



**US Army Corps
of Engineers**
Engineer Research and
Development Center

Information Bulletin

Topographic Engineering Center

October 13, 1999

*U.S. Army 1999 Research &
Development Organization of the Year*

OFFICIAL

From the Director

The annual AUSA meeting in Washington, DC was another opportunity for TEC and SMDC to demonstrate the capabilities of Eagle Vision II. Below is a picture of the team on site at the conference center outdoor exhibit area. There was a large turnout to see EV II and a lot of interest in its capabilities.

At the Chief of Staff's keynote address Gen Eric K. Shinseki described his vision of America's Army as one full spectrum force. The new Army will be light, fast, and decisive, a force that can be deployed in 96 hours anywhere in the world to take effective action. His vision is also for a full division deployment in 120 hours and seven divisions in 30 days. Key to this concept is advance and continuously updated information, intelligence, and communication of physical, military, social, and political data concerning the situation at the engagement site. TEC's expertise and technology will be a major asset for achieving this vision.



GEN Eric K. Shinseki



**Mary Pat Santoro, SSG Earline Williams,
SPC Neil Worth**

Eagle Vision II Tours

Eagle Vision II (EV II) will be hosting an "open house" for TEC employees on 20 and 21 October 1999. Tours of the system will be given on both days. A sign up sheet is posted in the TEC snack bar for those employees that are interested in taking a tour. Employees that sign up should report to the EV II compound (outside) at the selected time.

Presidential Rank Award recipients

LTG Joe N. Ballard, Chief of Engineers, recently announced the U. S. Army Corps of Engineers Presidential Rank Award recipients for 1999. There are two types of Presidential Rank Awards - Distinguished and Meritorious.

The Distinguished Rank Award recognizes career Senior Executive Service (SES) members who have demonstrated sustained extraordinary accomplishment. USACE's Distinguished Rank awardee is **Dr. Lewis E. Link, Jr.**, Deputy Chief of Staff for Research and Development and Acting Director, ERDC.

The Meritorious Rank Award recognizes career SES members who have demonstrated sustained accomplishment. **Dr. Donald Leverenz**, Assistant Deputy Chief of Staff for Research and Development (Military Programs) was one of five recipients of the USACE Meritorious Rank award.

SAEDA Training

All personnel whose last name begins with letters A through L, and new employees who arrived after 01 Nov 98 **must** attend one of the following scheduled SAEDA briefings in the MacKenzie Hearing Room of the Kingman Building:

19 Oct 99 0900 & 1000
9 Nov 99 0900 & 1000

Performance appraisal process under lab demo

Please see the last page of this bulletin for information on the performance appraisal process under the Laboratory Demonstration Project.

Flu Shots

The flu vaccine will be given each Friday afternoon, beginning on Friday, October 1, from 1:15pm to 3:00pm at the HECSA Clinic. Please bring a completed consent form with you and please try to wear clothing that allows easy access to the deltoid muscle of the upper arm.

Blood Drive is October 15th

Team members are encouraged to get out this Friday, Oct. 15, and donate blood at the next TEC Blood Drive. The blood drive will be held from 0800-1400. Sign up in room 132 (STINFO).

Cool facts about blood

- About 5% of all hospitalized patients receive a transfusion of blood or blood components.
- Donors cannot contract AIDS or any other disease by donating blood.

- Every minute, more than 25 units of blood or blood components are transfused. That's nearly 37,000 units each day!
- You can donate blood every 56 days.
- By age 72, about 95% of Americans will need blood at some point.
- Approximately 40% of the population is eligible to donate blood; however, only 5% actually donate.
- Patients diagnosed with cancer use the highest percentage of blood.
- One pint of blood can save **three to five** lives!!
- You have 9 to 12 pints of blood in your body. When you donate, you only give up one pint.

Meetings and Presentations

Dr. Luis Jimenez and Dr. Miguel Velez, from the University of Puerto Rico, will provide a briefing Thursday, October 14, 0900-1030, in Conference Room 1, in which they will discuss their most recent work pertaining to the contract on the subject of Hyperspectral Band Subset Selection and Clustering.

Calendar of Events

14 Oct	Union vote, 0900-1500, Conference Room 6
18 Oct	Eagle Vision II ribbon cutting ceremony. POC: Laz Greczy
19 Oct	Dr Wilbur B. Payne award ceremony, Ft. Lee, VA
20-21 Oct	ERDC PMB meeting – Atlanta. POC: Dr Roper
22 Oct	Research & Development Organization of the Year ceremony, Pentagon.
26 Oct	District Engineers visit to TEC 0800-1200. POC: Bob Heidelberg.
16 Dec	TEC Holiday Party – Cruise on <i>Spirit of Washington</i>

Arrivals/Departures/Vacancies

Arrivals:

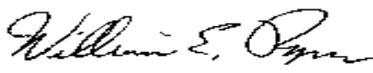
<u>Name</u>	<u>Organization</u>	<u>Date</u>
Swanson, Randall (Cartographer)	GID	10-24-99
Gibbons, Norma (EEO Manager)	EEO	10-24-99

Departures:

Dumproff, Carol	ITL	11-05-99, to LIWA-promotion
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Open Announcements:

Senior Research Scientist ST-1301	TEC	Open: 08-02-99 Close: 11-01-99
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WILLIAM E. ROPER, Ph.D., PE
Director

BOBBIE F. KERNS, JR.
Deputy Director Laboratory Management

U N O F F I C I A L

1999 TEC Holiday Party

Tickets for the December 16 cruise are available now. Cost is \$15 per person. For more details see the posters on display or watch for future e-mail announcements from the party committee. **REMINDER: No tickets will be sold after October 29.**

Performance Appraisal Process Under Lab Demo

The first rating cycle for employees covered by the Personnel Demonstration Project ended on 30 September. The performance appraisal process began in October and is scheduled as follows:

1-31 October	Appraisal of employee performance.
1-30 November	Performance data entered into automated system, supervisory review of performance scores and pay adjustments.
3-17 December	Performance scores and pay adjustments discussed with employees.
19 December	Pay adjustment becomes effective.
2 January	General Schedule increase becomes effective.

Supervisors will meet with employees in October and discuss employee accomplishments for each of the rated elements identified on WES Form 2531-E (Performance Rating Form). Each employee should prepare a list of accomplishments (limited to one page) to take to the meeting. The supervisor will be gathering information to accurately appraise employee performance and will not provide a performance score at this meeting.

After the supervisor appraises employee performance, a performance score will be calculated for each employee. The scores will be submitted to the respective pay pool manager (ERDC Commander/Lab Directors) who will review and reconcile any discrepancies to ensure that the pay-for-performance process is applied fairly across organizational lines within a pay pool and among pay pools.

Once the reconciliation process is completed, supervisors will discuss with each employee the individual's performance score and the amount of the pay adjustment. The performance score and pay data will be submitted for processing so that the pay adjustment becomes effective on 19 December 1999. This is good news because this is the pay period before the General Schedule increase goes into effect.

NOTE: Supervisors will submit performance award nominations for employees they wish to reward to the Directorate of Human Resources by 16 January 2000.

POCs for the Personnel Demonstration Project are Bobbie Kerns (TEC, 428-7703, icom 2313), Dr. Jim Pennington (ERDC, 601-634-3549) and Mr. Richard Murdock (MVD-HR, 601-634-5167).