

# UP AND DOWN THE HILL

SERVING THE FORT A.P. HILL COMMUNITY



## Sound the siren

About 25 children, age 6-12, spent a month of their summer at Kids Camp, a Morale, Welfare and Recreation sponsored camp. During a Fort A.P. Hill tour -- one of four field trips offered during camp -- kids like 6-year-old Mia Washington, niece of Elizabeth Taylor, MWR, toured fire trucks, police cars and an ambulance -- setting off their sirens and horns. Kids also learned about the types of training conducted here and its purpose during the tour. For more photos, see Page 5. (Photo by Mary A. Bodine)

## Post recognized as one of Army's best

by Ken Perrotte

Fort A.P. Hill Public Affairs Officer

Fort A.P. Hill was notified July 13 that it was awarded 3rd place honors in the Army Community of Excellence award program for 2004.

The long-awaited announcement by the U.S. Army Installation Management Agency, successfully capped months of preparation and competition.

Fort Stewart and Hunter Army Airfield Ga., selected as the Army's best, will receive a monetary prize of \$2 million. Second-place finisher Fort Bragg, N.C., and Fort A.P. Hill will receive monetary prizes of \$1 million and \$750,000, respectfully.

The awards will be presented at a Pentagon ceremony Aug. 15. More than 180 Army installations worldwide were eligible to compete for the honors.

The award concludes a rigorous selection process that saw Fort A.P. Hill advance through two rounds of competition to advance to the final five in the U.S. Army. The ranking of the final five was determined following a week-long site visit by a team of evaluators to each finalist's location, and then a detailed scoring assessments by a senior panel of judges.

Information included in the nomination package (an approximately 60-page organizational assessment) of top finishers is validated, clarified and confirmed on-site by the ACOE evaluation team. This team compiles a detailed feedback report detailing the organization's strengths and opportunities for improvement.

In the assessment package, organizations respond to questions posed in the comprehensive Army Performance Improvement Criteria, which are based on the standards applied for the Malcolm Baldrige National Quality Award.

The assessment is a study of how business processes are designed and deployed, and how the installation fares in its business results across a variety of performance areas. The criteria cover areas such as leadership, strategic planning, process management,

(See Army's best, Page 6)

**"The secret of all victory lies in the organization of the non-obvious."**

-- Marcus Aurelius, 121-180 B.C.

# Mis Sends: Fort A.P. Hill's position on incompatible development

by Lt. Col. James M. Mis  
Fort A.P. Hill Commander



Lt. Col.  
James Mis

Members of the Fort A.P. Hill team may have seen numerous articles in regional newspapers related to the installation notifying Spotsylvania County's Board of Supervisors that a proposed 1,500 home development very close to the installation in the New Post area could adversely affect military training here.

Let me provide you the background on this. Fort A.P. Hill first heard about the development proposal in May of 2003. Col. Balocki (then commander) wrote the first letter to advise the county that the New Post area was an area forecasted for increased military aviation activity, especially with the refurbishment of our assault landing zone.

This proposed development has apparently seen many stops and starts and Fort A.P. Hill observed the process playing out. During a recent meeting of several key staff members with Spotsylvania's County Administrator, our installation's increased training activity and growth forecasts were discussed in detail. We then explained these in writing to the county.

Since 2003, we have seen dramatic change in the northwest quadrant of the installation, including the airfield certification, the development of the maneuver corridor, and the beginning of work on the Combined Arms Collective Training Facility, Shoothouse and Urban Assault Compound. Together these will represent an Army investment of more than \$20 million.

Taken in total, these are expected to dramatically increase training activity and noise in this part of the post. In addition, we have organizations that are aviation intensive interested in establishing a major campsite near the Pender Camp. This, too, would dramatically increase noise and aviation activities.

Historically, the United States originally established military installations in rural areas far from population centers. As the nation's population has grown, urban sprawl now abuts many installations. Noise, dust, and smoke from weapons, vehicles, and aircraft prompt citizen complaints about military training. Endangered species crowd onto military posts as available habitat near the installation is gobbled up for development.

The result is that commanders frequently are required to choose between being good neighbors or meeting training and testing requirements. Without question, this degrades military readiness.

At Fort A.P. Hill, incompatible development near our boundaries is a concern and it will affect the ability of members of our Armed Forces to conduct realistic, timely combat training. Incompatible growth is a recipe for conflict and a threat to readiness and security.

People have asked us why we haven't worked directly with the developers of proposed subdivisions to address concerns. Really, that isn't the proper protocol. We work

with county administrations and the local governing bodies to ensure military issues are considered as land use is contemplated. We have a superb relationship with Caroline County and we hope we can establish a similar relationship with Essex, King George and Spotsylvania Counties, since these counties do experience impacts of our training. We believe we're well on our way to achieving this relationship with Spotsylvania.

Caroline County already designated the area adjacent to New Post, traveling along the installation's boundary to the Rappahannock River, a "resource sensitive" area that is protected against dense development, a move we continue to applaud.

Fort A.P. Hill is not "anti-growth." In fact, our installation strategic plan has an objective of promoting compatible development. The corollary to that, though, is advising against incompatible development.

We recognize growth pressures are being exerted within the region and we are eager to work with localities to ensure any potential growth adjacent or near the installation is compatible. We are currently working to ensure that regional maps depict compatible use buffer zones around installations. These would show current and forecasted noise, aviation and other impacts that transcend the physical boundary of the installation and would be useful as local leaders plan land use.

Through partnerships we've developed with conservation organizations, Fort A.P. Hill will assist in funding conservation easements on tracts of property falling within needed buffer zones.

We encourage landowners with property near or adjacent to the installation to explore the opportunity to obtain a conservation easement. They can contact any one of several non-governmental organization partners we have who work with landowners and buy and hold these easements. These easements provide  
(See Development, Page 4)

# Commander addresses work force

by Mary A. Bodine

Fort A.P. Hill Public Affairs

The National Scout Jamboree and waterworks privatization topped employee concerns at the installation Town Hall July 15, at the Community Activity Center.

Installation Commander Lt. Col. James M. Mis opened the Town Hall with a look back at the post's accomplishments of the last year, to include the training of more than 60,000 warriors; the first C-130 aircraft landing on the assault landing zone in 16 years, which was refurbished by Fort A.P. Hill employees at a cost well below that of a contractor; and the implementation of the Commander's Suggestion and Fitness programs.

"These are your accomplishments," Mis said to the work force. "We are always looking out to the future as a team to improve Fort A.P. Hill."

Mis also mentioned awards garnered by Fort A.P. Hill for 2004-2005, including a \$750,000 award for third place in the Army Communities of Excellence program, Presidential Partnership Award for assistance in the Embrey Dam Project, and the 2004 Virginia Department of Health Waterworks Operations Award.

During the question and answer period of the Town Hall, an employee voiced concern over the Army's privatization initiative of installation waterworks, particularly because Fort A.P. Hill waterworks is considered one of the state's best.

"We are part of the Army and in the long run, the Army will save money," Mis responded. "Water quality will be no less important if privatized; we will ensure we maintain the same quality."

In addition to fielding questions on waterworks privatization, Mis also addressed the issues and

concerns around the National Scout Jamboree held here.

"Every time I've gone into a mission, whether as a platoon leader or commander, I've always gotten the troops together to discuss it," he said about the jamboree mission and the purpose of the Town Hall. "It is through your invaluable hard work that we will accomplish this mission."

Mis fielded questions about allowing employees part of the workday to visit the NSJ area, expected number of visitors, gate access, and emergency procedures.

Fort A.P. Hill expects 10,000 to 15,000 visitors a day during the jamboree, Mis said. He urged employees to use 4th Street and South gates to avoid visitor traffic. These gates will be open exclusively to Fort A.P. Hill employees and units training on post.

Mis said supervisors can approve up to 50 percent of the workday to visit the jamboree for one day, if mission permits.

In response to a question regarding emergency procedures during the jamboree, Mis said, "There is no known threat to the jamboree at this time, but if something does happen, don't be the first person to the door. You're our Fort A.P. Hill team member and we need your help. Just remain calm, hold in place and wait for direction."

At the Town Hall, Mis also discussed ethics, stressing that "there is no gray area – it's either right or it's wrong"; rumors; safety and seatbelt use; the status of the training building, which he said was "moving along, but slower than expected"; and employee innovation and his commitment to valuing employee innovation.

Employees with concerns not addressed at the Town Hall are encouraged to use the Commander's Open Door Policy "after all other avenues have been exhausted," he said.



## Situation training

*Military police officers monitor a group of "protestors" during a civil disturbance exercise. "Protestors" locked arms and blocked vehicles from entering or exiting post until officers removed them for unlawful demonstration. Fort A.P. Hill will be conducting similiar exercises throughout the week. (Photo by Mary A. Bodine)*

# Mobile radios link services, installations

by Mary A. Bodine

Fort A.P. Hill Public Affairs

Fort A.P. Hill will be one of the first installations in the National Capitol Region to employ the Land Mobile Radio system this month.

More than 300 LMRs were issued to Fort A.P. Hill employees and members of the National Scout Jamboree Task Force last week; the greatest number of LMRs issued to any installation so far, said Matt Twiggs, director, Wireless Engineering Division, UAV Communications.

"This LMR is a new digital radio system designed to connect emergency services communication across NCR, expanding cooperation and service mobility," Twiggs said. "Although the radio was designed improve the cooperation of ambulance, police and fire services, it can be used for any purpose."

LMR engineers from M/A-COM Inc., and UAV Communications developed the system so that, for example, the Fort A.P. Hill Fire Department could connect to the Virginia Emergency Services dispatch radio even if the Virginia EMS uses a different system, Twiggs said.

"With this radio, you have the capacity to communicate on a much broader scope; you are connected to all other garrisons and other emergency services in the National Capital Region," he added. "This radio system, because it is IP-based, operates and looks like a computer network."

This network-centric system makes radio programming easier as well, Twiggs said. Each radio is programmed by a laptop connection and each radio

can have its own unique program.

"The needs of a (Directorate of Plans, Training, Mobilization and Security) employee is not the same as the needs of the commander," Twiggs said. "Some radios have more advanced features, like the ability to dial directly to a specific radio compared to using a talk group. With some radios, you can even make an announcement to all other radios on the garrison. We focus on trying to tailor the radios as to be intuitive as possible."

LMRs are programmed into "talk groups" -- groups that share a common mission, he said. Emergency Services radios have the capacity to communicate with all other state and region emergency services in the area.

In addition to needs-specific programming and interoperability, unique features of the radio include:

- Mobility – A user can travel to as far as Fort Meade, Md., and maintain communication with users at Fort A.P. Hill.
- Security – LMR is an encrypted radio, which makes it less susceptible to scanners.
- Safety – Each radio is equipped with an emergency button that, once depressed, alerts the network that this individual needs assistance.

The National Scout Jamboree (July 25-Aug. 3) here will be the first time the new LMR will be used for a major mission, Twiggs said.

"I am looking forward to seeing how this radio fits the military's needs," he said. "I believe this will greatly enhance their ability to communicate with more partners and increase radio communications reliability."



*LMRs are easily programmed through a laptop.*

## Development (Continued from Page 3)

financial incentive to landowners to preserve the property in a forested or agricultural state and are a superb means of helping create protective buffers around one of the East Coast's most important military power readiness platforms.

Dr. Paul Mayberry, deputy undersecretary of defense for readiness, said at an April 6, 2004 Roundtable on Range and Readiness Preservation, "We wouldn't want to train our sons

and daughters and license them to drive on the Beltway as a result of a video game. We don't want, the first time in combat, that that would be the first opportunity that you'd ever experienced live fire."

Training is what we're all about. Everyone here understands this. Fort A.P. Hill is not a military office park. We certainly don't have anything material to gain by advising neighboring localities when potential rezoning or development may have

consequences that could serve to hurt readiness. Everyone needs to understand the only investment we're protecting is our ability to allow American fighting men and women the opportunity to conduct realistic training – training that helps enable their success as they put their lives in harm's way on all of our behalf.

Advising about potential negative impacts to our important mission is part of being a good, considerate neighbor.



*Nine-year-old Justin Pitts, grandson of Barbara Pitts, Directorate of Plans, Training, Mobilization and Security, checks the heart rate of Catherine Lowry, 11, daughter of Cathy Brooks, Resource Management Office, while on a tour of Fort A.P. Hill's emergency services.*



*While most kids were engaged in games or crafts while in the classroom (below), 9-year-old Kristen Carter (above), daughter of Rockie Carter, Directorate of Logistics, takes a little time out to relax.*

*(Above) Shaquia Lewis, 10, pretends to examine second cousin Kwanshala Johnson, 9, during a tour of the Fort A.P. Hill ambulance. Lewis and Johnson are relatives of Gail Wallace, Directorate of Logistics. (Right) Six-year-old Nia Henson, daughter of Lt. Ronald and Officer Ivone Henson, Directorate of Emergency Services, climbs on top one of Fort A.P. Hill's tank displays. (Photos by Mary A. Bodine)*



# Council connects community, communication

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

Fort A.P. Hill and its surrounding communities have partnered to form an "Installation-Community Council," to provide a "forum for discussing issues of mutual concern and for sharing information," said Lt. Col. James M. Mis, installation commander.

The Installation-Community Council, which held its first meeting in May, has elected Bowling Green community leader James Day to serve as co-chair alongside Mis. Day will serve as a conduit between the business, civic, agricultural, religious, educational and governmental leaders that make up the council and Fort A.P. Hill.

"I agreed to volunteer because I believe it is important to have someone from the community as co-chair to be sure that the business community understands the unique needs of the military and Fort A.P. Hill," Day said. "I want to make certain the community understands that Fort A.P. Hill needs their protection and does not make decisions that could hinder training. The community also has a responsibility to ensure Fort A.P. Hill remains a viable training facility."

Day is the president of DeJarnette & Beale Inc., and also serves as vice president of the Association of the United States Army-A.P. Hill Chapter; he is a member of the Caroline County Ruritan Club; and Bowling Green Historical Leadership Panel,



James Day

"I want to make certain the community understands that Fort A.P. Hill needs their protection ..."

-- James Day,  
co-chair, Installation-Community Council

or HELP, which works to improve the economical vitality of Bowling Green.

Day is also a retired Navy captain, who served in Vietnam and later commanded a reserve unit attached to a fast frigate. His military service spans from 1962-1992.

"I've been active in the community and in civic organizations most of my career," Day said. "Since the AUSA chapter formed here, the community and A.P. Hill's working relationship has grown. Now, with the formation of this council, there will be better integration between the counties, Bowling Green and Fort A.P. Hill so that we do not duplicate efforts and solve problems jointly whenever possible."

Day said with each meeting of the council, he anticipates that the cooperation between the counties and Fort A.P. Hill will grow.

"I urge other people in the community to be aware of and involved with Fort A.P. Hill. This council is only a beginning; every organization grows once people are made aware of it," he said. "Once my tour (as co-chair) is up, someone else will step in and it will continue down the road with an improved open line of communication that will help the surrounding community and Fort A.P. Hill. One hand always washes the other."

## Army's best (Continued from Page 1)

customer focus, human resource management and business results.

Fort A.P. Hill was also an Army Community of Excellence finalist in 2003, garnering a monetary award of \$500,000.

"When it comes to ACOE at Fort A.P. Hill, we are fortunate to stand at two-for-two," said Lt. Col. James M. Mis, commander, Fort A.P. Hill. "We're getting better over time and, really, that is the purpose of ACOE, to improve your installation and the manner in which it conducts business.

"I think the results show that

we're improving and on the right track," Mis said. "It is really a credit to the work force at this post. The site evaluation team actually said employees here are 'customer service zealots.'"

Mis said that makes him feel good, noting that Fort A.P. Hill's first organizational guiding principle is to help the warriors who train here become successful in their important missions.

"We consistently get great comments on our warrior focus," the colonel added. "Every person coming here to train or looking at our installation as a possible

training location is bowled over by how our team members want to help them succeed – to ensure that the training they undergo here improves their warfighting capabilities. We want to sustain, and build upon this ethic."

Mis said Fort A.P. Hill's success in the ACOE program, though, "isn't a result of our great training facilities or infrastructure, or even the amount of training land we happen to have. We earned this award because we have great people, who make up a great team – the Fort A.P. Hill team – and they deserve all the recognition."

# RECREATION

● TIME OFF ● COMMUNITY ● SPORTS

## MWR expands services at Wilcox Camp

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

Troops and Fort A.P. Hill employees supporting the National Scout Jamboree will find a welcome reprieve at Wilcox Camp.

Morale, Welfare and Recreation is providing a food court, theater, outdoor and indoor recreation, and a fitness facility at the camp.

### Food Court

Although a troop dining facility will offer breakfast 4:45-7:30 a.m., and dinner 6-10 p.m., (service members with a meal card have priority) a variety of food stuffs will also be available at the food court:

- Operating July 11-23 at Wilcox Camp:
  - Dominos Pizza is offering pick-up services for pizza with a variety of toppings 11 a.m.-10 p.m.;
  - Fredericksburg Distributing Company will serve cold beer 4-10 p.m.
- Operating July 25-Aug. 6 at Wilcox Camp:
  - The Tavern of Port Royal will serve local favorites like Maryland crab cakes and vinegar-based barbecue as well as traditional breakfast favorites 8 a.m.-9 p.m.;
  - Horne's Ice Cream will serve Hershey's hand-dipped ice cream, subs and bagel sandwiches 11 a.m.-9 p.m.;
  - Carol's Concessions will serve funnel cake 11 a.m.-9 p.m.;
  - Virginia Kettle Corn will serve kettle popcorn 11 a.m.-9 p.m.;



- Diana's Dogs will serve hotdogs with a large variety of toppings 11 a.m.-9 p.m.

### Movies

AAFES is providing an outdoor theater of new-release movies, 8 p.m.-midnight, July 18-19 and July 23-Aug. 4. The theater will be next to Wilcox Gym.

### Recreation

Wilcox Recreation Center, building 1673, will be open 10 a.m.-midnight throughout the week. The Recreation Center offers an Internet Café, pool tables, video games, ping-pong and foosball. Similar services are available at the Community Activity Center, building 106, in the headquarters area, 6 a.m.-10 p.m.

Also available at Wilcox Camp is a softball field, horseshoe pits, and volleyball and basketball courts. Equipment for these activities is available for check-out at the Campsite Manager's Office, building 1654.

### Fitness

Two physical fitness centers are available for use. Wilcox Gym, building 1657, provides weight and cardiovascular equipment and will be open 24-hours. The Community Activity Center is equipped with nautilus, hammer-strength and life fitness equipment.

The swimming pool in the headquarters area is open 11 a.m.-7 p.m.

For more information about MWR services for the NSJ, please call (804) 633-8201.

## Staff arena show salutes support effort

The Boy Scouts of America are hosting a staff arena show July 23 exclusively for all military, Fort A.P. Hill and BSA staff and contract support for the National Scout Jamboree.

A free pre-show barbecue and performance by the U.S. Army Blues Band at 6 p.m. will kick-off the evening.

The program will begin at 7 p.m. with an introduction to this year's

jamboree theme, "The Magic of Discovery," and overview of new events and activities for 2005.

NSJ Task Force Commander Maj. Gen. John Yingling, Fort A.P. Hill Commander Lt. Col. James Mis, and Jamboree Director Don Wilson will address the audience in the show's introduction. A 60-minute Twilight Tattoo and performance by the U.S. Army Blues Band follows.

The show will culminate with a special effects event with water, fire on water and pyrotechnics.

Event coordinators expect up to 10,000 staff members to attend, so attendees are encouraged to arrive early to gain post access and parking.

For more information, call the Military Support Office at 633-8764.

(Information provided by the

# NEWS NOTES

## NSJ opens gates, limits parking

During the jamboree, the following gates will be open for designated traffic:

- South Gate, off U.S. 301 North, and 4th Street Gate, off U.S. 301 South, will be open July 25-Aug. 2 exclusively for Fort A.P. Hill employees and military units training. South Gate will be open 5 a.m.-7:30 p.m.; 4th Street Gate will be open 5 a.m.-7 p.m.

- North Gate (Main Gate), off U.S. 301 South, will be open 24 hours for personnel who live or work on the installation. Jamboree visitors may enter the installation from this gate 9 a.m.-6 p.m.; on arena show nights visitors may enter until 10 p.m.

- Villeboro Gate, off Route 2, will be open to visitors 9 a.m.-6 p.m; it will be open until midnight on arena show nights. This gate will be open to the Boy Scouts of America, military and Fort A.P. Hill staff 6 a.m.-10 p.m.

- Rappahannock Gate, off Route 17, will be open 24 hours for BSA deliveries and vendor vehicles only.

Employees that do not have a BSA decal for their vehicle -- privately-owned or government -- must park in designated parking locations. Traffic controllers will facilitate access to the primary vehicle parking area, which is near arena and Merit Badge Midway

locations. All parking areas are accessible by way of A.P. Hill Drive. Vehicles will be towed at the owner's expense if the driver fails to adhere to posted signs.

For more information, call the Provost Marshal's Office at 633-8888.

## Legal help available Aug. 9

The next legal assistance services at Fort A.P. Hill will be Aug. 9 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.

## Mud Run volunteers needed

Volunteers are needed for the fifth annual Armed Services YMCA of Hampton Roads Mud Run, Aug. 13, at Naval Amphibious Base Little Creek, Va.

To volunteer, call Nancy Silva, volunteer coordinator at (757) 625-4004; or e-mail her at: nsilva@cox.net.

# SALUTES

●HAILS, FAREWELLS ●ACHIEVEMENT ●FAMILY

### Achievements

- Fort A.P. Hill Commander Lt. Col. James Mis commends the following police officers for their vigilance, attention to detail and positive community relations in the execution of their duties: Kenneth Kidd; John Munsey; Carlos Collins; William Hinson; Bentley Thompson; Charles Gonzalez; Chuck Westerfield; Hunter Pack; Johnnie Sanders; David Schroeder; Ronald Veen; and Sgt. Brian Howard and Staff Sgt. Kenneth Highland of 229th

Military Police Company;

- James Salisbury, Ed Thornton, Doug Treblic, Karen Busch and Maj. Sheba Waterford, all of DOL, are commended for their outstanding and professional support of National Scout Jamboree.

- The following DPW employees received Years of Service Pins and certificates at the July 15 Town Hall: Sam Alexander, 10 years; Diane Stewart, 15 years; Mike Mosca, 25 years; Darlene Gray, 25 years; and Tim Southard, 30

years.

- Debra Moore, human resources officer, was promoted to GS-12.
- Christine Coates, office support assistant, Headquarters, was promoted to GS-8.

### Family Members

- Wendy White's (DPW) son, Pfc. Brandon M. White, assigned to 1st Battalion, 508th Infantry Regiment, out of Vincenza, Italy, was promoted to specialist. White is currently deployed to Afghanistan.

### Winner of the 2004 Keith L. Ware Award for best newsletter in the Department of the Army

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Commander: Lt. Col. James M. Mis

Deputy to the Commander: Charles A. Munson

Public Affairs Officer: Ken Perrotte  
Editor: Mary A. Bodine