



## ENGINEER PERSONNEL PROPONENCY OFFICE



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### Special points of interest:

- Upcoming CSM/SGM Selection Board.
- EPPO has a new web site
- Fallen SAPPER Memorial
- Congrats to MSG Selectees

### *Outgoing EPPO CHIEF LTC KEITH DUPONT*

Teams, thank you for your review of our publication. I would like to inform you of one of the current efforts in the Building Great Engineers Program, The development and management of Skill Identifiers within the Regiment. Skill Identifiers are special Skills Soldiers can obtain in order to better prepare them to accomplish their mission. Currently there is a gap in the ability to identify and manage some critical engineering skills within our Regiment. Many of these skills are considered critical by Ground Force Commanders in order to execute their missions. One of the Engineer Regimental goals is to remain the world's best military engineer force, therefore we will provide a means to identify and manage the engineering skills needed by the Ground Force Commanders to complete their mission. The development and proper management of Skill Identifiers provider commanders the ability to quickly access special skills obtained by Soldiers that enhances their ability to support the Ground Force Commanders in the accomplish-

ment of their mission. In accordance with Department of the Army Publication 611-1 the following criteria must be met in order to establish a Skill Identifier. The Skill Identifier must include two or more weeks of formal training, there must be at least 40 positions that will be coded with the Skill Identifier, and the Skill Identifier must provide for a more precise use of individuals with this classification. Therefore the following Skill Identifiers have been developed in order to better manage the skills within the Engineer Regiment. Explosive Ordinance Clearance Agent, Sapper Leader, Facilities Planner, Geospatial Officer, Professional Engineer, Engineering Degree, Project Management Professional, Project Engineer. Each of these Skill Identifiers have been reviewed and will provide a specific engineering skill that will enhance our Soldiers, and provide critical skills to the organization to which these Soldiers are assigned. The next step in this process is to identify the positions within the Engineer Regiment that will be coded with these skill



Identifiers, once complete the process will establish a requirement for the Soldiers to obtain the skill Identifier coded to that position.

Thereby better preparing the Soldier and Commander to accomplish their mission. Visit our webpage for more information. <https://www.kc.army.mil/book/groups/engineer-personnel-proponency-office> "The ultimate ignorance is the rejection of something you know nothing about and refuse to investigate." - Dr. Wayne Dyer



## *Incoming EPPO CHIEF CW5 ROBERT LAMPHEAR*

### Warrant Officer News

- New Warrant Officer MOS Titles: MOS 215D—now Geospatial Engineering Technician and MOS 210A—now Construction Engineering Technician. See DA PAM 611-21 for details.
- The Engineer Warrant Officer Selection Board will be conducted in July. We need both Geospatial and Construction Engineering Technicians. Visit <http://www.army.mil/hq/warrant> for program details and technical prerequisites.

Seems like yesterday that LTC Dupont arrived to assume the reigns of Chief of EPPO. Fresh from a challenging tour as a BiTT (MiTT) Team Chief, LTC Dupont arrived 15 months ago and immediately impacted the readiness of EPPO and the Engineer Regiment.

LTC Dupont's fingerprints are all over Regimental initiatives such as the Building Great Engineers Campaign plan, Senior Engineer Coaching program, Green Pages, Sill Identifier Development and accession of degreed engineers into the branch. His efforts will have a positive effect on the Regiment for years to come.

LTC Dupont has departed EPPO for another challenge.

He has been selected to serve as the Deputy Commanding Officer, 4th Maneuver Enhancement Brigade here at Fort Leonard Wood. While certainly not far away and still part of the Engineer family, USAES and EPPO will certainly miss his engaging personality and passion for excellence as he worked to improve the Regiment's personnel stance. We'll especially miss his better half, Alfreda and wish the entire family, Keith II, and Karl the best of luck as they continue to enjoy the Fort Leonard Wood surroundings.

As I return to serve as the EPPO Chief, you can rest assured that the Regimental personnel issues and priorities will continue uninterrupted. SGM Agee and CPT Eyada,



along with his outstanding team of Noncommissioned Officers are the bedrock of the office and live to serve our Regiment's Soldiers. Until next time, stay safe.



EPPO, working in conjunction with West Point Engineer Branch Representatives, worked an Engineer Branch booth at West Point's annual Combined Arms Tailgate. EPPO provided a SME from each of the three Engineer disciplines.

This years number of cadets branching Engineer with an Engineer degree increased roughly from 30%. to 70%.

It is this kind of recruitment and cadet interaction that is establishing a solid foundation years down the road to building great Engineers.



***EPPO SGM  
SGM ANTHONY AGEE***

**2010 SGM/CSM Selection Board.**

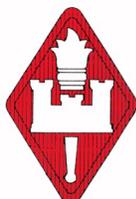
The FY10 SGM/CSM DA Selection Board is scheduled to convene 20 APR 2010. Suspense for Acceptance/Declination statements is 19 APR 10. Suspense for DA photo upload and acceptance is 19 APR 10. Suspense to validate ERBs is 19 APR 10. Suspense for memo to the board and NCOER submission is 9 APR 10. Suspense for NCOER is 9 APR 10.

Hello again, There are a lot of changes happening within the EPPO arena. First, I would like to welcome/introduce our newest member of the team (SFC Wilson Reyesaguirre). SFC Reyes is coming from the 62<sup>nd</sup> Engineer Battalion (Construction Effects) located at Fort Hood, Texas. He will serve as the Career Manager for the General Construction MOSs. He will be replacing SFC Tracy Werdehausen, who will be retiring this summer. I would also like to bid a fond farewell to my battle buddy for the past 12 months, LTC Keith Dupont. LTC Dupont has moved to be the Deputy Commanding Officer for the 4<sup>th</sup> Maneuver Enhancement Brigade. We are going to miss you Sir! Godspeed to you and your family! On to what is new

within the EPPO actions. The CSM/SGM positions will be revised and will be awarded a skill level. The Skill Level will either be a 6, 7 or 8 based on a Tier System. The Tier System will be Tier 1, 2 or 3 respectively. The Skill Level 8 or Tier Level 3 positions will be Nominative positions and those CSMs will retain the 00Z MOS. As of now all CSMs are designated 00Z as their MOS but this will change in the near future. CSMs at the Brigade level and below will be designated by MOS, meaning a Brigade CSM will have a 21Z7O MOS. A Battalion CSM will be the same i.e., 21X6O; both of these are examples of how the Tier system will work for CSMs within EABs. CSM candidates will also be able to compete in the

following categories 00J- Brigade Special Troops Battalions; 00K- Maneuver Enhancement Brigades; 00X- branch immaterial; The Engineer School has requested to be able to compete in 00T- Infantry/Armor Immaterial (HBCT/SBCT/IBCTs). We also requested to be able to compete in 00P- Force Sustainment (Special Troops Battalions). Both requests are pending approval. The SGM positions will be the same based on what skill level position they are assigned. For more information on the revisions, contact the Engineer Personnel Proponent Office. ESSAYONS!

MSG Irvin 21Z



***Combat Engineering Senior Career Manager  
MSG IRVIN—21Z***

There have been two important occurrences that have transpired in the combat engineer career management field since the last publication. The Master Sergeant Promotion board results were released in January and congratulations go to those who have been selected. After the commencement of each individual centralized promotion board the Engineer Personnel Proponency Office conducts a review and analysis of selection information presented to our

directorates by the promotion board members. NCOs competing for promotion can utilize this information to prepare for upcoming selection boards. TUI University has a great opportunity for Engineer Soldiers to earn college credits and college degrees. Additional information can be found by logging on to [www.TUIU.edu](http://www.TUIU.edu). We have had an increase of 21B Soldiers requesting information on the Military Mine Dog Detachment (MDD).

Unit Career Counselors are the first line source of information for the Soldier. Qualified Soldiers can become a member of the MDD through a reenlistment option. Prerequisites for the course are uploaded on the EPPO Mil Suite site <http://www.kc.army.mil/book/groups/engineer-personnel-proponency-office> under combat engineer topics.

SFC Shutts 21B/21C



With the words, *“To care for him who shall have borne the battle and for his widow, and his orphan,”* President Lincoln affirmed the government’s obligation to care for those injured during the war and to provide for the families of those who perished on the battlefield.

Just like President Lincoln obligated the government to care for the families who lost Soldiers in the Civil War, the Engineer Regiment has begun a similar action. This action is a program called the Fallen Sapper Outreach Program. There have been 298 Engineers who have sacrificed their lives in the Global War on Terror. These Engineers have been named Fallen Sappers.

**Combat Engineering Career Manager**  
**SFC SHUTTS—21B/C**

BG Watson, upon taking command of United States Army Engineer School, wanted to conduct a memorial service for the Fallen Sappers who have perished from our Engineer Regiment ranks since the last ENFORCE Conference, extending invitations to family members of the Fallen Sappers. During the 2009 ENFORCE conference a memorial service was conducted to pay tribute to the Engineer Soldiers who have given the ultimate sacrifice supporting the War on Terror in both Operation Enduring Freedom and Iraqi Freedom. Nine family members along with a large crowd gathered at Abrams Theater on Fort Leonard Wood to pay tribute to their Fallen Sapper. This event had great impact on families to see the military continuing to pay tribute to their fallen loved ones in such a grandiose fashion.

From this event, the Fallen

Sapper Outreach Program was established. The program instills a sense of life-long association with the Engineer Regiment. The Commandant upon ninety days after a Sapper has fallen from the ranks of the Engineer Regiment will write a letter of condolence to the survival family, extending the life-long association. The Engineer Personnel Proponency Office will conduct follow up correspondence with the families and will insure that they receive official invitations to Fort Leonard Wood for the Fallen Sapper Memorial Service scheduled in April 2010.

At this time, the Engineer Regiment is **accepting donations** to support the construction of the Memorial Wall for Fallen Engineers to be located in the “Sapper Grove” at Fort Leonard Wood, Missouri. The memorial monument has been designed out of red granite T-walls. This memorial is designed so that additional

sections can be added as this war continues; each year at ENFORCE the names of newly fallen Sappers will be added and the Soldiers memorialized. Our goal is to unveil the first sets of T-walls at ENFORCE this April. In closing, Engineer Leaders from the (See Page 6 Shutts)

**Quote of the Quarter**

*“With malice toward none, with charity for all, with firmness in the right as God gives us to see the right, let us strive on to finish the work we are in, to bind up the nation’s wounds, to care for him who shall have borne the battle and for his widow, and his orphan, to do all which may achieve and cherish a just and lasting peace among ourselves and with all nations.”*

*Abraham Lincoln*

**General Engineering Career Manager**  
**SFC WERDEHAUSEN**



**SFC Werdehausen:**  
21D, E, G, H, K, M, N,



First of all, I would like to say “Congratulations” to 19 SFCs that were selected for promotion to the rank of MSG. It is already looking like it will be a very busy spring for the Engineer Regiment. We still have units going through transformation into the new Modular structure and several new units that are slated to be stood up this spring.

Over the last several months, we have lost several of our Senior NCOs from our ranks. Some are switching

over to the Warrant Officer Corps, some going to Officer Candidate School and the rest ETSing from the Army. What this really means is the lower enlisted and the junior NCO’s need to step up to the challenge to fill their shoes. There are a couple of MOS’s where we are actually under strength at the SGT and SSG levels. The MOS’s are 21T, 21D, 21P, 21H to name a few.

Here is another reminder that as of 1 October 2010 the

MOS 21E (Construction Equipment Operator) and 21N (Construction Equipment Supervisor) will merge into the new 21N (Horizontal Construction Engineer). If anyone has any questions or needs more information on the merger just contact me and I will be glad to send it to you. If you have any questions or problems, let me know and I will be glad to help out however possible.

## *Geospatial Engineering Senior Career Manager MSG PARDUE*

Congratulations to the 14 Master Sergeant Selectees. Each of you was selected as a result of the changes to Division and Corps Geospatial Team MTOEs. Many of these teams have been without senior NCO leadership for some time as HRC awaited the results of the MSG board. Already I am hearing rumbles and grumbles from some willing to take the stripes but not the responsibility to move out on a PCS. If you accept the promotion and are willing to do the required two years then prepare to move out and fill a slot where you are critically needed, for most that is not where you currently sit.

Lots of work has been completed in the past few months personnel wise. We have worked hard to ensure the addition of a SSG position to the Div and Corps MTOEs, some units will see that change very soon. The GPCs can expect to receive eight additional Soldiers as MTOE changes are processed. Both of those changes have been added to the Standards of Grades. We are currently re-engaged with the Signal Proponency and have begun the initial work to transfer all G5 ASI positions to MOS 25M, more to follow on that lengthy process.

Since our last newsletter I have conducted site visits to the

70th EN Company in Hawaii, the 100th EN Company and A Co 3rd PSYOP BN at Fort Bragg. This has enabled me to get the EPO personnel word out to about 170 Geospatial Engineers face to face. We also conducted the first ever Geospatial Engineer SLC teleconference with synchronized slide brief. Lastly a few reminders, all 21Y's should have a TS clearance in the process, if you are having issues contact me ASAP. All 21YY2 PCSing must attend the 21Y course enroute. I will see some of you at ENFORCE in April and hope to see most of you at the Army Geospatial and Imagery Conference in May.



**MSG Pardue**  
21Y

### Quote on Leadership

“I would caution you always to remember that an essential qualification of a good leader is the ability to recognize, select, and train junior leaders.”

—GEN Omar Bradley

## *HRC Sends:*

### *Nuggets From The Engineer Branch — SGM JALOMO*

Soldiers should read the following MILPER Messages for important personnel information:

1. MILPER message number 09-297 Active Army (AA) stop loss/stop movement program for units scheduled to deploy OCONUS in support of OIF and OEF issued: [09

DEC 09].

2. MILPER message number 09-293 use of MEDPROS MRC data in the determination of individual Soldier medical availability for HRC assignment to deploying units and BCT issued: [07 DEC 09].

3. MILPER message number 09-290 Married Army couples program initiatives issued: [03 DEC 09].

4. EFMP Expiration, AR 608-75: We are having lots of issues with Soldiers not updating EFMP. We cannot place Soldiers on AI with expired EFMP.

5. Soldiers on a DA centralized promotion lists in a non-promotable status.

From AHRC Enlisted Promotions Branch: As stipulated in AR 600-8-19 paragraph 1-10, when a Soldier has been flagged under the provisions of AR 600-8-2, CDRs must forward documentation, to include the initial DA Form 268 (Report to Suspend Favorable Personnel Actions (FLAG)), explaining the reason for the flagging action, to Enlisted Promotions, HRC.

When the flagging action is

closed, the PROM will forward a copy of the final DA

Form 268, the date the flag is closed, type of punishment received, date all punishment is completed (including all periods of suspension), and/or date that a memorandum of reprimand was approved for filing, to Enlisted Promotions HRC. For all other cases, the PROM will provide the Soldier's name and a brief summary of circumstances that caused the Soldier to become non-promotable. Units are not authorized to remove Adverse Action

(AA) Flags from the system without prior approval from Enlisted Promotions HRC, for Soldiers on DA Centralized Promotion Lists per AR 600-8-2. (SGM Sutton/Mr. Edwards)

### Thought of the Day

“You are educated when you have the ability to listen to almost anything without losing your temper or your self-confidence.:

Robert Frost

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**Engineer Personnel Proponent Office**

## Links:

**My Board:** [https://www.erec.army.mil/applications/Promotion\\_File/promo\\_zone.htm](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 Locations:

<https://www.kc.army.mil/book/groups/engineer-personnel-proponency-office>  
or  
[http://www.wood.army.mil/wood\\_cms/usaes/2230.shtml](http://www.wood.army.mil/wood_cms/usaes/2230.shtml)

## Next Issue:

- ENFORCE—Engineer Awards Results
- Annual CMF 21 Review Results
- CMF 21 conversion to 12
- Mentorship

(Shutts) United States Army Engineer School and Active Duty, Reserve Component, and National Guard Engineer Units should embrace this program as it provides outreach support and assistance to the families of Engineers, whose deaths were attributed to serving in Operation Iraqi Freedom and Operation Enduring Freedom.

## Final Thoughts: New EPPO Web Site

The Engineer Proponency Office has a new look on the web. We are now hosted as a portal on the milSuite web site. milSuite allows our community to take advantage of social media capabilities by focusing on three main objectives: locating information, sharing knowledge and connecting people. To do this milSuite uses three tools: milWiki, milBlog, and milBook.

milWiki is a Knowledge Management tool used by the AKO/DKO community. From the Hawaiian word for "fast," a wiki is a Web site that is editable by anyone who can access it. milBlog is a place to find and share the latest news,

insider articles, comments, and posts from the community. It is designed to invite collaboration through discussion and comments on news, events, and announcements that impact the greater AKO/DKO community. milBook is an initiative to connect people across the AKO/DKO community. milBook acts as a central hub for networking workforce professionals with others of similar interests, much like the popular social media sites Facebook™ and LinkedIn™.

The new EPPO portal and forum is for discussions, information sharing, collaboration and knowledge sharing on Engineer Regimental issues

associated with personnel proponency, engineer awards, and related information. The site allows you to see members, hold discussions, ask questions, retrieve documents, blog, and take surveys. Soldiers can find information pertinent to their MOS, Engineer awards, enlisted career maps, and annual promotion guidance books. The site is for Officers, Warrants officers and enlisted SAPPERS. Click the following link to get connected and become a portal member. Start collaborating and send us your questions or suggestions.

<https://www.kc.army.mil/book/groups/engineer-personnel-proponency-office>