

Up and Down the Hill

Serving the Fort A.P. Hill Community

Garrison Unfurls New Colors



Lt. Col. Michael S. Graese, right, and Command Sgt. Maj. Roger Chase unfurl Fort A.P. Hill's new garrison flag Feb. 12. Photo by Ken Perrotte

Fort A.P. Hill's new garrison colors were unfurled Monday in a brief ceremony in front of the installation headquarters.

Lt. Col. Michael S. Graese, commander, assisted Command Sgt. Maj. Roger Chase in uncasing the colors and explaining the symbolism of the design and the colors to the members of the garrison team present.

Fort A.P. Hill's new colors represent its role within the Installation Management Command, activated last October to apply a uniform management structure for the 78 U.S. Army installations it manages. The IMCOM commander, Lt. Gen. Robert Wilson, reports directly to the Army chief of staff.

IMCOM is the evolution of the Installation Management Agency.

Gwinn Tapped to Lead Post DMWR Efforts

Fort A.P. Hill's new director of Morale, Welfare and Recreation arrived at Fort A.P. Hill with a wealth of experience in supporting military training and an eye on improving programs for warriors training here, as well as growing the recreational lodging program and improving customer service.

Joshua "Josh" Gwinn served most recently at Fort Huachuca, Ariz., first as MWR's Recreation Division chief, a position encompassing sports, fitness, aquatics, arts and crafts, stables, library, auto crafts, outdoor recreation, ITR, commu-

nity recreation and special events.

"We hosted numerous All Army, Armed Forces and CISM events while I was there. We also hosted the Army Summer concert series," Gwinn said.

After transitioning to a new role as chief of the Business Operations Division, he assumed additional responsibility for the Huachuca clubs, bowling center and golf course.

Raised in an Air Force family, Gwinn participated in MWR programs at several installations, eventually participating extensively in soccer, basketball and golf.

He received a degree in Recreation Management from Christopher Newport University in Newport News, Va. He interned with the Fort Eustis, Va., MWR directorate, before being hired as the assistant

director of outdoor recreation.



Joshua Gwinn

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News & Info Shorts

Salutes, Hails & Farewells

Salutes to Fort A.P. Hill team members who responded professionally and capably to the challenging situations presented by this week's ice storm. Special salutes to members of the Directorate of Public Works Roads and Grounds crew, the Utilities Shop, our Directorate of Emergency Services Police Officers and Firefighters. Well-done also to our Range Control and Camp Site management team members who helped our valued warriors training here work through the weather challenges.

Salutes to the following individuals who received promotions: Alfred Spurlock Jr., Directorate of Logistics materials handler to WG-6; Firefighters Steven Kolodziej, John Thomas and William Wheeler from GS-7 to Lead Firefighter GS-8.

Salutes to team members who helped plan and execute the Community Leaders Reception Feb. 15 at The Lodge. Special thanks to the Directorate of Morale, Welfare and Recreation team, the Directorates of Public Works and Emergency Services for the extra efforts involved in preparing the event and working through difficult weather conditions. Salutes also to Armando Flores, DOL, for providing shuttle service on a frigid evening.

Salutes to the DMWR team that put on the dogs (and other treats) at Wilcox and Longstreet Camps for the more than 1,000 U.S. Marines here for training over Super Bowl weekend.

Congrats to Inez Jeter, DMWR Lodging desk clerk, who won the Winter 8 Ball Pool Tourney held Feb. 6.

Fort A.P. Hill welcomed two new employees in January: Joshua Gwinn, director DMWR (see story Page 1); and Jessica Glusing, range control technician in DPTMS.

The following employees are leaving the post this week: Supply Technician Byron Dixon is moving to the private sector, while Firefighter Heather Martin is accepting a promotion at Fort Lee.

Trout Fishing Tourney on Tap March 24

A Fort A.P. Hill Adult (age 16 and older) Trout Fishing Tournament is March 24 at Beaverdam Pond. The event begins at 8 a.m. and ends at 3:30 p.m., rain or shine. Prizes will be awarded for the biggest single fish and heaviest total weight. Entry is \$20. Register at Game Check Station or call 633-8219.

Gwinn New MWR Chief

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"My experience in both recreation and business programs gives me a broad base to draw from," Gwinn said, discussing his new role here.

"I have a lot of experience in Outdoor Recreation, which is the largest program at A.P. Hill.

"All the installations I've served on before have also been training bases which gives me some insight into the challenges of providing services for Soldiers in training," he added.

He said Fort A.P. Hill enjoys advantages in staff, location and opportunity.

Youngster Wins Valentine's Day Prize



Cassandra Williams, age 11, won the jar filled with candy hearts in the DMWR contest to guess the number of sugary sweets in the container. She guessed 1,000. The jar held 1,012.

Cassandra is the daughter of Sgt. Zachary and Bonnie Williams. The Williams live on Fort A.P. Hill.

Black History Month Program Set for Feb. 22

Fort A.P. Hill's annual Black History Month observance is scheduled for Feb. 22 from 11:30 a.m. to 1 p.m. at the Heth Camp Dining Facility.

Claiborne (Clay) Douglass Haughton Jr., former Acting Deputy Assistant Secretary of Defense for Equal Opportunity, is the guest speaker for this year's event.

Lunch is available for \$6.50.

Also, the **Women's History Month** program is scheduled for Heth School on March 15 from 10 a.m. to noon.



Hoop Dreaming—Lt. Col. Michael S. Graese, left, post commander, presents the first place trophy to the DPTMS 3-on-3 basketball team, which defeated the Caroline County Sheriffs Department for the championship Jan. 23. DPTMS defeated the Combined Directorates team while the Sheriff's squad bested DPW to make the championship game. Players, from left, are Chip Farmer, Ben Allen, Andrew Satterwhite and Jesse Clements. Open play "pickup" basketball games begin at the gym Feb. 21. Game time is 11:45 a.m. to 12:45 p.m.

President's Day Weekend ideas

The region around Fort A.P. Hill provides a multitude of opportunities for things to do related to the President's Day weekend. The holiday in Virginia primarily honors the Feb. 22 birthday of George Washington.

The George Washington Fredericksburg Foundation is throwing a 275th birthday party, which includes a tour of historic Kenmore, a "Stone Throw Challenge" at Fredericksburg City Dock and a Birthday Celebration at Ferry Farm, Washington's boyhood home. See ferryfarm.org or call 540/370-0732 for more information.

Of course, Mount Vernon and George Washington's birthplace are also good bets — by George.

NSPS Ready to Roll at A.P. Hill

Fort A.P. Hill managers and supervisors recently spent two days in training designed to prepare them for April conversion to the fledgling National Security Personnel System.

The NSPS is being implemented in “spirals” and some 37,000 Defense Department employees will convert in Spiral 1.3 in March and April. They include managers supervisors, and non-bargaining unit employees from the General Schedule, General Manager, Alternative Personnel Systems, and Acquisition Demo pay schedules. Bargaining unit employees will not convert until litigation concerning collective bargaining agreements is resolved.

Federal Wage System employees also are not converting in this round.

The training, led by Deputy to the Commander Chuck Munson, included such topics as how position classification, compensation, performance management and staffing procedures would change under the system.

NSPS is a performance-based civilian personnel system.

In NSPS, civilians are placed in one of four career groups: Scientific and Engineering; Investigative and Protective Services; Medical; and Standard. Of the DoD workforce, 76 percent fit the Standard Career Group.

Within these four career groups,

Under NSPS, performance objectives will be written in the SMART format, meaning they are Specific, Measurable, Aligned with the mission, Realistic/Relevant, and Timed.

individuals are assigned a pay schedule according to their occupational code. Pay schedules vary within career groups. However, typically there are four.

The typical pay schedule is composed of three pay bands: Entry Level; Full Performance; and Expert.

Most employees will spend all or most of their careers in the Full Performance band--Pay band 2 of the Standard Career Group. Pay will be adjusted through base increases and bonuses that result from meeting or exceeding performance objectives.

Pay and bonuses are parceled out from a pay pool, overseen by a central manager who validates annual performance appraisals and is responsible for ensuring that the pay pool is fairly and equitably managed.

The pay pool is built on an appraisal system that rates employees from a high of 5 to a low of 1, with most employees

getting the middle ranking of 3, called ‘valued employee’. This will be a major culture change from the current rating system, which is inflated to the point that anything less than the top rating is considered failure.

Under NSPS, performance objectives will be written in the SMART format, meaning they are Specific, Measurable, Aligned (with the mission), Realistic/Relevant, and Timed.

Munson said the next phase in rolling out NSPS locally is to engage directorates and staff offices with developing performance objectives. These are expected to be developed in teams, to ensure a measure of consistency among like positions.

To date, 77,000 non-bargaining unit DoD civilians, including 13,000 from the Army, have converted to NSPS with no loss of pay. Some 80 percent received pay increases resulting from time accrued toward their next within-grade increase under the general schedule

NSPS has been in development since 2004.

The NSPS website has a wealth of information, including printable brochures, frequently asked questions, periodic bulletins, and the NSPS 101 training that is required for all converting employees and recommended for everyone else. The site’s address is:

<http://cpol.army.mil/library/general/nsps/>.

Commander Hosts Community Leaders

Dozens of community leaders from throughout the region attended a Community Leaders Reception at the Fort A.P. Hill Lodge Feb. 15.

Addressing the installation’s guests, Lt. Col. Michael S. Graese, post commander, said the reception is a “small way to say ‘Thank you’ for the support you provide every day to the post and the warriors that train here.

In a rare opportunity to have military leaders training at A.P. Hill attend the event, Lt. Col. Matt St. Claire and Lt. Col. Mark Hollahan of the 22nd Marine Expeditionary Unit also joined the group.

Hollohan provided guests with a glimpse into the training the Marines were doing in preparation for deployment and explained that Fort A.P. Hill offers realistic training opportunities unavailable at other East Coast locations. He, too, thanked com-

munity members for their support of the installation’s combat training mission.

A “Did You Know” Lodge Fact

On Oct. 5-6, 1985, the Senate Armed Services Committee held a weekend retreat at Fort A.P. Hill’s Lodge to discuss defense reorganization. Nine senators and 15 former senior defense officials and military officers attended.

According to former Senate staff member Jim Locher, Committee Chairman, Senator Barry Goldwater, considered this retreat the turning point in efforts to enact the Goldwater-Nichols Act, which transformed how military services began planning and working jointly.