

Up and Down the Hill

Serving the Fort A.P. Hill Community

ACOE Site Visit Team Concludes Work

By Ken Perrotte
Fort A.P. Hill Public Affairs Office

It's all over except for a final scoring to determine the finish position of installations in contention for the Army Communities of Excellence Award.

A team of seven examiners wrapped up a four-day visit here-Thursday, capping Fort A.P. Hill's participation in this year's competition.

The team, led by examiner Ward Nichols, included members who were category specialists delving into each section of Fort A.P. Hill's Organizational Self Assessment. The categories include Leadership, Strategic Planning, Customer and Market Focus, Measurement, Analysis and Knowledge Management, Human Resources Focus, and Process Management.

Dozens of employees throughout Fort A.P. Hill were called for interviews where they were asked to explain their work processes and how they are integrated. In addition, the team asked for an intensive "documentation" package, validating information contained in the nomination.

The examiners now provide a written feedback report and

their evaluation comments to a final board that assigns the winning rankings.

According to Installation Management Command officials, four installations were selected for site visits.

The winning organization receives a \$2 million prize. Second place wins \$1 million and third place collects \$750,000. Fort A.P. Hill has finished third in each of the last two years and has received a site visit for each of the four times it has entered the competition. Announcements are expected early next year.

Lt. Col. Michael S. Graese, post commander, was participating in his first ACOE site visit. He noted the depth of detail plumbed during an organizational assessment is remarkable and that the team dug deep looking for answers.

"The site visit team chief stated the visit went very well and he appreciated the open, honest and warm interaction they encountered here.

"I am proud of how our team came together to coordinate the visit, especially given the recent, pressure-packed schedule, not only during the week of the site visit, but in the weeks leading to it," Graese said.

Post Doing Preliminary Prep for Potential A-76 Study

By Brian Taylor
Plans, Analysis & Integration Office

Fort A. P. Hill has begun taking the initial steps to prepare for a potential commercial activities study directed to occur in 2007.

Such studies, conducted in accordance with OMB Circular Number A-76, have been held throughout the Department of Defense for many years. According to the law governing the studies, "The long-standing policy of the federal government has been to rely on the private sector for needed commercial services. To ensure that the American people receive maximum value for their tax dollars, commercial activities [non government in nature] should be subject to the forces of competition."

Initial plans are for the Directorates of

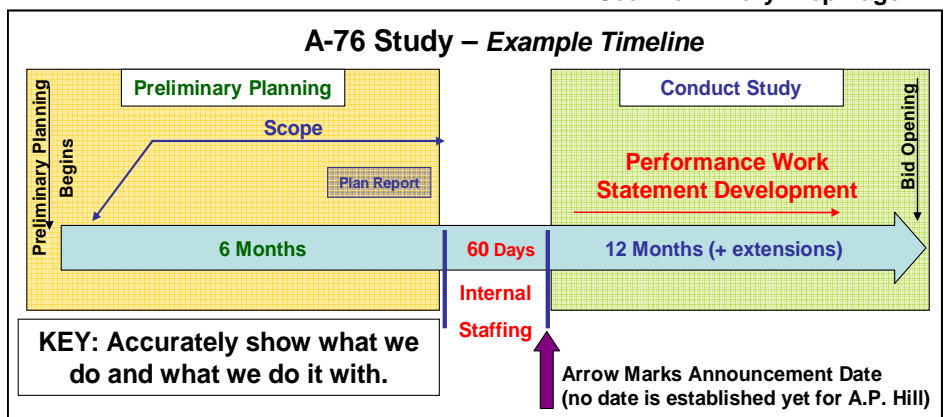
Public Works and Logistics to be studied for competitive sourcing of work. Typically, job positions determined not inherently governmental in nature are subject to competition.

The process related to these studies

has changed recently. In past years, an announcement would be made that a study is taking place and the competition began. This is no longer the case.

Today, the government agency does

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News & Info Shorts



John Fasulo

Fasulo Presented Bronze Order of the de Fleury Medal

John Fasulo of the Night Vision and Electronic Sensors Directorate's DS-71A landmine research facility at Fort A.P. Hill was recently presented the Bronze Order of the de Fleury Medal by The Army Engineer Association.

The award recognizes Fasulo's 53 years of service and his pioneering efforts in developing sites used for mine warfare training and testing.

Fasulo has personally trained thousands of military personnel in landmine awareness during his tenure at Fort A.P. Hill and has given presentations at numerous locations elsewhere and abroad.

Topics included PMR measures being developed by the new Installation Management Command and key business results outlined in the post's Army Communities of Excellence (ACOE) nomination package. Fiscal challenges, evolving mission requirements and strategic direction were also reviewed.

Both Swan and Fontana wrapped up the presentation with praise for Fort A. P. Hill's efforts and ability to accomplish the mission of training America's Warriors.

Salutes, Hails & Farewells

Jim Whittman of the Direct Support Maintenance shop says his team welcomes the return of Alice Woods, the tent shop's fabric repairer and fabricator. Alice is a wonderful person, has an uncompromising work ethic and integrity. She stands ready to serve and work for the post based customers and the warriors that pass through Fort A.P. Hill.

Arthur Wholey, a DMWR recreation assistant, was presented the Army Achievement Medal for Civilian Service, for his work in enforcing safety requirements on Travis Lake.

Firefighters/paramedic Jimmy L. Snowden received the Army Achievement Medal for Civilian Service for actions they took in response to an emergency medical situation at the post housing area in early September.

The post bid farewell to three employees recently, including Michael Horton and Mario DeFelice of DES, and Louis Turnage of DPTMS. The post welcomed newcomers Jamie Caldwell, the Antiterrorism and Force Protections Officer in DPTMS, and Police Officers Matthew Martin and Kurt Riley. The post also welcomed back Benjamin Allen as the Training & Services Coordinator for DPTMS.

In the promotions category, Rockie Carter of DOL and Brian Glusing of DPTMS moved from classifications as "term" federal employees to "Permanent" employee status.

Post Wows Region's Inspectors

The Installation Management Command's Northeast Region staff conducted a site visit at Fort A. P. Hill under the Organizational Inspection Program in late October, marking the first such inspection here since 2001.

The program is designed to first provide value to an installation by identifying strengths and weaknesses, root causes of problem areas, and sharing "best practices."

Evaluators delved into operations in a multitude of areas including logistics, emergency services, public works, information management, training support and security, safety, and plans and analysis.

Overall Fort A. P. Hill was found to be performing well, with a number of functional programs and individuals cited for innovation.

Senior Leaders Review Performance

Fort A.P. Hill hosted the installation's Senior Mission Commander, Maj. Gen. Guy Swan of the Military District of Washington and representatives from the Northeast Region including Chief of Staff Rick Fontana on Nov. 9 for a biannual Performance Management Review.

The PMR provides Fort A.P. Hill an opportunity to brief key business results as well as other focus areas to its higher headquarters.



Yard of Month — Bentley Thompson, Fort A.P. Hill police officer, and his daughter Allyson, were presented a certificate by the Installation Command Sgt. Maj. Roger Chase, for having the October Yard of the Month. Chase inspects the homes' front and backyards before selecting the yard of the month.



Employees Enjoy Lively Observance

Nearly 70 Fort A.P. Hill employees enjoyed the 2006 Native American observance Nov. 20 at Romenick Hall. The event included displays, food tasting, dances, and presentations by Wanda Singing Wind Fortune of RMO and Master Sgt. Joan Little Swan Johnson, both members of Virginia's Rappahannock Tribe.



Photos (clockwise from top left) Fire Chief Dan Glembot samples food ranging from turkey, venison, succotash, and more; Osage/Lakota member Daniel Garneau demonstrates a dance; Garneau leads a group of A.P. Hill team members in a "snake dance;" Wanda Fortune (center) guides Lt. Col. Michael Graese, commander, during the snake dance; and a photo collection was among many artifacts displayed.



Installation Selects Employees of Year for 2006

Fort A.P. Hill's Employees of the Year for 2006 were announced last month during the Installation's Organizational Day events.

Nadine Kibler, budget assistant in the Resource Management Office was the Category 1 winner. She was cited for her leadership in assisting the installation with its transition to new automated time and attendance management, and her volunteerism in charitable efforts.

Other Category 1 nominees included: Ben Allen, DPTMS; Chris Coates, Command; Liz Johnson, DMWR; Cindy Tate and Steve Kolodziej, DES.

Billy W. Cecil, maintenance supervisor in the Directorate of Public Works Utilities Shop, was the Category 2 winner.

Cecil's work as a supervisor and his dedication to personally responding to service disruption issues that could affect the success of military training were among the reasons cited for his recognition. He was also praised for his commitment to safe operations, his work with a Process Action Team related to digging permits, and his innovation in providing rapid solutions to pressing problems.

Ken Perrotte, chief of public affairs, was the Category 3 winner and the installation's nominee for the Installation Management Agency Stalwart Award.

Perrotte's work in the areas of media and community relations was noted, including the comprehensive initiatives to work with regional community leaders on

issues related to compatible development and the Army's Compatible Use Buffer Program. He was also cited for his work as the principal author of the installation's Army Communities of Excellence award nomination and organizational self-assessment, and his efforts in managing crisis communications during the 2005 National Scout Jamboree.

Other Category 3 nominees included: Mark George, DES; David Hughes, DPTMS; Jim Locklerr, DPTMS; Stacy Petry, DPW; and Doug Treblic, DOL.

A panel of judges from tenant/partner organizations and individuals external to the garrison assessed the nominations. Command Sgt. Maj. Roger Chase chaired the selection panel.

Commander's Thanksgiving Letter to Team FAPH

Enjoy the Holidays

Team,

I want to take the opportunity during this uniquely American holiday to wish you and your families a Happy Thanksgiving.

As you celebrate the blessings enjoyed by your family, friends, and of course, this country, please do not forget the warriors deployed throughout the world who aren't with their families. Please keep them in your thoughts and prayers.

I know many of you are veterans and understand the mixed emotions of being on deployment during the holidays. While missing your family terribly, there is also a great sense of pride know-

ing you're on the "front lines" able to provide the protection we all cherish so much.

I've referred to the past 45 days as "The Gauntlet." While providing unsurpassed training and support to warriors, the Fort A.P. Hill team also dominated the Organizational Inspection Program, the Performance Management Review, and the Army Communities of Excellence site visit. We also began our move forward on the A-76 (commercial activities) study and initial implementation of the National Security Personnel System.

I imagine most of you are at "Target Heart Rate" and ready for a break. Please take the opportunity over the holidays to catch your breath and spend quality time with family and friends.



As commander of this great post, I am most proud of you

Michael S. Graese
LTC, AD
Commanding

Preliminary Prep...

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its homework before announcing the competition.

Although there has not been a formal announcement of the A-76 study to prospective bidders, Fort A.P. Hill has begun a "Preliminary Planning Process" with the assistance of a contracting firm assigned by the Installation Management Command.

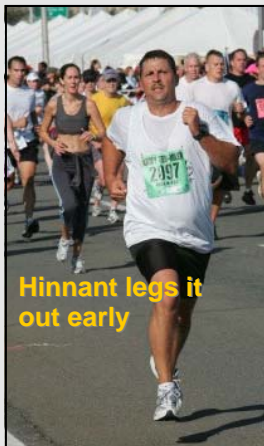
The preliminary planning phase is normally completed over a six-month timeframe prior to formally announcing the study. During this planning phase, Fort A. P. Hill will determine if competitive sourcing is the best way to go about sourcing cer-

tain installation's activities and will define the scope, or what specific activities will be included in the study.

This will include looking at job scopes, outside market research, and exactly how the Fort A.P. Hill team accomplishes its mission. Preliminary Planning assists Fort A. P. Hill in optimally positioning the installation prior to the A-76 study. Importantly, if it can be established that there is little chance an outside source will or can do the mission Fort A. P. Hill does, or that Fort A. P. Hill's current structure represents the "Most Efficient Organization (MEO)", the study may be paired down or avoided completely.

No changes in day-to-day operations are expected during the Preliminary Planning Phase, and all employees will kept informed of the process through Town Hall Meetings and information shared within the directorates under consideration.

Team Hill Tackles Army Ten-Miler



Hinnant legs it out early



Allen sets even pace



Eger rounds the Monument



The Team Pre-Race

Army Ten-Miler — Fort A.P. Hill was well-represented in the Army Ten-Miler race last month in Washington, D.C. Runners included Kelly Hinnant, Safety Office; Ben Allen, DPTMS; CSM Roger Chase; LTC Michael Graese, commander; Maj. Laura Casulli, Staff Judge Advocate and Stephen Eger, DPTMS.