



ENGINEER PERSONNEL PROPONENCY OFFICE



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EPPO CHIEF **LTC KEITH DUPONT**

Team, first I would like to thank you for what you do in support of this Nation, the Army and the Corps of Engineers.

I am LTC Keith Dupont and serve as the Chief of Engineer Personnel Proponency Office. This office advises and assists the Commandant in establishing personnel management policies that produce technically and tactically proficient Engineer Soldiers for the total force by utilizing the eight life cycle functions of structure, acquisition, training and education, distribution, deployment, sustainment, professional development and separation. We also manage the

interface effort of the proponent with the programs of other directorates, activities of the USAES, MANSOC, TRADOC and DA. Some of our current efforts include the Building Great Engineers Campaign Plan. We are presently focused on the development of the Senior Engineer Career Coaching program, the development and implementation of Green Pages, the development of Skill Identifiers, the accession of degreed engineers into the branch, and assisting Engineers as they work to obtain professional certifications.

Last month the EPPO team (continued on Page 5 Dupont)



Special points of interest:

- Upcoming MSG Selection Board.
- Regimental CSM Visits Fort Belvoir

EPPO SGM **SGM ANTHONY AGEE**

Greetings to All!
Thank you for your efforts in supporting the Overseas Contingency Operations. I am SGM Anthony D. Agee, the Engineer Personnel Proponent Sergeant Major. I know a lot of you haven't heard of my directorate. We are working to change that notion. LTC Dupont outlined our duties as a

directorate above. We are involved in all things personnel related for the engineer Soldier. The EPPO have many highly technical and competent NCOs who are managing the careers of geospatial, general construction and combat engineer Soldiers. These NCOs work along with the career managers at HRC



EPPO SGM SGM ANTHONY AGEE (Cont'd)

2010 MSG Selection Board.

The FY10 MSG DA Selection Board is scheduled to convene 14 OCT 2009. Suspense for OMPF document submission is 25 SEP 09. Suspense for DA photo upload and acceptance is 13 OCT 09. Suspense to validate ERBs is 13 OCT 09. Suspense for memo to the board and NCOER submission is 2 OCT 09.

to provide sage advice for the benefit of both the Regiment and a Soldier's career. You can go to the EPPO site and pull information pertaining to centralized promotion boards, engineer awards boards, etc. In the future, look for links that will take you to the career map for your particular MOS. Basically, a road map for career progression with recommended assignments and schools. This is one of many other tools we want to get out

to our engineer Soldiers. We are looking for ways to continue to improve the site and would like to know what information you desire from EPPO. If you have ideas or suggestions, contact your career manager within the EPPO directorate. In closing, EPPO is here to assist you. We are truly committed to Building Great Engineers. It is my opinion; this begins with our NCO Corps. We are willing to travel to any installation and

educate Soldiers on how we can positively affect their career. Please contact me if you would like for my team to visit your installation. ESSAY-ONS!

MSG Irvin 21Z



SFC Shutts 21B/21C



Combat Engineering Career Manager MSG IRVIN/SFC SHUTTS

Fellow Combat Engineers, Greetings from the Engineer Personnel Proponent Office. My name is MSG Werner Irvin, and I am the new Senior Career Manager for 21Z. Despite this year being a very busy year for our Regiment, there was not that much movement pertaining to either 21B or 21C. MOS 21C continues to be listed on the

STAR MOS as a hard to fill/hard to maintain MOS. The Stryker Brigades now have the REB Section which created an additional six 21C positions. This does not solve the shortage of available leadership positions for 21C's, but opens up more installations 21C's can PCS to. Lastly I would just like to take a couple of minutes to cover some key

points of importance pertaining to your professional development. Based on my experience in putting together the SFC, MSG, and SGM/CSM Promotion guidance, it is very important that every NCO take some time to plan their future wisely: (1) Ensure the outlined number of months in key leadership assignments is met, (cont'd on page 5 Irvin)



SFC Werdehausen:
21D, E, G, H, K, M, N,
P, Q, R, T, V, W, X

General Engineering Career Manager SFC WERDEHAUSEN

Greetings from "The Wood". My name is SFC Tracy Werdehausen and I am the Construction Career Manager for all of the Construction MOS's plus our Divers, Prime Power and the Firefighters. This has been a very busy year for the Engineers. We tackled the consolidation of the 21E's and

21J's to the new "Super Echo's", we merged the 21T and the 21S, and we started the new "C4 ASI" "Crane Operator" course which has proven to be very challenging to the soldiers and NCO's attending the course. Next year we are streamlining the Horizontal MOS's down to

just 21N. Actually this will occur the same time we transfer back to CMF 12. 1 Oct 2010, we all become 12's again. The 21E's and 21N's will merge into 12N's and become "Horizontal Construction Engineers".

The (continued page 5 Werd)

Geospatial Engineering Senior Career Manager MSG PARDUE

21Y Clearance Requirement! Deadlines

Geospatial Engineers must possess the proper clearance level in order to effectively do our jobs. All former 21L's must have applied for a SECRET clearance by 30 SEP 2008. Failure to do so could result in denial of reenlistment. Requirement for TS/SCI security eligibility is effective 1 OCT 2011. Soldiers must have submitted SSBI packets requesting TS/SCI NLT 1 OCT 2009 to meet the 1 OCT 2011 implementation date. For further info on 21Y security clearance requirements please contact me.

Geospatial Engineer Course Attendance By Former 21L's

All Former 21Ls must attend the Geospatial Engineer Course (GEC) when PCSing in order to be certified as a Geospatial Engineer. Currently we have 205 former 21L's and only 25 (12%) have attended GE training. Of those 25 who have attended GEC 17 have graduated, a 68% pass rate, and moved on into Geospatial Engineer teams. However, at this rate of processing through TSG we are on course to complete this training in seven to ten years. I maintain a spreadsheet on all former 21Ls attending GE training at TSG.

For further analysis information feel free to contact me.

Fourteen New MSG Positions in 2011

1 OCT 2011 all Division and Corps Geospatial Engineer Teams, or GI&S Cell/Teams as they will be called, will have the SFC NCOIC positions converted to MSG. This adds 13 new MSG positions in addition to the current 15 authorized. SFC's should work vigorously to be competitive for the preceding MSG promotion boards.



MSG Pardue
21Y

Quote of the Quarter

The best example of leadership, is leadership by example.

Regimental Command Sergeant Major Wells Visits Geospatial Engineer Training at Fort Belvoir

Regimental Command Sergeant Major Robert Wells became the first RCSM to visit the center for Geospatial Engineer training, The School of Geospatial Intelligence at Fort Belvoir Virginia.

The intent of the trip was threefold; educate the RCSM on all things Geospatial as they relate to training in order to empower his decision making capabilities, explore the intricate relationship between the National Geospatial-Intelligence agency and Geospatial Engineers, provide him

a forum to address challenges to the Geospatial force and discuss them in a professional environment with key training leaders within the field.

RCSM Wells was surprisingly impressed with the experience, expertise and level of curriculum that was happening in the 21Y BNCOC class. He stated he did not expect NCOs at that level to be so deeply involved into the level of detail he saw in the strategic level country brief preparations happening in the class.

He later suggested the creation of a Geospatial Engineer Information Campaign that focuses on educating the Regiment's leaders on how to employ Geospatial Engineers, how to request for products and services, and how to integrate geospatial products into Engineer operations.

RCSM Wells also challenged geospatial NCOs and Officers to write articles for submission to Engineer publications in order to get the Geospatial Engineer story told across the Regiment.



*Regimental CSM
Robert Wells*

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EPPO

Engineer Personnel Proponent Office

Links:

My Board: https://www.erec.army.mil/applications/Promotion_File/promo_zone.htm

ERB: <https://myerb.ahrs.army.mil/reports/soldierLogin.do>

DA Photo: <https://www.isdrad16.army.mil/dapmis/ImageAcceptProlog.do>

ESKN: <https://www.us.army.mil/suite/portal/index.jsp>

Our Web Location:

http://www.wood.army.mil/wood_cms/usaes/2230.shtml

NEXT Issue:

Regimental Building
Great Engineers Cam-
paign Plan

USAES Fallen Sapper
Program

EPPO Supports West
Point Tailgate

Final Thoughts: EPPO Public Web Site

EPPO recently was added as an addition to the Engineer School's public web site (http://www.wood.army.mil/wood_cms/usaes.shtml)

This is great news as it now provides a starting point for Soldiers to find proponency information. The EPPO portion of the site (found on the lower left hand of the USAES home page under organizations) is contained in three distinct areas; the Engineer Personnel Proponency Office page provides the EPPO mission and contacts, the Engineer Enlisted Personnel Information portion provides links

and information on enlisted active and reserve component promotion board schedules, board guidance, messages and MOS waiver request information.

The last portion of the EPPO page provides information and links for the Engineer Regimental awards program to include the de Fluery Medal, Itschner Award, Engineer Platoon leader Award, Outstanding Engineer Warrant Officer Award, Van Autreve Award, Sturgis Award, and the new LTG Morris Outstanding Civilian Award. These awards cover all personnel of the En-

gineer regiment and hopefully you now have the resources to nominate your personnel for outstanding work and service.

Lastly, the Engineer School Knowledge Network (ESKN) located at <https://www.us.army.mil/suite/portal/index.jsp> on AKO is another location to find proponency information. At the ESKN home page scroll to the bottom of the page and locate the Personnel tab and click on it. On the left of the new page is a link that allows access to EPPO folders, documents and files. Contact the EPPO office if you have questions on con-

(Dupont Page 1) supported the Reserve Officer Training Corps (ROTC) with LDAC (Warrior Forge). Warrior Forge is the culmination of four years of training for ROTC cadet. They are required to put all the skills they have outlined through a series of events to test their leadership and team work skills. During the event, cadets also attend briefings provided by each branch in a round robin format. Upon return to their college, the cadets will make their branch selections. Therefore, this is an excellent opportunity to inform the cadets of opportunities within the regiment. The Engineer School Commandant, Brigadier General Watson and the Corps of Engineers Northwestern Division Commander, Brigadier General Rapp led a diverse engineer team as they informed over 2000 ROTC cadets of their potential opportunities within the Corps of Engineers. The same type of event will take place at West Point during the month of September. These events provide cadets information and assist them in making informed decision on branch selection.

If you have any questions please feel free to contact this office, your thoughts counts.

ESSAYONS

(Werd Page 2) Annual Engineer Awards boards are being held in February 2010 and I hope to see more Construction Units being represented. This year we are adding a new category, a "Outstanding Civilian of the Year" award. Just remember you can't win if you don't submit a book.

The Eppo shop will be conducting visits to many of your posts this year. We hope to meet with everyone and inform you about who we are and what all we can do to help you. If you have any questions please call. I'm always willing to help out a fellow Engineer.

(Irvin Page 2) as outlined in the promotion guidance. (2) Ensure that your duty title is taken from the Unit's MTOE/TDA and not some made up title. (3) Ensure that your ERB's, OMPF and NCOER's are all updated and in sync. (4) Always have an updated DA Photo on file. I strongly believe that if you focus on these areas you will be setting yourself up for success. The new and improved Eppo Website has all the newest information. Additionally if you have any questions call the Proponent Office or send me an email. SAPPERS IN THE BREACH!