

# UP AND DOWN THE HILL

SERVING THE FORT A.P. HILL COMMUNITY

## Leadership plans installation's future

by Ken Perrotte

Fort A.P. Hill Public Affairs

The Fort A.P. Hill Corporate Board, representing senior installation leaders, convened in Maryland last week to examine and update the installation's strategic plan. The board includes the post's directorate and special staff office chiefs and is chaired by the deputy to the commander.

In a marathon session extending late into the evening, board members candidly discussed organizational strengths and weaknesses, as well as what opportunities and threats may be on the horizon.

The group also reviewed and made a subtle change to the organizational guiding principles, those tenets of behavior that serve as a baseline for individual and team performance.

A significant change to the installation's top strategic goal involved restructuring the goal to state: "Position Fort A.P. Hill to support the Army Campaign Plan as the premier power readiness platform." The goal previously read, "Position Fort A.P. Hill to support the Army's Future Force Structure."

The change brings the goal more into line with the Army's direction and articulates more completely the role Fort A.P. Hill plays in the readiness of American military members.

One of the key aims of the session was to review and integrate goals developed as part of recent sustainability planning



*The Fort A.P. Hill Corporate Board meets to update the installation's strategic plan. The board meets at least twice annually to assess Fort A.P. Hill's progress toward meeting strategic goals and objectives and to outline new goals based on forecasted Department of Defense needs. (Photo by Ken Perrotte.)*

sessions into the broad strategic plan. Many of the goals developed during the sustainability sessions, coordinated by the Department of Public Works, were incorporated as strategic objectives.

The work of the sustainability planning teams resulted in a major modification of one strategic goal related to the issue of encroachment on the installation's boundaries and training areas. A previously adopted strategic goal of "Pre-empt Encroachment" was modified to state "Promote Mission Compatible Development" with the issue of pre-empting encroachment made a strategic objective under the broader goal.

This newly-stated goal takes into account the installation's interest in some development that positively affects the quality of life and mission needs of the post. For example, additional medical facilities within the region could be viewed as an asset and a potential resource not only for members of the A.P. Hill team, but also for Warriors training here.

An additional strategic goal related to the need for vigilant force protection was drafted, but board members finished the session unsatisfied with refinement of the goal and its objectives. More work is expected on this goal before it  
(See *Future*, Page 2)

**"What counts is not necessarily the size of the dog in the fight -- it's the size of the fight in the dog."**

-- Gen. Dwight D. Eisenhower, Republican National Convention, Jan. 1958



(From left) Eli Hall, Charles Munson, Lt. Col. James Mis, and Matt Ewoltd, examine rations of a type that would've been carried by the typical Civil War Soldier. John Hall, director of Logistics, worked with the Army's Culinary School at Fort Lee, Va., to develop the samples, which were discussed during Hall's presentation about Civil War logistics. (Photos by Ken Perrotte.)



(Above) Matt Ewoltd, chief of safety, (far right) discusses Union defensive position's atop Culp's Hill during the Battle of Gettysburg. (Left) David Vaughan, director of Emergency Services, explains how Union forces positioned on Little Roundtop had a key high ground position, which proved too difficult for Confederate forces to penetrate. The Gettysburg Battlefield trip was part of a Corporate Board professional development day related to how American Warriors of yesteryear trained, equipped themselves and fought. It afforded interesting contrasts with the military units of today that train at Fort A.P. Hill.



## Future (Continued from Page 1)

formally becomes adopted as part of the strategic plan.

Lt. Col. James M. Mis, Fort A.P. Hill commander, lauded the board's efforts noting, "This is hard work and it is critical work. What we do in these sessions outlines the path for success in meeting our mission and ensuring our installation remains relevant and ready to support those Warriors who rely on us to provide them an installation that allows them to meet their training objectives. We've advanced our ability to assist in Warrior readiness through this

planning process."

Once the strategic plan is updated, installation leaders will share plan details with installation team members, Mis said.

Following the Corporate Board meeting, post leaders explored the Gettysburg battlefield. Each member was assigned a segment of the three-day battle to research and brief along the tour route.

Prior to the professional development tour, Deputy to the Commander Charles Munson gave a presentation on the events leading up to the Civil War, Director

of Logistics John Hall shared actual examples of foodstuffs 19th century Warriors carried in their haversacks, and Director of Information Management Eli Hall discussed the advent of the Signal Corps and how the use of flags transformed communications on and near the battlefield.

Hall prefaced his presentation with a heartfelt reading of a letter his great-grandfather, a young private in the Army of Northern Virginia, wrote to his great-grandmother during the first years of the war.

# Post applies science to be 'neighborly' with noise

by Fort A.P. Public Affairs and the  
Environmental and Natural Resources Division

Balancing Fort A.P. Hill's neighbors' desires for a region preserving its rural character and the installation's mission of providing robust military live-fire training can be a challenge as the area's population surges and the intensity of training increases to support the Global War on Terrorism.

Military training generates noise and encroachment on installation boundaries increases the likelihood that noise can impact off-post neighbors. Recognizing this, Fort A.P. Hill has developed strategic objectives related to working with surrounding communities to promote compatible growth – growth that doesn't hamper training – and has worked to better manage noise through science and adjustments to military training.

The successes of the post's noise management program show balance is possible, said Sergio Sergi, environmental compliance specialist, Environmental and Natural Resources Division.

Since 1997 training noise reports have decreased 80 percent on Fort A.P. Hill, without training impediments, Sergi said. This decrease is the result of new noise monitoring technology, community involvement and education, and better range management, he added.

Noise on Fort A.P. Hill is monitored by sound level meters that capture decibel levels. Historically, these meters captured all sound data to include ambient noise, Sergi said. When an installation neighbor would file a noise report, Sergi had to filter through hundreds of data points to find the event that could have caused the disturbance.

"We decided we could do better; the status quo was not good enough," Sergi said. "About five or six years ago, we got together with CHPPM (Center for Health Promotion and Preventive Medicine) to develop a new system that would automatically filter out ambient and unneeded noise."

These meters discriminate between impulsive noise (explosions) and ambient (vehicles) sound data, he said.

After determining the type of requirements needed, CHPPM and Fort A.P. Hill worked with a Fredericksburg, Va., company to develop the new system. This system, Blast Analysis and Measurement (BLAM), includes specially designed software and a built-in algorithm that only records noise levels characteristic to explosions -- above 110 decibels -- a short event time duration and seismic response, Sergi said.

"The BLAM system filters out 90 percent of the



*Sergio Sergi, environmental compliance specialist, Environmental and Natural Resources Division, scans sound data captured from sound level meters on post. (Photo by Mary A. Bodine.)*

noise we're not worried about," he added. "It gives me a much smaller data set. I can quickly look through and provide feedback to range control and respond to the complaint. As a result of our efforts, this system is now in use at many other Army and Marine bases."

The installation environmental division currently manages five BLAM sound level meters on post and one sound level meter at an Essex County residence. Sergi said the division is in the process of acquiring two more systems.

To further minimize future noise complaints, CHPPM and Sergi conduct noise contour modeling and other studies on the effects of atmospheric conditions, weapons systems, and direction of fire on noise, he said.

For example, a few years ago Sergi said he noticed that when units fired Mine Clearing Line Charges (MICLIC), a rocket-propelled explosive line charge that clears a 100-meter path in a mine field, noise complaints peaked.

"This weapon can create a very large noise event," Sergi said. "We realized that we had an issue, so we worked with CHPPM to conduct a specific study on the MICLIC. Noise meters were placed at several different locations and distances around the (weapon firing area). We found out that the noise is very directional -- lower at the front and rear of the line charge, and highest on the sides. By simply changing the direction of fire, we were able to minimize the noise effect on the community and maximize the use of the MICLIC on post."

The installation also minimizes the noise generated  
(See Noise, Page 4)

# *Enlisted leader bids Army farewell*

by **Mary A. Bodine**  
*Fort A.P. Hill Public Affairs*

After 28 years of service, installation Command Sgt. Maj. Gary Carr will retire following a formal ceremony 3 p.m., April 28, at Wells Field House, Fort Belvoir, Va.

Command Sgt. Maj. Roger A. Chase will replace Carr in June. Chase is currently assigned to 4th Battalion, 3rd Air Defense Artillery, Larson Barracks, Kitzingen, Germany.

An infantryman who spent most of his career at Fort Bragg, N.C., Carr said he came to Fort A.P. Hill in July 2003 with a wealth of tactical experience and very little base operations experience.

"This has been a great place to work," Carr said. "I had learned about BASOPs from the different schools I've attended, but now that I've been involved I have a greater understanding of it. I've learned how to be a part of base decisions and about the long-term effects of strategic planning. I'm thankful to have been a part of it."

Typically, the installation command sergeant major acts as an advisor to the commander on enlisted affairs. With few enlisted Soldiers on post, Carr said he found it necessary to voice employee



**CARR**

concerns to the commander.

"This was a different environment for me – to come into an organization that is primarily (Department of the Army) civilian (employees)," he said. "I very quickly found that there are a lot of great people who work here; a lot of institutional knowledge. I wish I could make their voice heard more, show them that they are valued."

Carr said his experience at Fort A.P. Hill has been beneficial in starting a new career. After he is officially retired Aug. 1, Carr said he plans to accept a position at Fort Belvoir's Special Programs Office -- a position that will allow him to employ his tactical and garrison knowledge.

Carr's impact extends beyond the gates of Fort A.P. Hill; prior to his assignment here he was an Army Initial Entry Training panel member. The IET panel was responsible for reorganizing the basic training program of instruction and developing the Army's "Warrior Ethos," which is a guiding set of principles for Soldiers.

Carr will remain in the Stafford, Va., area with his wife Robin.

## **Noise** *(Continued from Page 3)*

by the MICLIC and other large weapon systems by monitoring atmospheric and changing weather conditions.

Noise mitigation decisions are made as a means of preventing noise problems, not just as a reaction to complaints, Sergi said. For example, during worst case weather conditions, range control will reduce large weapons training when feasible, he said.

Fort A.P. Hill also works closely with local communities like Caroline County to prevent encroachment in areas of potential noise concerns, Sergi said. As the installation representative at the Caroline County Planning Technical Review Committee monthly meetings, Sergi is able to provide input and express concerns about rezoning and special permit requests around the installation.

"Current county planning officials understand the importance of our training mission and limit growth around the installation perimeter and are requiring developers to provide noise disclosure statements to potential buyers," Sergi said. "We coexist with the local communities. We need to understand their needs and concerns while conducting the training mission. When measures are in place that satisfies the community and Soldiers' training needs are met, then we've found a middle ground."

Fort A.P. Hill was one of three installations selected by the Center for Health Promotion and Preventive Medicine as a noise management success story for a new tri-service noise primer reference tool. The primer includes ready-to-use fact sheets and information tools "designed to simplify and facilitate community education, involvement and communication," said Sergio Sergi, installation environmental compliance specialist.

"I believe Fort A.P. Hill was selected as a success story (because of) our creative, relentless, and honest management approach to this program," he added. "We actively contributed to the creative efforts in developing state-of-the-art noise monitoring equipment. We relentlessly researched and studied better ways to manage our ranges. Finally, we honestly listened and responded to public concerns and invested time and resources in educating and resolving many issues."

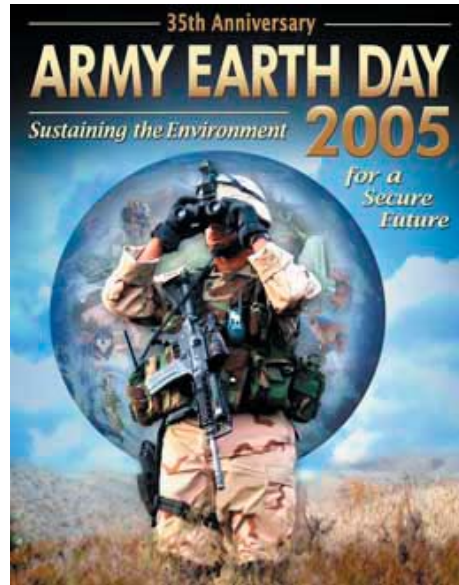
# Earth Day event attracts 700 students

by Mary A. Bodine

Fort A.P. Hill Public Affairs Office

More than 700 elementary and middle school children from Fredericksburg and Caroline, Essex and King George counties will measure their ecological footprint at Fort A.P. Hill's Earth Day celebration April 22, 8 a.m.-3 p.m., at the post picnic area. Exhibits as diverse as wildlife and habitat displays to hazardous material spills and decontamination, will educate students about their impact on the environment.

"This year's event is more than twice the size of any we've done before," said Timothy Southard, installation Earth Day celebration coordinator. "We will have 36 exhibits and demonstrations that cover the broad spectrum of natural resources, environmental compliance, biology, and marine science – the whole gamut. This event is being conducted in partnership with local, state and



federal organizations."

Fort A.P. Hill's Earth Day celebration, themed "Sustaining the Environment for a Secure Future," will feature demonstrations about chainsaw carving; military canine unit capabilities; Fort A.P. Hill fire and emergency rescue; forest management and tree give-

away; and a return to nature wildlife conservation and biology demonstration. Exhibits include archaeological artifacts and resources; live marine animals like crabs and eels; live birds of prey; solar lighting; recycling; wildlife osteological dental display; biological specimens; and fishery biology and an electro-fishing boat demonstration. Military equipment will also be on display.

Take Our Daughters and Sons to Work Day is being held in conjunction with Earth Day, said Francoise Sibley, event coordinator. Children participating in this program will spend the morning at work with their parent and the afternoon at the Earth Day exhibits.

Students in grades 1st through 12th are eligible to participate in Take Our Daughters and Sons to Work Day. Parent and child are required to complete an application and hold-harmless agreement. To apply, contact Sibley at 633-8333.

## *Post funding to receive higher priority*

(Army News Service) -- The Army has begun implementing a new policy that will increase annual funding for installations. Army leaders have set a goal of funding installations at an annual rate of 90 percent of validated requirements for base operations services (BOS) and for sustainment, restoration and modernization (SRM). The Army will continue to program to the goal of 95 percent for SRM set by the Office of the Secretary of Defense.

The new policy will increase funding for installations. The Army Budget Office will distribute the funding in phases through the Assistant Chief of Staff for Installation Management and the Installation Management Agency (IMA). Funds will come from other parts of the Army's budget as the Army identifies programs lagging in execution during its annual budget review.

The new 90-90 funding renews the Army's commitment to improving the quality of life for our Soldiers and their families. Funding installations to 90 percent of requirements provides a more predictable

level of funding that gives garrison commanders more control in managing their communities.

Secretary of the Army Francis J. Harvey has placed well being and quality of life for Soldiers and families as the top priority for the Army, saying, "Soldiers are the centerpiece of our formations so nothing can be more important than a Soldier; nothing can be more important than the family."

"The Army leadership has made an important decision that recognizes the vital role installations play in the Global War on Terrorism," said IMA director Maj. Gen. Ronald L. Johnson. "This is the highest level of funding ever committed to installations, and it recognizes the need to give Soldiers and their families services and facilities equal to the service they give this nation."

IMA planners are working to execute the new funding for maximum impact on the installations. Funding will be released through a phased plan over the balance of this year and through an annual funding program for future years.

# RECREATION

● TIME OFF

● COMMUNITY

● SPORTS

## Youth Day Camp: *Program entertains, educates*

by Mary A. Bodine

Fort A.P. Hill Public Affairs

Archeological digs, heart-racing roller coasters and creative crafts are just a few of the activities planned for children at this year's Morale, Welfare and Recreation Youth Day Camp, June 20-July 15.

Thirty children, ages 6-12, of service members, post employees and military retirees, will spend 20 exhausting days canoeing, swimming, playing sports and games, biking, participating in educational exercises, engaging their creativity through arts and crafts, and exploring the aquatic world in a fishing expedition.

Field trips to Kings Dominion, Children's Museum of Richmond, Va., Meadowview, and a tour of Fort A. P. Hill directorates will also be included.

Parents can enroll their child in camp for as little as \$266 -- each additional child enrolled will receive a 20 percent discount. Fees are based on household income, said Susan Botkin, Youth Day Camp coordinator, MWR. The fee includes daily lunch at Tucker's Tavern, snacks and field trip costs.

"This is an excellent break from day care," Botkin said. "They will be engaged in activities all the time; at day care, kids spend most of their time in a classroom.

"Last year a lot of parents told me that their kids were so tired after a full day at camp they would just fall right to sleep when they got home," she added.

Youth Day Camp expanded from one week to four weeks this year due to demand, Botkin said.

"Last year was the first Child

and Youth Services program we've conducted so we really didn't know what the demand would be," she said. "Enrollment filled within three days and by the end of camp kids and parents were begging for us to make it longer."

Parents are encouraged to enroll their child immediately after registration opens April 18. Thirty slots are available and are reserved on a first-come, first-serve basis, Botkin said. Children will be placed on a waiting list after camp capacity is reached.

MWR has also opened this year's camp to parents. On June 17, parents are invited to an open house to view the classroom at Dolly Hill Guest House. Every Wednesday, parent and child can lunch together at Tucker's Tavern.

"Parents can also come by the camp at any time," Botkin said. "This camp is unique because we are able to get parents involved with their children -- it is right next to where they work. The (camp) is also a morale-booster for employees. They are able to drop their kid off before work, have lunch with them and pick them up right after work."

Youth Day Camp will be supervised by Botkin, MWR staff members and volunteers. All adult supervisors are CPR-qualified.

Registration for Youth Day Camp begins April 18. Forms are available at the Community Activity Center or the MWR office. Camp will be 8 a.m.-4:30 p.m., Monday-Friday.

For more information, call 633-8201/8367.

## Discount tickets offer family fun

*The Community Activity Center has the following tickets available:*

● **NASCAR Busch Series Funai 250** - Friday, May 13, Richmond, Va.:

Ticket Option #1 General Admission Seating, \$28 (a \$35 value). Includes NASCAR Nextel Cup practice and pole qualifying.

Ticket Option #2 The Party Zone Package, \$88 (a \$100 value). Includes NASCAR Nextel Cup practice and pole qualifying. General admission seating, exclusive pre-race pit pass and admission to the Party Zone hospitality area (special appearances by NASCAR drivers, autograph session with select Busch Series drivers, and live entertainment).

● **Kings Dominion:** Child General Admission ticket (Ages 3-6, under 48"), \$24 (a \$31.99 value); Adult General Admission Ticket, \$24 (a \$36.99 value)

● **Busch Gardens:** Child General Admission ticket (Ages 3-6), \$35.40 (a \$42.95 value); Adult General Admission Ticket, \$41 (a \$49.95 value)

● **Water Country USA:** Child General Admission ticket (Ages 3-6), \$24.20 (a \$28.95 value); Adult General Admission Ticket, \$29.80 (a \$35.95 value)

● **Colonial Williamsburg:** 1-Day Child Pass (Ages 6-17), \$14.50 (a \$15 value); 1-Day Adult Pass, \$24.50 (a \$25 value)

Tickets to other popular destinations may be purchased at a considerable discount. Call Tina Collier at 633-8219 for complete listings. Ask about the Armed Forces Vacation Club which offers one week trips to popular resort locations starting at \$264.

● WELL BEING ● SAFETY

## HEALTHY LIVING

## Employee depression common, costly

by Patricia McAllister

*Walter Reed Army Medical Center*

Emotional ups and downs are part of everyone's life, but when the downs start to consistently outnumber the ups, a common but serious medical illness called depression may be to blame.

Clinical depression is an illness affecting as many as 19 million Americans, according to the National Mental Health Association.

According to NMHA statistics, one in 10 employees experiences depression, costing companies an estimated \$52 billion in absenteeism and lost productivity. Physical symptoms of untreated depression, such as headaches and backaches, impact general health-care costs for everyone.

People suffering from depression often report these key symptoms:

- A persistent sad, anxious or empty mood;
- Sleeping too little, early morning

More than 80 percent of all cases of clinical depression can be effectively treated with medication, psychotherapy, or a combination of both.

- awakening, or sleeping too much;
- Reduced appetite and weight loss, or increased appetite and weight gain;
- Loss of interest or pleasure in activities once enjoyed;
- Restlessness or irritability;
- Difficulty concentrating, remembering or making decisions;

One in 10 employees experiences depression, costing companies an estimated \$52 billion in absenteeism and lost productivity.

- Fatigue or loss of energy;
- Recurrent thoughts of death or suicide.

Because other medical conditions can cause the same or similar symptoms, it's important for an individual experiencing these symptoms to see a physician for evaluation. It's not uncommon for depression to co-occur with other illnesses, so a professional must assess each individual case.

Additional facts about depression:

- Clinical depression is a real and serious medical illness, just like heart disease or diabetes.
- Clinical depression can lead to suicide if not treated.
- Sometimes people with depression mistakenly believe depression symptoms are a "normal" part of life. Pessimistic thinking is common among sufferers, as well as feelings of hopelessness, worthlessness or guilt.
- Clinical depression affects men and women of all ages, races and socioeconomic groups.
- One in four women and one in 10 men experience depression at some point during their lives.
- Two-thirds of people suffering from depression do not seek treatment.
- Depression can co-occur with other illnesses and complicate other medical conditions.

- More than 80 percent of all cases of clinical depression can be effectively treated with medication, psychotherapy, or a combination of both.

Misunderstandings about depression or related mental illnesses such as bipolar disorder, anxiety disorder or post-traumatic stress disorder (the most common and frequently co-occurring mental disorders) may delay or prevent someone from seeking help.

It's important for both sufferers and their families to understand depression is not a personal weakness, nor can it be cured by simply telling someone to "snap out of it" or similar well-meaning

One in four women and one in 10 men experience depression at some point in their lives.

advice. Depression and its related disorders are real medical illnesses, and require treatment for effective control.

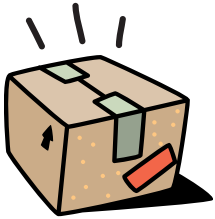
Nobody would suggest a Type I diabetic simply "buck up" and quit taking insulin. Untreated depression is just as serious and has taken its toll in relationships, job productivity and even lives. If you or a loved one is experiencing signs of depression, schedule an appointment with a physician or counseling center today.

For more information concerning depression and other mental illnesses, visit: [www.nmha.org](http://www.nmha.org), or call the NMHA Resource Center at (800) 969-6642. To request screening for depression, contact your health care provider.

# NEWS NOTES

## FD collects goods for troops

The Fort A.P. Hill Fire Department is collecting items for the 16th Quartermaster Company, Fort Lee, Va. The unit is currently deployed overseas. The unit requested support items through the Web site: [www.ansoldier.com](http://www.ansoldier.com).

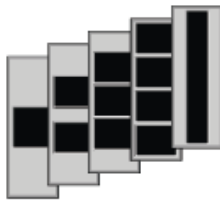


Some of the items that can be contributed to the unit through the FD are: body wash; games; CDs; DVDs; books; shampoo and conditioner; white socks; white tank tops; twin sheets; candy; gum; cookies; coffee; pens; film; photo albums; flashlights; batteries; extension cords; small rugs; over-the-counter medication; brown t-shirts; microwavable food items; female hygiene products; baby wipes; and hand sanitizer.

For more information, call Cindy Tate at 633-8267.

## Army seeks warrant officers

A warrant officer recruiting team will be at Fort Meade, Md., 9:30 a.m.-1:30 p.m., April 18-19, to brief interested Soldiers on qualifications and application procedures to become a U.S. Army warrant officer.



The briefing will be held at the Directorate of Plans, Training, Mobilization and Security, Building 8452, Classroom 3.

For more information, call (301) 677-5535.

## Legal help available May 10

The next legal assistance services at Fort A.P. Hill will be May 10, at 9 a.m.

Legal services are available for active duty, retired military and their authorized family members of all the services possessing a valid Uniformed Services Identification Card. (Reserve and National Guard personnel must be on active duty.)

Call Debbie Moore, director of Human Resources, at 633-8326 to schedule an appointment.

## Training teaches fire technique

The Fort A.P. Hill Fire Department will provide fire extinguisher training every Wednesday, 10-11 a.m., at the picnic area near post housing.

For more information, call 633-8267.



## Gobbler season opens with bang



Spring gobbler season began April 9. Fort A.P. Hill hunting permits are available for \$40 at the Morale, Welfare and Recreation Game Check building.

To purchase a permit, a hunter must have a valid Virginia State Hunting License. If the hunter has never hunted on Fort A.P. Hill before, he or she will be required to watch a 15 minute safety video. Hunting permits purchased last fall are valid for spring gobbler season.

For more information, call 633-8244.

## TSP open season starts April 15

Open season for Thrift Savings Plan contributions will be April 15-June 30. These elections will be processed under current TSP rules.

Beginning July 1, open seasons will be eliminated and employee contribution elections will be processed under new rules -- that is, the elections must be made effective no later than the first full pay period after they are filed.

For more information about TSP, visit: [www.tsp.gov](http://www.tsp.gov). To change TSP elections, visit: [www.abc.army.mil](http://www.abc.army.mil).

## Program bonds family at work

Fort A.P. Hill will observe Take Our Daughters and Sons to Work Day, April 22. First-line supervisor approval is required for employees wishing to participate. Parent(s) and child will participate in the Earth Day activities in the afternoon.

For an application or more information, call Francoise Sibley at 633-8333.

UP AND DOWN THE HILL is an authorized publication for members of the U.S. Army. Contents of this publication are not necessarily official views of, or endorsed by, the U.S. Government, Department of Defense, Department of the Army, or Headquarters, Fort A.P. Hill. This newsletter is published biweekly by the Public Affairs Office, Fort A.P. Hill, Virginia, 22437-3114. The printed circulation is 350. For information about this publication, call (804) 633-8120 or e-mail: [mary.bodine@belvoir.army.mil](mailto:mary.bodine@belvoir.army.mil).

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