

**MESSAGE TO THE REGIMENT #56:**

**“The Engineer Blast”**

30 June 2008

**A. Overview:** The Office of the Chief of Engineers is pleased to forward this fifty-sixth version of “The Engineer Blast”.

Thanks for all you do and stay safe – enjoy the “BLAST!!”

NOTE: In order to further enhance communications from the major entities of the Engineer Regiment to the field, the Office, Chief of Engineers (OCE) is facilitating a process to spread Engineer knowledge from the United States Army Corps of Engineers (USACE), The United States Army Engineer School (USAES), Engineer Branch, other Engineer agencies, and our office in the Pentagon. All links should work for .mil computers.

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**LTG David F. Melcher to retire.**

On 31 August 2008, Lieutenant General David F. Melcher, commissioned an Engineer Officer, West Point Class of 1976 is retiring from the U.S. Army after 32 years of distinguished service to the nation. His career is distinguished by numerous leadership and staff positions as an engineer officer. His most prominent leadership positions as a professional engineer officer include Commander, 6th Engineer Battalion, 6th Infantry Division (Light), Fort Wainwright, Alaska, Commander, 1st Cavalry Division Engineer Brigade and Commanding General, Corps of Engineers Southwest Division. LTG Melcher also served as the Army’s Deputy Chief of Staff, G-8 and the Army’s Military Deputy for Budget. LTG Melcher will retire in the Washington, D.C. area and work as the Vice President for Strategy and Business Development in the Defense Sector for the ITT Corporation.

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**Photographs and Artifacts needed:** "The Engineer History Office and the Engineer Museum are looking for large format photographs and artifacts for building displays on OIF and OEF. Support from the field is essential for telling the Engineer story to the Soldiers, family members, and general public individuals who visit the Museum each year. If you have items you wish to donate, contact Dr. Larry Roberts, Director of Historical Programs, USAES, e-mail [larry.roberts1@us.army.mil](mailto:larry.roberts1@us.army.mil)."

**B. The U.S. Army Corps of Engineers (USACE) provides the following information:**  
"Corps e-spondence" – Chief’s Blog

1. The special June issue of the [Army AL&T Magazine Online Monthly](#) features USACE. USACE had an unprecedented 14 articles accepted, including new cold weather construction techniques, USACE work on Haditha Dam, deployable force protection technologies, water treatment plants in Iraq, and high level Army and DoD civilian awards for USACE employees. This edition provides significant visibility for USACE activities across the Army. Dr. Sotirin
2. "[The Corps Environment](#)", quarterly newsletter, is now available.
3. If you are a Reserve Soldier looking for an [Engineer position opportunity, check this link for availabilities](#). Some postings may not be with USACE. Listed positions are still valid requirements.
4. **Engineer Publications:** [After Desert Storm: The U.S. Army and the Reconstruction of Kuwait](#)
5. **The following information is provided by the [412<sup>th</sup> ENCOM](#)—MAJ Forte GWOT:**

Currently, the 412th Engineer Command (ENCOM) has numerous Soldiers mobilized in support of GWOT, both in CENTCOM and USEUCOM AORs. Additionally, the 412th ENCOM is now conducting staff planning in support of the pending mobilization of five additional subordinate units.

**Transformation (TEC):** The Vice Chief of Staff of the Army (VCSA) has signed documents implementing the conversion of the 412th & 416th ENCOM’s to the Theater Engineer Command (ENCOM) structure in conjunction with DA Initiative 23. The 412th ENCOM is war-gaming scenarios to man the two Deployable Command Posts (DCP) authorized under the future Theater Engineer Command (TEC) construct and will participate in Ulchi Freedom Guardian (UFG) later this summer as a means to test the future employment of DCP’s.

**FEST-M:** The 412th ENCOM continues to support the activation of a FEST-M at Vicksburg, MS in conjunction with the USACE MVD Working Group. The 412th ENCOM continues to explore cooperative training opportunities for the FEST-M and the command’s Deployable Command Posts (DCP).

[More 412th](#)

6. **The following information is provided by the 416<sup>th</sup> ENCOM**
7. **The Gulf Region Division (GRD)** GRD provides the following articles.

Type	Release Date	Title	Photos	Region	Author
Project	7/8/2008	<a href="#">Al Karkh Maternity Hospital to Open Doors Soon</a> <b>New</b>	<a href="#">Hi-Res</a>	GRD	Erich Langer
Project	6/30/2008	<a href="#">Partnering workshops in the North lead to good outcomes</a>	<a href="#">Hi-Res</a>	GRN	LuAnne Fantasia
Project	6/30/2008	<a href="#">Court House Complex creates a more secure and stable Iraq</a>	<a href="#">Hi-Res</a>	GRD	Polli Barnes Keller
Project	6/30/2008	<a href="#">Kirkuk Government accepts new Project Coordination Center</a>	<a href="#">Hi-Res</a>	GRN	LuAnne Fantasia
Project	6/25/2008	<a href="#">Iraqi villagers 'very happy' as water project takes shape</a>	<a href="#">Hi-Res</a>	GRS	Norris Jones
Project	6/25/2008	<a href="#">Oudas electricity means life to Iraqis</a>	<a href="#">Hi-Res</a>	GRC	Kendal Smith
People	6/23/2008	<a href="#">Reflecting on southern Iraq tour</a>	<a href="#">Hi-Res</a>	GRS	John Connor
People	6/20/2008	<a href="#">USACE's Stuard sought best product for US Taxpayers and Iraqi people</a>	<a href="#">Hi-Res</a>	GRS	John Connor
Project	6/20/2008	<a href="#">Al Kut Votech gets \$1.6 million upgrade</a>	<a href="#">Hi-Res</a>	GRS	Norris Jones
Release	6/20/2008	<a href="#">Helping move Basrah forward</a>	<a href="#">Hi-Res</a>	GRS	A. Al Bahrani

Project	6/18/2008	<a href="#">Electrical work keeps potable water flowing to Baghdad</a>	<a href="#">Hi-Res</a>	GRC	Kendal Smith
People	6/16/2008	<a href="#">Returning Army engineer pleased Iraqi engineers hired five years ago ...</a>	<a href="#">Hi-Res</a>	GRS	Norris Jones
Project	6/11/2008	<a href="#">Basrah Votech Center renovated</a>	<a href="#">Hi-Res</a>	GRS	A. Al Bahrani and Norris Jones
Project	6/5/2008	<a href="#">Construction starts on Iraqi Army command site in Basrah</a>	<a href="#">Hi-Res</a>	GRS	Norris Jones
Project	6/4/2008	<a href="#">Asphalt plant rehab vital for Maysan Province development</a>	<a href="#">Hi-Res</a>	GRS	A. Al Bahrani

## 8. [Afghanistan Engineer District \(AED\)](#)

### **USACE Afghanistan Engineer District Change of Command**



*Colonel Thomas E. O'Donovan receives the Afghanistan Engineer District Guidon from Major General Robert W. Cone, Combined Security Transition Command – Afghanistan, Commanding General. The transfer symbolizes the official transfer of authority from one commander to another.*

### **USACE Afghanistan Engineer District Change of Command**



*The ceremony took place on the front porch of the Qalaa House, the Afghanistan Engineer District Headquarters in Kabul. Command Sergeant Major Gary Winkleblack prepares to hand the Gideon to Major General Robert W. Cone during the ceremony.*

## **C. [The US Army Engineer School \(USAES\)](#) provides the following information:**

Engineer Teammates: greetings from FLW!!!

The Regiment continues to do an amazing job -- conducting simultaneous Full Spectrum Operations around the Globe!

Our performance in Iraq, Afghanistan and elsewhere, has been nothing short of spectacular!

It is amazing to see our Regiment -- Active, Guard, Reserve, Civilian and Contractor -- working together as One Team, to deliver timely and responsive full spectrum engineering world-wide!

As we at the Engineer School strive to support you, let me bring you up to date on some happenings here.

There is a big turnover of key personnel.

We thank, honor and celebrate the tremendous work and leadership of those stalwarts who are departing the USAES this month. In particular, I want to mention COL Lou Marich, who will PCS to ARNORTH after nearly three years as the Assistant Commandant; LTC Al Pantano, who will PCS to the Army War College after two years as the Chief of Staff; and LTC Dianne Cummins-Leffler, who will take command of the TSB at FLW after two years in the 1st Eng Bde where she served as Bde XO and then Bde Commander for the past 4+ months. These engineer heroes have shouldered an enormous work load and led the Engineer School during some very tough and turbulent times of transforming, training and taking care of the Regiment and Army while fighting a Global War -- amazing work and a job very well done!!! You have the thanks and admiration of the

entire Regiment, and will be sorely missed. We wish you all the best!!!

We welcome some great engineers into key leadership positions, most notably:

- COL Bob Tipton as Assistant Commandant
- COL Tom Mize, who will take command of 1st Eng Bde on 15 July
- COL Dave Theisen as Director of the Counter Explosive Hazard Center (who replaced COL Dick Hornack, who PCS'd in May to CENTCOM, after nearly 5 great years at FLW)
- COL Joe Cepeda as Deputy Assistant Commandant - USAR (who replaced COL Loretta Deaner, who PCS'd in May to IMCOM, after 3 terrific years at FLW)
- LTC Scott Johnson as USAES Chief of Staff
- LTC Phil Kaufmann as Director of Instruction (replacing LTC Carlos Perez, who also turned over command of the 554 Eng Bn to LTC Kelly Butler and PCS'd to DA-G8 in June)

We also had some changes of command, with LTC Chris Kramer taking command of the 169 Eng Bn from LTC Dan Larsen; LTC Andy Sexton taking command of the 35th Eng Bn from LTC Chuck Samaris; and the deactivation of the 577 Eng Bn and subsequent merging and reflagging of the 577 and 554 Eng Bn's into the 554 under LTC Kelly Butler.

We bid farewell and godspeed to our departees, while we form, build and train the new team to pick up the torch and help lead the Engr School and Regiment to new heights. This is a fantastic team of highly motivated, incredibly experienced and passionate leaders who will do all they can to Take Care of our People, accomplish the Mission, and Train/Develop/Build Great Engineers!!!

Speaking of our "Building Great Engineers" (BGE) Campaign Plan, we are moving out! The 6 work group leaders and a Council of Colonels will assemble at FLW on 8-9 July to hash out and finalize the Campaign Plan. I will then vet and brief this to my CG and the Chief of Engineers by the end of July, and then present it to the Engineer Corps' senior leaders at the Summer Leader Conference on 7 August. This strategic initiative has great interest and support among senior Army leaders. Please see previous Blast and Engineer Magazine articles for more details. The attached article ("Turning the 'Building Great Engineers' Flywheel") will help bring you up to speed on the latest status prior to the Council of Colonels...

I will close by telling you once again how important each of YOU is to our Army and Nation, and how critical your work is to our Nation's security. Each of you is making an important contribution, and we NEED YOU on the Team!!! I offer a special thanks and word of encouragement to those of you who are deployed and in harm's way, as well as to your Families and loved ones supporting you on the home front. Thank you, and may the Good Lord bless and protect each of you!!!

All the best!!! Essayons!!! Army Strong!!!



*Turning the  
Building Great Engineers (BGE) Flywheel!*

*Findings and Preliminary Recommendations from ENFORCE 2008 Work Groups*

*By CPT William Mohr, COL Jerry Meyer, COL Robert Tipton, COL William Haight, LTC Jeff Anderson, Mr. Steve Tupper, BG Gregg Martin*

According to one attendee, if you missed ENFORCE 2008, **you missed the best ENFORCE in nine years** (attendee had only been to the last nine)!

*The following are just some of the initial findings and preliminary recommendations developed during the Fort Leonard Wood portion of ENFORCE 2008, “Building Great Engineers.” While many of the below ideas have yet to be approved or prioritized, the intent of this article is to inform the Engineer Regiment on the current status of BGE and a proposed way ahead to increase Engineer leader technical and tactical competency, for Full Spectrum Operations in an era of persistent conflict. Bold, italicized statements are from the book by Jim Collins, “Good to Great.”*

***“The point is to first get disciplined people who engage in very rigorous thinking, who then take disciplined action within the framework of a consistent system . . .”***

The Fort Leonard Wood portion of ENFORCE 2008 built upon the foundation of the Engineer Leader Technical Competency (ELTC) work groups. After 5 months of preparation, the work groups identified the need for Engineer leaders to have deep tactical and technical competencies in several areas to support Full Spectrum Engineer Operations, which requires the ability to conduct simultaneous offensive, defensive, and stability operations. During the Fort Leonard Wood portion of ENFORCE, attendees representing the entire Engineer Regiment and all ranks rolled up their sleeves and developed specific tasks in each of the six ELTC work group categories that will allow us to build great engineers across the regiment. The guiding principles provided by BG Martin were to “Steal Good Ideas Shamelessly” (SIS), “Share Good Ideas Willingly” (SIW), communicate transparently, brainstorm, cross-talk, collaborate, and inform one another. At the conclusion of the conference, each work group briefed the Chief of Engineers, the USAES Commandant, and all ENFORCE participants on their findings and recommendations. While a consolidated plan of these findings and recommendations is still being formalized for approval and dissemination, below are some outcomes of each work group’s efforts. For reference, the six work groups comprising the ELTC Study and ENFORCE 2008

were:

- Future Roles, Missions, Delivery Methods
- Training and Education
- Retention
- Accessions
- Employment
- Strategic Communications



***“Great vision, without great people, is irrelevant.”***

The **Future Roles, Missions, Delivery Methods** work group took a 3-Dimensional look at the missions Engineers are tasked to perform by Joint Doctrine (see figure 1). The critical question we asked ourselves was “Do we have the right Engineer units, organizations, staffs, and individuals to deliver Full Spectrum Engineering at every organizational level, in every mission environment, for all engineer mission requirements?”

Throughout the 15-plus hours of focused discussions, a key concept continuously emerged. No matter which mission set we analyzed, the overarching thought was that the Modular Engineer Force provides the Regiment and the Army with the right capabilities for Full Spectrum Engineering. What the Regiment and the Army are currently lacking is the ability to synchronize and plan Full Spectrum Engineering at the BCT, Division, and Corps level. Without an identified and properly resourced staff synchronizer of Full Spectrum Engineering Operations, the effects at all levels are unsynchronized and inefficient.

Another key concept that emerged was that current Army and Engineer doctrine does not identify Capacity Development or Capacity Building as a resourced mission driver. While the Army’s White Paper titled “Stability Operations in an Era of Persistent Conflict”, written by MG Fastabend and endorsed by LTG Thurman, identifies the concept and its criticality in Full Spectrum Operations, our doctrine and our task lists do not. To properly resource Engineer units for Full Spectrum Operations, we must accept this as a mission and plan for it at all levels. A quote from the White Paper states “Capacity building is fundamental to success in stability operations. It is the process of creating an environment, supported by appropriate policy and legal frameworks, which fosters institutional development, community participation, human resources development and enterprise creation, and the strengthening of managerial systems. Capacity building is a long-term and continuing process.



***In a good to great transformation, people are not your most important asset. The right people are.***

The **Accessions** working group analyzed the methodology by which the Engineer Regiment accumulates talent. The limited lateral entry of qualified personnel into a military career means that the people brought into the Engineer Regiment today will be our leaders tomorrow. Therefore, the accessions methodology becomes a key component of our talent management system and must be thoroughly understood.

Research conducted by the employment working group concluded that over 60 percent of all engineer officer positions require some type of an engineering degree. However, last year only 28 percent of the accessed officers had an engineering degree. In an effort to improve engineer officer accessions, the accessions working group made multiple suggestions.

First, the Army must explore ways to allow the Engineer Branch to access enough officers with engineering degrees. The accessions working group stresses the importance of individuals freely selecting the engineer branch, rather than being forced to join the Regiment. The campaign plan must include aggressive strategic communications to those populations deemed most desirable for entry into the Engineer Regiment. It was also recommended that fewer first and second choice non-engineering degreed individuals be admitted into the Regiment while allowing more second and third choice degreed engineers to branch engineers. Other accessing ideas include the ability to guarantee degreed engineers the automatic opportunity to branch engineers.

Current operational demands require representation from multiple engineering fields to include but not limited to civil, mechanical, electrical and environmental engineering. Even with a supplemental education

plan, the Regiment must access proportional numbers of officers across these fields to ensure that future requirements are fulfilled. One idea to increase lateral entry of talented engineers is to increase engineer marketing to promote branch transfers. The Engineer Regiment can exploit its ability to obtain educated engineers by targeting officers who have an engineering degree who are not in the Engineer Regiment. This accessions strategy can also be applied to OCS, enlisted Soldiers, and the DA Civilians that round out our Regiment. All of these changes in accession protocol should not be misconceived as a one time “talent grab” by the Engineer Regiment, but rather as a permanent engineer accessions strategy; the future of the Regiment depends on those who we access today.

*“Greatness is not a function of circumstance. Greatness, it turns out, is largely a matter of conscious choice.”*

The **Training and Education** work group focused on enabling execution of the same Joint Capability Areas (JCAs) examined by the Futures work group. In reviewing educational systems of U.S. sister service engineers, as well as allied engineers, it was generally determined our comrades not only access more degreed engineers, but invest considerably more in their training and education (time, certifications, etc.) once accessed. Looking across officer, warrant officer and noncommissioned officer personnel categories, the group considered what training or education at what point in a career should occur for which personnel. Using a spreadsheet/matrix approach, they proposed individual training and education that needed to develop over an officer, warrant officer or NCO career to support the selected JCAs.

A key accomplishment of the group was identification of an extensive Methods of Delivery list that provided a template to help consider different ways to obtain the same knowledge or skill. This list extends beyond Army institutional training to encompass industry experiences, self-development, civilian credentials and degrees.

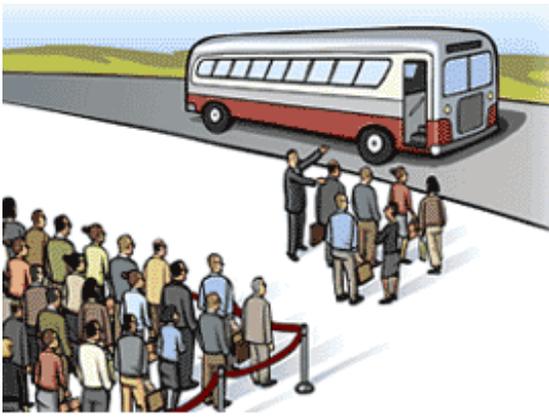
Considerable work had been accomplished prior to ENFORCE. Areas of concern included: the totality of the USAES educational system, current USAES instructional methods, and career educational timelines. To keep pace with the growing technical demands upon the Engineer Regiment, the current educational system must be refined and adjusted to ensure a technically skilled workforce, as well as one that is tactically proficient.

The overall USAES educational system must adapt to accommodate more external factors. For example, Army engineers enter the USAES courses at different levels of expertise, but everyone must complete the course requirements through identical methods. Validation testing should be implemented to allow advanced students the opportunity to simultaneously receive beneficial training and education in other areas, rather than waste time repeating known information. To ensure that the USAES becomes a world-class teaching operation, teachers need to be carefully interviewed and selected based on individual teaching ability. Improving technical and tactical competency requires assigning the best teachers to be in the school house, instead of somewhat arbitrarily assigning available personnel.

Instructional methods during all USAES courses need to move into the 21<sup>st</sup> century style of teaching. Begin by revamping our current classroom instruction into a more hands-on approach to benefit the visual learners and increase realism. Create a wireless classroom by issuing every student a laptop computer and install a wireless network in all USAES classrooms. The USAES must provide the infrastructure for every student to learn in an environment that young students are accustomed to.

Currently, our career timeline creates large gaps between levels of formal military schooling. We need to reduce these gaps by incorporating continuing education courses to include PROSPECT courses, satellite courses and civilian courses. To further promote a deep technical competency within the Regiment, we need to provide institutional financial support, additional time and pay incentives for seeking higher education and licensing within the field of engineering. These efforts will foster an environment for technical engineers to grow and retain their proficiency.





*“First get the right people on the bus . . . and the right people in the right seats. . .”*

The **Employment** work group focused on developing a new employment strategy that evaluates, segregates, and employs individual talent. Currently, the Regiment uses a legacy employment strategy which fills vacant positions with available personnel. Without question, human capital is the greatest asset in the Engineer Regiment and developing a job assignment system that matches specific talents against requirements is a must.

Analysis of current requirements indicate that approximately 40 percent of all engineer colonel positions would

be best served with an officer that has an engineering degree and technical training and certification beyond current professional military education (PME). With over 60% of all field grade positions being technical in nature and requiring an engineering or science and technology degree, the Regiment must provide career progressions that will develop technical leaders. Engineering competency results from the combination of education and experience; therefore, the Regiment must employ technically educated engineers along defined career paths that allow them to gather the necessary engineering experiences to become technically proficient. Specific career paths must still be developed, but one immediate employment idea is to place junior engineer leaders assigned to MTOE engineer units at installations with United States Army Corps of Engineers (USACE) field offices into short term USACE utilization assignments to support the development of needed technical skills.

There is great potential with the newly expanded role of engineer 210A warrant officers to address some capability gaps, however significant effort is needed to develop the appropriate education and employment strategy to support their development into effective technical experts at the platoon or entry level. Additional analysis is still needed to define the requirements for engineer non-commissioned officers, and initial indications are that updated career road maps are needed for them as well.

One method proposed to implement this new talent management system is to develop the “Green Pages” concept. Specifically, this concept is an interactive online database that posts individual resumes, available positions, and allows for an interactive talent search. Data will be inputted by both users and different personnel assignment organizations to create an open job market. By creating a competitive job market, individuals will have to develop their talents to be competitive for desired positions. In return the Engineer Regiment will yield an increase in technical competency and a more professional work force.

*“Tremendous power exists in the fact of continued improvement and the delivery of results. Point to tangible accomplishments ... people see and feel the buildup of momentum, they will line up with enthusiasm.”*

The **Retention** work group found current retention rates and trends reveal that the engineer branch is losing junior officers at a faster rate than the Army average and degreed engineer officers are leaving the Army at a higher rate than those without an engineering degree. Similarly, rates of separation for enlisted personnel are on the rise, particularly at the 20 year mark. To begin to reduce these rates, the retention working group suggests an immediate improvement in individual mentorship and professional development. Alarming information has arisen from the Building Great Engineer project that many of the junior members of the Regiment are uneducated about future positions, engineering educational opportunities, and other career enhancing opportunities that are provided by the Regiment. It is believed that a focused and dedicated mentorship program would improve retention rates by continuing to educate junior members on all that the Engineer Regiment can offer.



In general, the Engineer Regiment must strive to become an adaptable organization that fulfills the needs of our people. The retention working group provided numerous ways to improve the quality of life within the Engineer Regiment. Recommended improvements will focus on incentive pay for technical

engineers, additional duty service obligation requests for enlisted post of choice, increased USACE positions for young officers to use their technical degrees, and more flexible moves between the Reserve and Active components. Results from the retention work group also stressed the need for a more adaptable employment plan that would attempt to fulfill individual desires on type of job and job locations. A balance of current Army requirements with personal career ambitions must be achieved to improve retention trends.



***“Step by step, action by action, decision by decision, turn by turn of the flywheel – that adds up to sustained and spectacular results.”***

Tasked with analyzing and updating the engineer marketing plan, the **Strategic Communications** work group identified multiple areas to improve; the update and improvement of the engineer website is the top priority. Other 21<sup>st</sup> century communications methods need to be improved as well, to include the engineer video, television ads, shows and creating an interactive web portal.

Prior to the creation of our delivery methods, concentrated efforts must be conducted to create an effective engineer brand and

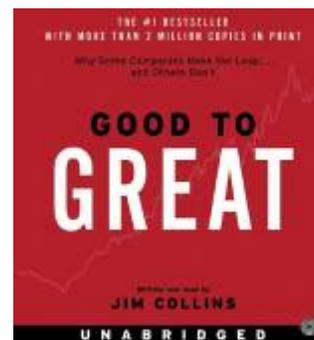
a coordinated marketing plan. The current marketing organization is disconnected; the USAES, USACE and other engineering organizations fail to portray supporting marketing messages. Websites need to be compatible, information needs to be similar, and engineering messages should be consistent between all of these sources. Additional efforts should focus on researching the most effective modes of communication and determining the Regiment’s target audience. With a focus on whom and how to market, the Regiment can proceed to produce an effective marketing plan.

The strategic communications working group identified the need for a more proactive marketing approach. Local USACE offices and other engineer units have been tasked to interact with surrounding schools, communities and youth to promote the Regiment. Specifically the units have been assigned to educate local youth about the engineers and to encourage young college students to seek an engineering degree. The intent of such a proactive plan is to improve the quality of engineer that is accessed into the Regiment.

How can we possibly do some of the above actions in a time of war? This is precisely the right time to do so! (See the Chief of Engineers’ “Building the Bench” article in this edition!) We are already seeing implementation and progress! Senior engineer leaders are visiting our best engineering colleges and universities, explaining the opportunities available in the regiment . . . thousands of USMA and ROTC cadets are being introduced to the branch in a spectacular fashion during summer camps. . . videos and promotional material are being developed . . . nearly 70% of the officers branching engineers commissioned from the West Point class of 2008 had engineer degrees (a huge increase from last year) . . . use of laptops and a wireless classroom in the Engineer School is being piloted this summer . . . coordination to leverage sister service educational courses is ongoing . . . USACE commanders are organizing regionally-based communication and execution confederations of engineer stakeholders such as Military Academy Liaison Officers, ROTC units, engineer units, Recruiting Command, USACE assets, key university feeder schools, public and private organizations and stakeholders. . . the flywheel is beginning to turn!

***“There is a sense of exhilaration that comes in facing head-on the hard truths and saying, ‘We will never give up. We will never capitulate. It might take a long time, but we will find a way to prevail.’”***

The findings and recommendations you just read are not all inclusive of the work that was done by the ELTC and ENFORCE work groups. To tie together all of the recommendations and findings, we will publish a “Regimental Campaign Plan” that will become a touchstone document for Engineers for the next 5-10 years. On 8 and 9 July, a Council of Colonels will meet at Fort Leonard Wood to prioritize and direct tasks to all members of the Regiment. We will continue to use the Engineer Magazine, the Engineer Blast, the Building Great Engineers AKO Site, and e-mails to continue to update the entire Regiment on our progress to “Build Great Engineers” for the future!



## SAPPER COMPETITION RESULTS

Engineer Crane Safety: Over the past four years there have been fourteen rough terrain and truck mounted crane accidents recorded in the Risk Management Information System.

### UNITED STATES ARMY ENGINEER SCHOOL REQUEST FOR INFORMATION SYSTEM

#### **D. The Engineer Enlisted /Warrant/ Officer Branch provides the following information:**

1. **Military Transition Teams (TT's) Training Team Brief** : Transition Teams remain one of the Army's top priorities ISO GWOT. Contact your Assignment manager to gain more information or check out the Training Team Brief link above.
2. Officer Candidate School list for Engineer Selections:

#### **E. The Office of the Chief of Engineers provides the following information:**

1. Your request for an exception to policy to authorize Army Combat Engineer Enlisted Soldiers assigned to positions that have a primary duty to execute explosive ordnance disposal (EOD) related tasks to receive Demolition Duty Incentive Pay is approved.
2. ALARACT 151/2008 - AY 2009/2010 DCS, G-3/5, HARVARD STRATEGIST PROGRAM: PROGRAM DESCRIPTION: ONE-YEAR, DEGREE PRODUCING PROGRAM OPEN TO ALL ARMY ACTIVE COMPETITIVE CATEGORY CAPTAINS. SELECTED ARMY CAPTAINS ATTEND HARVARD UNIVERSITY ON SCHOLARSHIP EARNING A MASTERS DEGREE IN PUBLIC ADMINISTRATION (MPA), THEN COMPLETE A FOLLOW-ON ASSIGNMENT WITHIN THE DEPUTY CHIEF OF STAFF, G-3/5 AS AN ARMY STRATEGIST FOR A MINIMUM TWO-YEAR UTILIZATION TOUR. THIS PROGRAM AND FOLLOW ON ASSIGNMENT WILL BE HIGHLY CHALLENGING. SELECTEES WILL REGULARLY INTERACT AT THE GENERAL OFFICER LEVEL WITHIN THE ARMY AND JOINT STAFF. OFFICERS SUCCESSFULLY COMPLETING THIS PROGRAM WILL BE FUNCTIONALLY DESIGNATED AS FA59 (STRATEGIC PLANS AND POLICY) AND WILL ALSO BE AWARDED SKILL IDENTIFIER 6Z (ARMY STRATEGIST).
3. ALARACT 148/2008 - ARMY RECRUITER ASSISTANCE PROGRAM (A-RAP): 06-16-08: THE PURPOSE OF THIS MESSAGE IS TO ANNOUNCE THE IMPLEMENTATION OF THE ARMY RECRUITER ASSISTANCE PROGRAM (A-RAP). THE A-RAP IS AN ADDITIONAL MARKET EXPANDER AND COMBAT MULTIPLIER, WHICH ALLOWS ENLISTED SOLDIERS THE OPPORTUNITY TO ASSIST WITH THE ARMY'S RECRUITING EFFORTS.
4. TACOM MAM 08-041, M249 Machine Gun (SAW), Defective Rear Sights: Field reports have indicated some M249 SAWs have defective rear sights. This problem affects specific weapons produced by the end item manufacturer. The proper procedures were not followed when installing the elevation knobs in the defective rear sights. The result is an impaired ability to zero the weapon when using the rear sight assembly.
5. TACOM SOU 08-020, MRAP, Escape Hatch: Users are utilizing the emergency hatches located on the roof of the vehicles as additional manned weapon stations. The escape hatches were not designed to be modified for this purpose. Operating the vehicle with a person standing out of the emergency escape hatch puts that person at a greater risk of injury or death in the event of an accident or rollover. Utilizing the escape hatches as a manned

weapon station also places the individual in danger due to the high levels of radiation generated by the radio antennae.

6. [ALARACT 163/2008](#): PURPOSE OF THIS MESSAGE IS TO LAY OUT RESPONSIBILITIES IN EXECUTING THE POSTPARTUM PREGNANCY PHYSICAL TRAINING (PPPT) PROGRAM. THE ARMY PPPT PROGRAM IS DESIGNED TO MAINTAIN HEALTH AND FITNESS LEVELS OF PREGNANT SOLDIERS AND SUCCESSFULLY INTEGRATE THEM BACK INTO UNIT FITNESS TRAINING PROGRAMS. EMPHASIS WILL BE PLACED ON ACHIEVING THE APFT STANDARDS IN ACCORDANCE WITH THE ARMY PHYSICAL FITNESS TRAINING PROGRAM, AND MEETING HEIGHT/WEIGHT STANDARDS. MAINTAINING FITNESS DURING PREGNANCY CONTRIBUTES TO A MORE RAPID RETURN TO ARMY PHYSICAL FITNESS AND WEIGHT STANDARDS AFTER PREGNANCY

7. [TACOM MAM 08-044](#): M240 Series Machine Gun, PMCS Procedures. The purpose of this message is to reiterate the importance of performing all PMCS procedures as outlined in the TMs, to include performing the safety/function check, and ensuring the proper parts are assembled in the proper weapon by using the Use On Codes (UOC) outlined in the TMs; TM 9-1005-313-10, WP0038 00-3, and TM 9-1005-313-23&P, WP0030 00-6.

8. [ALARACT 147/2008](#) - SUBJECT: Implementation of New Separation Program Designator (SPD) Codes for the Disability-Related Provisions of the National Defense Authorization Act (NDAA) 2008 (Pub L. 110-181) and the Disability Evaluation System (DES) Pilot Program

9. [ALARACT 146/2008](#) - SUBJECT: IMPLEMENTING INSTRUCTIONS FOR DESIGNATING DEATH GRATUITY RECIPIENTS ON THE DD FORM 93, RECORD OF EMERGENCY DATA, ON AND AFTER 1 JULY 2008

10. [ALARACT 144/2008](#) - INCREASE OF LASER EYE INCIDENTS: THERE HAS BEEN AN INCREASE OF BLUE FORCE ON BLUE FORCE LASER EYE INCIDENTS REPORTED TO IN-THEATER EYE CLINICS AND TO THE US ARMY CENTER FOR HEALTH PROMOTION AND PREVENTIVE MEDICINE. THE RISE OF INCIDENTS APPEARS TO BE CYCLICAL AND CORRESPONDS TO THE ARRIVAL OF NEW UNITS INTO THE MNC-I THEATER. THE VAST MAJORITY OF THESE INCIDENTS HAVE NOT RESULTED IN PERMANENT DAMAGE TO THE EYES AND/OR VISION OF THE SOLDIERS AFFECTED. A SAFETY ALERT ON "LASER FRATRICIDE" WAS PREVIOUSLY ISSUED FROM MNC-I HEADQUARTERS ON 03 JUL 07.

11. [TACOM GPA 08-019](#): For M923, M925, M939, etc. The Bias-Ply tire, NSN 2610-00-262-8653, is being phased out by attrition and is being replaced by the G177 Radial Tire, NSN 2610-01-473-3997. This message is to alert users of the problems that can occur when mixing Bias-Ply and Radial tires.

12. [ALARACT 141/2008](#) - DRUG TESTING DURING DEPLOYMENTS: ILLICIT DRUG USE BY ARMY PERSONNEL IS INCONSISTENT WITH ARMY VALUES AND THE STANDARDS OF PERFORMANCE, DISCIPLINE, AND READINESS NECESSARY TO ACCOMPLISH THE ARMY MISSION. ARMY POLICY REQUIRES DEPLOYED COMMANDERS TO MAINTAIN A DRUG DETERRENCE PROGRAM. I HAVE RECEIVED THE RESULTS OF OUR DRUG TESTING PROGRAM IN THE CENTCOM AOR, COMPARING THE DATA FROM 1ST & 2ND QUARTERS OF FY07 AND FY08.

**\*\*\* Engineers in the National Capitol Region:** Each month the Office of the Chief of Engineers hosts an Engineer Round-up at the Crystal City Gateway Marriot Bin 1700 Lounge commencing at 1700 on the last Thursday of the month, excluding November and December. Engineers and those who support Engineers are more than welcome to attend. It is a great opportunity to catch up on what's going on in the Engineer Community from a broad spectrum of perspectives. If you do not get an invitation now, please notify me to so that I can add you to the specific distribution list. Click here to be added to the email list [DAEN-ZC](#) . **Next event is 31 July 2008**

You can always find all the Messages to the Regiment at our AKO site are linked at the bottom of this document —AKO Login is required. For those having a hard time getting to the files that require an AKO logon, here is a [screenshot](#) to show where the files are physically located.

## **F: Topics of Interest: U.S. Army Noncommissioned Officer Network (NCO Net) June 19, 2008 Weekly Update**

### 1. MOTORCYCLE ACCIDENT FATALITIES

CSM Glidewell, CSM of US Army Combat Readiness/Safety Center says as of June 10, 2008, 33 Soldiers have been killed in motorcycle accidents since the beginning of this fiscal year (October 1, 2007). This is running at over twice the rate of last years 16 fatalities at this time.

What is causing this increase and what can we do to prevent this. Please post your ideas, comments and suggestions at <https://forums.bcks.army.mil/CommunityBrowser.aspx?id=590370&lang=en-US>

CSM Glidewell will review every comment and suggestion posted.

### 2. INNOVATE OR DIE

This week on NCO Net we are asking what are the key insights that emerged and the "so what" from this discussion. <https://forums.bcks.army.mil/CommunityBrowser.aspx?id=562870&lang=en-US>

### 3. IOTV

NCO Net member working at the Natick Soldier Research, Development and Engineering Center is looking for some feedback from the field on the IOTV.

<https://forums.bcks.army.mil/CommunityBrowser.aspx?id=477199&lang=en-US>

### 4. IS AAFES TRULY A BENEFIT?

NCO Net Team Lead says he wonders if AAFES is truly a benefit or just another bid contract to provide to the troops. <https://forums.bcks.army.mil/CommunityBrowser.aspx?id=592357&lang=en-US>

[More NCO Net Comments](#)

## **G. Engineer Unit Highlight: [14<sup>th</sup> Combat Engineer Battalion \(Rugged!\)](#)**

This feature provides a venue for Engineer Units/Activities to post unit information. If you are an OIC/NCOIC of an Engineer Unit/Activity and would like your organization mentioned here, download the template and email back to me. All entries will be consolidated on a master page as they come in.

**Engineer Unit Highlight:** [Former Submissions](#)

**H. Recurring Links:** [The Commandant's Message](#); [Engineer Casualties](#); [PASSAGES](#)

[The Engineer Lifelong Learning Portal](#) [USACE Organizations](#); [The Engineer Update](#); [Military OneSource](#)

[Essays Forward](#); [The Engineer Magazine](#); [Current PERSCOM Messages](#). ; [412<sup>th</sup> ENCOM](#);

[The West Point Department of Civil and Mechanical Engineering](#); [USMA Basecamp](#); . [CORPS POINTS](#)

[The USACE Installation Support Community of Practice Portal](#), [Engineering Knowledge Online](#) ;

[Topographic Engineering Center](#) ; [United States Army Engineer Research and Development Center](#); [NCO Net](#)

[The West Point Department of Geography and Environmental Engineering](#): [ADSO Incentives Program](#)

[ENGINEER UNIT REGIMENTAL LINKS](#) [Joint Task Force North](#) ; [Engineer Museum Reference Library](#).

[Maneuver Support Center of Excellence](#)      [Check your entire Official Military Personnel File \(OMPF\)](#)

[Check and certify the file that the board will use \(My Board\)](#),      [Check your current ORB \(My ORB\)](#)

[Submit your online Assignment Preference \(AIM\)](#) ,      [Certify your new official photo \(DAPMIS\)](#)

[Submit your Command / CFD / SSC Preference Online](#) , [Check your Senior Rater Profile \(Dash 2\)](#)

[Check to see if HRC has received your OER \(IWRS\)](#) , [USACE Historical Vignettes](#) , [Video Engineer Update](#)

*The staff of the Engineer Professional Bulletin not only maintains the mailing list for the bulletin but also is responsible for keeping the Engineer Unit Directory updated. They can only do that with your help. Please take time to look at the directory [Web site](#) at and check your unit to see if the information is correct. If it isn't, e-mail the bulletin staff at [engineer@wood.army.mil](mailto:engineer@wood.army.mil) with corrections.*

## **I. Engineers Supporting Engineers—Professional Organizations Links:**

1. [Army Engineer Association](#) : [AEA News](#); [Army Engineer Association Programs](#); [Membership](#).

a. AEA now has a web page dedicated to [Industry support to the Warfighter](#).

b. AEA is also building a new web page as an Engineer Organization / Unit Directory. We want to list all Engineer units, plus other key engineer offices, like the staff engineer offices at Divisions and Corps. We'll include USACE offices, AC, National Guard and USAR battalions and sep companies, and all of the sapper companies too. We want the activity name, mailing address, phone number, and current OIC / NCOIC name and email. Send your unit directory info to: [aeamag@armyengineer.com](mailto:aeamag@armyengineer.com). The [AEA Career Center online](#)

c. JOBS...after the Army: AEA has a complete online Career Center. You can learn about civilian opportunities autonomously. Research or survey the commercial job market with FREE (ANONYMOUS) resume post at AEA career center. Additionally, AEA has been running and will continue to run, a special series of articles in Army Engineer magazine which focus on individual job experiences of many retired Army Engineers. To read those articles, you need to [subscribe to the magazine](#).

2. [Society of American Military Engineers](#) : [The Military Engineer Online](#) : [Membership](#) [SAME Current eNEWS](#)

a. [Click here to read a PDF version of the SAME Year in Review](#) given by outgoing SAME President Maj. Gen. Del Eulberg, P.E., F.SAME, USAF at the 2008 Joint Engineer Training Conference & Expo. [Presentations from the conference are now available by clicking here](#)

b. "The Society of American Military Engineers (SAME) is currently undertaking a grass roots effort to reach out to aspiring engineering and architects at local universities. SAME membership is FREE for students and also provides them opportunities for leadership, mentorship and potential internships or first jobs. To learn more about the SAME college outreach program and how to help set up a chapter at your university or a university near you,

please visit [www.same.org/college](http://www.same.org/college) or send the Ben Matthews an email at [samecollegeoutreach@gmail.com](mailto:samecollegeoutreach@gmail.com).

c. The Society of American Military Engineers, SAME offers **free memberships to students of the [Engineer Career Captains Course](#) and the [Engineer Advanced Noncommissioned Officers Course](#)**. (Active, Reserve, National Guard – any phase)

d. **Deployed Engineering Team:** Get *The Military Engineer* and *SAME News* delivered directly to you! Complete our [temporary deployment form](#) and we will send your SAME materials to you onsite while serving in your area of operational responsibility (AOR). This free service is just one of the many ways SAME salutes our members. [Click here to provide your temporary AOR contact information](#).

e. **Transitioning from military service?** Retiring from the Federal Government? Looking for a new and exciting position in the A/E/C industry? If the answer to any of these questions is YES, place your resume on the [SAME Job Center](#) web site. *The service is free for SAME members*. The site has been or is being utilized by over 300 companies that through their placement of job announcements have access to your resume

### 3. **TEOCSA (The Engineer OCS Association) [Website coming soon](#)**

The purpose of TEOCSA (The Engineer Officer Candidate School Association) is to support the troops. Up to recent, the support has been directed principally toward the collection for preservation and display of Engineer OCS history materials to show (and to remind) what has been accomplished, i.e., building the foundation to move forward.

TEOCSA is looking now to assist more directly.

Question: will you help?

E. T. Mealing  
Pres., TEOCSA  
PO Box 14847  
Atlanta, GA 30324-4847  
404.231.3402  
[TEOCSA@comcast.net](mailto:TEOCSA@comcast.net)

4. **[Army Engineer Officer Wives' Club](#):** AEOWC is a worldwide organization with members located wherever Army Engineers are stationed, or have retired. [Become a member](#)

Visit our website at <http://www.AEOWC.com>.

Alternate response email address is [DAEN-ZC@hqda.army.mil](mailto:DAEN-ZC@hqda.army.mil)

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"To the Core; for the Corps"

Former "Messages to the Regiment"

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