



# Information Bulletin

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

Topographic Engineering Center

*2002 Research and Development  
Organization of the Year*

Jan. 23, 2003  
Number 02-03

## OFFICIAL

### Commander's Column

When I visit the laboratories, I am frequently asked the question, "Am I better off pay-wise under demo than I would have been under the GS system?"

To answer that question, I ran an analysis of the pay comparison for employees from the Command Staff Division (the Admin/Support pay pool). The table below presents a pay comparison of 31 employees who were randomly selected to illustrate demo versus General Services (GS ) pay differences. The table includes the following data: the date employees were converted into the demo project; the employees' GS grade and step on the date of conversion; the salary of the GS grade and step the employee would now be had they remained under GS; their present demo salary; the difference in employees' salary now compared to the salary had they remained under GS; and the employees' average of performance scores since entering lab demo.



The information presented is consistent with the information we have been hearing in focus group meetings that we conduct following each rating and pay cycle. The message is that our employees who are covered by the provisions of lab demo, and who are solid performers, are generally better off pay-wise than they would have been under the GS system.

Individuals under the lab demo program may want to evaluate themselves to verify whether or not their own careers are tracking with the analysis provided here.

***2002 Army R&D Organization of the Year***

PAY COMPARISON						
Date converted into Lab Demo	Grade/step before conversion into Lab Demo	Grade/step under GS would be on 15 DEC 02	Under GS salary would be on 15 DEC 02	Under Lab Demo salary on 15 DEC 02	Difference (Lab Demo - GS)	Average performance score under Lab Demo
2/14/99	GS-6/09	GS-7/08	\$37,738	\$40,894	(+) \$3,156	3.2
9/13/98	GS-9/05	GS-9/07	\$44,911	\$45,833	(+) 922	3.0
9/13/98	GS-12/08	GS-12/10	\$70,555	\$70,555	\$0	3.0
9/13/98	GM-13/10	GM-13/10	\$83,902	\$91,199	(+) \$7,297	3.3
3/11/01	GS-5/03	GS-6/03	\$29,370	\$28,567	(-) \$803	2.6
1/16/00	GS-9/07	GS-9/08	\$46,158	\$51,976	(+) \$5,818	4.0
9/13/98	GS-12/05	GS-12/07	\$65,129	\$68,744	(+) \$3,615	3.1
9/13/98	GS-12/08	GS-12/09	\$68,746	\$70,555	(+) \$1,809	4.1
9/13/98	GS-12/07	GS-12/08	\$66,937	\$70,555	(+) \$3,618	3.1
11/22/98	GS-12/06	GS-12/08	\$66,937	\$70,555	(+) \$3,618	3.1
2/14/99	GS-7/08	GS-11/02	\$46,795	\$48,251	(+) \$1,456	3.3
9/13/98	GS-9/03	GS-9/05	\$42,416	\$46,727	(+) \$4,311	3.6
2/27/99	GS-6/10	GS-6/10	\$35,796	\$39,779	(+) \$3,983	3.6
2/14/99	GS-11/04	GS-11/06	\$52,831	\$55,794	(+) \$2,963	3.2
2/14/99	GS-7/06	GS-7/07	\$36,718	\$39,161	(+) \$2,443	3.1
2/14/99	GS-5/09	GS-5/10	\$32,113	\$32,113	0	3.2
9/13/98	GS-12/06	GS-12/08	\$66,937	\$70,555	(+) \$3,618	3.8
9/13/98	GS-12/07	GS-12/09	\$68,746	\$70,555	(+) \$1,809	3.1
2/14/99	GS-9/07	GS-9/09	\$47,405	\$48,848	(+) \$1,443	2.8
2/14/99	GS-10/05	GS-10/07	\$49,463	\$52,708	(+) \$3,245	3.2
2/14/99	GS-6/06	GS-6/07	\$33,042	\$32,745	(-) \$297	2.5
11/22/98	GS-12/07	GS-12/09	\$70,543	\$72,400	(+) \$1,857	4.0
11/22/98	GS-12/03	GS-12/05	\$63,119	\$67,265	(+) \$4,146	3.2
2/14/99	GS-11/01	GS-11/04	\$49,813	\$53,834	(+) \$4,021	3.8
9/13/98	GS-12/10	GS-12/10	\$70,555	\$70,555	0	3.0
9/13/98	GS-12/10	GS-12/10	\$70,555	\$70,555	0	4.0
2/14/99	GS-7/04	GS-7/05	\$34,678	\$36,193	(+) \$1,515	2.9
2/14/99	GS-7/07	GS-7/09	\$38,758	\$39,779	(+) \$1,021	3.3
2/14/99	GS-7/07	GS-7/08	\$37,738	\$39,779	(+) \$2,041	3.2
11/22/98	GS-11/04	GS-11/06	\$52,831	\$59,325	(+) \$6,494	3.7
11/22/98	GS-11/05	GS-11/07	\$54,340	\$59,393	(+) \$5,053	3.4

### Dr. Zimmerman to Head Research Division



Dr. Eric B. Zimmerman joined TEC as the Chief of the Research Division on Jan. 13. Dr. Zimmerman comes to TEC after serving more than 26 years of active duty in the Corps of Engineers. His most recent assignment was as the Director of the Mechanical Engineering Research Center at the U.S Military Academy at West Point, N.Y. In addition to teaching, he was a technical consultant to the U.S. Army Armaments Research, Development, and Engineering Center (ARDEC), Picatinny Arsenal, N.J. in support of the Crusader Artillery Program, the Objective Individual Combat Weapon (OICW), and the Objective Crew Served Weapon (OCSW).

Additional assignments included attendance at the Defense Mapping School's Mapping, Charting & Geodesy Officer Course (MCGOC) in 1977. He subsequently served in all three topographic engineer battalions as a division and corps terrain detachment commander, topographic engineer company commander, and topographic battalion executive officer. Dr. Zimmerman also served as a facilities planner in the USCINPAC joint headquarters from 1989-1991 overseeing an annual \$350 million military construction program in the Pacific Theater.

He received his Bachelor of Science degree from the U.S. Military Academy in 1976, Master of Science in mechanical engineering from the Louisiana State University in 1985, a

Master of Arts degree in national security and strategic planning from the U.S. Naval War College in 1989, and a Ph.D. in mechanical engineering from the Georgia Institute of Technology in 1995.

Dr. Zimmerman has 19 technical articles published in internationally recognized journals and conferences. He has received several honors and awards including National Honor Society of Phi Kappa Phi; National Research Society of Sigma Xi; Honor Graduate of the U.S. Army Engineer Officer Advance Course, 1980; licensed professional engineer in the Commonwealth of Virginia, 1980; twice awarded the Excellence in Scholarship Award by the Phi Kappa Phi Chapter at West Point in 1988 and 1998; Engineer Regiment de Fleury Medal recipient, 1992; Who's Who Among Students in American Universities and Colleges, 1995; named the Outstanding Mechanical Engineering Ph.D. graduate at commencement exercises at Georgia Tech, 1995; member of the U.S. Military Academy's Board of Trustees, 1996-1997; elected to the rank of Fellow in the American Society of Mechanical Engineers (ASME), 2000; promoted to the rank of Full Professor of Mechanical Engineering at the U.S. Military Academy, 2001; was the U.S. Military Academy's representative on the panel advising the Deputy Assistant Secretary of the Army for Science and Technology on future spending for technology, Oakridge National Lab 2001; named the Outstanding Teacher of the Year by the St. Lawrence Section of the American Society for Engineering Education (ASEE), 2002.

In addition, he is a member of the National Honor Society of Phi Kappa Phi, National Research Society of Sigma Xi, American Society of Mechanical Engineers and the Society of American Military Engineers.

### **Robert P. (Paul) Harwig becomes Operations Division Chief**

Paul Harwig joined TEC recently as the Chief of the Operations Division. A native of Chicago, Harwig graduated from the U.S. Military Academy at West Point, N.Y. with a Bachelor of Science in Civil Engineering in 1979 and was commissioned in the Corps.

During his military career, Harwig served in a variety of operational and staff assignments. His first assignments were in combat engineer units in Germany from 1980-1986 where he had the opportunity to command two companies, D Company, 54<sup>th</sup> Engineer Battalion, Wildflecken, FRG and the 42<sup>nd</sup> Engineer Company in the Berlin Brigade. He retired as a Lieutenant Colonel in April 2001.

Harwig received a Masters of Science from The Ohio State University in geodetic science in 1988. He taught terrain analysis, surveying and astronomy at West Point and was the Research Officer for the Geo-Systems Lab in the Department of Geography and Computer Science. He authored numerous software applications within a suite of programs known as TerraBase, most notably a program called MSImager, a multispectral image processing application that was fielded on Forces Command Automated Intelligence Support System (FAISS). Harwig deployed to Saudi Arabia during Operations Desert Shield and Storm as a topographic engineer project officer in the 18<sup>th</sup> Airborne Corps. He was the Mapping, Charting and Geodesy Staff Officer on the U.S. Atlantic Command Staff in Norfolk, Va., prior to assignment at the National Imagery and Mapping Agency where he worked on the Army Customer Support Team, Geospatial Transition Plan Implementation team and as chief of Geospatial Requirements Planning.

Harwig is a graduate of the Command and General Staff College (1992) and the Armed Forces Staff College (1994) and is a licensed professional engineer in Virginia (1986).

## Harold Britton Retires

Harold Britton, TEC's Technical Director for Civil Works retired Jan. 3 after more than 30 years of government service. While in this position, he was responsible for formulating research, development and operation programs in support of topography, imagery and geospatial civil works and support for others.

**Son Paul and wife Susan joined Harold at his retirement brunch. (Photo by Terri Stowell.)**



## Bulletin Publication Change

With the establishment of an ERDC-wide Information Bulletin, which will be published every 2 weeks, individual site Bulletins will now be published in the “off” weeks. Please keep this in mind when submitting articles and information for the site Bulletin. The next Alexandria Site Information Bulletin will be published on Feb. 6.

## Handling Calls from the Media

When you receive calls from media representatives (local reporters, technical, trade, or general news media), please refer the caller to the Public Affairs Office (PAO) before responding to any questions. PAO will work with you, the reporter, and our command staff to determine how TEC as an organization can best respond. PAO will arrange an interview between you and the reporter if appropriate, and will answer any follow-up calls. This procedure will help TEC personnel prepare properly for answering media questions.

The intention of this request is not to restrict anyone's freedom to speak to the press. It will, however, ensure all concerned, when speaking as representatives of TEC, have the big picture and a complete background on the issue at hand. It also ensures the coordination with our executive staff, who are ultimately responsible for the image portrayed by TEC to the press.

## Commander's Mailbox

ERDC team members are reminded that an electronic mailbox has been established to allow employees to send questions and/or comments to the Commander. If an employee wishes to remain anonymous, his or her name will be deleted from the question before it is forwarded to the Commander for comment. Employees' questions will be answered via return e-mail. Answers to anonymous and frequently asked questions will be posted in the Employee Information Bulletin.

The address in Outlook is, “ERDC Commander.” Again, all information is kept strictly confidential and all questions are addressed directly by the Commander.

FOR THE DIRECTOR:

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**BOBBIE J. GALFORD**  
Chief, Public Affairs Office  
Engineer Research and Development Center

# UNOFFICIAL

## Former GIMRADA Director/Commander Dies

Col. Lloyd L. Rall who commanded TEC's predecessor, the Geodesy Intelligence and Mapping Agency (GIMRADA) from July 1, 1964 to Jan. 9, 1966 died on Jan. 8, 2003. He also was a professor of military science and tactics at the Missouri School of Mines and Metallurgy and assisted in the construction of the Chief Joseph Dam in the Kootenai River in the Columbia River system. Col. Rall retired in 1972 as the Defense Intelligence Agency's assistant director of mapping, charting and geodesy. In 1991, he retired as the Washington director of ITEK Corp., where he was involved in building space camera systems.

## Temporary Duty Security Officers

Security Officers from other ERDC sites are being assigned to TEC in a temporary duty status due to a shortage of personnel here. Sgt. Jerry P. Dailey, Vicksburg departed on Jan 18. Sgt. Jerome J. Kavanaugh, Hanover will be departing on Jan. 25. Sgt. William R. Coleman, Vicksburg (not pictured) will be here from Jan. 19 to Feb. 1. Assignments are for approximately 2 weeks.



Sgt. Dailey



Sgt. Kavanaugh

## ASMC Luncheon Scheduled for Feb. 13

The Mount Vernon Chapter of the American Society of Military Comptrollers (ASMC) will be hosting their February luncheon at the Mount Vernon Inn on Feb. 13 at 11:30 a.m. The speaker will be Mr. Fred Schack, Professor in Health Fitness and Recreation Resources at George Mason University, who will discuss "Aging, Nutrition, and Exercise".

The cost is \$13 for members and \$14 for non-members. If you are interested in attending the luncheon, contact me via email **NLT COB Feb 7. (Be sure to specify your menu option).** All ERDC, TEC, and AAA members are welcome and encouraged to attend.

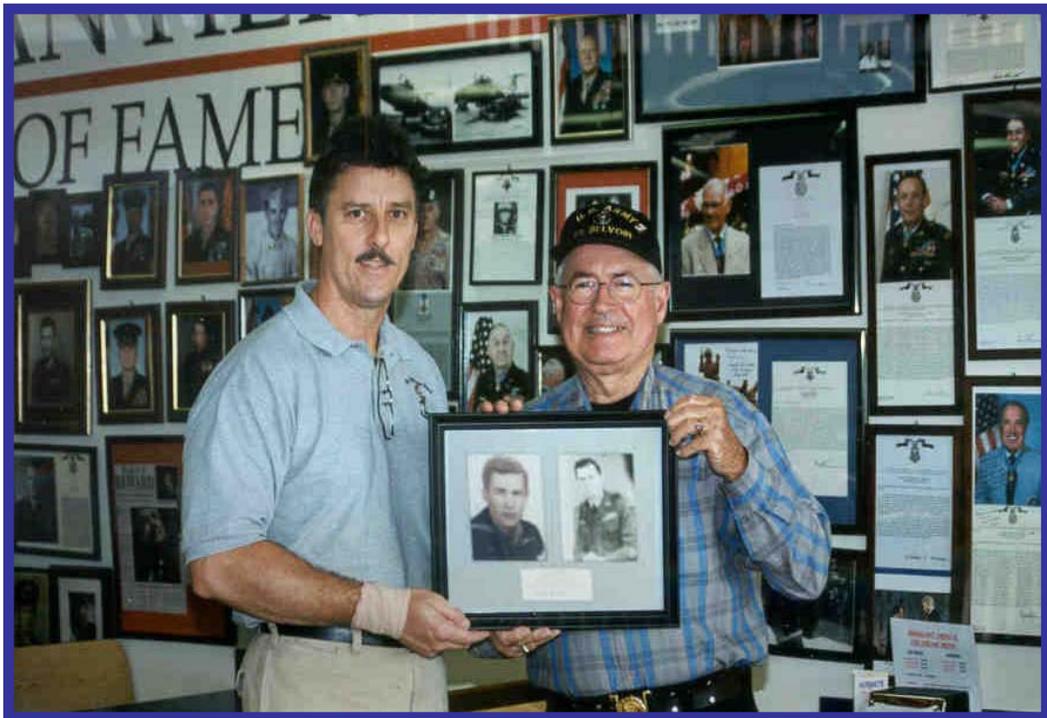
ASMC is a non-profit educational and professional organization for military and civilian personnel involved in or having an interest in military comptrollership. ASMC promotes the education and training of its members and supports the development and advancement of the profession of military comptrollership. Non-members are encouraged to join the Mount Vernon Chapter of ASMC. (Kathleen E. Holcombe, [kathleen.e.holcombe@hq02.usace.army.mil](mailto:kathleen.e.holcombe@hq02.usace.army.mil), (703) 428-9110, fax (703) 428-6275)

## Security Office Sergeant Finds a Place on local Wall of Heroes

Just when Sgt. George Gilbert Sr., a member of TEC's Security Office, thought he had received all the recognition for his military service to our country, he recently received another honor, when he was asked to display his photograph on the American Heroes Bagel Cafe's Wall of Heroes, located in Fredericksburg, Va. The Wall, serves as a final resting place for the memorabilia of many veterans' of all Services.

For example, on display are items from the military career of Capt. Audie Murphy, a World War II recipient of the Medal of Honor. Capt. Murphy, the most decorated soldier of that war, possessed movie star good looks and was featured in several war movies.

Although not a regular at the Cafe, which operates from morning to early afternoon, George and daughter Lisa occasionally stop in for a leisurely breakfast. "I was surprised when Richard stopped by the table and asked if I was a veteran and if so, would I like to have my photo displayed on the Wall. Mr. Richard Barnes organized American Heroes Bagel Café and within that café he created the Wall of Heroes to honor and recognize the significant sacrifices and accomplishments of veterans.



Richard Barnes (l) and Sgt. George Gilbert Sr.

Like many young American men who sat by their radios and listened to the events of the Japanese attack on Pearl Harbor on Dec. 7, 1941, George "couldn't wait to enlist in the military." George turned 17 years old on Dec. 2 and enlisted on Dec. 11, 1944. The North Carolina native enlisted in the Coast Guard and after basic training was assigned to a unit stationed on Adak, Alaska, in the Aleutian Islands. After completing a 3-month navigation training program in LORAN (Long Range), a forerunner to the Global Positioning System, George was reassigned to the Chain Pribilof, in the Island of St. George. "My unit spent the remainder of World War II on that island," George recalls.

### Disenchantment with Civilian Life

Upon his return to the States in 1946, the 'seasoned war veteran' received an honorable discharge. But, within a few months, "I became disenchanting with civilian life," George

remembers. So, the 18-year-old decided to “Go back to what I **thought** I knew best, the military.” Because of his knowledge of small engines, his next assignment was Lighthouse duty. Now, he was responsible for protecting various Virginia Landmarks. “Not exactly what I had hoped to be doing in the military my second time around,” he recalls. In 1949, George was once again honorably discharged from the military.

“I tried civilian life, but after a couple of months, a buddy and I decided to go back into the service. Since my buddy was colorblind, we couldn’t go into the Coast Guard together, so we joined the Army.” Unfortunately, while George had prior Naval Basic Training, the friend had prior Army Basic Training. George wound up retraining in the Army. He and his buddy never saw each other again.

In March 1950, he was assigned to the 2nd Infantry Division at Fort Lewis, Wash., which at that time was the only combat-ready infantry division. “Now, I thought, I’ll see some action.” Approximately 3 months later, he found himself on the front lines of the Korean conflict.

“One of the most vivid memories I have of that timeframe is riding on a half-track vehicle heading to the front lines, when a truckload of wounded South Korean soldiers came traveling in the opposite direction. They were shot up and bloody. Blood was dripping down the sides of the truck. I remember thinking ““What have I got myself into now.””



On the morning of Sept. 3, 1950, George found himself in a river basin surrounded by a firefight. “Pretty scary stuff for a bunch of soldiers who had been told earlier to come up from the rear to get hot chow. I crept up to the chow truck with my mess kit when something knocked me down.”

An enemy round had hit him.

#### **Wounded in Action**

“It’s a strange feeling when a bullet hits you. You know you’re hit but you don’t know where. The experience, it numbs and shocks you,” he still vividly recalls. After checking his clothing, he discovered a telltale sign of injury . . . a small black spot on the leg of his fatigues.

“I pulled my pant leg back and blood was spurting out. For a second, I panicked. I thought the round had hit an artery.” Fortunately, the round had passed through his other pant leg. “By this time, I was beginning to get my composure and realized I wasn’t going to bleed to death.” One of his fellow combat soldiers radioed for a litter bearer to move him to medical care.

After being evacuated to Japan, he spent 3-weeks in physical therapy. He was subsequently awarded a Purple Heart. He also was returned to the front line, where “the troops continued to successfully defeat the North Korean Army.” Although he remembers that news

reports of the fighting were scarce, word of mouth led the troops to believe they would be back in the U.S. by Christmas.

“It didn’t happen that way.”

According to George, by this time, the Chinese had entered the fighting. American troops were ordered to retreat. “Apparently, the Chinese soldiers had maneuvered their troops to a position behind the entire 8th Army and cut U.S. soldiers off,” George recalls.

Troops were literally fighting through enemy-disabled tracked vehicles. “I can’t remember how we got out of there.” The soldiers reached the 38th Parallel and began to regroup. “The rest is history. American troops held their ground.”

#### **Return to Civilian Life**

George left active duty in 1952, having lost his desire for action. He returned to Winston-Salem, N.C., and began a career in law enforcement. He joined TEC in 1980 and in September 2002 celebrated 35 years of government service.

In addition to the Purple Heart, he was awarded the United Nations Service Medal, Korean Service Medal (with three bronze stars) and the ROK (Republic of Korea) Presidential Unit Citation. George was a member of the 23<sup>rd</sup> Regimental Combat Team, which was credited with stalling the Chinese offensive at Chipyong-Ni on Feb. 14-15, 1951 for which the team was awarded a U.S. Presidential Unit Citation. He is entitled to wear the American Area, World War II, Asiatic Pacific and World War II Victory ribbons.

“I’ve earned many medals and ribbons for combat and I’m proud of everyone of them. I’m just as proud to see my photograph on the Wall of Heroes.”