing of her grandfather, **John Edmund Tompson**, March 9.

Welcome

John Almeida, Counsel
Melinda Brown, MRB
Valerie Cappola, E/P
Christopher Cogley, Con/Ops
Lowell Whitehead, Con/Ops

Kevin Branch, Regulatory
Karen Callahan, PPMD
Abigail Clark, Con/Ops
John Haluchak, Con/Ops

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Commander's Corner:

How well do you communicate with your customers?

by Lt. Col. Brian A. Green
Acting District Engineer



This month I would like to discuss an area that holds particular importance to me and hopefully to all of you as well—customer relationships.

As many of you know, the Chief of Engineers has asked each of us to focus our attention on working to improve our relationships with customers and stakeholders.

Last month in my Yankee Engineer column, I asked you to use the U.S. Army Corps of Engineers (USACE) communications principles as a guide to help in that effort.

Since I have been sitting in for Col. Thomas Koning as the district commander, I am both pleased and amazed at the quality of our outreach programs in many different areas.

I am sure all of you know someone in the district who sets a terrific example of outreaching to customers—whether it is internal customers to the district or to outside agencies and partners.

If you look at these individuals, I think you would see several common items in how they approach relationship building.

My guess is that you would see them as good communicators who practice open communications (even when it is bad news) with their customers and stakeholders. I think you would also see that they “speak the customer’s language” by understanding what is important to the customer and prioritizing those items.

Lastly, I would think you would see this person as someone who successfully builds consensus by focusing on areas of agreement even when customers having opposing

views and goals. While we cannot always come to consensus, it is important to our customers to know that we are listening to them and value their input.

I am asking each of you to take a good look in the mirror and ask yourself, “what am I actively doing to improve relationships with my USACE customers and stakeholders?”

I can tell you as a former Director of Public Works (DPW) in the Army that some of my most rewarding and most frustrating times were working with the Corps of Engineers.

As a former customer of USACE, I often was frustrated by the feeling that the “imperial Corps” did not do a good job of listening to my concerns or simply did not understand installation management.

While I had an excellent working relationship with many

I am asking each of you to take a good look in the mirror and ask yourself, 'what am I actively doing to improve relationships with my USACE customers and stakeholders?'

**- Lt. Col. Brian Green
Acting District Engineer**

in the Corps of Engineers, there were times that I was unsure or unaware of what USACE was doing to assist me as a customer. For me, USACE was another “tool in the toolbox” that I could use to get work done.

The good news is that on my DPW staff I had several former USACE employees who teamed up with the staff from our local USACE Area Engineer Office to teach me when and how to effectively use the Corps of Engineers.

So what’s the connection with us here in the New England District? I ask each of you to reach out to your customers (both internal or external) and help them to understand what you and USACE can do for them. I think you will be amazed with the results!

Essays!

Life is good in Iraq:

The adventures of Col. Thomas Koning in his own words

Hello, from what seems like a half a world away. I want to thank all of you who have been sending me greetings and well wishes. It is nice to know there are lots of people supporting me and all our troops over here.

I have been in-country for a bit over a month now. There is a lot going on and we are very busy. Lest there is any doubt, the Corps is playing a vital role over here in the rebuilding of Iraq.

With projects of refurbishing schools, rehabilitation of public buildings, training Iraqi engineers, providing electrical power, rebuilding military installations, and repairing the oil infrastructure, the U.S. Army Corps of Engineers is providing short-, mid- and long-term services and products to the people of Iraq. It is very satisfying to be part of this monumental effort.

As you know, the Corps activated the Gulf Region Division on Jan. 25 in an effort to move from the “expeditionary” services we provided through our stovepipe support to the oil, electrical and FEST programs; to a sustained operations base for support services.

The division headquarters is in Baghdad, with three districts located in Mosul, Baghdad and Basrah. I command the Southern District in Basrah. The Gulf Region Southern District (GRS) has responsibilities from the southern edge of Baghdad southward to the gulf. We are a lean organization

executing over \$800M of construction with 73 personnel on the ground. Our construction program is focused in several areas as follows:

- GRS has two offices that support the State Department’s United States Agency for International Development (USAID). With four Corps employees in the northern part of the District and seven in the south, they provide oversight on \$150 million worth of projects. Jobs span the gamut of water and/or wastewater treatment plant rehabilitation, bridge reconstruction, road improvement, plus more.

- GRS has an additional two offices that support the Coalition Provisional Authority (CPA), the interim government of Iraq.

These 12 Corps employees (half in the northern part of the District and half in the south) work in a program of only \$60 million, but have hundreds of smaller projects – all under \$500,000 each and most in the \$20-50 thousand range. Using Iraqi firms they work on the immediate improvement to the quality of life of local Iraqis in everything they do.

Their projects focus on rehabilitation of schools and public buildings, road upgrades, and training of construction skills on the job site.

- GRS is also providing support to Task Force Restore Iraqi Oil (RIO) - South. With about 20 Corps employees, RIO-South has rebuilt the Iraqi oil infrastructure to its pre-war capabilities. One of their largest projects is the rehabilitation of a giant water treatment plant used for groundwater injection to keep the oil fields open and flowing. The plant was looted after the war and is contaminated with Sodium Dichromate (remember the movie “Erin



Col. Thomas Koning says the Corps of Engineers is doing great things in Iraq.

DOD photo.

Brockovich?"). They are decontaminating the plant and placing all the treatment facilities back in operation. It is the largest water treatment plant I have ever seen.

- Lastly, GRS has assumed all the missions of the former Task Force Restore Iraqi Electricity (RIE)–South. With 10 Corps employees, they overwatch construction on \$390 million worth of gas turbine rehabilitation, new generation of both crude- and gas-fired turbines and over 350 kilometers of 400kV transmission lines. The electrical projects are our big projects and provide focus to the District. New projects are coming in routinely for the Corps to strengthen a frail national electrical system that had been neglected for 30 years.

Oil is the lifeblood of Iraq, but electricity keeps the peace. In the near-term future, outside temperatures will rise, demand on the electrical system will increase, and Iraq will transition into a free nation under its own government.

There are those in this country who want to see this experiment in democracy fail – we will not let them succeed.

I am constantly impressed with our Corps employees. GRS is primarily staffed by the Lakes and Rivers Division, but they are just like you. Each and every one of them has risen to the occasion and all become a jack-of-all-trades.

If any of you want an incredible hands-on construction experience compressed into a short period of time – this theater has everything for you. Service in this theater is an experience you will never forget.

Talk to those who have served in either Iraq or Afghanistan and let them tell you their story. It is incredibly fulfilling.

All service is not just here in theater. I appreciate what each of you does every single day. The jobs you perform in the District allow others to do their job over here. Thank you again for your support. Essayons!

DoD Announces Criteria for Global War on Terrorism Medals

Military members serving at home and abroad in the war on terrorism will now be recognized for that service. Defense officials announced today the final approval of two new medals and their criteria.

Individuals who have deployed to operations Enduring Freedom or Iraqi Freedom will be awarded the Global War on Terrorism Expeditionary Medal. The Global War on Terrorism Service Medal will be awarded to those who served in airport security operations in the United States following the Sept.

11, 2001, attacks or who supported operations Enduring Freedom, Noble Eagle or Iraqi Freedom.

"These medals recognize the significant contributions members of the armed forces bring to bear in combating terrorism in all forms throughout the world - - for both current and future operations," stated a DoD news release.

Individuals can receive both medals if they meet the individual criteria, officials said.

To be awarded the expeditionary medal, individuals must have been deployed outside the United States for OEF or OIF for 30 consecutive days or 60 nonconsecutive days. The time requirement is not needed if the individual engaged in combat, was wounded or killed in action, or was medically evacuated for any reason, officials said.

The area of eligibility encom-

passes the U.S. Central Command area, excluding the lower Horn of Africa; Middle East; eastern Turkey; Philippines; Diego Garcia; and all air spaces above the land and adjacent water areas, according to the release.

Each day aircrew members fly sorties into designated areas counts as one day of deployment toward the 30- or 60-day requirement.

Individuals engaged in actual combat may be eligible for battle stars on the expeditionary medal. Only a combatant commander can initiate a request for a battle star, and the chairman of the

Joint Chiefs of Staff is the approving authority for them, the release states.

Personnel eligible to receive the Global War on Terrorism Service Medal must have participated or support operations on or after Sept. 11, 2001. Service medal eligibility dates run from Sept. 27, 2001, until May 31, 2002, for individuals who served in airport security operations. The same 30- or 60-day requirements apply to the service medal as to the expeditionary medal.

"Each military department will prescribe appropriate regulations for processing awarding and wearing of the medals and ribbons for their service members, to include application procedures for veterans, retirees, and next-of-kin," the DoD release stated.

(militaryreport.com)





Photos by C.J. Allen

John Wutzer shows a child how to make a paper bridge during "Zoom into Engineering."

District engineers teach projects during 'Zoom into Engineering'

by Sally Rigione
Public Affairs

How can you capture the attention of thousands of kids of varying ages with one presentation on engineering? Leave it to the creators of WGBH's kids TV show ZOOM to team up with the Museum of Science, Boston to create a "ZOOM into Engineering" (ZIE) event. On Saturday, Feb. 21,

ZIE held its 4th annual event with over 9,500 people entering the museum for a fun day of adventure and exploration.

ZOOM Outreach coordinator, Susan Buckey asks local engineering firms each year for help staffing the ZIE event. Six engineers from the U.S. Army Corps of Engineers, New England District went through the training class WGBH offered earlier in the week. They then donned their ZOOM

t-shirts for an afternoon of teaching engineering concepts to budding engineers.

This annual event allows kids and parents to play with fun kid-tested activities with a chance to interact with ZOOM cast members and real engineers. This year's activity challenges were to build a Gumdrop Dome, Hovercraft, Cup Tower, and Paper Bridge.

Rob Russo, Paul Howard and James Hachigian are returning veterans of the ZIE event from 2003. Paul and James both thought the training class offered went well, and geared them up for the crowd. "Hundreds of kids? I remember a bit more than hundreds," quipped James.

"I hope it will be as much fun as last year," said Paul.

When Barbara Blumeris was asked about her experience helping at the different stations that day, she commented, "I was surprised at the children's ability to quickly figure out the problem/design at each activity and build their prototype. I think all children went away with positive experience of creating and testing."

Erik Matthews staffed the paper bridge table. When asked about how the event went, Eric said, "it really was a very rewarding day - hectic at times, but it was great to see the look on the kids' faces when they understood what principles the activity was teaching them. I had many kids come up to me whose parents identified them as "budding engineers" - one 12 year old even showed ME a very effective technique for building a paper bridge which I hadn't thought of, and was stronger than anything else that I had seen that day. I will definitely volunteer for this again next year."

Throughout the afternoon, balloons and CD's were whizzing across the floor on the hovercraft test track while gumdrops were being made into domes (and also eaten).

Across the room though the "biggest" excitement took place. The cup towers caused many people to stop and



Matt Walsh took his daughter, Caila, 5, to the event.

watch. According to John Wutzer, "We had a great time. The kids I was working with had built the tallest cup tower with my 6' 3" height assistance. It stood 10 foot 4 inches. We would have gone taller but the staff stopped us because we were going to set off the fire alarm system by breaking a laser sensor plane with a cup height or two more. In general, the engineers were well received by the kids and the children's young minds were a refreshing experience for us."

According to Ms. Buckey, "Last year, we had planned for an average of 650 participants per activity.

This year, it seems that we had more in the neighborhood of 1,100 participants per activity. So a higher percentage of the visitors participated in the ZOOM Into Engineering activities

this year. Also, we heard that the surveys filled out by participants were overwhelmingly positive. All in all, we're pleased and so is the museum staff! Thanks again for providing us with so many wonderful engineers. A great group - AGAIN!"

"From my own personal point of view this year's event was more organized than last year's," said Rob Russo. "I had plenty of time to interact with the kids. This made for a more enjoyable time for me and the kids. The reason for this was that we had about 25-percent more engineer volunteers."

How do you make a paper bridge? According to ZOOM -- First you need some supplies: piece of 8-1/2" x 11" paper; six books; 100 pennies and a ruler. Make two stacks of books of equal height. Place them six inches

apart. Make a bridge by putting a sheet of paper across the books.

Put some pennies on the bridge. How many pennies can the bridge support before it falls down? What happens if the pennies are in the center of the bridge or spread across the bridge? How can you make the bridge stronger? Try bending, folding or tearing the paper.

Test your bridge again by adding pennies one at a time. How many pennies can your bridge support? How can you change the design of your bridge to support more pennies?

How can you build the other projects? Check out the ZOOM website: <http://pbskids.org/zoom/too/engineering/> to learn what supplies you need on a rainy afternoon to entertain the kids.



Rob Russo explains the ins and outs of making a gumdrop dome.



James Hachigian (right) demonstrates the proper way to make a hovercraft.



Paul Howard measures one of the cup towers.

Contractor Achievement: SAME honors District contractor with prestigious award

Environmental Chemical Corporation (ECC) has been named the Society of American Military Engineers' (SAME) "Sustaining Member Small Business of the Year." The announcement was made during the engineering organization's reverse matchmaker event, Feb. 10. ECC is one of New England District's contractors and is a member of SAME's Boston Post.



"The Society recognizes the many contributions you have made to the profession, and as a recipient of this award, you join a select group of distinguished and dedicated engineers," wrote Rear Admiral M.R. Johnson, P.E., President of SAME in his congratulatory letter. "I extend my congratulations and my very best wishes for continued success in the future."

The New England District extended their best wishes to their contractor. "We'd like to congratulate ECC on winning this prestigious award," said Lt. Col. Brian Green, Acting District Commander, speaking on behalf of the New England District. "We recognize that this is a great honor and well deserved."

ECC exceeded the organization's eligibility requirements and six evaluation criteria for the award.

Mr. William Seymour, Boston Post President of SAME, submitted ECC's nomination to the Selection Committee. The nomination praised ECC for playing a substantial role in the formation of the Boston Post's Small Business committee.

ECC is one of the founding member companies of the Small Environmental Business Action Coalition, of which it is still an active participant.

The company supports Boston Post activities to include current membership on the Board of Directors, Co-Chairman of the Small Business Committee, and membership on the Young Members Committee.

"We at ECC are obviously very pleased by our nomination by the Boston Post of SAME and our selection

by SAME National for this very prestigious Small Business Award," said Robert Paine, ECC Regional Business Development Manager.

According to the nomination, ECC is also an important part of the Boston Post's Scholarship Program.

"If it were not for the support of sustaining member firms like ECC, with their sponsorships at various events, we would not be able to fund the substantial annual scholarships we currently provide," wrote Mr. Seymour.

Another one of ECC's achievements that makes the company stand out has been its participation in the DOD Mentor-Protégé Program as a Mentor.

'We at ECC are obviously very pleased by our nomination by the Boston Post of SAME and our selection by SAME National for this very prestigious Small Business Award.'

- Robert Paine, ECC Regional Business Development Manager

"Our proposal to become a Mentor was supported and endorsed by the New England District and is now being implemented through our New England Small Business TERC," said Mr. Paine.

In addition to the glowing nomination ECC received by Mr. Seymour, the company also received letters of endorsement from John Hannigan, SAME Regional Vice President; Tom Follett, SAME National Director; and Peter Delano, Chairman, SAME Boston Post Small Business Committee.

ECC holds two large, "first of a kind" contracts with the New England District.

The first is the Small Business TERC, which has the Massachusetts Military Reservation in Massachusetts as the "anchor site." This is a \$100 million contract that could extend ten years.

The second contract is the initial 8(a) PRAC. This is a \$10 million contract that is in the process of being completed.

Fisheries Management 'The Fun Way' at Surry Mountain Lake

Photos and story by Christie Baker
Surry Mountain Lake

The Corps of Engineers at Surry Mountain Lake in conjunction with the Sons of the American Legion (SAL Squadron 85) held an ice-fishing derby on Saturday, Feb. 21. Despite the winter weather mix of precipitation, 94 people registered to participate, including 33 children.

Most of the morning it rained and snowed but that didn't dampen anyone's spirit. Tip-up flags were going up all over the lake, and both children and adults would run to see what was on the other end of their line. Many fish were landed including yellow perch, chain pickerel, and black crappie.

The Corps park rangers started conducting these ice-fishing derbies in 2002 to enhance the fishery of Surry Mountain Lake. Electro-shocking studies conducted by the Corps and the state of New Hampshire indicated many species of fish including bass and crappie had healthy adult populations, however showed few young fish. This may have been due to a number of conditions including: lack of cover for young fish, an overpopulation of yellow perch, siltation from an upstream gravel bank operation, and water level fluctuations during the spawning season.

In response to these findings, the Corps park rangers began trying to correct these conditions. The siltation from the gravel operation has been addressed through bank restoration. Park rangers added artificial structures to the lake to provide cover, and studies are being conducted this year on water level fluctuations and water temperature during the spawning season.

The fishing derby was initiated to target the yellow perch population. As participants registered, park rangers explained how the overpopulation of yellow perch was having a detrimental effect on all young age classes of fish. Participants were encouraged to keep all of the perch they caught



First catch brings a big smile to this young angler's face.



A proud participant displays his catch. Now that's a string of fish!

and released the large bass and crappie. Prizes and trophies were given to both children and adults for the most perch caught, the longest perch, the shortest perch, the heaviest perch, and the longest pickerel. Most people were very eager to help, and are very happy the Corps is actively studying and managing the fishery and the aquatic habitat. In just the past couple of years people have noticed improvements. The overall size of the perch caught has increased and some young age classes of bass have been seen.

The ice-fishing derby has proven to be a great success. Not only is it improving the fishery, but it is also a great way to bring the Corps and the community together. The proceeds from refreshments the SAL provided, donations and raffle tickets, went to a local family who lost their home to a fire this winter. All in all it was a great day with lots of smiles and laughter, as family and friends enjoyed ice-fishing at Surry Mountain Lake.



Winners receive their trophies and prizes.

Equal Employment Opportunity: New England District celebrates black history

by John Emmert
Public Affairs

District employees attended the Black History Month 2004 Celebration on Feb. 25 in the theatre. This year's theme was "Brown vs. Board of Education, 50th Anniversary." The event was sponsored by the Black Employment Program and the EEO Office.

Kevin McKelvey opened the ceremony, leading the group in singing the national anthem. Norm Farris next led everyone in singing, "We Shall Overcome."

Lt. Col Brian Green, Acting District Engineer, thanked Dr. Lynda Marie Jordan, M.S., PhD., for coming and welcomed employees to the event. Lt. Col. Green spoke about the importance of Brown vs. Board of Education and discussed the events that led up to the decision.

Crystal Gardner spoke next, introducing Dr. Jordan. "No matter what her situation was in life, she saw a way to turn obstacles into opportunities," she said, "Her idea of success is best summed up in her saying, 'Success is a measure of the people you develop.'"

Dr. Jordan, a native Bostonian and the third of five women of African descent to earn a Ph.D. in Chemistry from the Massachusetts Institute of Technology, spoke to employees about segregation and about what can be done to fight it.

She first thanked all the Corps employees for supporting



the country through the work they do. She then spoke about the effects of Brown vs. Board of Education, which outlawed segregation. She presented statistics showing that segregation still exists and said that Americans are now segregated by economics and economic segregation is based on race. Dr. Jordan called upon everyone to recognize his or her responsibility to make a difference, not to change the entire world, but to impact only a small part of it.

After Dr. Jordan's speech, Lt. Col. Green presented her with a scroll of appreciation and a commander's coin.

Dr. Jordan is internationally recognized for leadership and teaching abilities, especially in the recruitment

and retention of women and minorities. For thirteen years Dr. Jordan served as a Professor of Chemistry at North Carolina Agricultural and Technical State University.

She began working on the PLA-2 enzyme while on a fellowship at the prestigious Pasteur Institute located in Paris. She has generated over one million dollars in grants and has determined the exact physiological function of PLA-2. Dr. Jordan is currently working on dual degrees for the Harvard Divinity School and the Harvard School of Public Health. She plans to earn her Masters of Divinity and Masters of Public Health.



Employees enjoyed refreshments after the presentation.



Dr. Lynda Jordan (left) and Raushana Muhammad, Black Employment Program Manager, address the audience during the event.

Photos by Brian Murphy

Boston Businessman appointed to serve as Civilian Aide Emeritus to the Secretary of the Army

Herbert S. Hoffman, a resident of Boston, Mass., was recently appointed to serve as Civilian Aide Emeritus to the Secretary of the Army, a lifelong position based on exceptional performance over an extended period of time.

The Acting Secretary of the Army, Les Brownlee, selected Hoffman for this position due to his outstanding service in the Civilian Aide program for the past 26 years. He will continue to serve as an adviser to him, the Chief of Staff of the Army, and senior Army commanders throughout the Army. As an Emeritus, he is not limited by geographical boundaries.

Mr. Hoffman currently serves as the chairman of Hoffman Apparel International Corporation. He is also the president of Champion Broadcasting System, Inc., and Chardon Realty Corporation.

Mr. Hoffman is actively involved with various civic and community organizations, to include serving on the Board of Directors and as Treasurer for The Genesis Fund; on the Board of Trustees for the Massachusetts Easter Seal Society; on the Board of Directors for The Vivas Foundation; on the Board of Directors for the Park Street Corporation; as a member of the World Business Council; as a member of the Chiefs' Executive Forum; as a member of the Association of the United States Army (AUSA); as a member of the United Services Organization (USO); and, as Community Chairman, Boston Symphony Orchestra Anniversary Endowment Fund.



Mr. Herbert S. Hoffman

Mr. Hoffman will primarily advise the military leaders on how the civilian community perceives the Army and its current activities.

He also serves as a spokesperson to the civilian community regarding Army missions, programs, and objectives.

Civilian Aides are selected on the basis of their demonstrated patriotism, interest in the Army, business or professional leadership, and their ability to increase the public's understanding of the Army.

For protocol purposes

Civilian Aides are ranked just below 3-star general officers and are considered as the Secretary of the Army's personal representative.

Civilian Aides represent each state plus the District of Columbia, American Samoa, Guam, Northern Mariana Islands, Puerto Rico, and the U.S. Virgin Islands.

Mr. Hoffman most recently represented the entire First United States Army geographic area of responsibility, which includes the 27 states and three territories located east of the Mississippi River and in the Caribbean.

Civilian Aides are normally appointed to two-year terms, however a Civilian Aide Emeritus is a lifelong appointment awarded to a small number of exceptional Aides.

All Civilian Aides serve without pay and participates in Army conferences and training exercises to enhance their awareness and understanding of the Army. *(DOD Release)*

DoD Announces Program for Selective Employment of Retirees

The Defense Department announced the implementation of a new policy which will allow defense managers to hire civil service retirees needed in critical positions without offsetting their retirement pay, which was required under previous law. A similar provision was previously implemented for military retirees.

Until enactment of this stand-alone provision, authorized by the fiscal year 2004 National Defense Authorization Act, civil service retirees of the Department of Defense had their pay reduced by the amount of their pension. This benefit applies only to those hired on or after Nov. 24, 2003.

In approving the policy, Under Secretary of Defense for Personnel and Readiness, David Chu, said, "This tool will help us address the challenges of a "retirement-driven talent drain" as our current generation of dedicated civil servants becomes eligible to retire."

The policy has a number of restrictions and requirements. A retiree can only be hired into hard-to-fill positions where the retiree has unique or specialized skills or qualifications.

A retiree cannot be reemployed in his or her previous job position unless someone above the hiring official approves it and certifies the critical conditions.

In addition, a retiree may be hired for up to one year as a mentor to less experienced employees or to provide continuity during critical organizational transitions.

Before any retiree can be hired, the position must be offered to qualified defense workers who have lost their jobs through no fault of their own.

(DOD Release)

Town Meeting:

Acting Commander briefs current events, presents honors to employees

Crowds of District employees assembled in the New England District cafeteria, March 16, to hear Lt. Col. Brian Green, Acting District Engineer, talk about current events and pass out awards during his first Town Meeting.

Lt. Col. Brian Green discussed several current event topics during the meeting. First, he welcomed District employees coming back from tours in Iraq and the Middle East. He mentioned that Ray Prisk was the last to return from the desert, with the exception of Col. Thomas Koning, District Engineer, and will be returning to work in the near future. Lt. Col. Green said that there are a lot of Corps people in Iraq constructing the Gulf Regional Division, which is an active division with three districts. Col. Thomas Koning, New England District Engineer, is currently in command of the Southern District. Lt. Col. Green said that the Corps' goal is to try to help the Iraqis help themselves and that it is spending \$18.4 billion to help the Iraqis rebuild their country.

Col. Koning frequently keeps in touch with the Executive Office through e-mail, according to Lt. Col. Green. He encouraged everyone who would like to write to Col. Koning to do so. "I really enjoyed getting e-mails from the New England District when I was over there," he said. "It's a nice break from the long working hours, and it's nice to hear from back home that people are thinking of you."

Col. Koning wrote Lt. Col. Green that he appreciates all of the e-mail filled with well wishes for he and his family that he has already received. Lt. Col. Green said that he expects Col. Koning to be home from Iraq sometime in late July and District employees should expect to see him sometime in August.

The topic of 2012 was next on the discussion list. Lt. Col. Green suggested that everyone read the January 2004 edition of the Engineer Update, which has an extensive article on the subject entitled, "2012 in Plain English." The article can be found online at <http://www.hq.usace.army.mil/cepa/pubs/jan04/story1.htm> "We're in a state now where we need to change or be changed," he said. "We have some challenges ahead of us, and that's okay."

The Lieutenant Colonel asked for everyone's support and patience while 2012 is being put into effect. He also asked everyone to maintain situational awareness. PMBP is an important part of 2012, and according to Lt. Col. Green, some of his focus will be on the communications principles. He said that since he has been Acting District Engineer, he has been impressed with the amount and quality of outreach to our internal and external customers.

A discussion of P2 followed 2012. Heather Sullivan is the District P2 coordinator and Steve Dunbar is on the National Team. The Acting District Engineer commended them for



Photo by Mark McInerney

Lt. Col. Brian Green updates the audience on current issues during the Town Meeting.

the work that they've been doing for the District. The deployment date for P2 is scheduled for May 3 for NAD. "If you don't know what P2 is or what affect it's going to have, I can tell you that it's going to affect every person in this District," he said.

P2 is an automated system that tracks project schedules, budgets, and resources, according to Lt. Col. Green. "It's real time information accessible almost anywhere via the web," he said. "It's both an execution and a learning tool and will let us share information between Districts."

A brown bag luncheon on the P2 system took place March 24 in the District Theater.

Lt. Col. Green next tackled the rumors regarding VERA/VVIP. The current VERA/VVIP has nothing to do with competitive sourcing. He asked the audience not to let rumors run wild. "If you have questions, please talk to your immediate supervisor," he said. "We will keep them informed throughout the process."

The Acting District Engineer informed the audience that the Corps' 2005 budget is out and the testimony has been completed. The three things that the Corps was asked to focus on for this year's budget were: what the Corps is doing to contribute to national security; enhance the environment; and energizing the economy.

Immediately following Lt. Col. Green's updates on current events, he offered a PowerPoint presentation on the Corps mission in Iraq. The 10-minute presentation illustrated the work that the Corps is doing to help rebuild the country. Lt. Col. Green concluded his briefing by encouraging anyone who is interested in taking a temporary assignment in the Middle East to speak to someone who has already been there to get an idea of what to expect. For more information on overseas assignments, employees are asked to contact the District's Emergency Operations Center. "I'm not going to

sugar coat things – the work is dangerous,” he said. “But it’s also a worthwhile mission and a life-changing experience.”

Awards

During the awards portion of the ceremony, Rick Magee received a certificate of appreciation for his participation in the Lewis and Clark program in Louisville, Kentucky. “His skill in interpreting the many exhibits and programs really made the Corps shine,” read the citation.

Rick also received a Certificate of Appreciation as a subject matter expert for the Natural Resources Management Gateway website. Gary Pelton and Jeff Phillips, who were unable to attend the Town Meeting, shared the honor with Rick. The site has received over 2.4 million hits since October 2000.

Mark McInerney and Mary Christopher were both awarded Certificates of Appreciation for their attention to detail and unwavering support for the 2003 NAD Rangers Conference, which was held Oct. 27-31, 2003. “Their personal efforts went above and beyond the call of duty and is a credit to the Corps of Engineers,” read the award.

Kevin McKelvey was named as the Work Environment Committee’s Employee of the Month and the GIS Real Estate Pilot Team was named Team of the Month.

Team members who were present to accept their awards were Martin Curran, Matthew Walsh, Joseph Redlinger, Molly McCabe, Sylvia Woodbury, James Leary and Tom Shimotacci.

Kevin and the team all received certificates, and beach

chairs, and Kevin received a District coin from Lt. Col. Green.

Peter Quinn received an Achievement Medal for Civilian Service. Between Feb. 9 and April 22, 2003, Peter volunteered to go to Turkey as a member of the Contingency Real Estate Support Team (CREST) and assisted in preparing the military in preparing for the War in Iraq. “He demonstrated a tireless work ethic by spending long hours as a productive member of the CREST team and leasing many different types of facilities critical to the War effort,” read the citation.

Steve Waite received a Commander’s Award for Civilian Service. He was commended for, “exceptional performance of duties as a member of the U.S. Army Corps of Engineers Task Force Restore Iraqi Oil, Baghdad, Iraq, and Kuwait City, Kuwait. “Mr. Waite served as the first contracting property administrator for the TF RIO contract and helped to establish proper accountability for the property that was received in Kuwait. He also received a certificate of appreciation for his contributions to Team RIO during Operation Enduring Freedom and Operation Iraqi Freedom for his effort to work with the Iraqi people to safely and effectively restore the oil infrastructure of Iraq.

Lt. Col. Green, who served six months in Iraq and with some of the District employees honored, said that everyone who was over there did an outstanding job.

Martha Labbe also received a Commander’s Award for Civilian Service. She was recognized for her work in 2002 and 2003. “She consistently displayed a commitment to excellence in the field of Human Resources.”

Lt. Col. Green dismissed the audience after a brief question and answer period.

Finding future engineers

Kim Kaminski-Donaher, Human Resources (right), talks to students about the Corps of Engineers and its mission during Career Night in support of Engineer’s Week, Feb. 12 at the Hyatt Regency Hotel in Boston.



Photo by Brian Murphy



Ms. Sproul's first grade class performs for Corps of Engineers representatives.

Corps of Engineers visit school, thank children for their support

Continued from page 1

war. "They're building gardens, farms, and I'll bet even a shopping mall," he said to the cheers of his audience.

Mr. Earhart took the children on a virtual tour of the country of Iraq, showing them that the children there look just like them in many ways.

"Children in Iraq dress just like you," he said as he showed pictures of smiling Iraqi children. "And they like to have their picture taken, just like you." Mr. Earhart's picture of a McDonald's in Iraq that brought many playful giggles

from the children as they recognized that the Iraqi children are not so different from themselves.

Mr. Earhart's presentation also contained pictures of camels, snakes, and other types of animals native to Iraq, that garnered many "oohs," "ahs," and "cools" from the first graders. He also explained to the children that it gets very hot in Iraq, which is mostly desert, with temperatures sometimes topping 120 degrees. However, "there are parts (of Iraq) that do get snow," Mr. Earhart illustrated with a photograph of a

snowman made in the northern part of the country.

Mr. Earhart concluded his presentation by showing the children a Meal Ready To Eat (MRE), explaining that the Americans helping to rebuild Iraq sometimes had to eat the so-called "lunches in a box" when they weren't able to locate a local restaurant. The children were fascinated by the spaghetti and meatball dinner, and were very appreciative of the fact that the MRE include a bag of Skittles for dessert.

Lt. Col. Green explained to the children that MREs are developed and tested in Massachusetts at the Natick Laboratories. "They do all kinds of testing to see which foods are the most delicious," he said.

In gratitude for the presentations given earlier, the first graders took center stage and stole the show by singing "She's a Grand Old Flag" and "What a Wonderful World," to a very appreciative visiting audience from the Corps representatives.

After the performance Lt. Col. Green, assisted by Mr. Iaiennaro's daughter and Mr. Earhart, passed out special certificates of appreciation. The certificates had a montage of Corps



Photos by Mark McInerney

Glenn Earhart discusses the Corps mission in Iraq during the school assembly.

activities in the shape of Iraq surrounded with the drawings the children posted on the web. “The U.S. Army Corps of Engineers would like to extend our sincere appreciation for your caring and support of our soldiers and civilians who are rebuilding the country of Iraq,” states the citation.

Lt. Col. Green presented the children with two Army uniform “deployed” flag patches, and explained why one of them appeared to be backwards. “The reason why this flag is backwards is because it’s supposed to be blowing in the wind,” he said.

In addition, the children received a New England District folder full of goodies, including pencils, erasers, stickers, iron-ons, a Corps of Engineers castle pin from Huntsville and a New England District Water Safety activity book. During the presentation, Lt. Col. Green praised the children for their drawings and letters.

School Assembly

After the classroom visit, the Corps of Engineers team made their way to the school auditorium to speak to the entire school. “Ms. Sproul’s first grade class did a special thing for our people overseas,” Lt. Col. Green explained. “They did all kinds of artwork and put it on the web. It was wonderful, because our people over in Iraq appreciate all of your thoughts.”

The Acting District Engineer told the audience of children, teachers and parents that he recently came back from serving in Iraq for six months, and was there at the same time as Mr. Iaiennaro. He gave a brief presentation showing the children, through pictures, the work of the Army Corps in New England and in Iraq—from moving lighthouses to recreation and tours for children at Cape Cod Canal. “The Army Corps of Engineers is all around the world,” he explained. “We’re not only in New England and Alabama, but we are also over in Iraq.”

In his presentation, Lt. Col. Green showed maps of Iraq and pictures of Iraqi citizens. “One of the things that the Army Corps is doing is assisting the Iraqi



Glenn Earhart shows the children what kinds of food is in a Meal Ready to Eat.

people to rebuild their country,” he said. He gave examples such as restoring power and water, dredging, rebuilding schools, fire stations, and police stations. “One of the most important things that I’ve learned over there is that all the Iraqi children really appreciate that we’re trying to help them and their families,” he said.

Lt. Col. Green concluded his presentation by telling the children how proud the Corps of Engineers is of them. “It’s a wonderful thing that you’re thinking

about our people working in Iraq and hoping that they’re okay,” he said. “They are safe and they are doing a great job helping the Iraqi people.”

Mr. Earhart repeated his presentation, complete with MRE demonstration.

Lt. Col. Green and Mr. Earhart presented principal Glen Anderson with letters of appreciation and plaques from both the New England District and the Engineering Center in Huntsville for the school’s patriotism and for the expressed support of the men and women serving in Iraq. Lt. Col. Green also presented the principal with a New England District coin.

Ms. Sproul and Ms. Hennigan were given certificates similar to what the children received earlier in the day, castle pins from Huntsville, and New England District coins. “In the Army we have a tradition,” explained Lt. Col. Green. “If someone does a really great job, the way you thank that person is to present them with a Commander’s Coin. It’s a very special thing.”

The school’s website with the drawings and letters that support the men and women serving in Iraq is <http://www.barnstable.k12.ma.us/hyeast/Letters%20to%20Iraq.htm>



Lt. Col. Brian Green passes out certificates and folders to Ms. Sproul’s first grade class.

Dredging up the past . . .



Gerry Roffey, Operations Division, calibrates a radio in this circa 1980 photo.

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